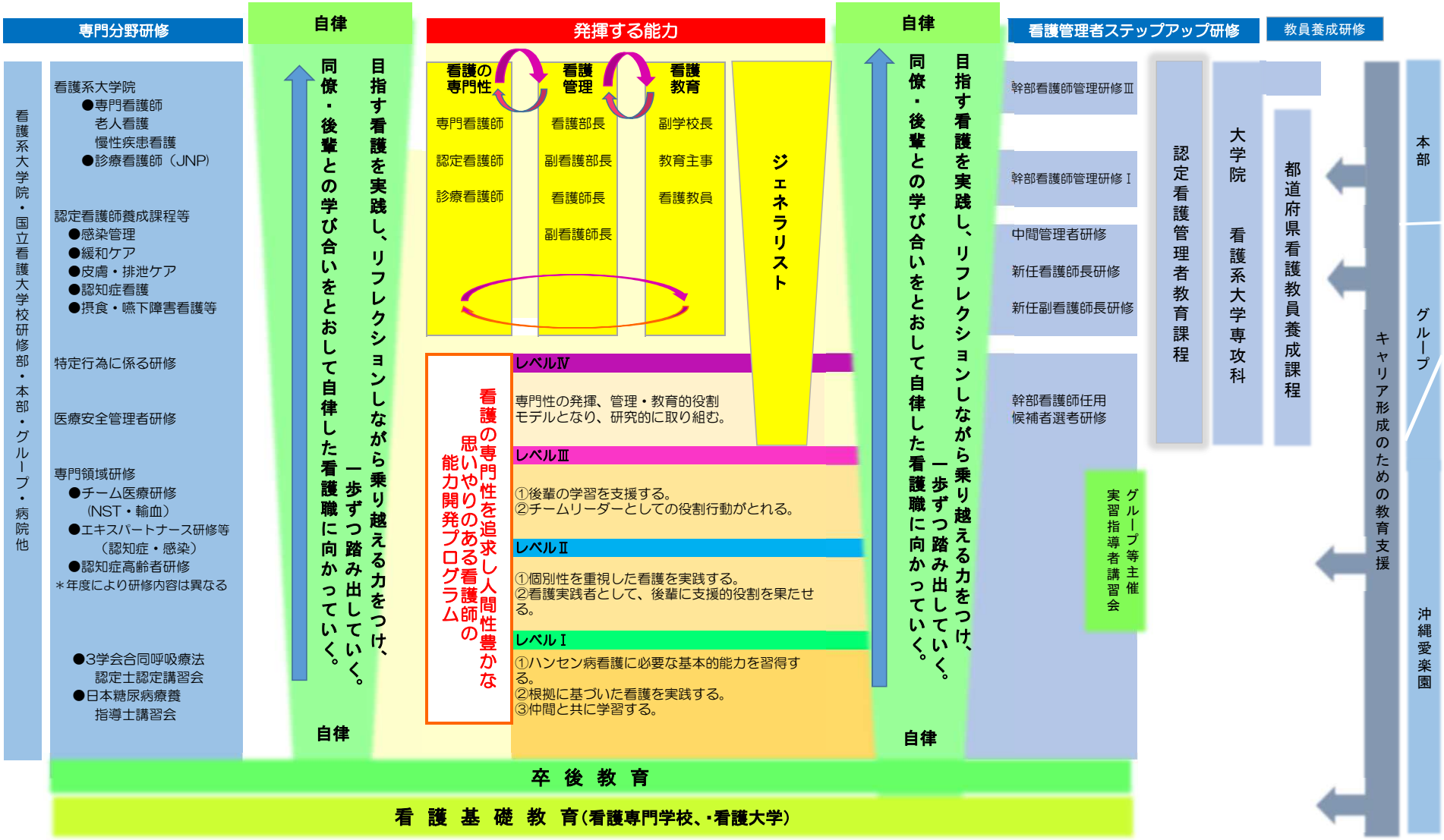2．看護職員の能力開発(研修)体系図