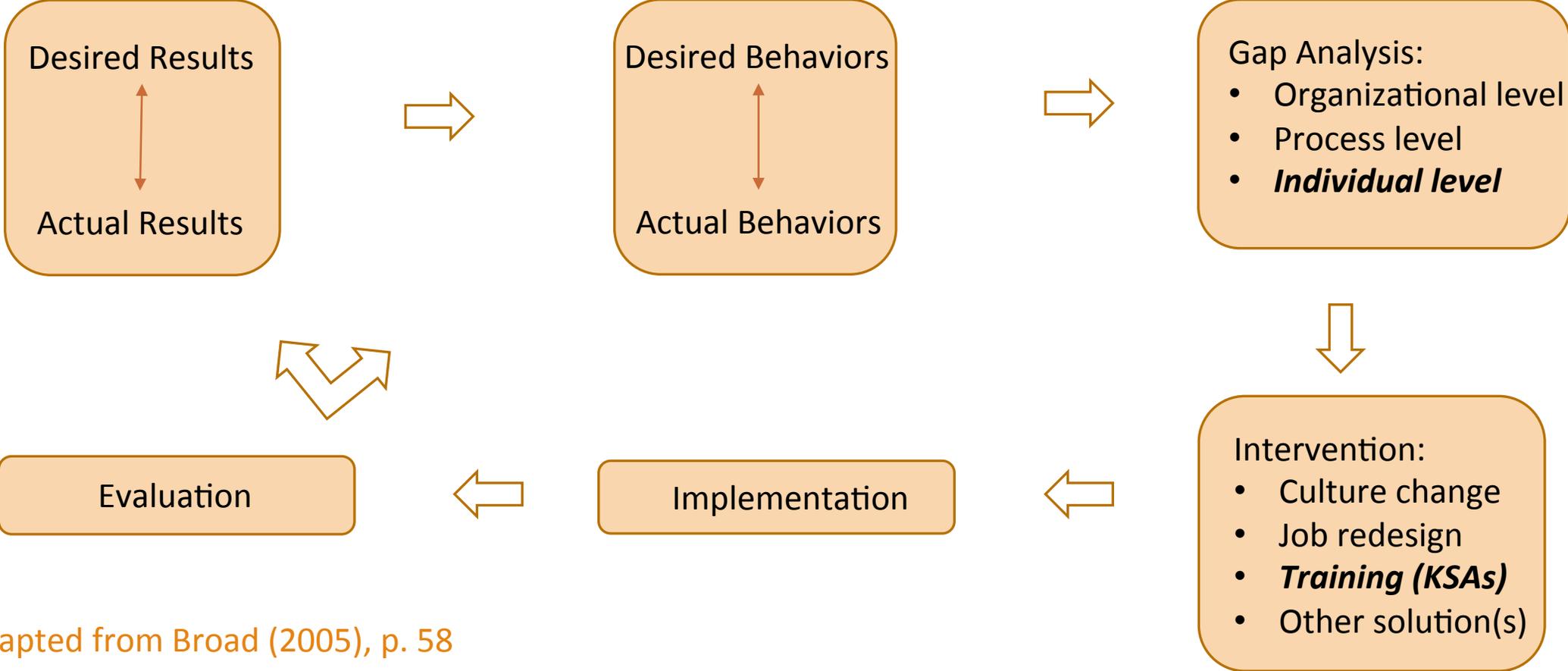


Determine the Need For Training



Adapted from Broad (2005), p. 58