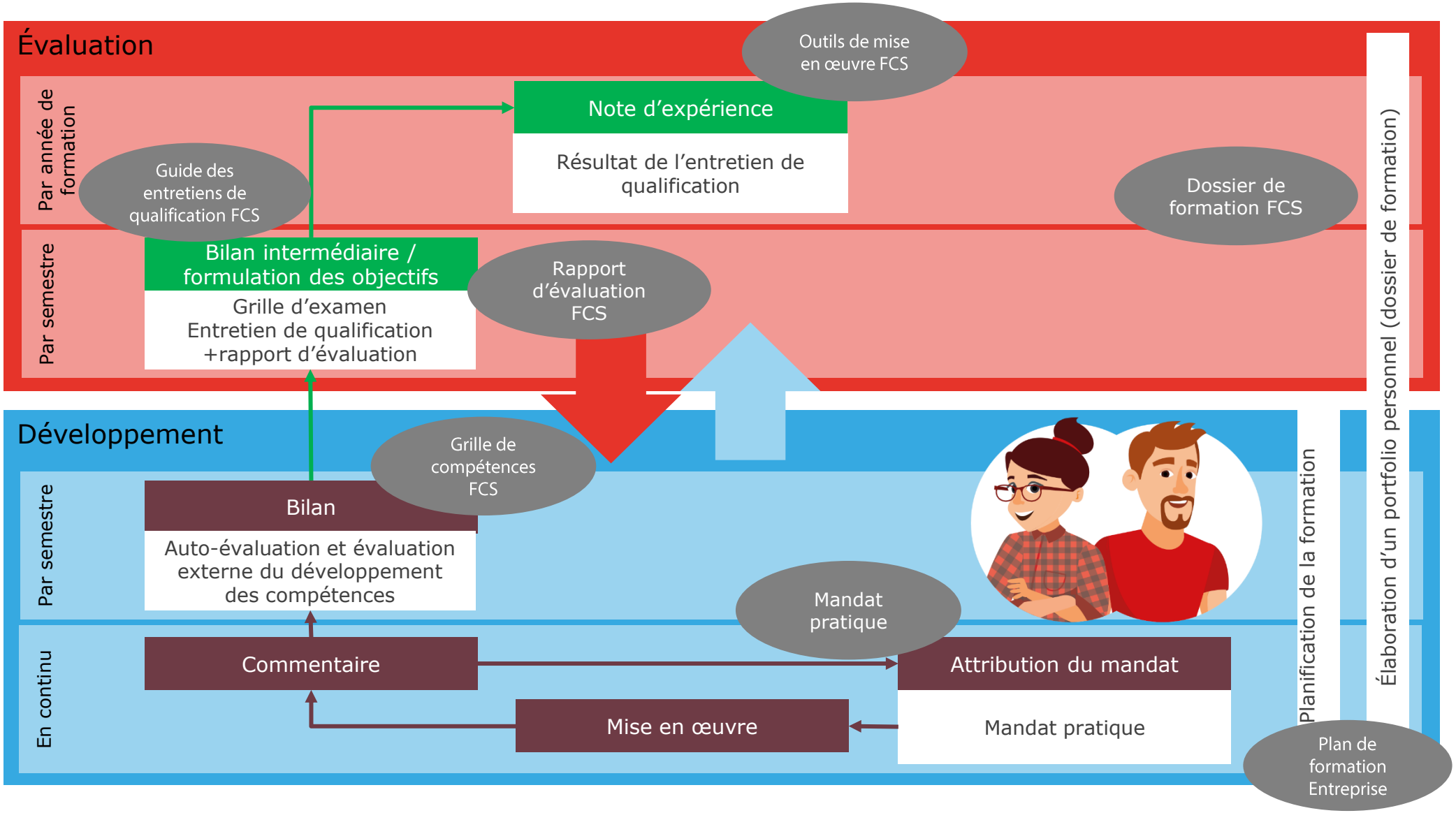Formation en entreprise