

JA JobSpark

Redefining Hands On 



Junior
Achievement®
of Central Indiana

Presented by:

Lilly

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AND COMPANY
FOUNDATION, INC.



LILLY FOR BETTER

At Lilly, we are constantly evolving the way we discover, develop and manufacture medicines to bring new treatments to the people who need them even faster – and expand access to these medicines for even more people around the world.

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Lilly



Dear Students,

Welcome! This is an exciting time in your life and in your school career! You have the opportunity to explore wonderful options for your future and to experience firsthand the types of work available and skills utilized across a wide variety of business and industry sectors.

I hope that today, during JA JobSpark, you will learn about exciting jobs and industries previously unfamiliar to you and engage with professionals in those fields who will share their real-life experiences and guidance. Consider all the possibilities out there and begin to connect your interests and strengths with your future career options. Spend this time to discover what excites you...what professions make you want to learn more...and then go for it!



Keep this program book to help guide you on your journey toward an amazing future. Be thoughtful about your many options and then be bold and follow your passion! It's important that you create a plan to help you achieve your goals; work your plan and ask for help along the way. Be aware of opportunities to continue to learn, and open your heart and mind to all the world has to offer. Believe in yourself and know that I believe in YOU.

You are on your way to owning your future success!

Sincerely,

A handwritten signature in black ink that reads "Jennifer Burk". The signature is fluid and cursive.

Jennifer Burk
President and CEO
Junior Achievement of Central Indiana



Students & families-

Welcome to JA JobSpark, Redefined! Indianapolis Public Schools is thrilled to partner with Junior Achievement of Central Indiana, Eli Lilly and Company Foundation, Inc. and all of the sponsors and participating businesses to bring you this exciting, virtual event. The experience today is an outcome of tremendous preparation and planning – focused on your future success. It may look different than before, but the goal remains the same—to support you in exploring all that’s possible in your future.



This event is designed to spark an interest in some of the many career possibilities available to you in the City of Indianapolis and Central Indiana. Use your time today to ask questions of the volunteers who represent lots of various career paths and roles. I’d also encourage you to visit the areas that you may not think you have an interest in right now. You never know what might “spark” your attention and lead you to want to be a part of a specific college and career pathway in high school!

You are in school every day to learn the skills and content you need to create the kind of life that you want. So, today, dream big! Learn more about how years from now you might put those skills to work building things, serving others and creating a brighter future for all of Indianapolis. You can also use today to help you get closer to deciding which career will be right for you.

Indianapolis Public Schools is committed to ensuring that when our students complete their PK-12th grade experience, they leave us either enrolled, enlisted, or employed. JA JobSpark is an amazing opportunity to support that goal and for you to begin envisioning your future and learning how to turn your dreams into reality.

So, enjoy dreaming and learning today!

Sincerely,

A handwritten signature in blue ink, which appears to read "Aleesia L. Johnson".

Aleesia L. Johnson
Superintendent
Indianapolis Public Schools

Thanks to our Sponsors!

PRESENTING



ELI LILLY
AND COMPANY
FOUNDATION, INC.

PREMIER



Indiana University Health

CURRICULUM



EDUCATION
NETWORK

PLATINUM



GOLD



EmployIndy



VIRTUAL PLATFORM SPONSOR



VIDEO PARTNER

Deloitte.

SILVER



BRONZE

Celebrate Science Indiana, Corteva Agriscience, Ernst & Young, Indiana Farm Bureau, MacAllister Machinery, Rehabilitation Hospital of Indiana, Roche Indianapolis, Shiel Sexton, The Hagerman Group, University of Indianapolis: MICI-AHEC, Wilhelm Construction

Celebrating 6 Years of JA JobSpark[®]

- 7,000 students
- 40 schools
- 100 Hands-On Experiences

2016



2017

- 8,700 students
- 49 schools
- 125 Hands-On Experiences

2018

- 9,600 students
- 62 schools
- 150 Hands-On Experiences



2019



- 10,700 students
- 69 schools
- 250 Hands-On Experiences

2020

- 10,248 students
- 67 schools
- 300+ VIRTUAL Experiences



Projected:

2021

- 11,000+ registered students
- 69 schools
- 400+ VIRTUAL Experiences

JA JobSpark Career Clusters



Advanced Manufacturing, Engineering & Logistics

Planning, managing and performing the processing of materials into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance and manufacturing/process engineering. Planning, management, and movement of people, materials, and goods by road, pipeline, air, rail and water and related professional and technical support services such as transportation infrastructure planning and management, logistics services, mobile equipment and facility maintenance.



Agriculture, Food & Natural Resources

Production, processing, marketing, distribution, financing, and development of agricultural commodities and resources including food, fiber, wood products, natural resources, horticulture, and other plant and animal products/resources.



Architecture, Engineering & Construction

Designing, planning, managing, building and maintaining the built environment.



Business & Finance

Planning, organizing, directing and evaluating business functions essential to efficient and productive business operations. Business management and administration career opportunities are available in every sector of the economy. Planning, services for financial and investment planning, banking, insurance, and business financial management.



Government, Law & Public Service

Executing governmental functions to include governance; national security; foreign service; planning; revenue and taxation; regulation; management and administration at the local, state, and federal levels. Planning, managing, and providing legal, public safety, protective services and homeland security, including professional and technical support services.



Health & Life Sciences

Planning, managing, and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.



Hospitality & Tourism

Managing, marketing and operating restaurants and other food services, lodging, attractions, recreation events and travel related services. Designing, producing, exhibiting, performing, writing, and publishing visual and performing arts and entertainment services.



Technology

Designing, developing, supporting and managing hardware, software, multimedia and systems integration services.

Do *you* Have The Skills Indiana's Employers Are Searching For?

INDIANA EMPLOYERS WANT HIGHLY-SKILLED EMPLOYEES. DEVELOPING THESE **18 Employability Skills** CAN HELP YOU LAND YOUR DREAM JOB!

MINDSETS

Lifelong Learning

DEMONSTRATE WILLINGNESS TO WORK AND LEARN, AND CONTINUALLY APPLY NEW KNOWLEDGE.



Possess **belief** in own ability to succeed and assert self when necessary.



SELF-CONFIDENCE

LEARNING STRATEGIES

Effective COMMUNICATION

Apply skills to clearly, effectively, and convincingly express ideas and messages to others appropriate to the environment.

DECISION-MAKING

Utilize critical thinking skills and perspectives of others to make informed decisions based on options, rewards, risks, limits, and goals.



INITIATIVE

Apply self-motivation and self-direction to work and learning.



Attention to DETAIL

Achieve thoroughness and accuracy when accomplishing a task.



APTITUDE & Awareness

Identify and communicate individual interests and skills that align coursework and experiences to potential career paths and to in-demand occupations.



PROBLEM SOLVING

Apply critical and creative thinking skills to resolve problems.



WORK ETHIC

Self-Discipline

Demonstrate **self-control** and behave in accordance to rules with minimal direction.



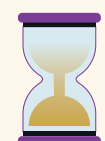
Successfully carry out expectations with minimal supervision.



INDEPENDENCE

PERSEVERANCE

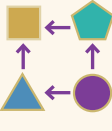
DEMONSTRATE ENDURANCE AND CAPACITY TO COMPLETE TASKS.



TIME MANAGEMENT & ORGANIZATION

Plan and organize long and short-term goals while understanding how to balance school, home, and community activities.

Manage transitions and adjust to changing situations and responsibilities.



ADAPTABILITY

INTEGRITY

ACT IN A TRUSTWORTHY AND HONEST MANNER.



PROFESSIONALISM

Demonstrate skills and behaviors appropriate for school and work.

SOCIAL & EMOTIONAL SKILLS

Connection



Demonstrate the ability to network with others through social awareness and cultural sensitivity.

REGULATION

Recognize and manage one's emotions.



Collaboration

Work well with others in a team.



What will your future look like?



For Students



For Adults



For Parents

Find out at IndianaCareerExplorer.com

Indiana Career Explorer guides your career planning to keep you on track!

- ☒ Explore jobs in-demand
- ☒ Assess your skills
- ☒ Create a list of options
- ☒ Develop a plan to get the education and training you need.

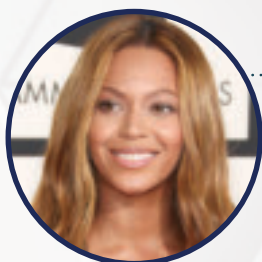
INDIANA
DEPARTMENT OF
WORKFORCE
DEVELOPMENT

INDIANA
CAREER EXPLORER
FIND YOUR PATH



IndianaCareerExplorer.com

CELEBRITIES & THEIR FIRST JOBS



BEYONCÉ

Singer & Songwriter

Beyoncé worked in her mom's hair salon sweeping up hair before her singing career.



CHRIS HEMSWORTH

Actor

Before he became Thor on the big screen, Chris worked in a pharmacy.



BRADLEY COOPER

Actor & Movie Producer

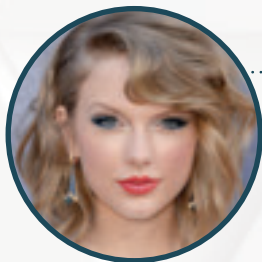
Bradley made a living as a doorman in a New York City hotel before starting his acting career.



MELISSA MCCARTHY

Actress

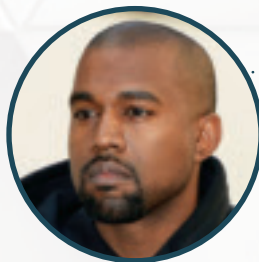
Before she was the star of movies like *Bridesmaids* and *The Heat*, Melissa worked as a barista at Starbucks.



TAYLOR SWIFT

Singer & Songwriter

Before her first big album, Taylor worked on her family's Christmas tree farm shaking bugs out of the trees.



KANYE WEST

Rapper & Music Producer

Kanye worked as a sales associate at Gap during his teen years.



DWAYNE JOHNSON

Actor & Former Pro Wrestler

Though he's now one of the highest-paid actors in Hollywood, 'The Rock' worked as a dishwasher at the age of 13.



MEGHAN MARKLE

Duchess of Sussex

Meghan Markle worked as a freelance calligrapher and taught bookbinding to support herself between acting jobs.

Ascension St. Vincent is proud
to support and encourage
youth to explore health care
opportunities!

Come visit us in the
Health and Life Sciences
Cluster!



Exciting Career Opportunities!

Automotive Repair, Sales, and More!



The Only Name You Need to Know

Ed Martin Automotive is a proud sponsor of JA JobSpark



EdMartin.com

Forging an
equitable and inclusive
education-employment
system to better meet
learners' needs.

Join Us.



stradaeducation.org

[Twitter](#) [Facebook](#) [LinkedIn](#) [@stradaeducation](#)

Leading the world's transition
to **greener, smarter** energy,
right here in Indianapolis.

IPL is now **AES Indiana**

We are accelerating the
future of energy, together
aesindiana.com/hellofuture

aes Indiana

Strategy-driven.
Results-driven.
And just **driven**.

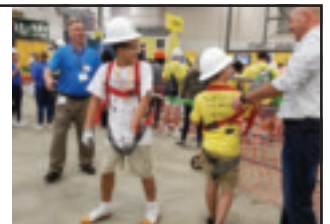
HIRONS
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Proud supporter of JA JobSpark
and Indianapolis area youth.

Career builder of health, safety,
and environmental professionals.

SafetyManagementGroup.com



SAVE THE DATE
for the 33rd Annual

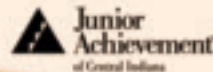
CENTRAL INDIANA BUSINESS

HOF

HALL OF FAME

Awards Gala

PLEASE JOIN US IN CELEBRATING THE
INDUCTION OF FOUR LAUREATES



DECEMBER 3, 2021 @ 6:00PM

INDIANA ROOF BALLROOM | 140 W. WASHINGTON ST. INDPLS, IN 46204

Contact Kacy Wendling, kacy@jaindy.org for sponsorship opportunities or Renea Gates, rgates@jaindy.org for event information



JA EduSpark

What is JA EduSpark?

JA EduSpark provides engaging opportunities for educators to connect industry and classroom learning.

Through JA EduSpark, educators will have the opportunity to participate in Industry tours & hear from panels of professionals highlighting in-demand careers. Participation in any JA EduSpark event is applicable to Teachers, Counselors and Administrators at any grade level.

If you are an industry partner who would like to host a JA EduSpark event or an educator interested in learning more, check out our website at www.jaeduspark.org!

EmployIndy connects Indianapolis residents to promising education and job opportunities to arm them for the future and provide employers with a job-ready workforce.

EmployIndy



More information about EmployIndy & our programs can be found at employindy.org

CALLING ALL EDUCATORS

Junior
Achievement®

JA Finance Park®
VIRTUAL

Your students will have the opportunity to participate this spring in JA Finance Park. Students will build a foundation upon which they can make intelligent financial decisions. The program is comprised of teacher-led, in-class, or virtual lessons and culminates in a hands-on, online budgeting simulation.





ADVANCED MANUFACTURING, ENGINEERING & LOGISTICS

Do you enjoy making things or working with your hands? Do you enjoy math and science classes?
Are you creative and like the idea of inventing things?

<\$20K \$30K \$40K \$50K \$60K \$70K \$80K \$90K \$100K \$120K+

BACHELOR'S DEGREE

Mechanical Engineer
\$71,412 - \$113,488

**General and Operations
Manager**
\$82,878 - \$174,613

**Industrial Production
Manager**
\$79,503 - \$130,773

**Airline Pilot, Copilot, and
Flight Engineer**
\$91,268 - \$131,082

CERTIFICATE

**Automotive Service Technician and
Mechanic**
\$35,194 - \$64,065

Machinist
\$38,254 - \$56,388

Industrial Machinery Mechanic
\$47,368 - \$67,582



Colleges to Research

- IUPUI (Engineering)
- Purdue University (Engineering)
- Ivy Tech Community College (Manufacturing & Logistics)
- University of Notre Dame (Engineering)
- Vincennes University (Manufacturing & Logistics)

HIGH SCHOOL DIPLOMA

Parts Salesperson
\$27,100 - \$56,317

**Welder, Cutter,
Solderer and
Brazier**
\$36,711 - \$53,120

**Heavy and
Tractor-Trailer
Truck Driver**
\$39,020 - \$58,996

**Industrial Machinery
Mechanic**
\$47,368 - \$67,582

**Computer Numerically
Controlled Tool Operator**
\$36,176 - \$52,680

**Bus and Truck Mechanic
and Diesel Engine
Specialist**
\$38,757 - \$53,163

**First-line Supervisor of
Transportation and
Material Moving Worker**
\$45,163 - \$69,113

**First-Line Supervisor of
Production and Operating
Worker**
\$52,851 - \$83,311

Occupations are a representation of jobs in Marion County. Salaries range from the 25th to 75th percentiles.

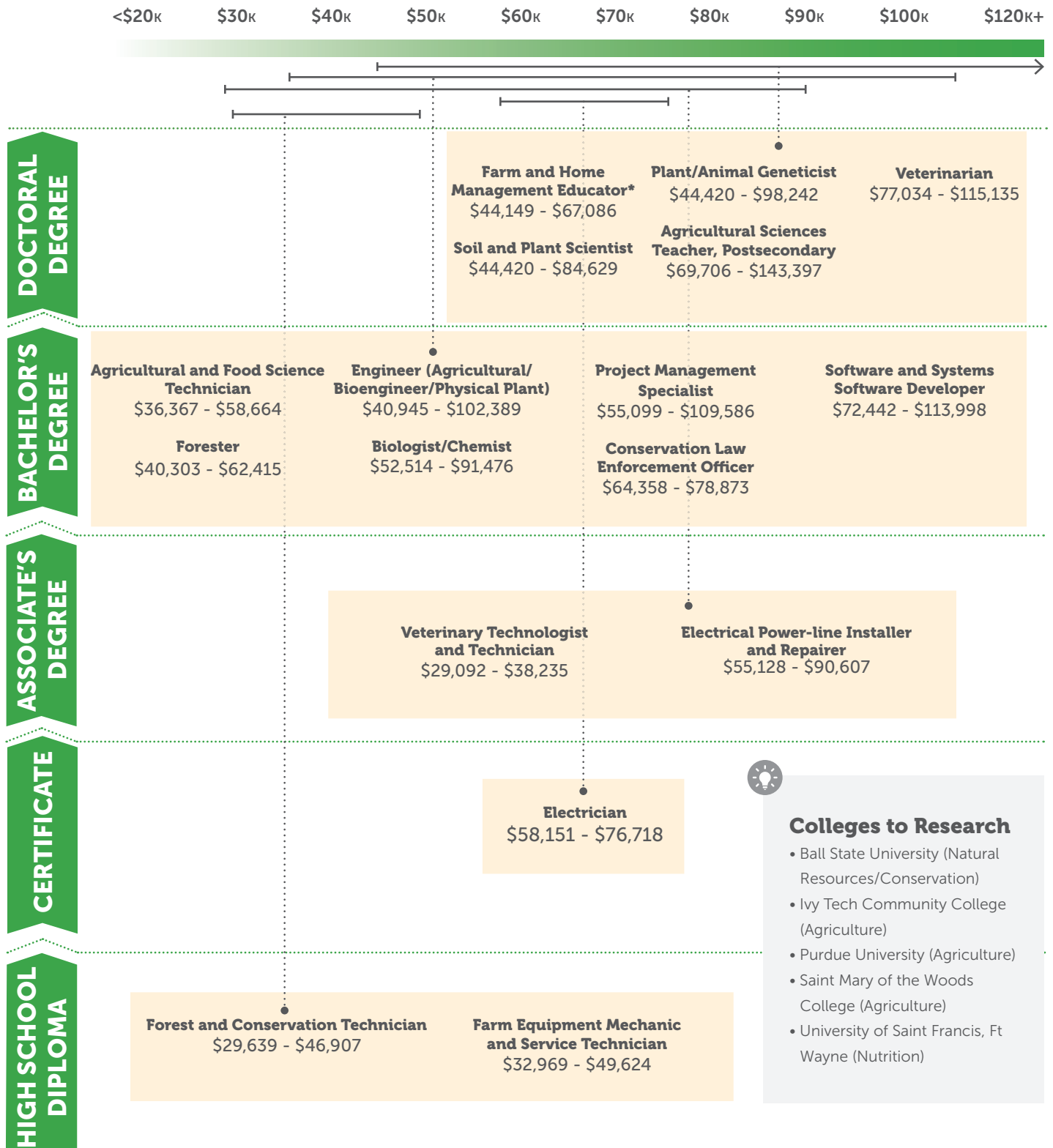
A special thank you to our partners!





AGRICULTURE, FOOD & NATURAL RESOURCES

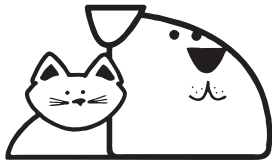
Do you want to help feed and clothe the world? Are you interested in protecting our environment?
Do you like to be outside or work with animals?



Occupations are a representation of jobs in Marion County. Salaries range from the 25th to 75th percentiles.

*Denotes Master's Degree required

A special thank you to our partners!



BROAD RIPPLE ANIMAL CLINIC



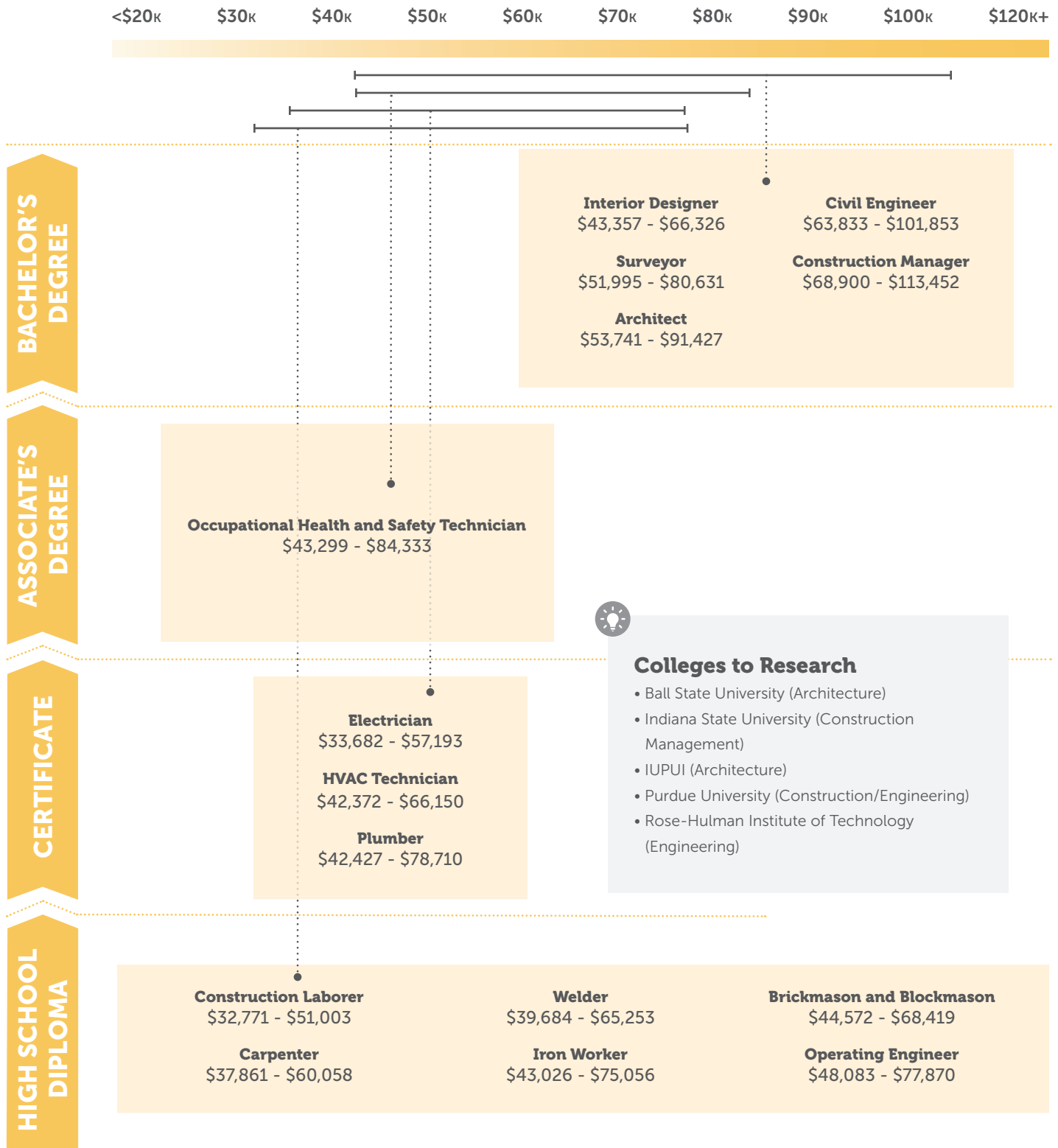
AGRICULTURE, FOOD & NATURAL RESOURCES





ARCHITECTURE, ENGINEERING & CONSTRUCTION

Do you like to build structures that last a lifetime? Do you like to create things and work with your hands?



Occupations are a representation of jobs in Marion County. Salaries range from the 25th to 75th percentiles.

A special thank you to our partners!



**FANNING
HOWEY**



ARCHITECTURE, ENGINEERING
& CONSTRUCTION

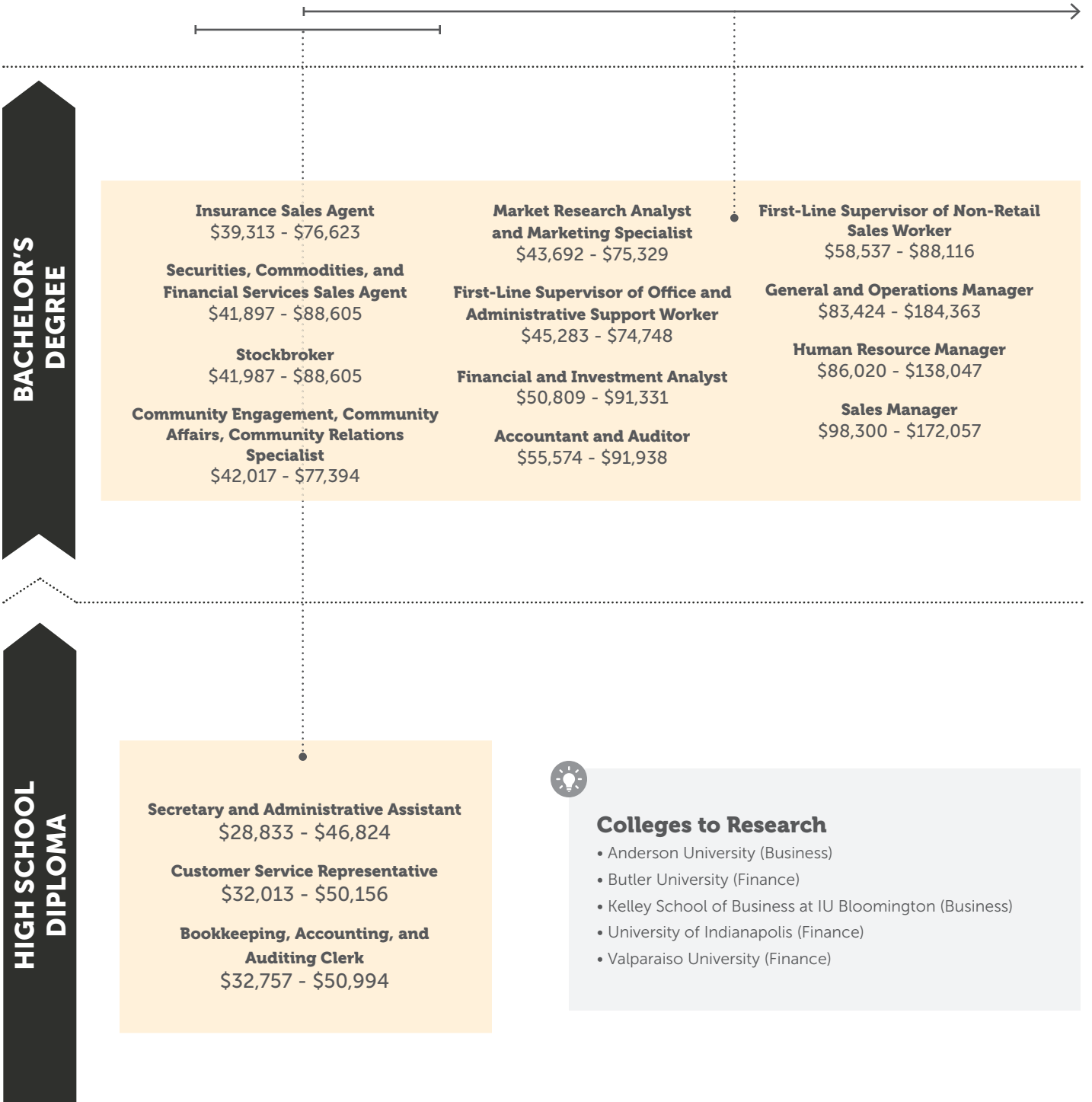




BUSINESS & FINANCE

Do you wonder how businesses work? Are you interested in how businesses choose who to hire?
Do you want to know which companies are good investments?

<\$20K \$30K \$40K \$50K \$60K \$70K \$80K \$90K \$100K \$120K+



Colleges to Research

- Anderson University (Business)
- Butler University (Finance)
- Kelley School of Business at IU Bloomington (Business)
- University of Indianapolis (Finance)
- Valparaiso University (Finance)

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BUSINESS & FINANCE

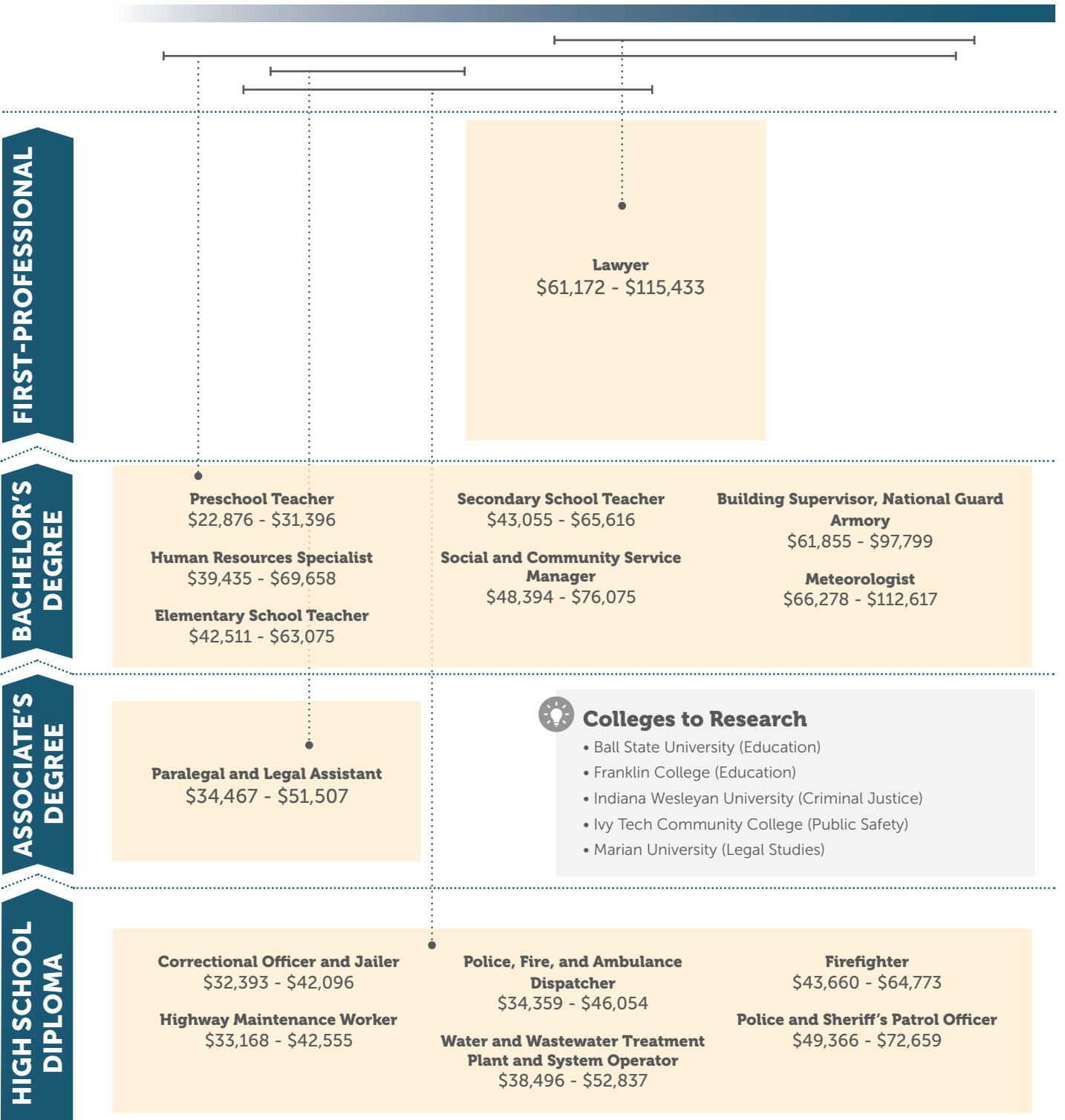




GOVERNMENT, LAW & PUBLIC SERVICE

Are you willing to serve others? Is it important to you to make the world fair and just? Are you calm in a crisis?

<\$20K \$30K \$40K \$50K \$60K \$70K \$80K \$90K \$100K \$120K+



Occupations are a representation of jobs in Marion County. Salaries range from the 25th to 75th percentiles.

A special thank you to our partners!



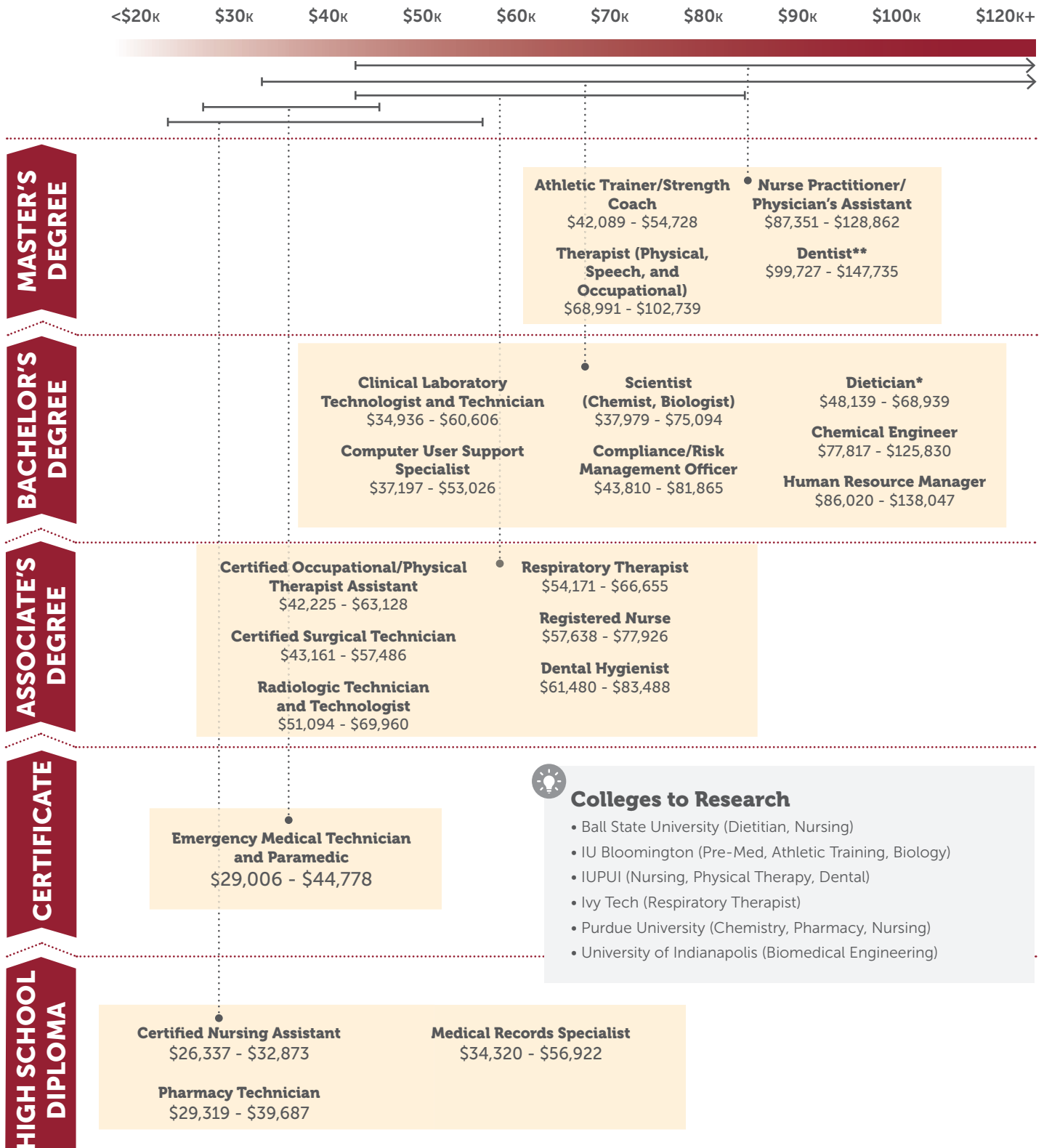
GOVERNMENT, LAW & PUBLIC SERVICE





HEALTH & LIFE SCIENCES

Do you enjoy helping others? Are you interested in how the human body works? Is science one of your favorite subjects?



Occupations are a representation of jobs in Marion County. Salaries range from the 25th to 75th percentiles.

*Represents Post-Baccalaureate Certificate; **Represents Doctoral Degree

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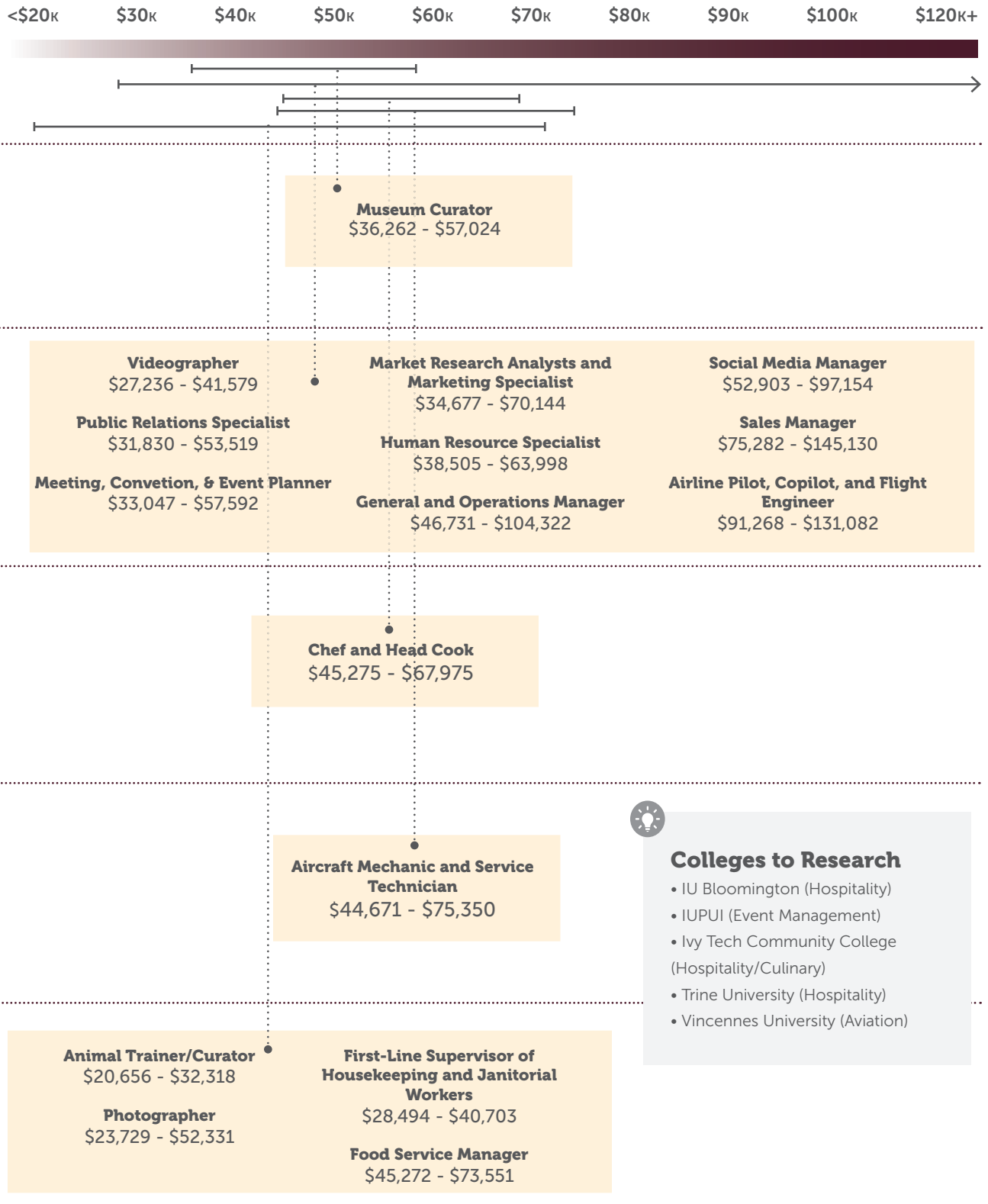
HEALTH & LIFE SCIENCES





HOSPITALITY & TOURISM

Do you enjoy the excitement that comes from planning big events? Would you enjoy hosting others and making them feel welcome? Would you enjoy creating a great guest experience at a hotel, restaurant, sporting event, play, or concert?



Colleges to Research

- IU Bloomington (Hospitality)
- IUPUI (Event Management)
- Ivy Tech Community College (Hospitality/Culinary)
- Trine University (Hospitality)
- Vincennes University (Aviation)

Occupations are a representation of jobs in Marion County. Salaries range from the 25th to 75th percentiles.

A special thank you to our partners!



HOSPITALITY & TOURISM





TECHNOLOGY

Do you enjoy working with the latest computer technologies? Can you solve problems in a creative way? Do you have fun working on team projects?

<\$20K \$30K \$40K \$50K \$60K \$70K \$80K \$90K \$100K \$120K+

BACHELOR'S DEGREE

Computer User Support Specialist \$37,262 - \$59,521 Graphic Designer \$43,021 - \$58,043 Web Developer and Digital Interface Designer \$48,123 - \$84,838 Information Security Analyst \$50,197 - \$109,540	Sales Representative, Wholesale and Manufacturing, Technical and Scientific Products \$59,830 - \$113,473 Project Management and Business Operations Specialist \$63,776 - \$108,860	Network and Computer Systems Administrator \$63,968 - \$112,041 Data Scientist \$64,663 - \$96,286 Database Administrator \$66,424 - \$110,034	Computer Network Architect \$69,158 - \$124,460 Software Developer and Software Quality Assurance Analyst \$73,992 - \$116,184 Computer and Information Systems Manager \$100,794 - \$159,304
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Colleges to Research

- Anderson University (Computer Science)
- IUPUI School of Engineering & Technology (Engineering & Technology)
- Ivy Tech Community College (Cyber Security)
- Rose-Hulman Institute of Technology (Computer Technology)
- Taylor University (Computer Technology)

ASSOCIATE'S DEGREE

Computer, Automated Teller, and Office Machine Repairer \$27,640 - \$49,409 Electrical and Electronics Engineering Technician \$43,165 - \$65,645	Computer Systems Analyst \$64,030 - \$102,728
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Occupations are a representation of jobs in Marion County. Salaries range from the 25th to 75th percentiles.

A special thank you to our partners!



Eleven Fifty Academy



GADELLNET



TECHNOLOGY

Injuries at work are more common than you might think.

Understanding how to safely perform your work tasks will help ensure that you go home at the end of the workday healthy, injury free, and able to do all of the fun things you like to do!



Get Training

Training on how to complete a job or use equipment safely helps prevent injuries and training on how to save lives.

Ask Questions

Protecting yourself and those around you from getting injured is important.

- Can what I am doing be done in a safer way?
- How can this task be made safer for everyone?
- Is there a way that we can get rid of this hazard?

Report Hazards



- A hazard is any source of potential damage, harm, or adverse health effects on something or someone.
- If you see a hazard that needs to be fixed to make your job safer or prevent an injury, work with your supervisor and coworkers to find a safer solution.



Stop (or Do Not Start) Tasks if You Feel Unsafe

It is okay to ask for more training or safer equipment if you are asked to perform a task that might injure someone or makes you or your coworkers feel at risk.

Common First Jobs

- Babysitter
- Cashier
- Grocery clerk
- Landscaper
- Farm hand
- Construction laborer
- Packing and moving
- Automotive service
- Amusement park worker
- Fast food worker
- Barista
- Retail store clerk
- Waitress/waiter
- Food preparation
- Camp counselor
- Recreation assistant
- Sports coach
- Retail sales
- Stockperson
- Dishwasher
- Newspaper delivery
- Receptionist
- Host/Hostess
- Pizza delivery
- Lifeguard
- Movie theater worker



Examples of Common Hazards at Work

- | | | |
|-----------------------------|------------------------|---------------------------------|
| • Slippery floors | • Working at heights | • Disease (colds, flu, viruses) |
| • Uneven walking surfaces | • Moving heavy objects | • Vehicle accidents |
| • Hot grease | • Dangerous machinery | • Hot surfaces/liquids |
| • Ladders | • Noise | • Heat stress |
| • Crushing/pinching actions | • Chemicals | • Electricity |



The Hierarchy of Controls is a great way to think about how you can fix a hazard. The best way to keep yourself safe is to find a way to get rid of the hazard.



Example: Noisy Machine

1. Elimination – Get rid of the machine
2. Substitution – Replace with less hazardous alternative
3. Engineering Controls – Fix the machine to be less noisy
4. Administrative Controls – Work near the machine less
5. Personal Protective Equipment – Wear ear plugs





Why JA?



**Because
tomorrow's
leaders need
role models
today.**

Show them what's possible.
Support Junior Achievement.

Empower the Future®

Learn more at www.jaindy.org

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Lucas Oil Stadium
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Marion County Public Health
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Microsoft
MSD Wayne Township
National Weather Service
NCAA Hall of Champions
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STAR Financial Bank
Stoops Freightliner and Quality
Trailer
Strada Education Network
TechPoint Foundation for Youth
The Capital Group Companies
The Children's Museum of
Indianapolis
The Hagerman Group
Think Ahead Studios
University of Indianapolis
MICI-AHEC
UPS
Wilhelm
Women in Safety Excellence

Thank You to Our JA JobSpark Participating Schools

Alexandria-Monroe Junior/Senior High School	KIPP Indy College Prep Middle School
Arlington Middle School	Lebanon Middle School
Avondale Meadows Middle School	Lincoln Middle School
Beech Grove Middle School	Longfellow Medical/STEM Middle School 28
Belzer Middle School	Lynhurst 7th & 8th Grade Center
Butler Lab School 55	Matchbook Learning at Wendell Phillips
Butler Lab School 60	Merle Sidener Gifted Academy
Carmel Middle School	New Augusta Public Academy North
Center for Inquiry 2	Newcomer Program
Center for Inquiry 27	Northview Middle School
Center for Inquiry 70	Northwest Middle School
Center for Inquiry 84	Plainfield Middle School
Chapel Hill 7th & 8th Grade Center	Positive Supports Academy
Christel House Academy South	Raymond Park Middle School
Christel House Academy West	Renaissance Academy Charter School
Clay Middle School	ROOTS Program
Creekside Middle School	Rousseau McClellan School 91
Creston Middle School	Saint Simon the Apostle School
Daniel Webster School 46	Southport Middle School
Decatur Middle School	St. Luke Catholic School
Eastwood Middle School	St. Malachy's Catholic School
Edison School of the Arts 47	St. Richard's Episcopal School
Fall Creek Valley Middle School	STEP Ahead Academy
Francis W. Parker School 56	Stonybrook Middle School
Frankfort Middle School	SUPER School 19
George W. Carver School 87	The PATH School
George W. Julian School 57	Traders Point Christian School
Guion Creek Middle School	Turning Point Schools Indy
H. L. Harshman Middle School	URBAN ACT at Washington Irving
Highland Middle School	Vision Academy at Riverside
Holy Cross Lutheran School	Warren Online Academy
Horizon Christian School	Western Boone Junior and Senior High School
Indiana School for the Blind	Westlane Middle School
James A. Garfield School 31	William Penn School 49
James Whitcomb Riley School 43	

Glossary of Terms

Associate's Degree: A degree earned by a student who has completed two years of study at a junior college, college, or university in the United States.

Bachelor's Degree: A degree earned by a student who has completed four years of study at a college or university.

Career Cluster: A grouping of jobs and industries related to skills and products.

Community College: A school one attends after high school that offers courses leading to an Associate's degree (2-year).

Employability Skills: Personal attributes and abilities not directly tied to a specific job title but which are needed in most jobs; also known as "soft skills."

Entrepreneur: A person who starts a business and is willing to risk loss in order to make money.

Financial Aid: Money that is given (scholarships and grants) or lent (loans) to students to help pay for their education.

Graduate Degree: A two-year (Master's) or four-year degree (Doctorate or Ph.D.) earned by a student who has already earned a Bachelor's Degree.

HSE: High School Equivalency Diploma, formerly known as a GED.

Interests: A person's preferred activities or hobbies.

Job Outlook: A prediction of careers that will be in high-demand in the future.

Post-Secondary Education: Any education completed past high school.

Private College: Colleges that don't receive primary funding from the state and federal government. Private colleges rely on tuition, fees, endowments, and other private sources for funding.

Public College: Institutions that receive most of their funding from the states where they are located.

Skills: A person's talents or abilities.

STEM: The study of Science, Technology, Engineering, and Mathematics.

Technical Skills: The abilities and knowledge used in a specific profession.

Trade Certification or Professional Certification: A certification earned to assure ability to perform a job or task.

Transcript: An official record of a student's grades.

Undergraduate Degree: An academic degree earned by completing undergraduate courses, typically an Associate's Degree or Bachelor's Degree.

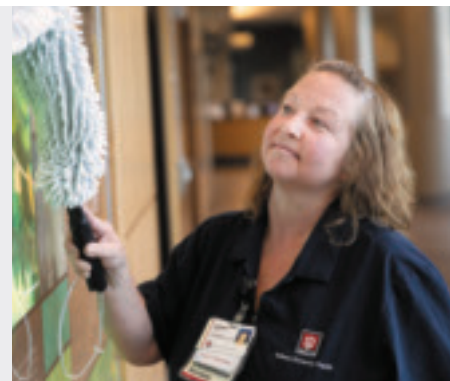
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