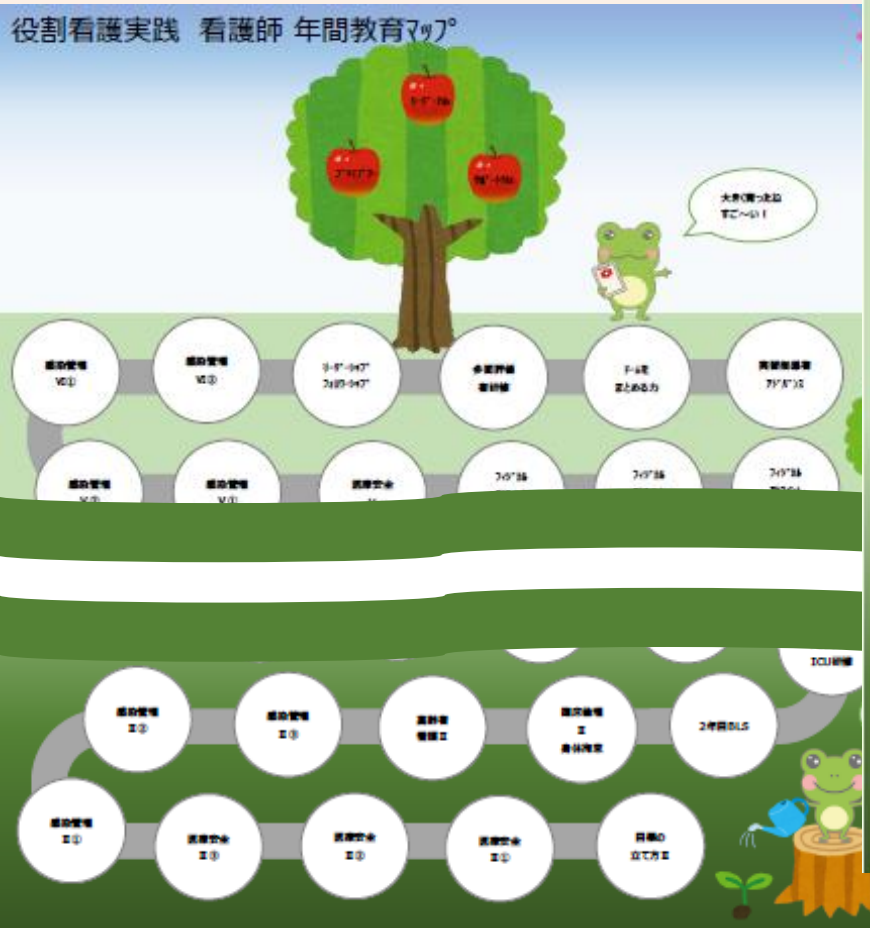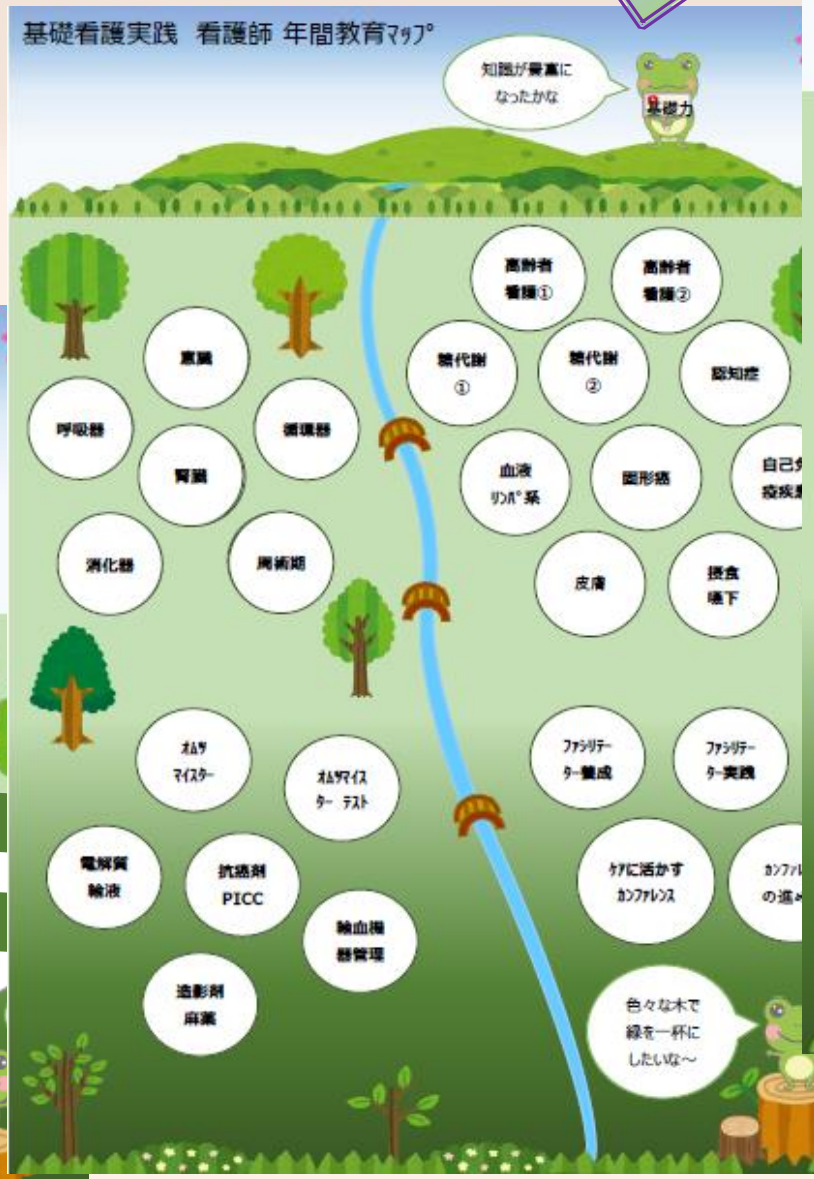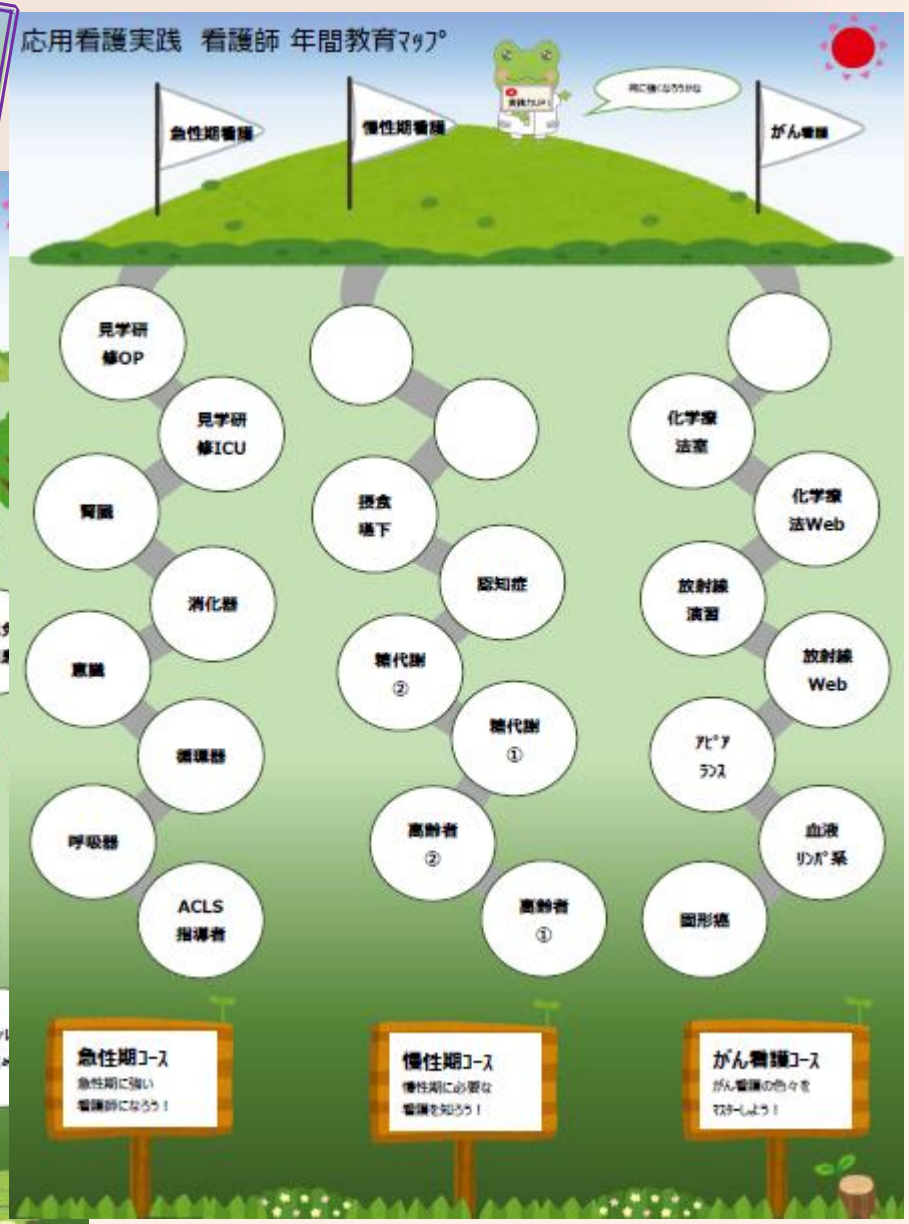院内研修でステップアップ