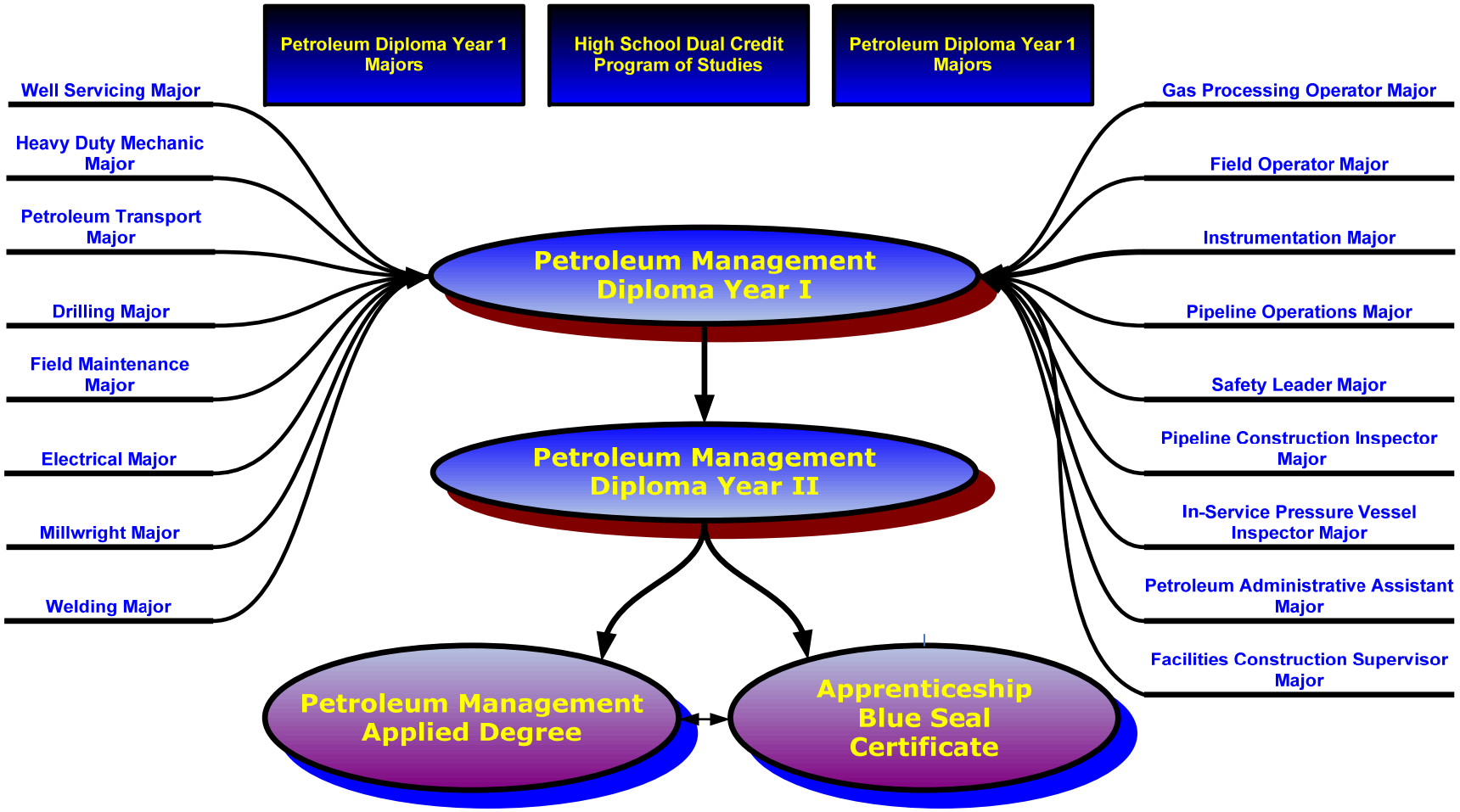Petroleum Industry Career Laddering Opportunities