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Research Interests

Primary: Labor Economics
Secondary: Economics of Education and Training, Regional Economics

Education

Economics PhD Student, Bocconi University, Milan, Italy   *September 2017 – present*

Ca' Foscari University, Venice, Italy
MSc in Economics,   *2016*

Ca' Foscari University, Venice, Italy
BSc in Business and Economics   *2013*

Working papers

Lights and Shadows of Employer Concentration: On-the-Job Training and Wages [JM PAPER]

This paper studies the effect of employer concentration on the provision of on-the-job training and their combined impact on wages. I develop an oligopsony model of the labor market, where employers strategically decide wages and on-the-job training investment according to the employment concentration they face in a local labor market. High levels of employer concentration reduce both the separation and the recruitment wage elasticities. As a result, employers in highly concentrated markets find hiring new workers more challenging, yet losing employees poached by competitors is at the same time more unlikely. On top of increasing workers' productivity, on-the-job training has an ambiguous effect on labor supply elasticities. Testable predictions for training and wages are derived and confronted with comparable microdata on training from Italy. Specifically, I estimate with an instrumental variable approach that high employer concentration in a local labor market (i) positively affects employer-provided training, (ii) reduces wages, and (iii) decreases the productivity returns of training investment. Finally, these findings suggest that using employer concentration as a direct measure of labor market competition underestimates the negative effect of concentration on wages.

On-the-job training and labor market competition

jointly with Abi Adams-Prassl and Thomas Le Barbanchon

In this paper, we provide a new set of stylised facts on firm provision of on-the-job training and local labor market competition by exploiting the language used in job vacancies. We take a supervised machine learning approach to identify training offers in more than 12 million US job vacancies. We show our measure correlates well with established on-the-job training measures at the occupation, industry, and regional level. We find that around 20% of job posts offer on-the-job training, with an upward trend over the last decade. Training offers are positively correlated with local labor market concentration, a finding that is robust to an instrumental variables strategy based on the local differential exposure to national firm-level trends. Moving from the first to the third quartile of labor concentration increases training by almost 5%. We interpret our results through the lens of a directed search model where training acts to reduce the queue to fill a vacancy and training has a greater expected benefit to the employer in less competitive labor markets given the lower separation rates.

Skill Demand and Labor Market Concentration: Evidence from Italian Vacancies
jointly with Emilio Colombo

This paper analyses the relationship between labor market concentration and employers' skill demand. Using a novel data set on Italian online job vacancies during 2013-2018 we show that employers in a highly concentrated labor market demand competencies associated with the ability of workers to learn faster (e.g. Social skills) rather than actual knowledge. They also require less experience but higher education. These results are consistent with the hypothesis that employers in more concentrated labor markets are more prone to train their employees. Instead of looking for workers who already have job-specific skills, they look for workers who can acquire them faster and efficiently.

Policy Papers

The regional economic impact of the Alpine World Ski Championships 2021, [in italian]
jointly with Francesco Decarolis and Giorgio Ivaldi

Teaching Assistant

Bocconi University,

Econometrics (*MSc, 2019, 2020, 2021, 2022*), Prof. M. Marcellino
Macroeconomics (*BSc, 2019, 2020, 2021, 2022*), Prof. A. Gibert Rivas
Economics of Labour and Human Resources (*BSc, 2022*), Prof. T. Boeri
Microeconomics (*BSc, 2019, 2020, 2021*), Prof. C. Carnehl
Empirical Industrial Organization (*MSc, 2020*), Prof. F. Decarolis
Labour Economics (*BSc, 2019*), Prof. T. Le Barbanchon

Ca' Foscari University,

Mathematics (*BSc, Fall 2014*), Prof. A. Ellero

Research experience

Studiare Sviluppo, Italian Ministry of Economics and Finance	Rome, Italy
Economic Junior Expert and Research Assistant for Prof. F. Decarolis	*June 2020 - December 2021*
Université Libre de Bruxelles, Department of Applied Economics	Brussels, Belgium
Research Assistant for Prof. I. Tojerow	*May 2017 - Aug. 2017*
Bank of Italy, Regional Economic Research Department	Venice, Italy
Research Assistant	*Oct. 2016 - Apr. 2017*

Awards and Scholarships

Fondazione Romeo ed Enrica Invernizzi Research Scholarship	*2021 - 2023*
Ph.D. Fellowship, Bocconi University, Milan	*2017 - 2021*
Riccardo Faini Award for best master thesis (Ca' Foscari University)	*2016*
Erasmus+ Scholarship for exchange at Université Catholique de Louvain	*2015*

Other Academic Activities

Conferences/Seminars: Bank of Italy, lunch seminar (Rome); 15th RGS Doctoral Conference in Economics (Ruhr University Bochum); Workshop on Labour Economics (University of Trier); Scottish Economic Society Conference 2022 (University of Glasgow); Food for Thought (Bocconi University); 26th Spring Meeting of Young Economists (University of Orléans); 23rd IZA Summer School in Labor Economics (Ammersee); 5th IDSC of IZA Workshop: Matching Workers and Jobs Online (Online); 37th National Conference of Labour Economics (University of Salerno)

Skills

Languages	Italian (native), English (fluent), French (dormant)
Communication skills	BEAT PhD Students – Bocconi Excellence in Advanced Teaching
General skills	GRE, 2016: Verbal, 158; Quantitative, 170
Computer skills	Stata, Python, Matlab, Eviews, LaTeX, Microsoft Office

References

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