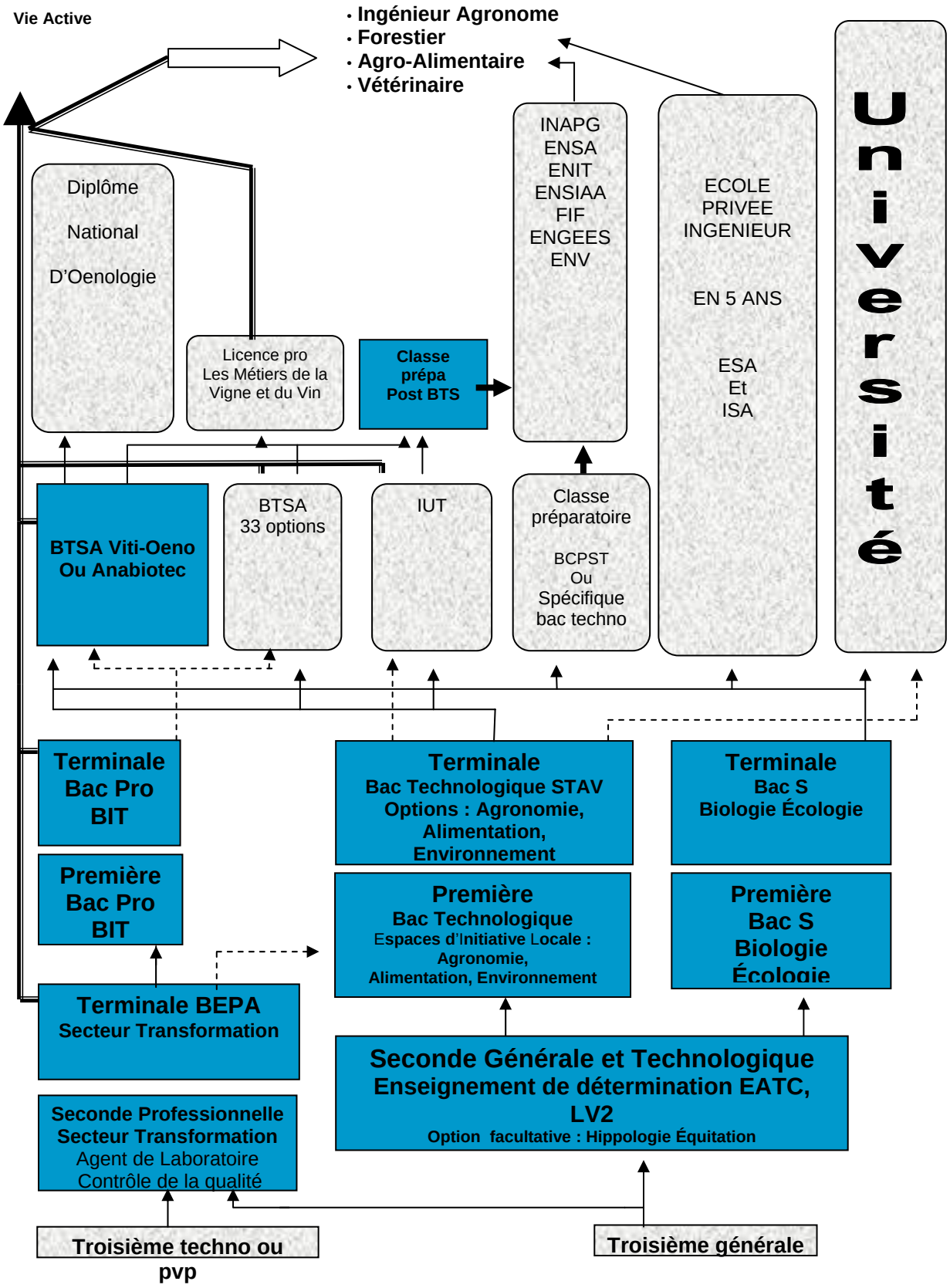Les parcours de formation