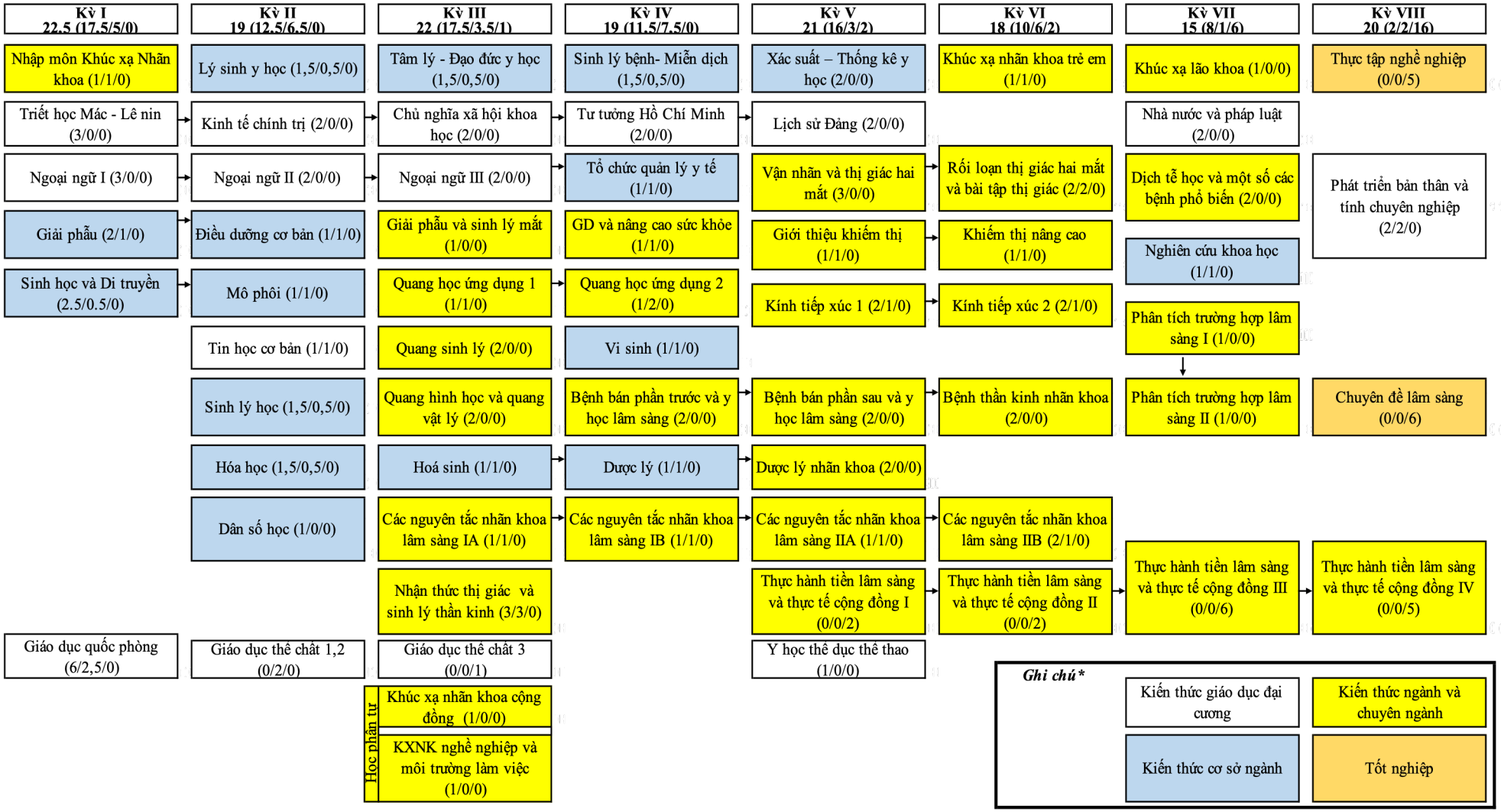Tiến trình đào tạo