Step-by-step Instructions

1. Using Tabula to convert PDF file to csv file
2. Data Cleansing using text-column
3. Calculated Z-value for each career outcomes
4. Calculated the distances
5. Using Min() to get the minimum distances among three distances
6. Sum up the minimum distances
7. Set up three clusters
8. Using Solver() to obtain the smallest distances by filling the three ID numbers
9. Three clusters obtained