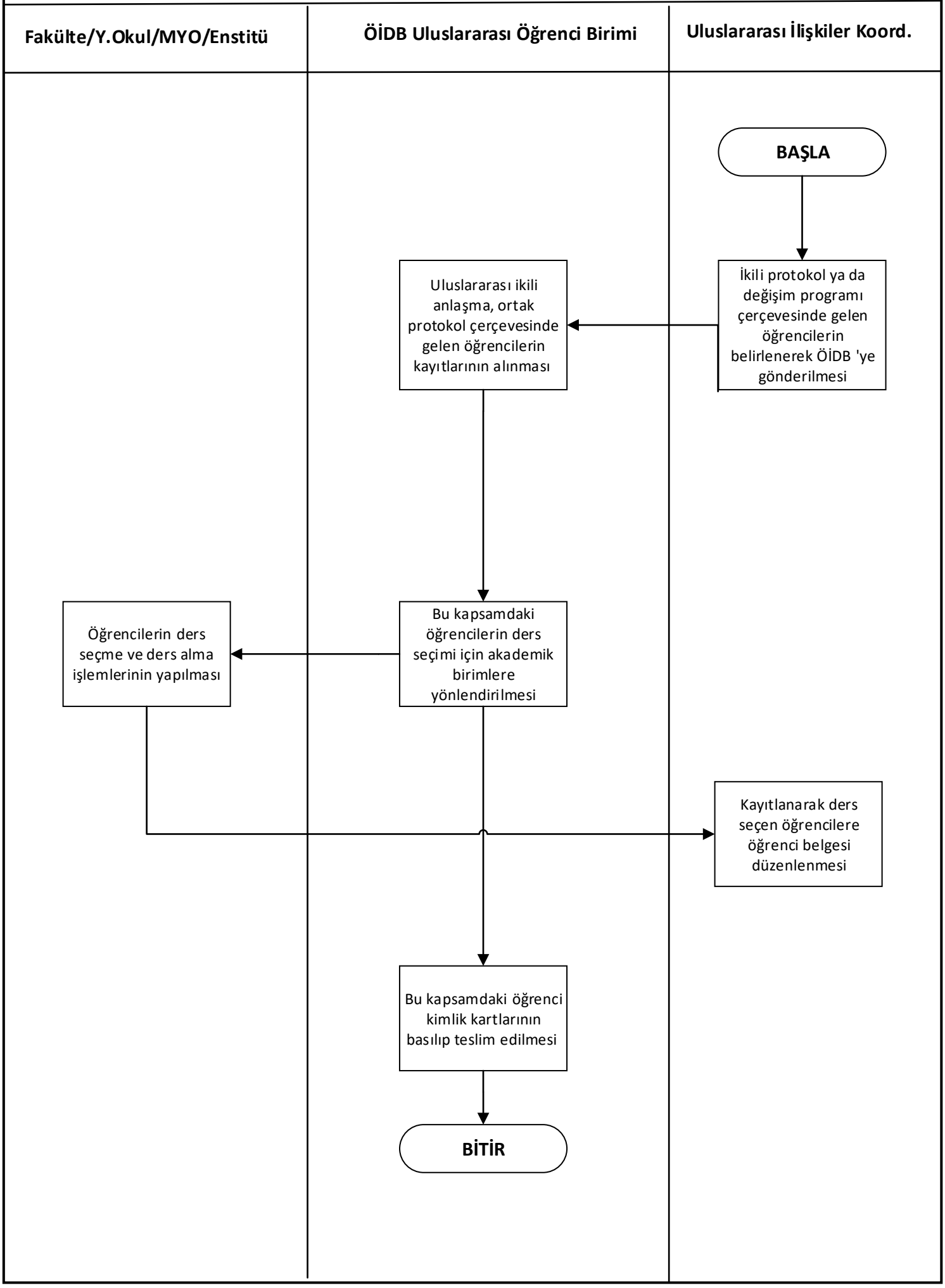DEĞİŞİM PROGRAMI ÇERÇEVESİNDE GELEN ÖĞRENCİLERİN İŞ SÜRECİ