

Baseline Regression Results

Luke DiMartino

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1 Appendix Tables and Figures

Appendix Table A1: Pooled OLS Regression Results

	White SE's	Clustered SE's	Occupation FE's	District FE's
female	-0.390*** (0.00471)	-0.390*** (0.00508)	-0.309*** (0.00466)	-0.312*** (0.00448)
Literacy	-0.0847*** (0.00747)	-0.0847*** (0.00778)	-0.0274*** (0.00704)	-0.0505*** (0.00657)
Years of Education	0.0529*** (0.000969)	0.0529*** (0.00101)	0.0272*** (0.000941)	0.0238*** (0.000896)
Marital Status	0.0173** (0.00562)	0.0173** (0.00586)	0.0419*** (0.00529)	0.0714*** (0.00496)
Age	0.0377*** (0.000908)	0.0377*** (0.000938)	0.0285*** (0.000854)	0.0221*** (0.000802)
Squared Age	-0.000326*** (0.0000110)	-0.000326*** (0.0000114)	-0.000245*** (0.0000104)	-0.000190*** (0.00000968)
Graduate Degree	0.333*** (0.0185)	0.333*** (0.0191)	0.215*** (0.0182)	0.262*** (0.0180)
Program Income	-0.112*** (0.0111)	-0.112*** (0.0112)	-0.0666*** (0.0108)	-0.0623*** (0.00995)
0	0 (.)	0 (.)	0 (.)	0 (.)
No English Ability	0.221*** (0.00755)	0.221*** (0.00766)	0.127*** (0.00712)	0.0725*** (0.00683)
Little English Ability	0.647*** (0.0138)	0.647*** (0.0140)	0.406*** (0.0135)	0.273*** (0.0133)
survey	0.185*** (0.00404)	0.185*** (0.00363)	0.177*** (0.00397)	0.182*** (0.00373)
Constant	1.663*** (0.0161)	1.663*** (0.0167)	2.782*** (0.112)	3.188*** (0.116)
Occupation FE's	No	No	Yes	Yes
District FE's	No	No	No	Yes
Observations	95840	95840	95840	95840
Adjusted R^2	0.392	0.392	0.473	0.550
AIC	179624.1	179624.1	165967.7	151241.7
BIC	179737.7	2 179737.7	166905.3	155806.5
F	4677.9	4128.7	809.3	259.2

Standard errors in parentheses

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Appendix Table A2: **Pooled OLS Subsample Regression Results**

	Clustered SE's		Full FE's	
	Men	Women	Men	Women
Literacy	-0.0819*** (0.00915)	-0.122*** (0.0156)	-0.0398*** (0.00767)	-0.0700*** (0.0140)
Years of Education	0.0523*** (0.00112)	0.0513*** (0.00241)	0.0233*** (0.000994)	0.0226*** (0.00226)
Marital Status	0.0383*** (0.00744)	-0.0398*** (0.0104)	0.0857*** (0.00636)	0.0145 (0.00909)
Age	0.0408*** (0.00118)	0.0289*** (0.00161)	0.0256*** (0.00101)	0.0145*** (0.00140)
Squared Age	-0.000354*** (0.0000141)	-0.000252*** (0.0000199)	-0.000225*** (0.0000120)	-0.000124*** (0.0000172)
Graduate Degree	0.301*** (0.0215)	0.400*** (0.0410)	0.211*** (0.0205)	0.409*** (0.0410)
Program Income	-0.213*** (0.0172)	-0.0568*** (0.0152)	-0.134*** (0.0147)	-0.0200 (0.0138)
No English Ability	0 (.)	0 (.)	0 (.)	0 (.)
Little English Ability	0.199*** (0.00810)	0.347*** (0.0222)	0.0629*** (0.00717)	0.114*** (0.0204)
English Fluency	0.597*** (0.0152)	0.858*** (0.0350)	0.240*** (0.0143)	0.396*** (0.0353)
survey	0.167*** (0.00426)	0.241*** (0.00699)	0.167*** (0.00418)	0.237*** (0.00678)
Constant	1.598*** (0.0205)	1.492*** (0.0285)	3.154*** (0.123)	2.652*** (0.518)
Occupation FE's	No	No	Yes	Yes
District FE's	No	No	Yes	Yes
Observations	68869	26971	68869	26971
Adjusted R^2	0.316	0.354	0.511	0.511
AIC	131229.5	47643.1	108598.6	40613.4
BIC	131330.0	47733.3	112985.8	44526.0
F	2242.6	844.0	152.0	.

Standard errors in parentheses