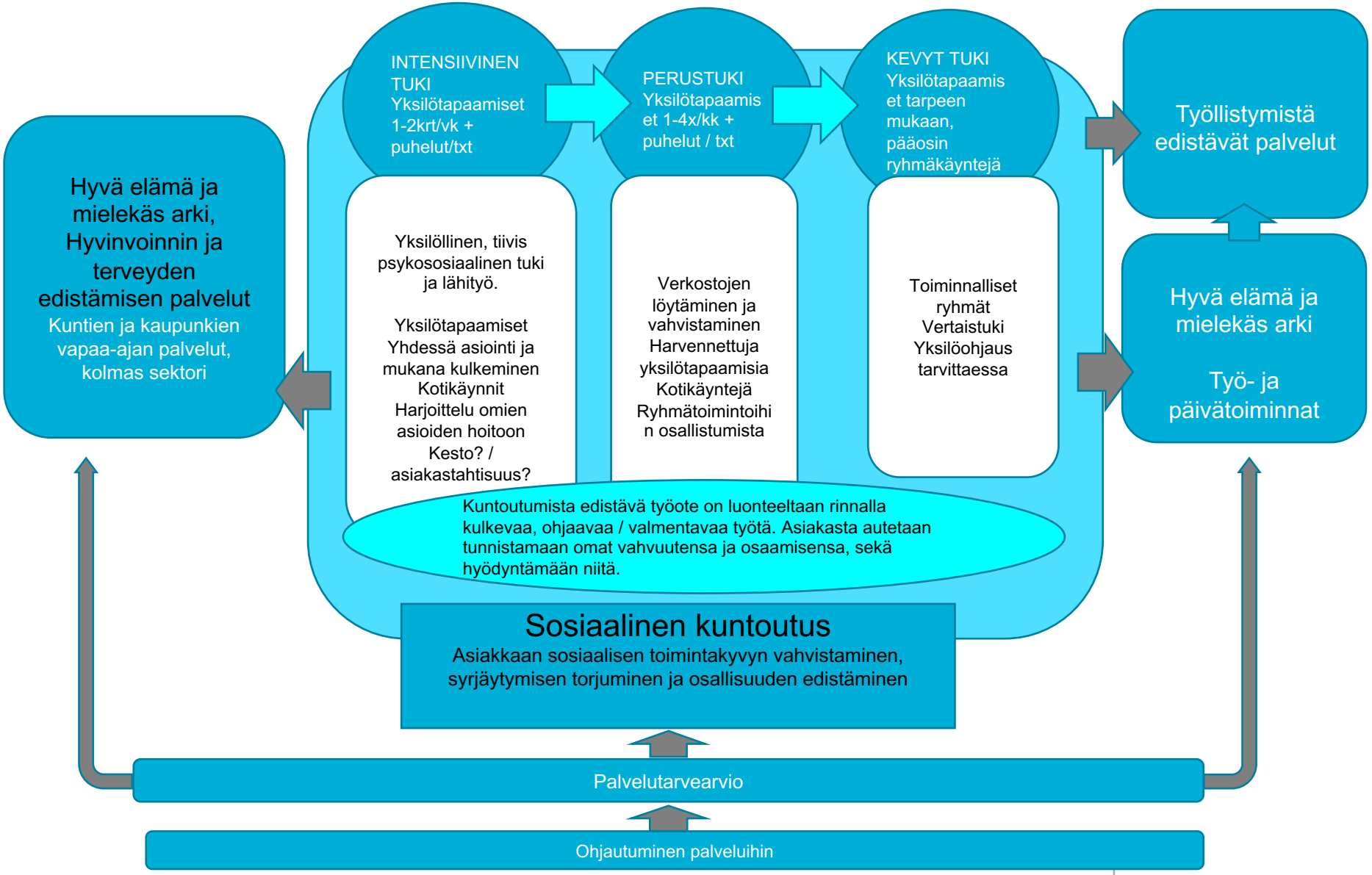Osallisuuden toimintamalli