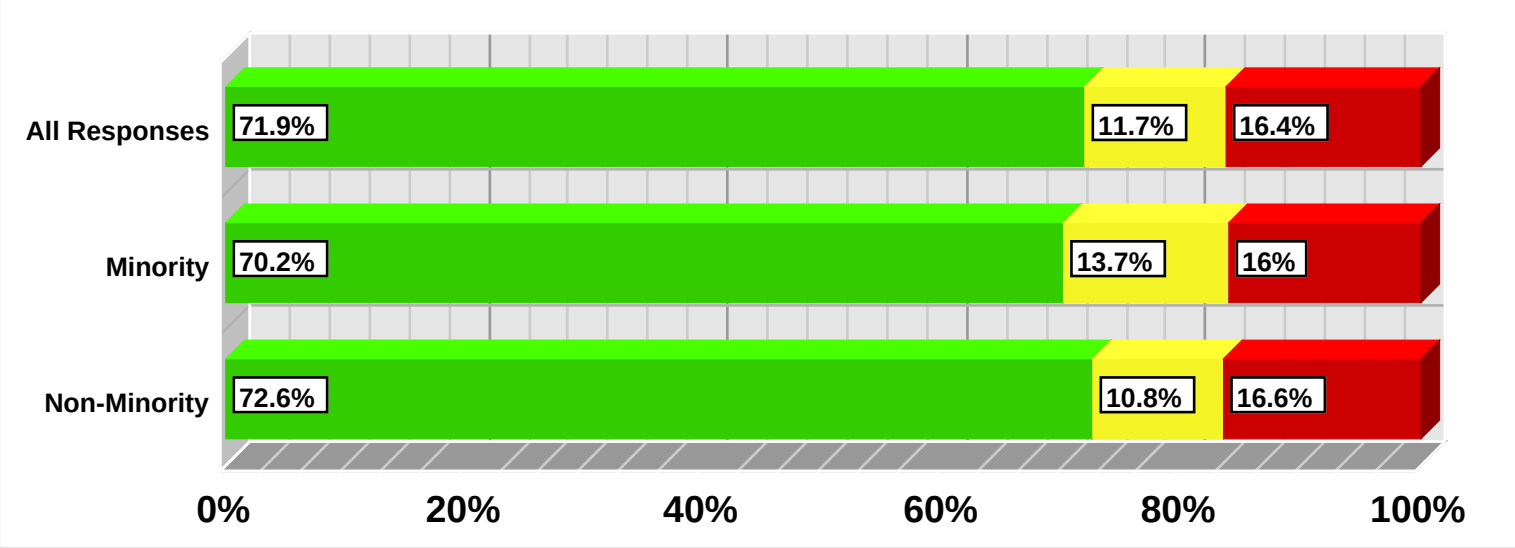(7) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.