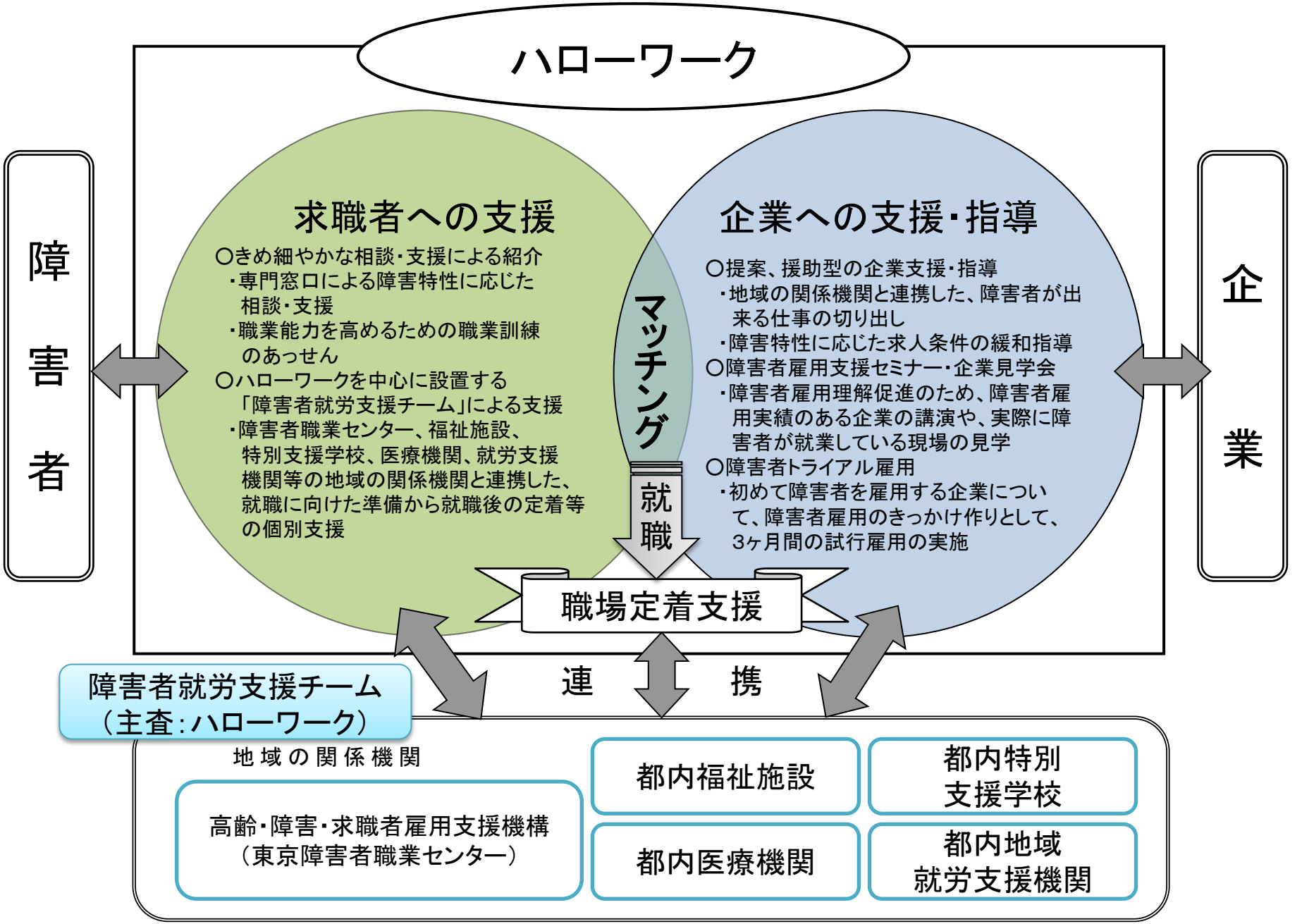ハローワークの障害者雇用支援体制