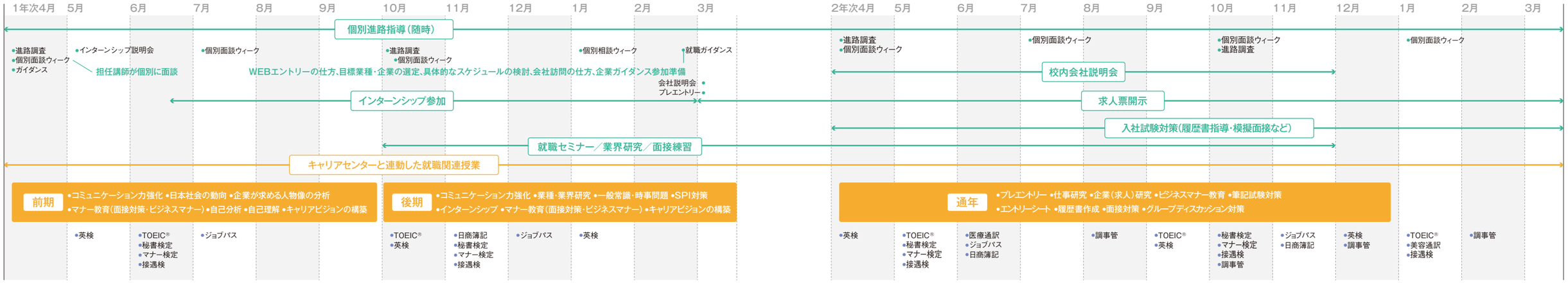# キャリアサポートの流れ