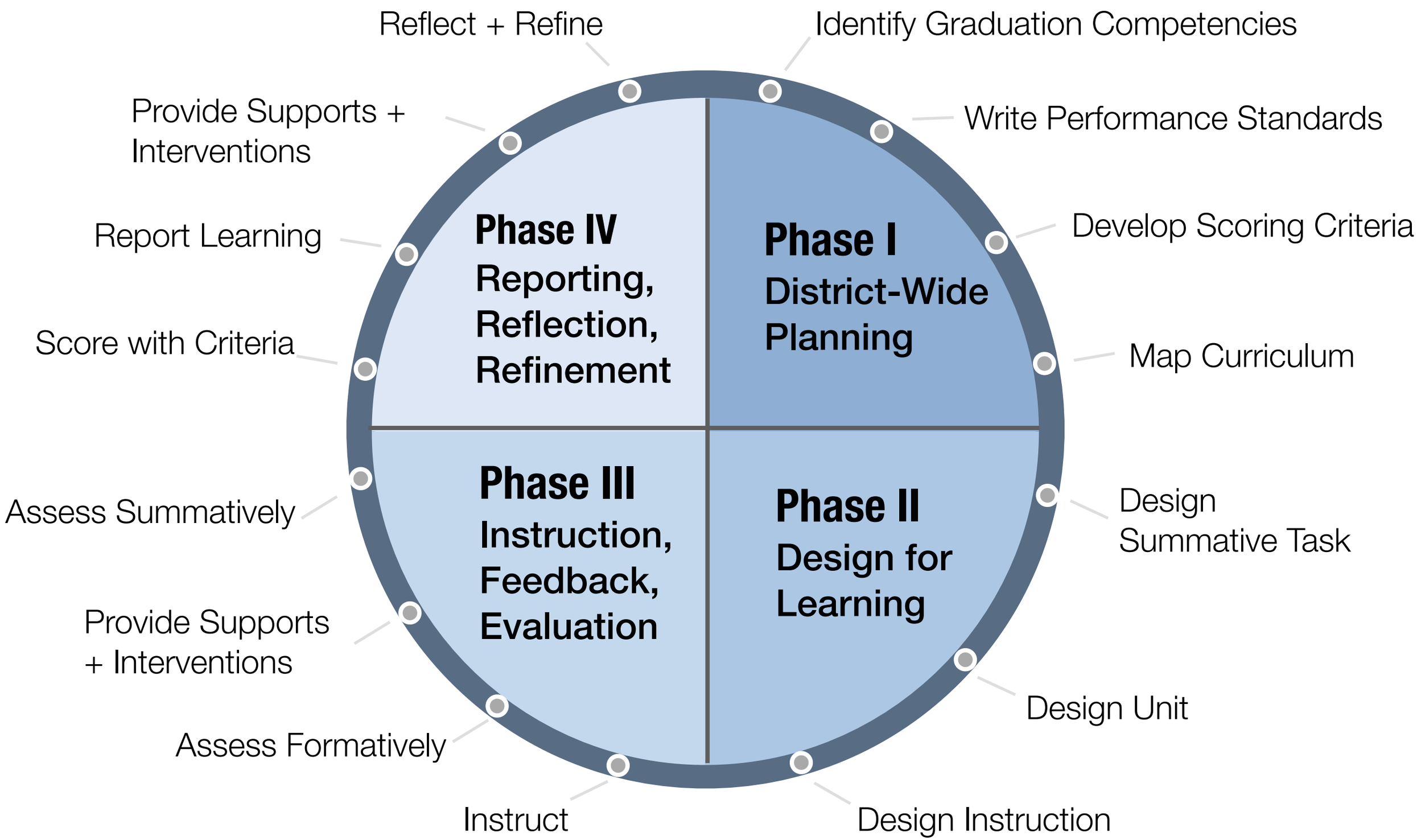From Competencies to Practice