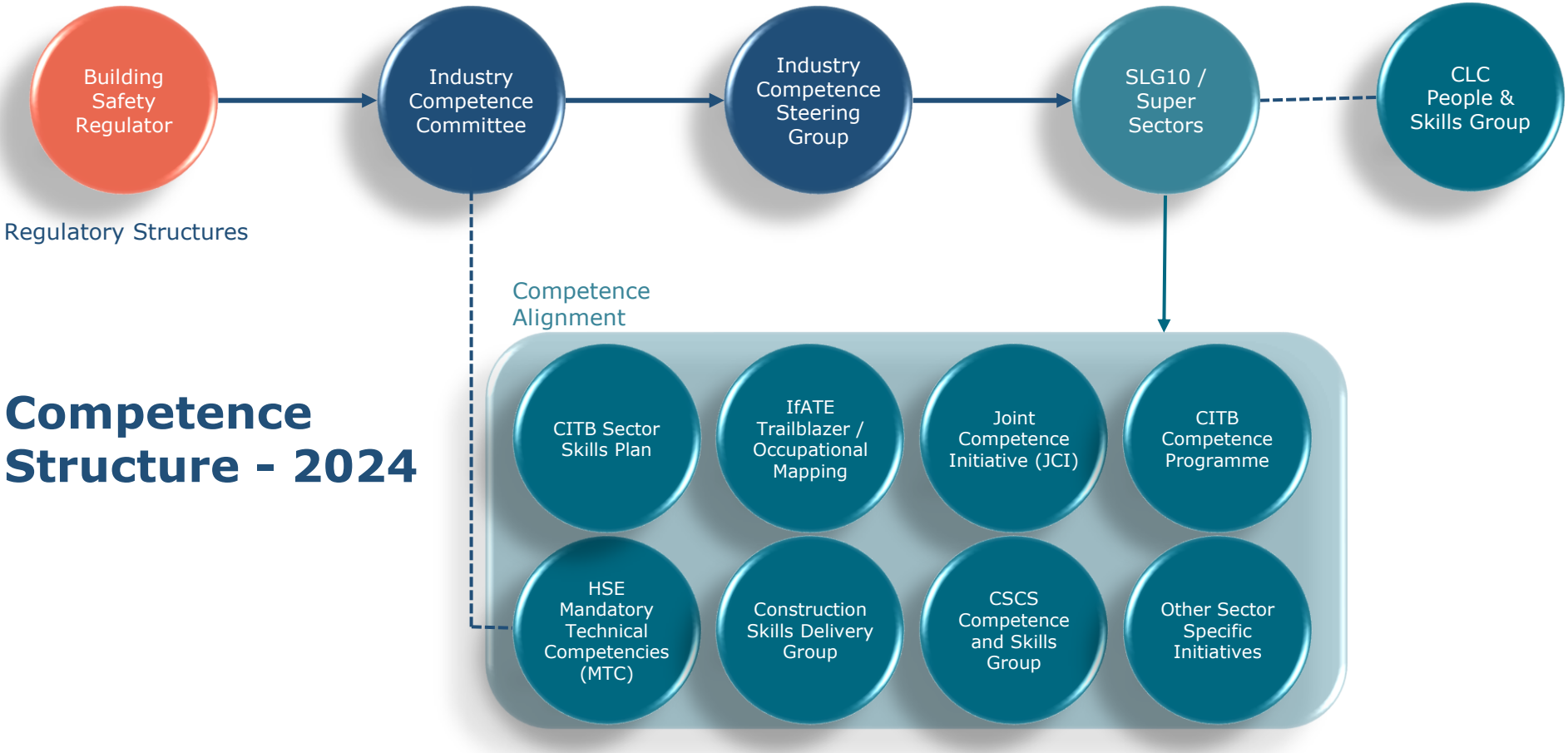Competence Structure - 2024