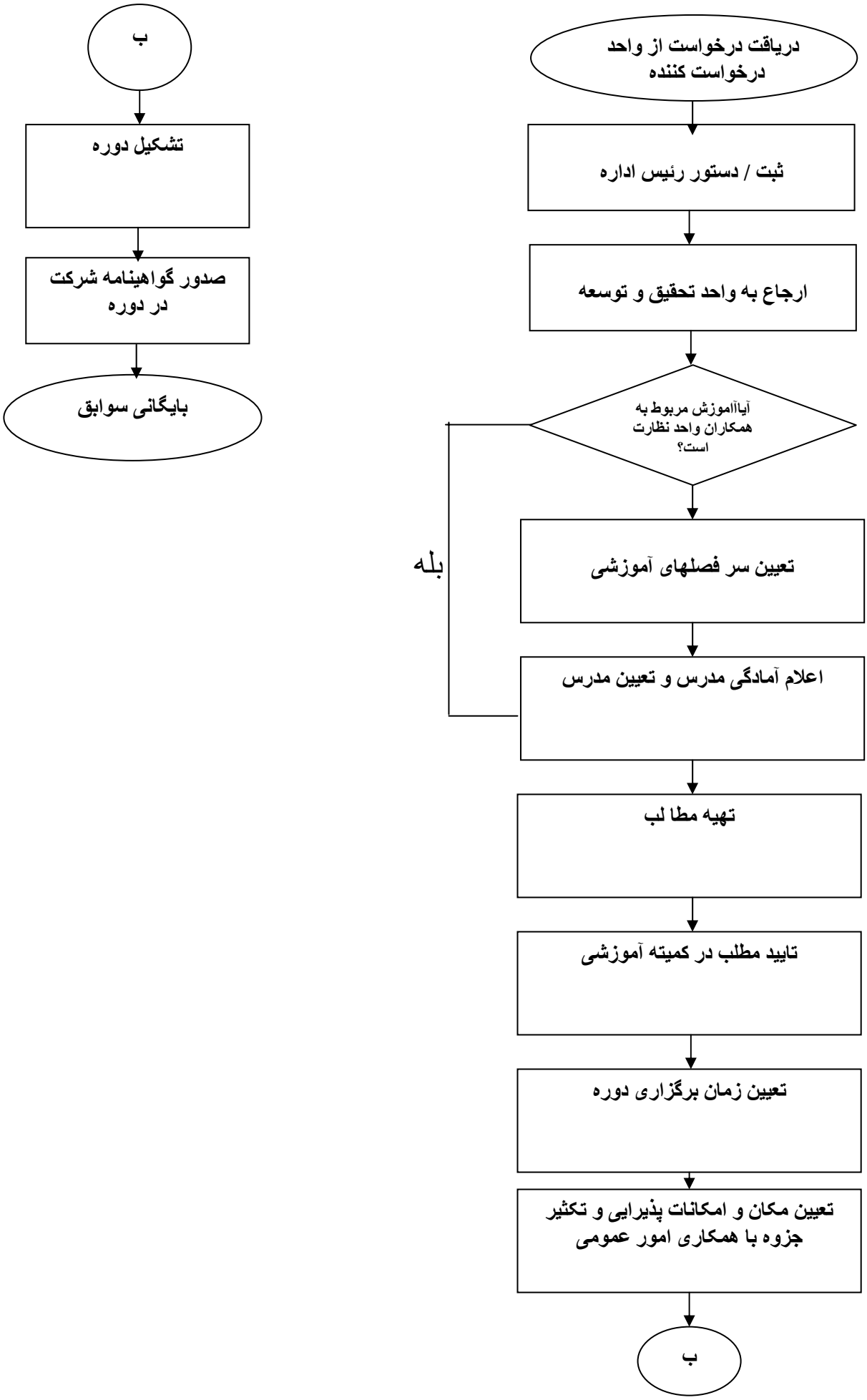فرآیند آموزش درون بخشی