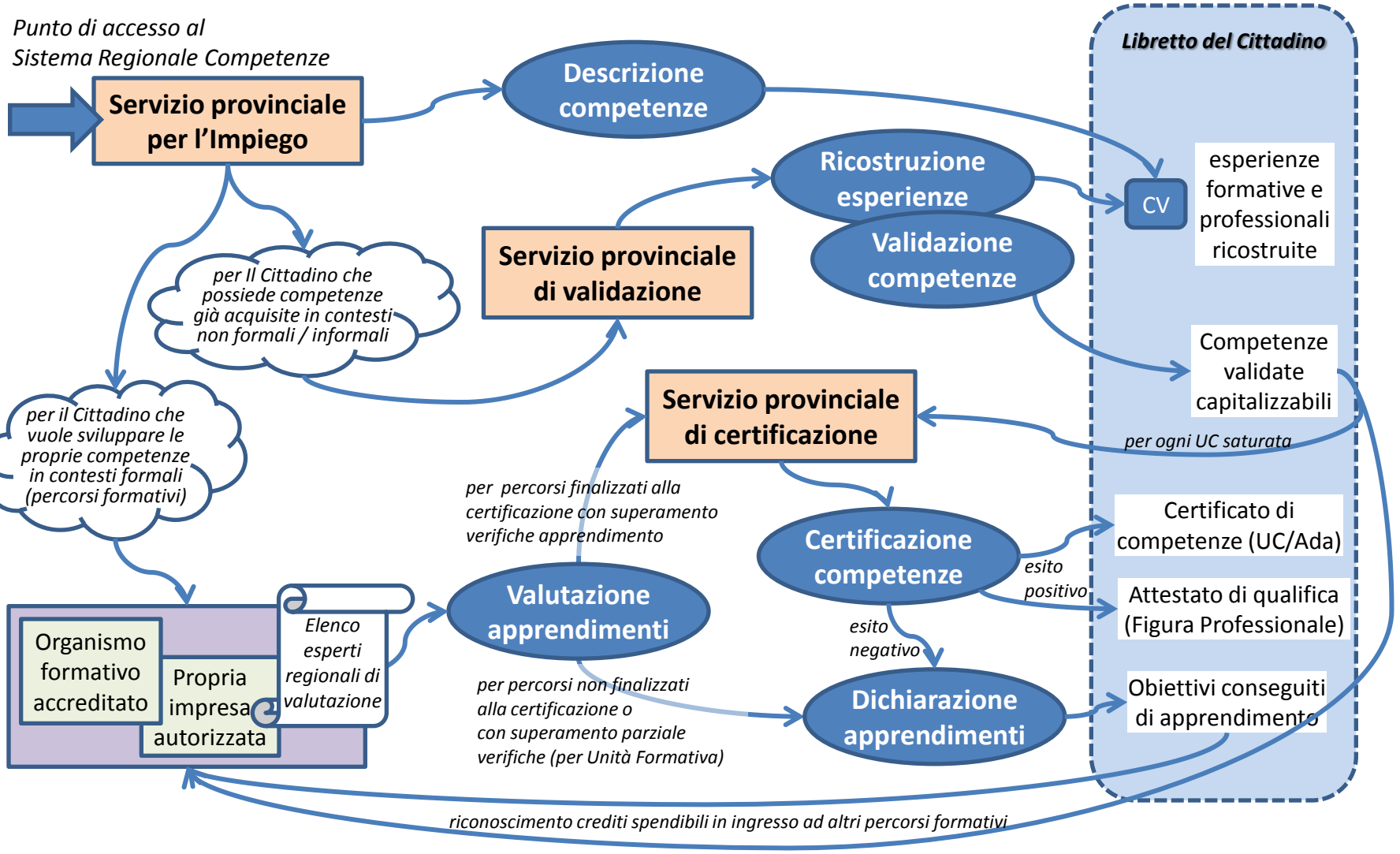Trasparenza e riconoscimento delle Competenze per lo sviluppo professionale del Cittadino