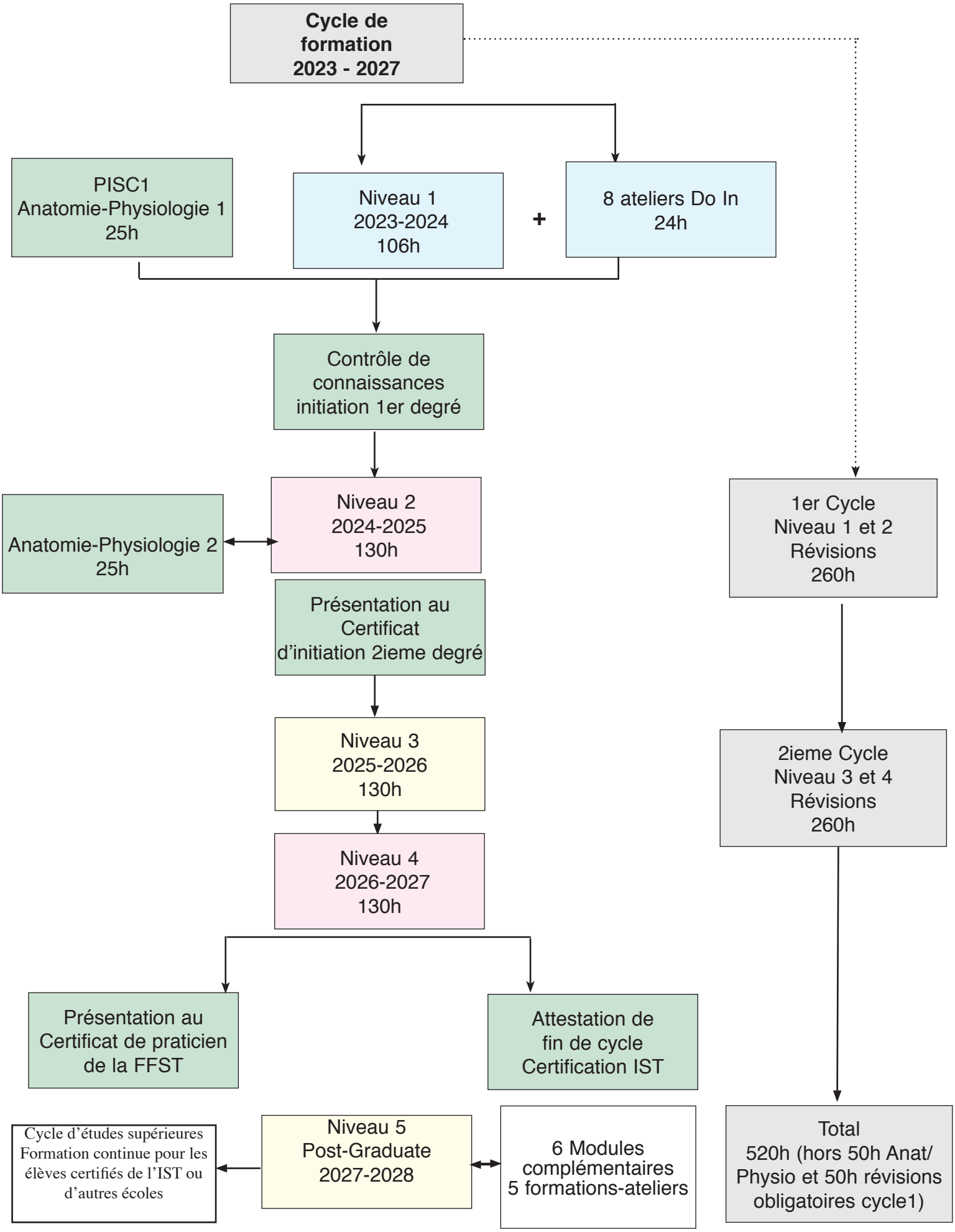Déroulement de la formation