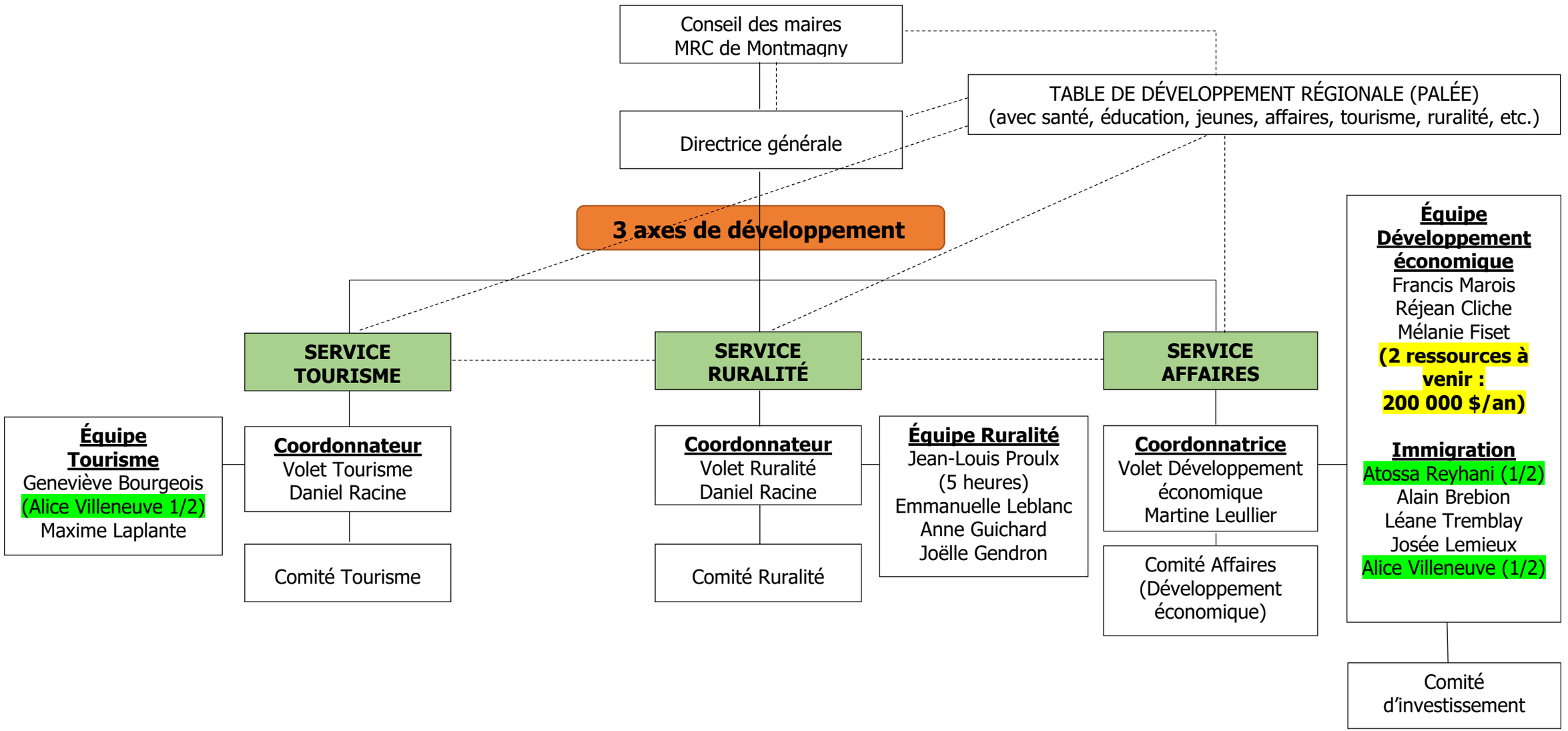COMPÉTENCE - DÉVELOPPEMENT DU MILIEU