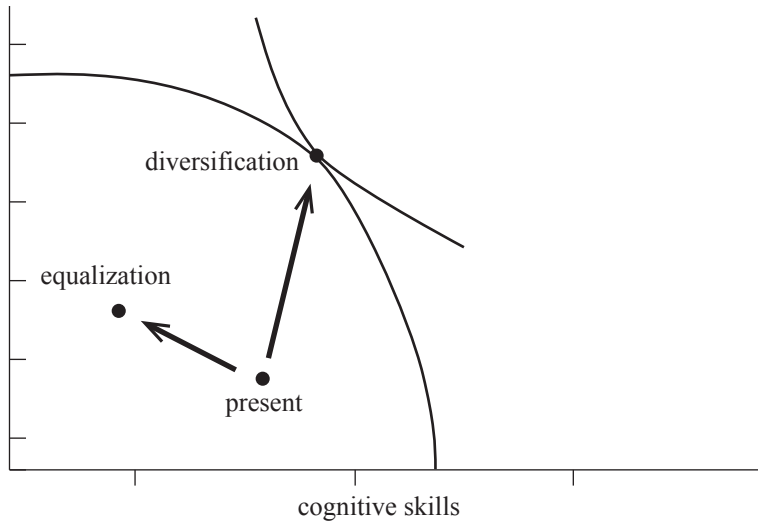


non-cognitive skills



diversification

equalization

present

cognitive skills