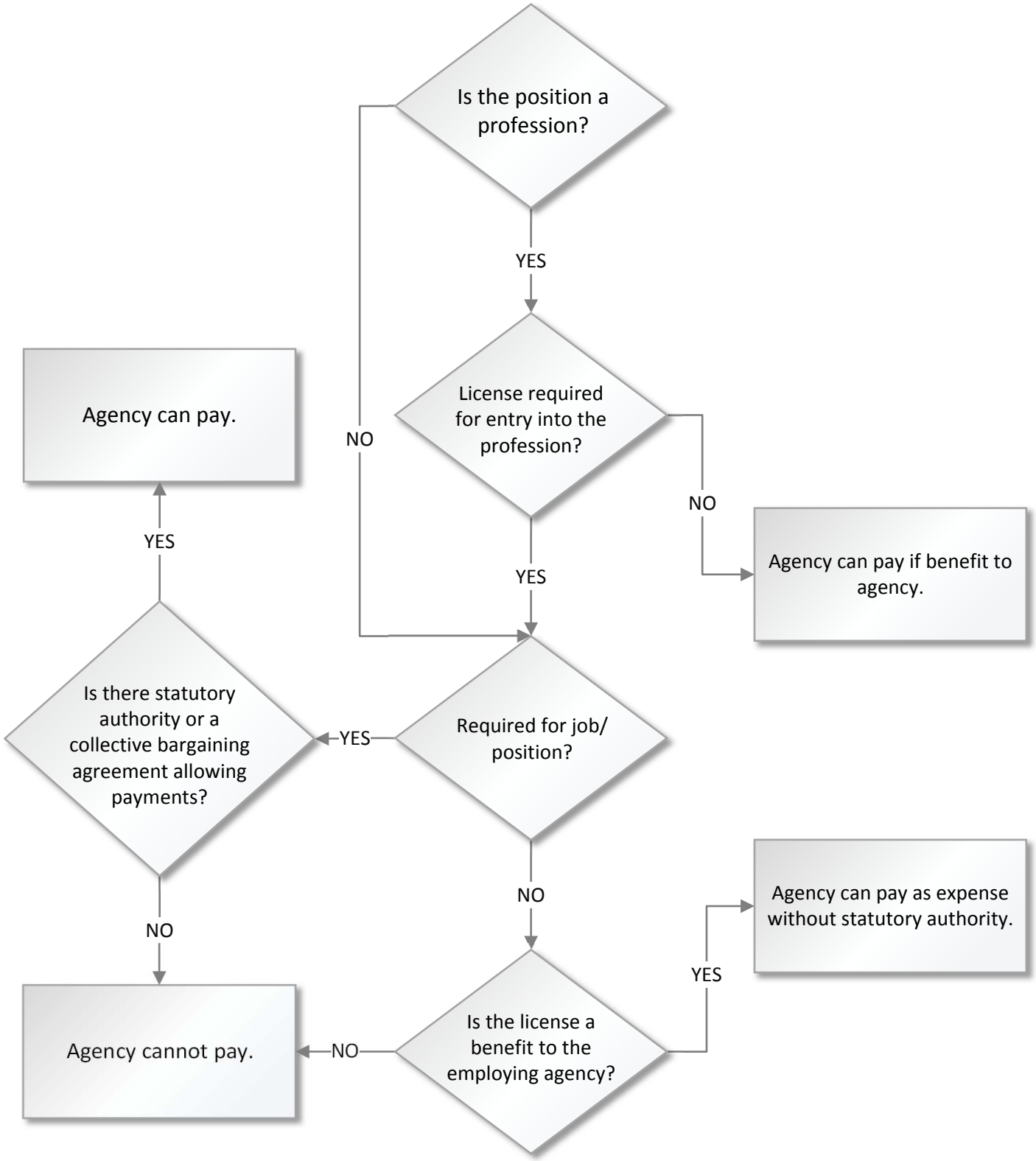Can an agency pay for professional licenses and certificates?