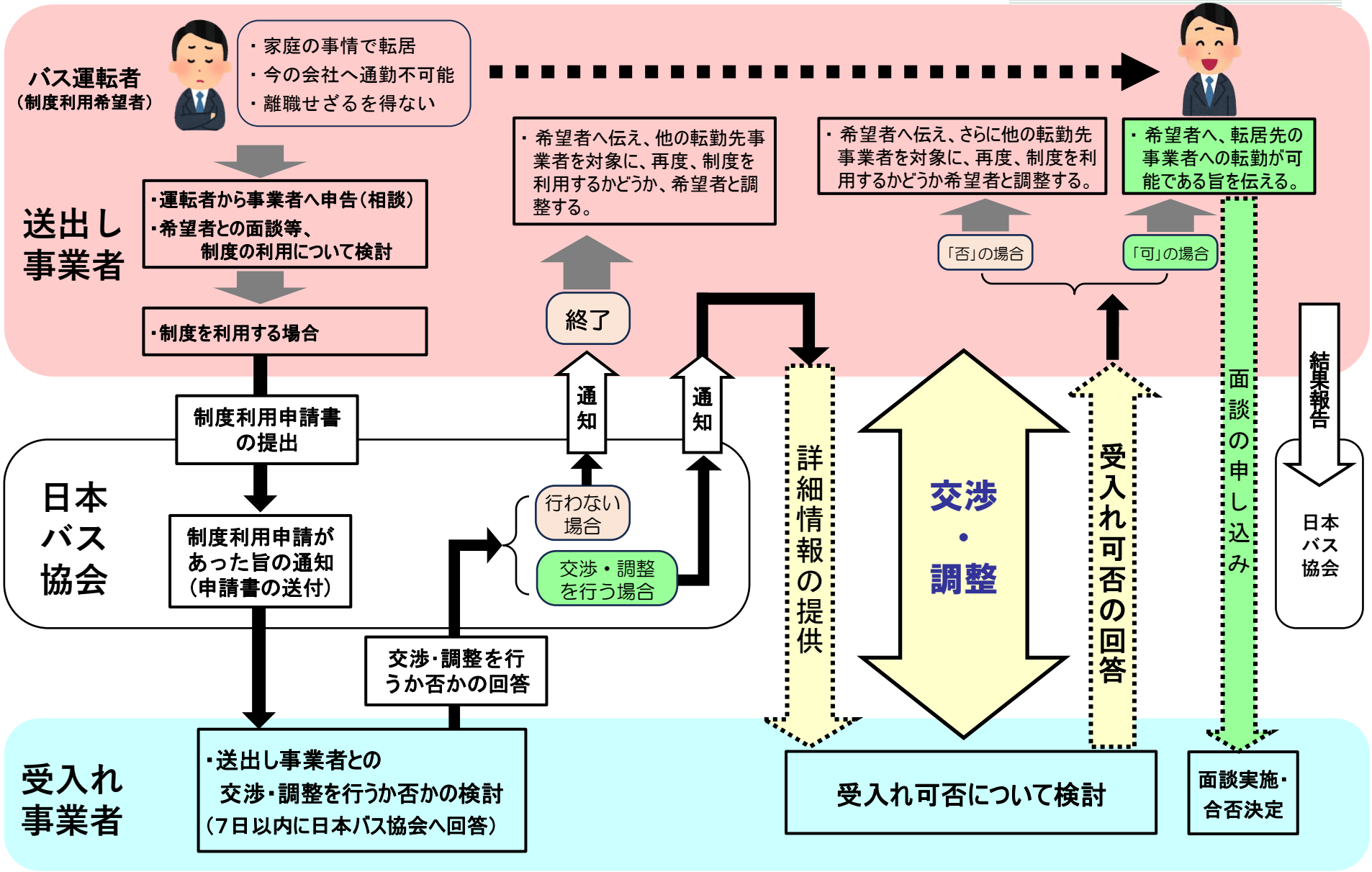バス運転者人材相互受入れ制度「キャリアバス」フロー図