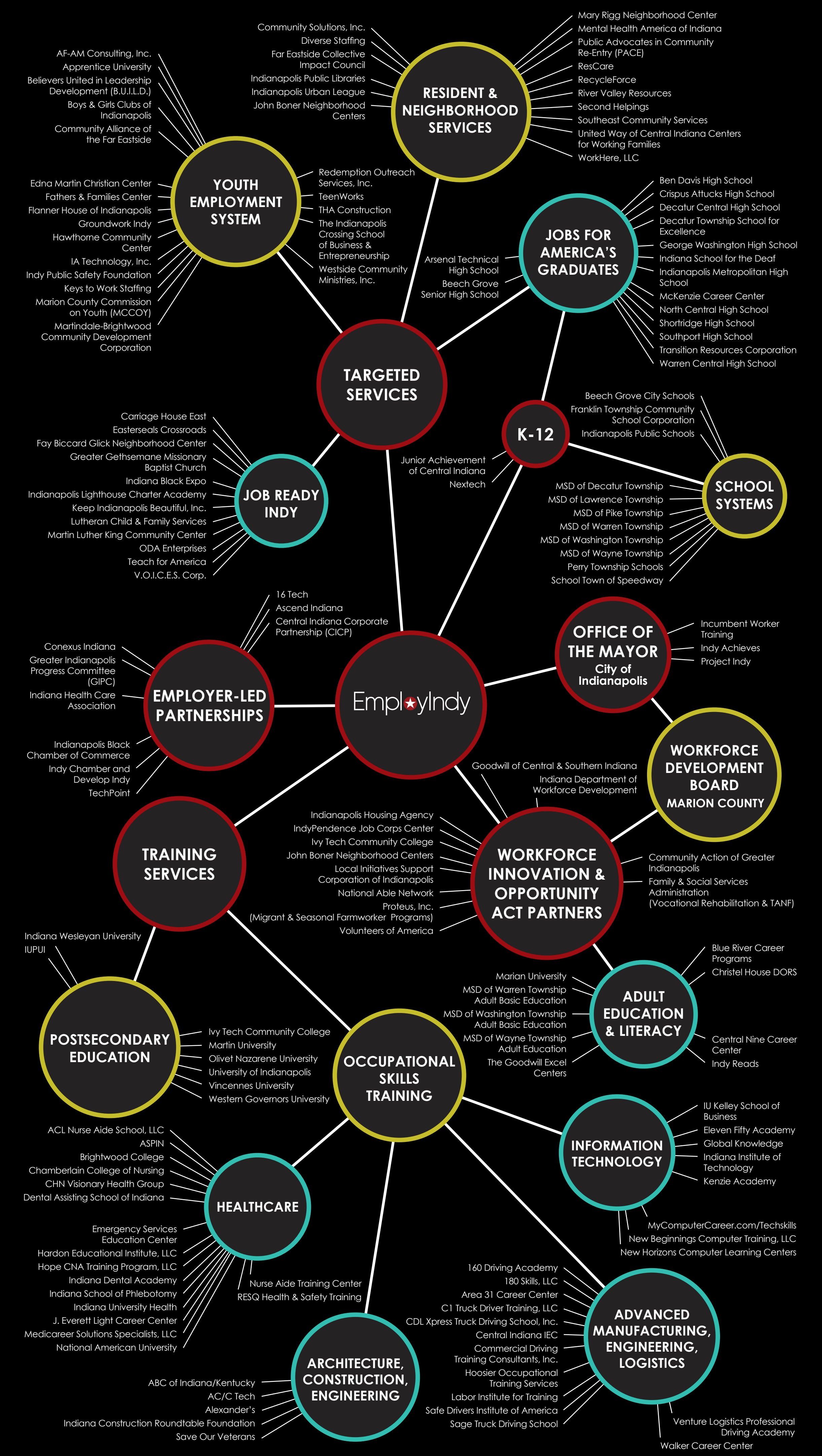MARION COUNTY WORKFORCE ECOSYSTEM