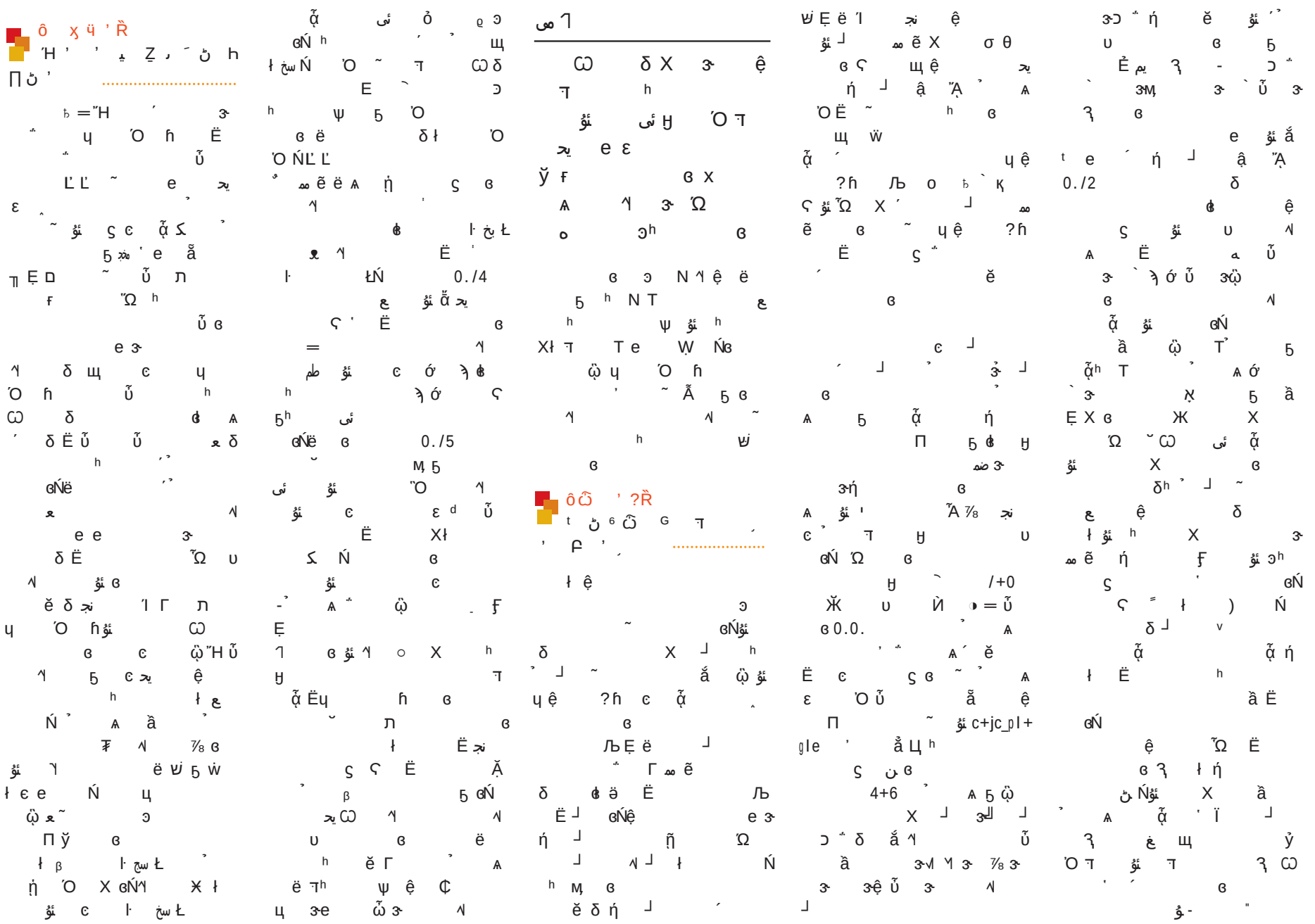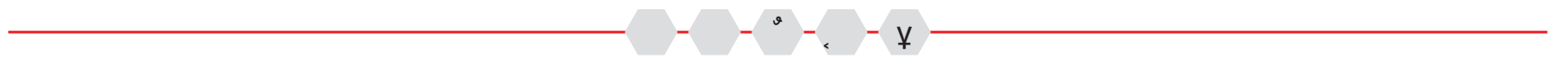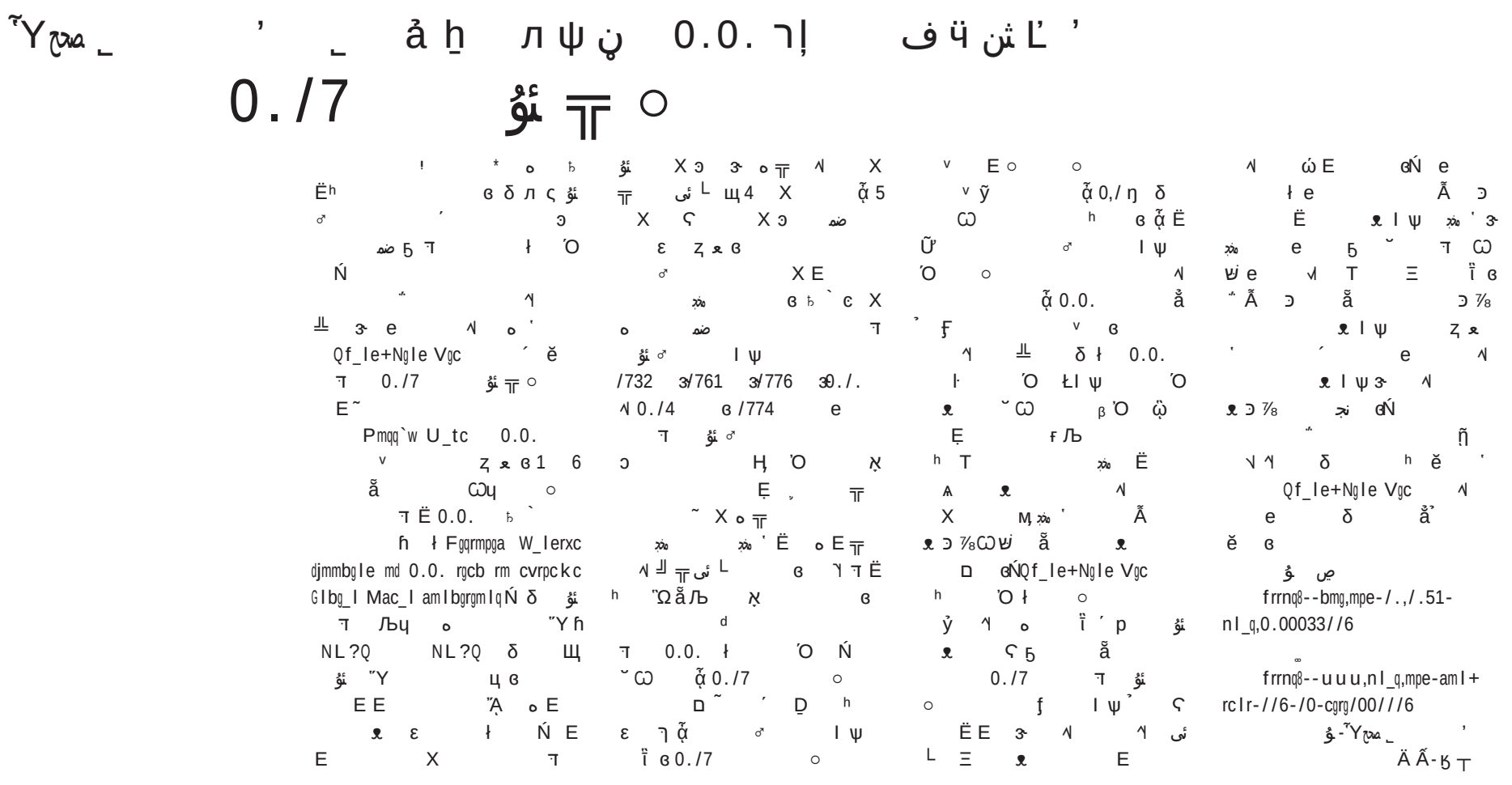让人人学有所得、学有所获