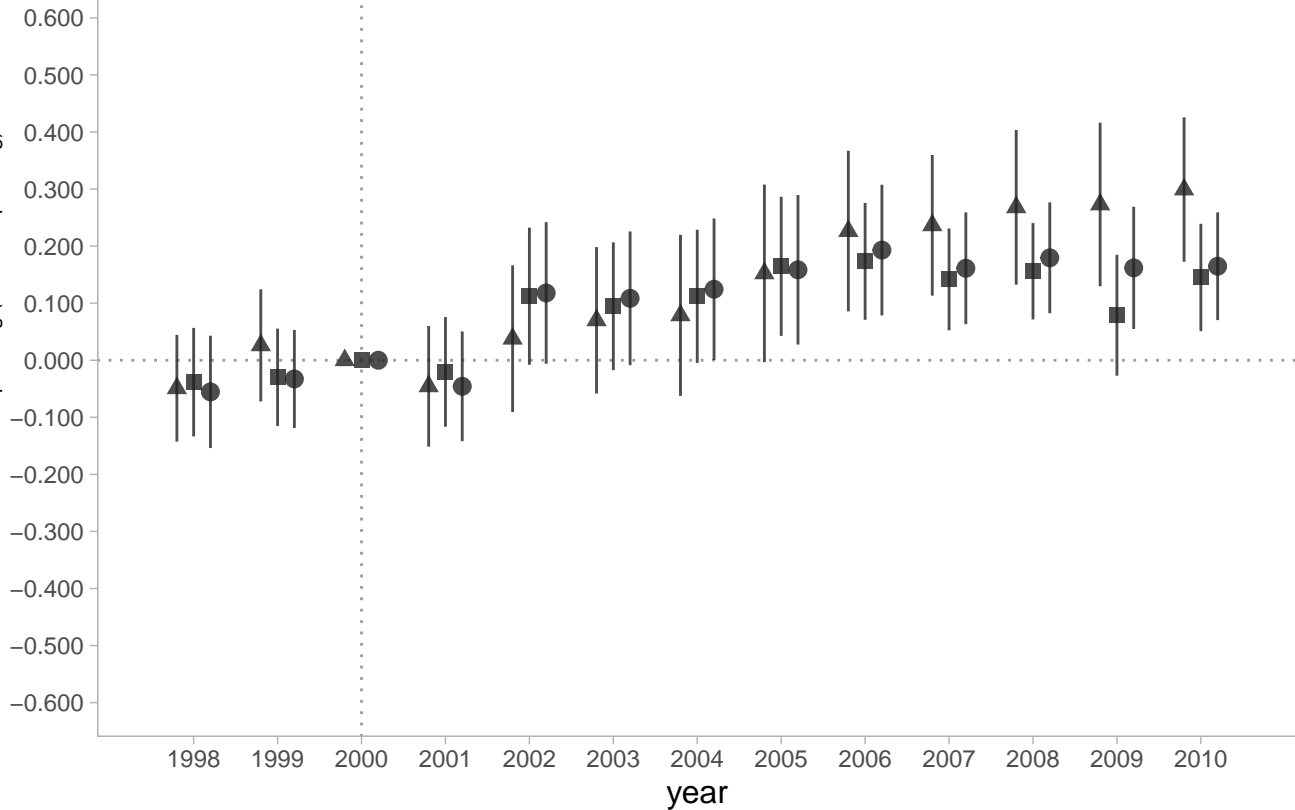


Human Resources Spending (% Total Spending)



Specification    ▲ Baseline    ■ + State-Year FE    ● + Controls