CENTER FOR ECONOMIC AND POLICY RESEARCH

Organizational Restructuring in U.S. Healthcare Systems:

Implications for Jobs, Wages, and Inequality

SUPPLEMENT: Log Wage Regressions

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Supplement: Log Wage Regressions

The main text of this report presents the wage regressions with coefficients transformed to percentages for ease of exposition. The tables (**Tables S1–S6**) in this Supplement report the underlying ordinary least squares regression of log wages on the dependent variables for each occupational group, with coefficients in log units and robust standard errors in parentheses.

TABLE S1

Healthcare Professionals: Log Wage as a Function of Work Location and Demographic Characteristics: 2005 and 2015 Compared				
	Model 1		**Model 2 (with interactions)**	
Variables	**2005**	**2015**	**2005**	**2015**
Outpatient location	-0.090***	-0.178***	-0.042	-0.135***
	(0.015)	(0.012)	(0.034)	(0.029)
Female	-0.147***	-0.197***	-0.134***	-0.185***
	(0.013)	(0.012)	(0.014)	(0.013)
Black	-0.089***	-0.101***	-0.093***	-0.104***
	(0.020)	(0.016)	(0.021)	(0.017)
Hispanic	-0.037	-0.072***	-0.047*	-0.059***
	(0.026)	(0.019)	(0.028)	(0.021)
Asian/other	0.053**	0.017	0.037	-0.003
	(0.024)	(0.019)	(0.025)	(0.020)
Outpatient*Female			-0.101***	-0.077**
			(0.036)	(0.031)
Outpatient*Black			0.030	0.020
			(0.057)	(0.045)
Outpatient*Hispanic			0.067	-0.068
			(0.072)	(0.043)
Outpatient*Asian/other			0.173***	0.162***
			(0.058)	(0.040)
Age	0.059***	0.069***	0.059***	0.069***
	(0.004)	(0.003)	(0.004)	(0.003)
Age²	-0.001***	-0.001***	-0.001***	-0.001***
	(0.000)	(0.000)	(0.000)	(0.000)
LTHS	-0.133	0.314***	-0.128	0.312***
	(0.112)	(0.073)	(0.112)	(0.073)
High School	-0.315***	-0.157***	-0.314***	-0.154***
	(0.041)	(0.054)	(0.041)	(0.053)
College	0.137***	0.169***	0.137***	0.169***
	(0.010)	(0.009)	(0.010)	(0.009)
Advanced	0.247***	0.398***	0.248***	0.399***
	(0.013)	(0.011)	(0.013)	(0.011)
Foreign Born	0.040*	0.020	0.040*	0.022
	(0.021)	(0.017)	(0.021)	(0.017)
Observations	17,226	26,001	17,226	26,001
R-squared	0.191	0.260	0.192	0.262
Source and notes: CEPR analysis of ACS data, using person-level weights provided in the ACS. State dummy variables not listed but included in all models. Ordinary least squares regression coefficients presented in log points. Robust standard errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1				

TABLE S2

Social Services: Log Wage as a Function of Work Location and Demographic Characteristics: 2005 and 2015 Compared

Variables	Model 1		Model 2 (with interactions)	
	2005	2015	2005	2015
Outpatient location	-0.085**	-0.126***	-0.118**	-0.073
	(0.034)	(0.032)	(0.056)	(0.073)
Female	-0.016	-0.096**	-0.047	-0.031
	(0.036)	(0.040)	(0.050)	(0.061)
Black	0.001	0.005	0.003	-0.047
	(0.053)	(0.047)	(0.075)	(0.073)
Hispanic	-0.123*	0.057	-0.099	0.064
	(0.066)	(0.047)	(0.087)	(0.057)
Asian/other	-0.062	0.066	-0.088	0.100
	(0.082)	(0.059)	(0.214)	(0.093)
Outpatient*Female			0.065	-0.093
			(0.066)	(0.075)
Outpatient*Black			-0.012	0.079
			(0.089)	(0.085)
Outpatient*Hispanic			-0.049	-0.010
			(0.113)	(0.078)
Outpatient*Asian/other			0.036	-0.053
			(0.231)	(0.118)
Age	0.044***	0.040***	0.043***	0.039***
	(0.009)	(0.008)	(0.009)	(0.008)
Age²	-0.000***	-0.000***	-0.000***	-0.000***
	(0.000)	(0.000)	(0.000)	(0.000)
LTHS	-0.542*	0.246*	-0.562*	0.267**
	(0.296)	(0.128)	(0.302)	(0.133)
High School	-0.122*	0.085	-0.126*	0.086
	(0.071)	(0.063)	(0.074)	(0.063)
College	0.111***	0.193***	0.110***	0.194***
	(0.041)	(0.044)	(0.041)	(0.042)
Advanced	0.258***	0.381***	0.258***	0.380***
	(0.050)	(0.045)	(0.051)	(0.044)
Foreign Born	0.061	0.028	0.065	0.026
	(0.060)	(0.044)	(0.059)	(0.046)
Observations	671	1,158	671	1,158
R-squared	0.354	0.226	0.356	0.229

Source and notes: CEPR analysis of ACS data, using person-level weights provided in the ACS. State dummy variables not listed but included in all models. Ordinary least squares regression coefficients presented in log points. Robust standard errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1

	Model 1		Model 2 (with interactions)	
Variables	**2005**	**2015**	**2005**	**2015**
Outpatient location	-0.171***	-0.124***	-0.044	-0.147***
	(0.025)	(0.018)	(0.052)	(0.048)
Female	-0.145***	-0.076***	-0.137***	-0.080***
	(0.018)	(0.018)	(0.018)	(0.020)
Black	-0.013	-0.069***	-0.001	-0.071***
	(0.021)	(0.021)	(0.022)	(0.023)
Hispanic	-0.065**	-0.012	-0.056*	-0.018
	(0.029)	(0.026)	(0.031)	(0.028)
Asian/other	0.036	-0.030	0.043	-0.022
	(0.042)	(0.026)	(0.044)	(0.028)
Outpatient*Female			-0.106*	0.027
			(0.055)	(0.047)
Outpatient*Black			-0.124*	0.017
			(0.066)	(0.051)
Outpatient*Hispanic			-0.107	0.030
			(0.071)	(0.060)
Outpatient*Asian/other			-0.111	-0.055
			(0.109)	(0.051)
Age	0.050***	0.048***	0.050***	0.048***
	(0.004)	(0.004)	(0.004)	(0.004)
Age²	-0.000***	-0.000***	-0.000***	-0.000***
	(0.000)	(0.000)	(0.000)	(0.000)
LTHS	-0.149***	-0.195***	-0.150***	-0.197***
	(0.057)	(0.052)	(0.057)	(0.052)
High School	-0.179***	-0.148***	-0.180***	-0.148***
	(0.020)	(0.027)	(0.020)	(0.027)
College	0.173***	0.183***	0.174***	0.183***
	(0.019)	(0.016)	(0.019)	(0.016)
Advanced	0.237***	0.279***	0.238***	0.279***
	(0.036)	(0.032)	(0.036)	(0.031)
Foreign Born	-0.033	-0.039*	-0.034	-0.039*
	(0.027)	(0.023)	(0.027)	(0.023)
Observations	6,186	8,313	6,186	8,313
R-squared	0.216	0.208	0.218	0.208

TABLE S3

Medical Technicians: Log Wage as a Function of Work Location and Demographic Characteristics: 2005 and 2015 Compared

Source and notes: CEPR analysis of ACS data, using person-level weights provided in the ACS. State dummy variables not listed but included in all models. Ordinary least squares regression coefficients presented in log points. Robust standard errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1

Health Aides and Assistants: Log Wage as a Function of Work Location and Demographic Characteristics: 2005 and 2015 Compared				
	Model 1		**Model 2 (with interactions)**	
Variables	**2005**	**2015**	**2005**	**2015**
Outpatient location	-0.020	-0.002	-0.078	0.015
	(0.021)	(0.018)	(0.061)	(0.054)
Female	-0.120***	-0.074***	-0.128***	-0.080***
	(0.021)	(0.019)	(0.023)	(0.021)
Black	-0.037*	-0.034*	-0.041*	-0.022
	(0.021)	(0.019)	(0.022)	(0.021)
Hispanic	-0.081***	0.006	-0.082***	0.029
	(0.027)	(0.023)	(0.030)	(0.025)
Asian/other	-0.045	0.044	-0.051	0.061*
	(0.051)	(0.031)	(0.056)	(0.034)
Outpatient*Female			0.061	0.032
			(0.064)	(0.053)
Outpatient*Black			0.026	-0.067
			(0.058)	(0.049)
Outpatient*Hispanic			-0.001	-0.091**
			(0.048)	(0.044)
Outpatient*Asian/other			0.039	-0.076
			(0.081)	(0.061)
Age	0.047***	0.045***	0.047***	0.045***
	(0.004)	(0.004)	(0.004)	(0.004)
Age²	-0.000***	-0.000***	-0.000***	-0.000***
	(0.000)	(0.000)	(0.000)	(0.000)
LTHS	-0.177***	-0.161***	-0.177***	-0.164***
	(0.031)	(0.038)	(0.031)	(0.039)
High School	-0.112***	-0.083***	-0.112***	-0.082***
	(0.017)	(0.016)	(0.017)	(0.016)
College	0.091***	0.110***	0.091***	0.110***
	(0.035)	(0.026)	(0.035)	(0.025)
Advanced	0.478***	0.565***	0.477***	0.567***
	(0.060)	(0.070)	(0.060)	(0.070)
Foreign Born	-0.036	-0.053**	-0.035	-0.053**
	(0.027)	(0.022)	(0.027)	(0.022)
Observations	4,217	5,584	4,217	5,584
R-squared	0.236	0.221	0.236	0.222

Source and notes: CEPR analysis of ACS data, using person-level weights provided in the ACS. State dummy variables not listed but included in all models. Ordinary least squares regression coefficients presented in log points. Robust standard errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1

Food Services: Log Wage as a Function of Work Location and Demographic Characteristics: 2005 and 2015 Compared

Variables	Model 1		Model 2 (with interactions)	
	2005	**2015**	**2005**	**2015**
Outpatient location	-0.077	-0.018	-0.126	-0.170
	(0.110)	(0.120)	(0.166)	(0.141)
Female	-0.125***	-0.195***	-0.123***	-0.198***
	(0.045)	(0.039)	(0.045)	(0.041)
Black	-0.024	-0.113**	-0.025	-0.125**
	(0.046)	(0.049)	(0.046)	(0.051)
Hispanic	-0.117	-0.088	-0.116	-0.099
	(0.082)	(0.081)	(0.082)	(0.081)
Asian/other	-0.202**	-0.087	-0.214**	-0.098
	(0.096)	(0.081)	(0.095)	(0.081)
Outpatient*Female			-0.051	-0.028
			(0.189)	(0.252)
Outpatient*Black			0.077	0.389
			(0.251)	(0.280)
Outpatient*Hispanic			-0.377**	0.233
			(0.192)	(0.283)
Outpatient*Asian/other			0.747***	
			(0.199)	
Age	0.037***	0.034***	0.037***	0.034***
	(0.009)	(0.009)	(0.009)	(0.009)
Age²	-0.000***	-0.000***	-0.000***	-0.000***
	(0.000)	(0.000)	(0.000)	(0.000)
LTHS	-0.078	-0.161**	-0.076	-0.165**
	(0.060)	(0.080)	(0.061)	(0.080)
High School	-0.085*	-0.113***	-0.086*	-0.114***
	(0.046)	(0.040)	(0.046)	(0.041)
College	0.102	0.079	0.105	0.079
	(0.080)	(0.094)	(0.081)	(0.094)
Advanced	-0.082	-0.581**	-0.083	-0.578**
	(0.328)	(0.267)	(0.329)	(0.271)
Foreign Born	-0.034	0.108**	-0.035	0.108**
	(0.067)	(0.051)	(0.067)	(0.051)
Observations	694	839	694	839
R-squared	0.251	0.273	0.255	0.276

Source and notes: CEPR analysis of ACS data, using person-level weights provided in the ACS. State dummy variables not listed but included in all models. Ordinary least squares regression coefficients presented in log points. Robust standard errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1

Cleaning Services: Log Wage as a Function of Work Location and Demographic Characteristics: 2005 and 2015 Compared

Variables	Model 1		Model 2 (with interactions)	
	2005	**2015**	**2005**	**2015**
Outpatient location	-0.055	-0.066	-0.107	-0.071
	(0.095)	(0.053)	(0.174)	(0.126)
Female	-0.214***	-0.199***	-0.216***	-0.199***
	(0.027)	(0.025)	(0.027)	(0.025)
Black	-0.083**	-0.054*	-0.087**	-0.053*
	(0.037)	(0.030)	(0.037)	(0.031)
Hispanic	-0.112***	-0.136***	-0.113***	-0.137***
	(0.043)	(0.043)	(0.043)	(0.044)
Asian/other	-0.079	-0.047	-0.104	-0.041
	(0.072)	(0.049)	(0.073)	(0.050)
Outpatient*Female			0.096	0.022
			(0.168)	(0.096)
Outpatient*Black			0.200	-0.009
			(0.265)	(0.135)
Outpatient*Hispanic			-0.258	0.027
			(0.165)	(0.126)
Outpatient*Asian/other			0.369	-0.107
			(0.317)	(0.179)
Age	0.026***	0.026***	0.025***	0.026***
	(0.008)	(0.007)	(0.008)	(0.007)
Age²	-0.000***	-0.000***	-0.000***	-0.000***
	(0.000)	(0.000)	(0.000)	(0.000)
LTHS	-0.190***	-0.095**	-0.190***	-0.095**
	(0.040)	(0.038)	(0.040)	(0.038)
High School	-0.109***	-0.050*	-0.110***	-0.049*
	(0.035)	(0.028)	(0.035)	(0.028)
College	0.008	0.106	0.022	0.105
	(0.097)	(0.101)	(0.096)	(0.101)
Advanced	0.301	0.091	0.299	0.088
	(0.197)	(0.148)	(0.198)	(0.149)
Foreign Born	0.053	0.048	0.061*	0.047
	(0.036)	(0.032)	(0.036)	(0.032)
Observations	1,544	1,797	1,544	1,797
R-squared	0.229	0.213	0.234	0.214

Source and notes: CEPR analysis of ACS data, using person-level weights provided in the ACS. State dummy variables not listed but included in all models. Ordinary least squares regression coefficients presented in log points. Robust standard errors in parentheses. *** $p<0.01$, ** $p<0.05$, * $p<0.1$