

Does the U.S. Labor Market Reward International Experience?

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On-Line Appendix

Appendix Table 1: Estimation of Log Earnings Including Occupation Dummies

Variable	Women		Men	
	β	SE	β	SE
INT	0.040***	0.009	0.019**	0.008
Management	0.589***	0.008	0.440***	0.012
Professional	0.384***	0.008	0.267***	0.015
Sales	0.264***	0.007	0.181***	0.014
Farming	-0.056**	0.027	-0.218***	0.025
Construction	0.378***	0.017	0.169***	0.014
Repair	0.463***	0.012	0.172***	0.015
Production	0.183***	0.016	0.112***	0.020
Transport	0.148***	0.010	0.058***	0.018
Age	0.098***	0.006	0.129***	0.006
Age ²	-0.002***	0.001	-0.002***	0.000
Age ³	0.000***	0.000	0.000**	0.000
Married	0.012***	0.004	0.193***	0.004
Grad	0.804***	0.014	0.806***	0.013
College Degree	0.593***	0.014	0.581***	0.013
Some College	0.323***	0.010	0.309***	0.009
HS diploma	0.164***	0.008	0.165***	0.006
Military	0.074***	0.012	-0.015**	0.007
2007	0.007***	0.002	0.009***	0.002
2008	-0.016***	0.002	-0.009***	0.003
2009	-0.015***	0.003	-0.016***	0.004
2010	-0.016***	0.003	-0.026***	0.004
R ²	0.29		0.27	
N	1,544,063		1,966,455	

Notes: Includes a constant. Service occupation, less than HS and 2006 are the omitted categories. Standard errors are clustered at the state level. *** signifies $p < 0.01$, ** signifies $p < 0.05$, * signifies $p < 0.10$.

Appendix Table 2: Estimation of Log Earnings including Occupations Interacted with INT

	Women		Men	
	β	SE	β	SE
INT	0.473***	0.070	0.274***	0.038
Mang	0.589***	0.008	0.440***	0.012
INT x Mang.	-0.444***	0.069	-0.234***	0.040
Prof	0.384***	0.008	0.267***	0.015
INT x Prof.	-0.410***	0.075	-0.247***	0.037
Sales	0.265***	0.007	0.181***	0.014
INT x Sales	-0.448***	0.071	-0.279***	0.036
Farm	-0.057**	0.028	-0.218***	0.025
INT x Farm	-0.268	0.213	-0.214**	0.096
Const	0.378***	0.017	0.169***	0.014
INT x Const.	-0.313**	0.124	-0.309**	0.038
Repair	0.462***	0.012	0.172***	0.015
INT x Repair	-0.424***	0.091	-0.296***	0.035
Production	0.183***	0.016	0.112***	0.021
INT x Production	-0.413***	0.075	-0.281***	0.045
Transportation	0.147***	0.010	0.058***	0.018
INT x Transp.	-0.431***	0.081	-0.234***	0.042
INT x Service	-0.449***	0.079	-0.271***	0.037
Age	0.098***	0.006	0.129***	0.006
Age ²	-0.002***	0.000	-0.002***	0.000
Age ³	0.000***	0.000	0.000***	0.000
Married	0.012***	0.004	0.193***	0.004
Grad	0.804***	0.014	0.806***	0.013
Bachelors	0.593***	0.014	0.580***	0.013
Some College	0.323***	0.010	0.309***	0.009
HS diploma	0.164***	0.008	0.165***	0.006
Military	0.073***	0.012	-0.015**	0.007
2007	0.007***	0.002	0.009***	0.002
2008	-0.016***	0.002	-0.009***	0.003
2009	-0.015***	0.003	-0.016***	0.004
2010	-0.016***	0.003	-0.026***	0.004
Constant	8.024***	0.075	7.722***	0.072
R ²	0.29		0.27	
N	1,544,063		1,966,455	

Notes: Includes a constant. Service occupation, less than HS and 2006 are the omitted categories. Standard errors are clustered at the state level. *** signifies $p < 0.01$, ** signifies $p < 0.05$, * signifies $p < 0.10$.

Appendix Table 3: Heckman estimation of Earnings for women

Variable	Selection into fulltime work		Log Earnings	
	β	SE	β	SE
INT	0.0373***	0.0083	0.0482***	0.0051
Age	-0.0155***	0.0083	0.1197***	0.0026
Age ²	--	--	-0.0021***	0.0000
Age ³	--	--	0.0000***	0.0000
Married	-0.1690***	0.0015	0.0470***	0.0013
Kids	-0.2651***	0.0017	--	--
Grad	0.9127***	0.0035	0.9765***	0.0048
Bachelors	0.8242***	0.0032	0.7524***	0.0045
Some College	0.7577***	0.0030	0.3989***	0.0042
HS diploma	0.5944***	0.0031	0.1877***	0.0031
Military Service	0.1389***	0.0052	0.0501***	0.0014
Year 2007	--	--	0.0087***	0.0014
Year 2008	--	--	-0.0168***	0.0014
Year 2009	--	--	-0.0160***	0.0014
Year 2010	--	--	-0.0179***	0.0014
N	3359176		1561808	
λ	-0.1028	0.007		
Rho	-0.1856			
Sigma	0.5539			

Includes a constant. Service occupation, less than HS and 2006 are the omitted categories. *** signifies $p < 0.01$, ** signifies $p < 0.05$, * signifies $p < 0.10$