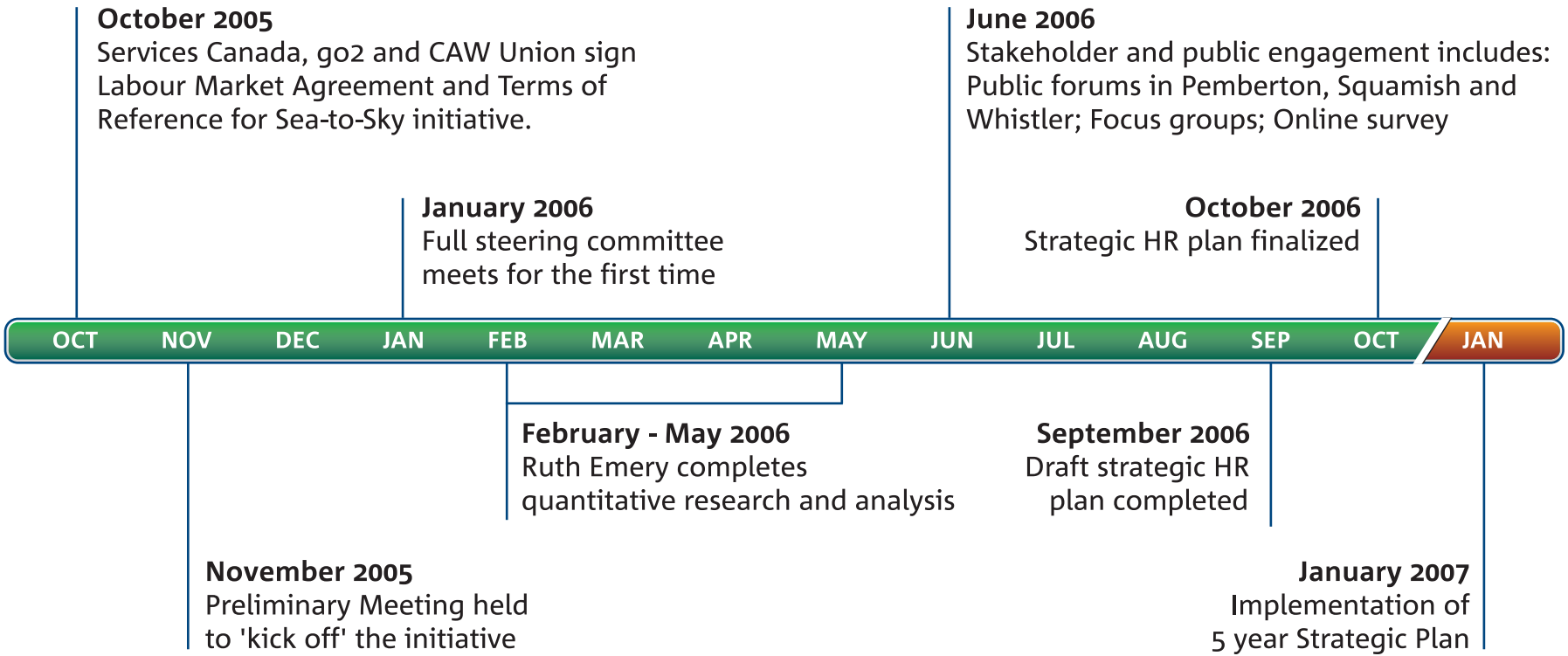Sea-to-Sky Tourism Human Resources Strategy Timeline