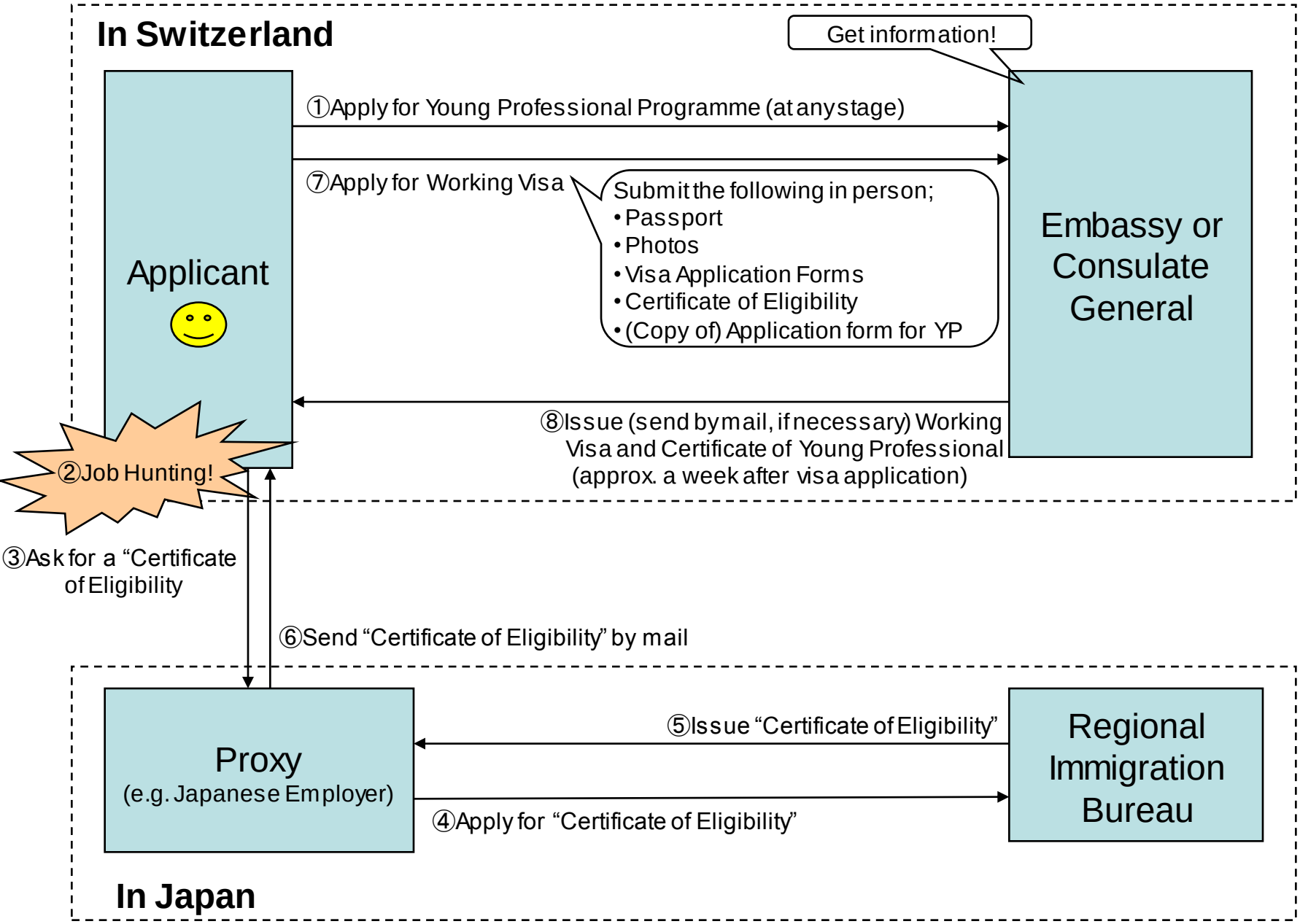Young Professional Programme