Lesson 01: Careers in Human Development

Outline for Note-taking Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Human development is the study of how \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ develop, change, and face challenges throughout the life span.

2. If you want to work in the field of human development, you should…

 A. Desire to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ individuals, families, and communities

B. Have an interest in current \_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 that impact families or individual family members

C. Enjoy \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. Develop a sensitivity to, and appreciation of

 the unique and valuable contributions of all people.

D. Desire to learn about the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_of individuals, families, and

 communities

E. Desire to learn how a variety of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ approaches, \_\_\_\_\_\_\_\_\_\_\_

 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_/\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 strategies can influence the development of children, youth, and families.

3. Career possibilities:

 A. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Domestic violence counselors support victims and help them develop the skills they need to walk away from abusive relationships and live successfully on their own. They also work to stop the cycle of violence. Many people who experience abuse in childhood become enablers, involving themselves in a series of relationships that escalate into abuse and violence. Others become perpetrators. Many more people carry scars from long ago violence. It affects their ability to function normally in the workplace and develop healthy relationships. Counselors help these individuals develop self esteem, identify relationship patterns and potential red flags, and behave with an appropriate level of assertiveness. Many activities may fall under the job banner… conducting intakes and exit interviews, providing individual counseling, running support groups, and making referrals; administrative duties like maintaining records and coordinating grant-related documentation; provide outreach to the community and work with other professionals to expand services.

 B. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ A **Nanny** cares for the children in one family, typically on a full-time or near-full-time basis. The nanny can live with the family or not, and may have household responsibilities as well as child care duties. If they live with the family, they receive a salary in addition to room and board; a live-out nanny receives a higher salary to compensate for the lack of room and board. An **Au pair** (from the French term that means ‘equal to’) is a domestic assistant from a foreign country that becomes a temporary member of the family. They are often between the ages of 18 and 26 years old, and often a college student who lives with a family and helps with child care and housework related to the child in return for room and board and an allowance. They are regulated by the U.S. Department of State. A B**abysitter generally** works watching one or more children for hourly rates. If they do anything extra, they usually receive more pay. A babysitter can either have a regular schedule, or work for one assignment at a time. **Daycare workers** work in child care centers or family daycare homes and care for several children at a time. They usually monitor play time, teach social skills, and do some pre-kindergarten readiness instruction with the children. For babies and toddlers, they are also responsible for feeding and diaper changing. Unlicensed daycares are not regulated, while licensed daycares are monitored by the State and must meet minimum standards in background checks, quality of food served, facility safety, number of children allowed, discipline used, etc. **Nursery school or preschool teachers** work with children ages 3 to 5 and help them with social skills, cognitive development through play and crafts, and some pre-kindergarten readiness. A **Mother's helper** assumes more duties around the house than a babysitter. They may assist with the housework, cooking, running errands, etc. The mother may be present (such as one that works from the home) or gone for brief or extended periods of time

 C. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Worker. In this position you would work with those who suffer from drug and/or alcohol addictions, chronic truancy, juvenile delinquency issues, domestic violence issues, etc.

 D. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

In this position your challenge is to work with youth to keep them out of the court system, trying to intervene when they are young, rather than waiting until they commit more major offences later on in life. You might be working with youth that have been arrested for minor or first-time sexual or domestic assault, weapons discharge, disturbing the peace, trespassing, fighting, indecent exposure, in a park after hours, robbery, intimidation by phone call, forgery, negligent burning, shoplifting, minor arson, burglary, theft by deception or receiving, unauthorized use of a financial device or motor vehicle, vandalism, criminal mischief, possession of stolen property, carrying a concealed weapon, bomb threat, discharging a BB gun in city limits, minor in possession of alcohol or illegal/controlled drugs, intent to sell or deliver tobacco, prescription drugs, or a controlled substance or drug paraphernalia, careless driving, no operators license or seatbelt, POP violation, traffic signal violation, possession or discharge of illegal fireworks, urinating in public, resisting arrest, practicing body art on a minor without parental consent.

 E. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ or \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Officer/Warden

Many corrections officers work in jails and prisons... some with dangerous and violent inmates who live in highly secure cells and are monitored by cameras. They process new prisoners and ensure the security of the prison to prevent inmates from escaping. Corrections officers also work to reduce the incidence of fighting and other disturbances among the prison population. They check prisoner cells to check for illegal substances and weapons on a periodic basis, often unannounced. The work is stressful, and prisoner assaults on corrections officers are common. In fact, the U.S. Bureau of Labor Statistics reported that corrections officers have one of the highest rates of nonfatal injuries while working (*www.bls.gov*). Corrections officers may be required to overpower an inmate with the use of physical force and a debilitating agent such as pepper spray. Corrections officers are required to document any disturbances among the prisoner population or with a particular inmate, sometimes reporting to a commanding officer about serious issues. Communication skills are important because many potentially troublesome situations can be deflated by calmly explaining the consequences to prisoners. Prisoners who repeatedly break the rules often have certain privileges taken away from them by corrections officers.

F. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ or Corrections Worker

Careers with criminal justice degree are mainly dependent on your education level, specialization area, and the accreditation of your institute. The associate and bachelor level degrees lead to various entry-level positions, while master level degrees are likely to provide better career prospects due to their advanced curriculum and concentrations. Some of the best opportunities in terms of Criminal justice degree jobs can be found in FBI, CIA, ATF, and Department of Homeland Security. Some of the careers include being a **Paralegal ,**also known as legal assistants who perform tasks such as research, drafting legal documents, and carrying out day-to-day administrative tasks that exist in a legal setting; a **Forensic Analyst who** analyzes, categorizes and identifies DNA and other evidence that may relate to a certain crime with the help of specialized equipment. They may also be also be required give testimonies in certain cases. A **Police Officer** protects the general public and enforces local and federal laws. They are required to patrol their assigned areas, respond to emergency calls, and apprehend law violators. **Judges and Lawyers** fall under the category of some of the most common jobs in criminal justice. Lawyers represent individuals, businesses, and government agencies on legal issues. Once lawyers have gained expertise in the field, they may be appointed as judge or magistrates. A **Parole Officer** keeps an eye on parolees…people who have been released from prison, prior to the completion of their sentence, generally due to good conduct and behavior. An important part of a parole officer’s job is to help the parolee adjust into the society, finding employment or getting schooling, and making sure that parolees follow the conditions of their parole. **Correctional Officer** maintain discipline in a correctional facility and ensure that inmates follow the rules. They supervise and search cells for illegal substances and dangerous objects. Correctional officers also have to report on the conduct of the detainees. **FBI Agent** work under the directive of Federal Bureau of Investigation to carry out investigation, solve crimes at federal level, and work on special assignments. A **Coroner is** also known as a medical examiners, carrying out autopsies and other tests to find out the cause of death. Coroners generally work for the government, whether it is local, state or federal. They provide reports to local police departments and other law enforcement agencies. They are also required to stay updated with the latest medical information to effectively determine the cause of death. A **Criminal Profiler** creates a general profile of a potential criminal to help police departments with tricky investigations. They have the option to work with federal agencies or for private organizations. An **Emergency Dispatcher is the first person who responds to a call to police, fire, 911, etc. They quickly and calmly take calls, and send the appropriate help. The Fish and Game Warden is an** officer of the law whose responsibilities include protecting marine and wild life. Fish and game wardens can arrest and fine individuals who violate the law in their assigned patrol areas. It is an ideal career for individuals who love nature and the outdoors.

 G. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (elderly care worker)

An elderly care worker provides personal, physical and emotional support to older people who require assistance with daily living. They provide assistance with daily tasks such as showering, dressing, and eating, and often assist with outings and social activities. The level of assistance provided will depend on the ability and health of the client. Aged care workers provide care either in a client’s home, or in a residential care setting. They carry out their duties under direct or regular supervision within clearly defined care plans. The worker must have a caring and supportive attitude, patience, discretion, a high level of professionalism, good communications skills, physically fit and able to lift heavy objects, and is committed to the rights of elderly people**. Social and health services assistants** meet with clients, assess their needs, and help determine what programs or treatments are available to them. A **Social Worker** may provide support for adult children of older parents, teach classes for caregivers of aging parents, and provide advice on housing and long term care options. In healthcare environments, social workers that specialize in gerontology may assist family members of Alzheimer's patients or help coordinate home health services. Social workers are found in hospitals, family and government agencies, and nursing homes. **Nursing and Home Health Aides**  are responsible for people who are physically or mentally ill or injured. Nursing aides usually work in hospitals, nursing homes, or mental health facilities. Home health care aides work in their patients' homes. Geriatric aides assist their clients with meals, keep patients' rooms tidy, and help with personal hygiene needs. Home health aides have similar duties but may additionally administer medications and assist with medical equipment, such as ventilators. **Health Care Professionals** include doctors, nurses, occupational therapists, physicians' assistants, and nurse practitioners, who may specialize in the field of gerontology and work in nursing homes, hospitals, physicians' offices or home healthcare situations. With education and experience, they may advance to become health services managers, who are responsible for the planning, administration, and supervision of health care services in a healthcare facility. **Social Scientists** conduct research through interviews, surveys, historical analysis, and experimenting on subjects in laboratories. This research provides the scientist with information about how people handle changing environments, relate to others in a group, and make decisions… and this information may be used to publish research findings and help create public policy or create solutions to social problems.

H. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Worker Child Protective Services (CPS) is a government agency (also may be known as DCFS… dept. of Children & Family Services) that assesses, identifies and documents cases of abuse or neglect among children and provides counseling, rehabilitation or placement services for neglected or abused children. Education, certification and licensure requirements for CPS social workers vary by state. CPS social workers must be able to identify immediate threats made to a child and provide arrangements that comply with state and federal laws and agency procedures. These duties may include, but are not limited to: Providing counseling and support services to children and parents, referring children and families to other services if necessary, placing children in foster care as needed, and finding adoptive homes for children with no adult caretakers.

 I. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ A teacher may specialize in serving children at preschool, elementary, middle school, secondary, or post-secondary levels. They are responsible for designing course curriculum and individual lesson plans, working to meet the educational needs of students assigned to them, managing the learning environment, assessing and reporting on individual progress and attainment of the students, promoting the general well-being of the students, providing guidance, participating in meetings of the educational team, and communicating with parents of students when appropriate.

J. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_All health care workers carry a tremendous responsibility to assist and provide for the best possible outcomes for the patient, sometimes reaching life or death circumstances, but most frequently relating to everyday health and wellness. There is not room for mediocrity in health care, and health care professionals must demand excellence from themselves and their peers. Health care professions are some of the most physically and emotionally demanding of all, often requiring long and varied hours. There are no nonessential jobs in health care, and it takes a team effort to provide patients with the very best in care. Health care workers are usually selfless and always put others first… seeing things from other’s perspective. A positive outcome does not always indicate a cure or an improvement, but could involve a person dying in a dignified, pain-free manner. Honesty and integrity are two primary and essential characteristics that health care professionals must possess. They must have the ability to think on their feet, even under duress, to make decisions, to accept responsibility, and to be accountable for their decisions and actions is an absolutely necessity. They must be life-long learners.

 K. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ The social services, sociology, or family therapy worker never sees clients that are at their best, but are continually working with children, adults, and families that have problems…which may vary from financial trouble to abusive situations to terminal illnesses. Caseworkers are employed by healthcare and social assistance industries, as well as the government to provide assistance and counseling to at-risk populations. They meet with their clients on a regular basis to assess how they're managing their circumstances, and help their clients make connections to available community resources, employers and friends in order to provide them with a support network. Because caseworkers work for larger organizations, they must coordinate their clients' care with their superiors and report progress updates. Other job duties may include performing psychosocial evaluations, scheduling home visitations, making referrals and reporting abuse. Caseworker jobs frequently require professionals to travel to client's homes; this may include visiting some potentially less-than-ideal or unwelcoming environments. Jobs can be emotionally draining.

 L. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Workers, including psychiatrists (full medical doctors who find the root of the problem before solving it) and psychologists (not concerned with the cause of the problem as much as helping the patient cope with it enough to function within society). The mental health worker provides help to individuals and/or families experiencing mental health issues such as **Anxiety disorders:** People with anxiety disorders respond to certain objects or situations with fear and dread, as well as with physical signs of anxiety or nervousness, such as a rapid heartbeat and sweating. An anxiety disorder is diagnosed if the person's response is not appropriate for the situation, if the person cannot control the response, or if the anxiety interferes with normal functioning. Anxiety disorders include generalized anxiety disorder, post-traumatic stress disorder (PTSD), obsessive-compulsive disorder (OCD), panic disorder, social anxiety disorder, and specific phobias. **Mood disorders:** These disorders, also called affective disorders, involve persistent feelings of sadness or periods of feeling overly happy, or fluctuations from extreme happiness to extreme sadness. The most common mood disorders are depression, mania, and bipolar disorder. **Psychotic disorders:** Psychotic disorders involve distorted awareness and thinking. Two of the most common symptoms of psychotic disorders are hallucinations -- the experience of images or sounds that are not real, such as hearing voices -- and delusions, which are false beliefs that the ill person accepts as true, despite evidence to the contrary. Schizophrenia is an example of a psychotic disorder. **Eating disorders:** Eating disorders involve extreme emotions, attitudes, and behaviors involving weight and food. Anorexia nervosa, bulimia nervosa and binge eating disorder are the most common eating disorders. **Impulse control and addiction disorders:** People with impulse control disorders are unable to resist urges, or impulses, to perform acts that could be harmful to themselves or others. Pyromania (starting fires), kleptomania (stealing), and compulsive gambling are examples of impulse control disorders. Alcohol and drugs are common objects of addictions. Often, people with these disorders become so involved with the objects of their addiction that they begin to ignore responsibilities and relationships. **Personality disorders:** People with personality disorders have extreme and inflexible personality traits that are distressing to the person and/or cause problems in work, school, or social relationships. In addition, the person's patterns of thinking and behavior significantly differ from the expectations of society and are so rigid that they interfere with the person's normal functioning. Examples include antisocial personality disorder, obsessive-compulsive personality disorder, and paranoid personality disorder.

 M. Study human development to understand \_\_\_\_\_\_\_\_\_\_\_\_\_\_ as they live\_\_\_\_\_\_\_\_\_\_. Human beings grow and develop as they proceed through stages of the life cycle as an individual, spouse, parent, employee, employer, and/or citizen of society.

4. The definition of development: the changes over the lifespan (from womb to tomb) in

A. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

B. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

C. and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ due to biology and experience.

5. The lifespan can be divided into *developmental periods or \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*, since changes in development typically occur in predictable patterns that are common to most individuals.

Stages of the life cycle might include:

A. \_\_\_\_\_\_-\_\_\_\_\_\_\_\_\_\_\_\_\_\_ development, \_\_\_\_\_\_\_\_\_\_\_\_\_, and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

B. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

C. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

D. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

E. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

F. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

G. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_/\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_

H. \_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_ & \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

6. Whether the process of development is viewed as continuous or in stages throughout the lifespan, it is influenced by the *interaction* between:

 A. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ factors - genetic, neurological, & physical conditions

B. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ factors - specific situations that a person experiences

C. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ context - influences from one’s family, society, and culture.

7. Early humans found understanding and answers about the development of themselves and their children in custom, traditions, proverbs, myths, and folklore. Some types of development are easily measured, such as height, weight, and age. We use rulers, scales, and periods of time to do this. Other types of development cannot be easily measured, such as maturity or personality. To measure these abstract types of development, we must collect and interpret data. This is known as the…

 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

8. Using this scientific approach, we can collect data in 4 different methods:

 A. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 a. (type 1) - viewing the subject of interest in a laboratory setting; researchers

 can control the situation but the subject may be aware they are being

 observed and change their behavior

 b. (type 2) - viewing the subject in a real-world setting; outside variables that

 might impact behavior cannot be controlled

 B. \_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_*\_\_\_\_\_\_\_\_\_\_\_\_\_* an in-depth analysis of a particular

 individual, but the results are often difficult to generalize to larger populations

 C. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ they provide researchers with a quick, easy

 way to collect a great deal of information, but limits the variety, creativity, and

 individuality of responses. In some cases an interview might be used instead of a

 written document

D. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ this can be used when the researcher

 Wants to measure the impact of variables. It is the most scientific, but ethical issues

 limit the use of this method. For example, it would be unethical to deliberately expose

 a child to abuse in order to study the effects of that abuse on development

9. Psychologists have developed \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ about the way human beings develop using the data collected by observation, case studies, questionnaires, and/or experimentation. These *theories are broad frameworks of understanding that include interrelated assumptions and principles that help organize data and lead to predictions and explanations.* Theories are not ‘proof’, but since we can’t dissect the brain to observe thought and behavior… it’s what we can do.

10. While studies using humans may be necessary, researchers must observe **moral** (concerned with the principles of right and wrong behavior and the goodness or badness of human character) and **ethical** (pertaining to right and wrong in conduct; being in accordance with the rules or standards for a particular profession) limits:

A. Humans cannot be exposed to serious or lasting physical/psychological \_\_\_\_\_\_\_\_\_\_\_

B. Participants in research must give ‘\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_’ – a

 clear statement of procedures, risks,and obligations connected to the research

C. Researchers must respect the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 of participants

 D. All research participants have a right to be informed about research \_\_\_\_\_\_\_\_\_\_\_\_\_\_

E Research participants have a right to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ from the research at

 no charge