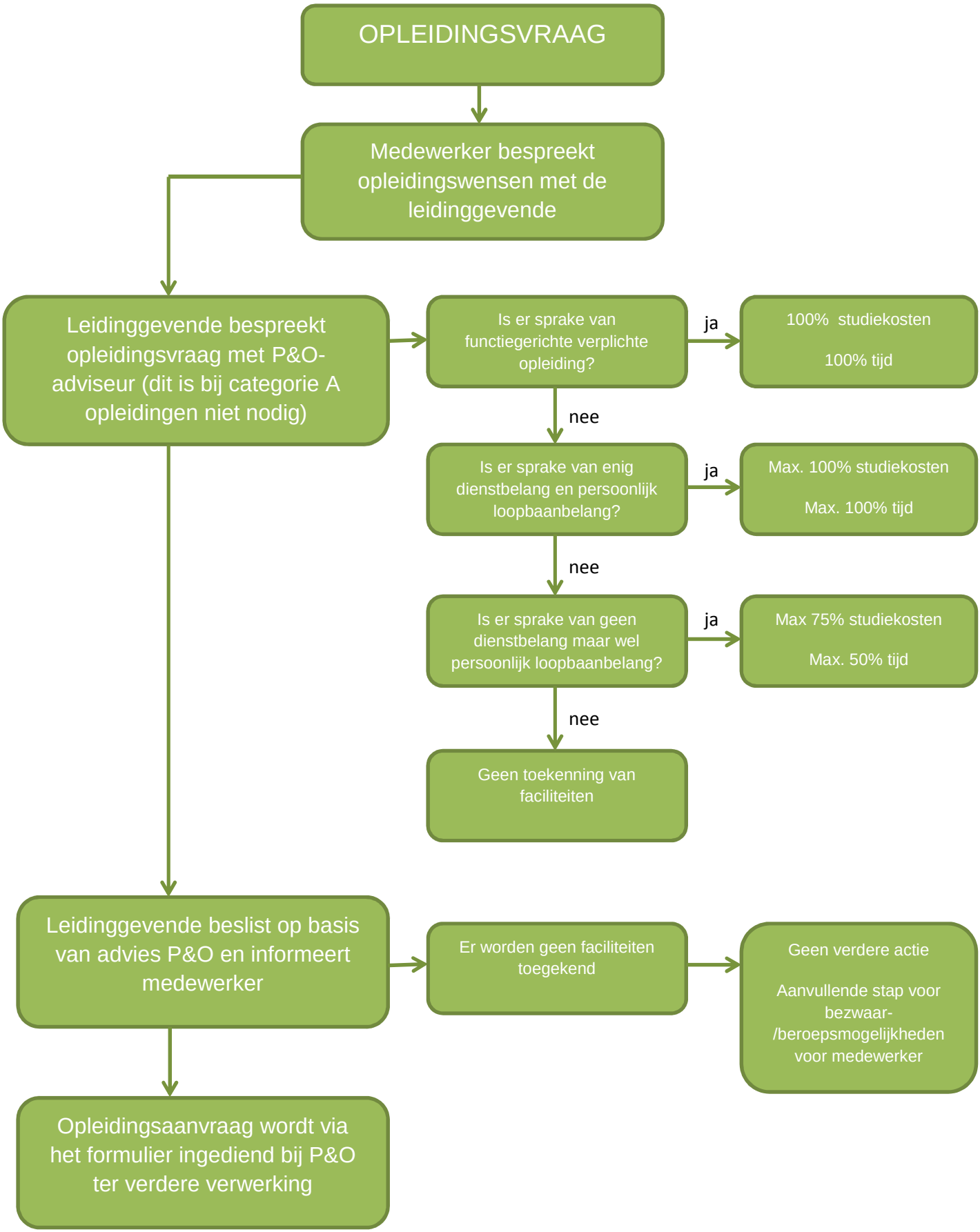Bijlage 1: stappenplan opleidingsvragen