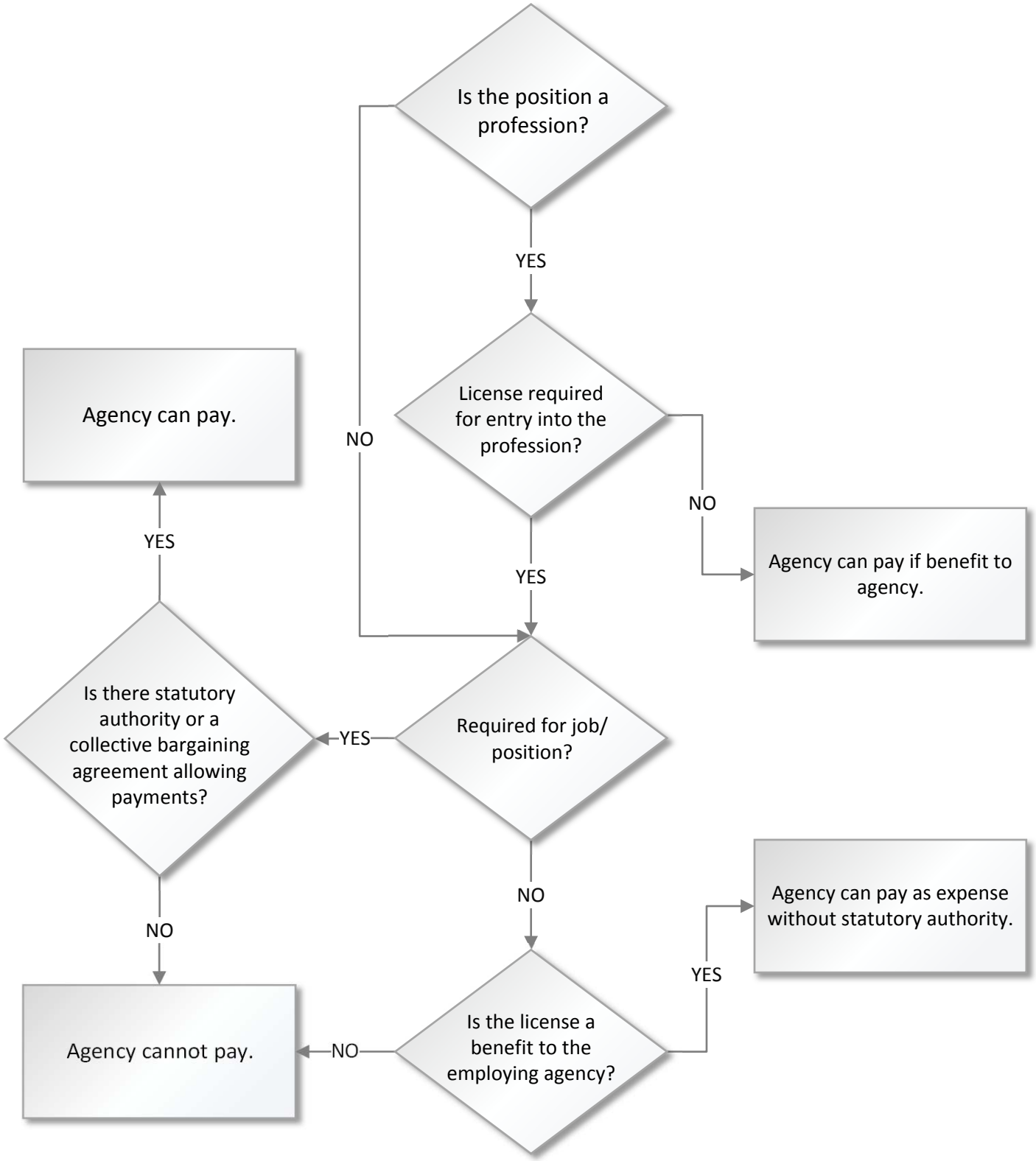Can an Agency Pay for Professional Licenses and Certificates?