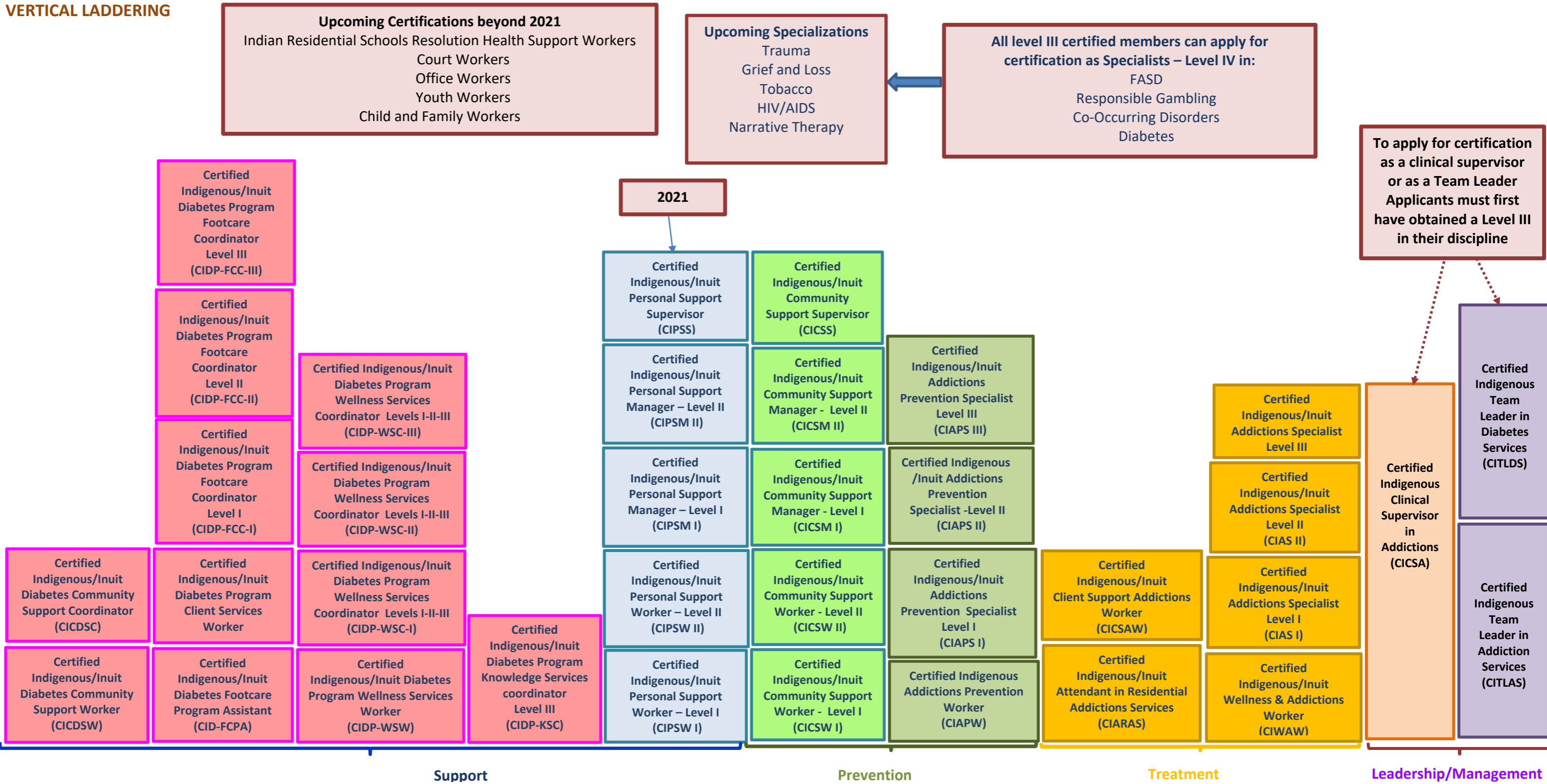


ICBOC INDIGENOUS WORKFORCE CAPACITY DEVELOPMENT MODEL

GLOBAL CERTIFICATION SYSTEM

VERTICAL LADDERING



HORIZONTAL LADDERING