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Fields of Concentration:

Labor Economics
Applied Microeconomics
Economics of Education

Desired Teaching:

Labor Economics
Applied Microeconometrics
Economics of Education

Comprehensive Examinations Completed:

2021 (Oral): Labor Economics, Development Economics
2020 (Written): Microeconomics, Macroeconomics

Dissertation Title: *Occupational Choice and Social Mobility*

Committee:

Professor Joseph Altonji (Co-Chair)
Professor Costas Meghir (Co-Chair)
Professor John Eric Humphries
Professor Seth Zimmerman

Education:

Ph.D., Economics, Yale University, 2025 (expected)
M.Phil., Economics, Yale University, 2022
M.A., Economics, Yale University, 2022
B.S., Mathematics and Economics, Georgetown University, *summa cum laude*, 2017

Fellowships, Honors and Awards:

University Dissertation Fellowship, 2024-2025
National Science Foundation Graduate Research Fellowship Program, 2019-2024

MacMillan International Dissertation Research Fellowship, Yale University, 2023-2024
Cowles Foundation Fellowship, 2019-2024
Yale Institute for Social and Policy Studies Graduate Policy Fellow, 2022
Phi Beta Kappa, Georgetown University, 2017

Research Grants:

Cowles Foundation Grants (2), 2022, 2023
Sylff Research Grant, Economic Growth Center, 2023
Robert E. Evenson Fund Travel Research Award, Economic Growth Center, 2022

Teaching Experience:

Spring 2023, Teaching Assistant to Prof. Steven Berry, Introductory Microeconomics, Yale College
Spring 2022, Tutor for Residential College Mathematics and Science Tutoring (RCMST) Program, Yale College

Research and Work Experience:

Research Associate, to Prof. Benjamin Olken, Massachusetts Institute of Technology, 2016-2019
Research Assistant, to Prof. Frank Schilbach, Massachusetts Institute of Technology, 2016
Research Assistant, to Prof. Andrew Zeitlin, Georgetown University, 2015-2017

Working Papers:

“Occupational Choice and Social Mobility,” *Job Market Paper* (October 2024)

“The Impact of Peers on Occupational Choice and Long-Term Outcomes,” with Jerry Montonen (October 2024)

“The Global Market for Remote White-Collar Jobs,” with Jingyi Cui (June 2024)

Seminar and Conference Presentations:

2024: Stanford University (Stanford Institute for Theoretical Economics)
2023: Aalto University (Helsinki Graduate School of Economics)
2022: Aalto University (Helsinki Graduate School of Economics)

Other Professional Service and Activities:

Graduate Applications International Network (GAIN) mentor, 2022-2023
Price Theory Summer Camp, Becker Friedman Institute, University of Chicago, 2022
Co-organizer of Young Economists Symposium, Yale University, 2022
Co-organizer of Yale Development Economics student breakfast and lunch, 2021-2022

Affiliations:

Aalto University, 2022-present
Deel Lab for Global Employment, 2022-present

Languages: English (native)

References:

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Dissertation Abstract

Occupational Choice and Social Mobility [Job Market Paper]

Occupational following—when children enter into their parent’s occupation—is a widespread feature of the labor market and may significantly inhibit both intergenerational occupational and income mobility. However, we have limited microeconomic evidence on the underlying reasons why children pursue or do not pursue their parent’s occupation, and how this contributes to intergenerational mobility. Understanding the root causes of occupational following and occupational choice more broadly is a necessary input into any policy intervention that might be designed to increase social mobility and thus increase access to high-paying occupations. In this paper, I therefore ask: why do some children enter into their parent’s occupation and why do some not, and what are the implications of occupational persistence for the labor market, for social mobility, and for total output?

I answer these questions in two steps, using rich, population-wide administrative data from Finland. First, I use a mix of descriptive and causal inference methods to examine the key mechanisms that drive occupational following. I estimate various discrete choice models of occupational choice and show that pre-labor market multidimensional skills and educational choice statistically explain 19% of occupational persistence among all 43 two-digit occupations, and 53% among white collar ones. Next, I use variation in the labor demand of the occupations of the individuals’ parents, conditional on occupational and local labor market fixed effects, as an instrument to estimate the causal effect of occupational following on income and job transitions. I find that occupational following leads to income gains of 5.5% and that these gains are not driven by differences in firm access, suggesting that children have occupation-specific skills in their parent’s occupation. I also find that occupational following leads to fewer job separations.

Second, I develop and estimate a unified model of educational and occupational choice, which features the exact mechanisms I document in the first half of the paper. The model includes both an educational stage—where children choose whether to attend college and if so which college

major to pursue—as well as a labor market stage, in which I model occupational choice with a search and matching framework. I then use the model to estimate the aggregate, quantitative importance of each mechanism in driving both occupational following and long-term class gaps in social mobility, and to estimate the implications of each mechanism for total output.

I show that there are sustained intergenerational links throughout the life cycle. In particular, I find that occupation-specific skills that children gain from their parents are the most significant driver of occupational persistence, as they explain 44% of overall persistence. Furthermore, occupation-specific skills represent a productive intergenerational transfer of skills: they are responsible for 0.3% of model-implied total output. I also find that differences in pre-labor market multidimensional skill endowments, in costs of college attainment, and in costs of various college majors explain 13% of occupational persistence and have no differential impacts on total output. Differences in these pre-labor market factors are responsible for 87% and 42% of long-term class gaps in white collar occupational attainment and elite occupational attainment, respectively. This suggests that policies that equalize investments in early-life skills and in educational attainment across socioeconomic groups would be effective in reducing long-term class gaps in economic success and thus increasing social mobility, and would do so at no cost to total output.

The Impact of Peers on Occupational Choice and Long-Term Outcomes, with Jerry Montonen

Children are exposed to very different peers in childhood depending on where they grow up and which schools they attend. In this paper, we study the population-wide, long-term effect of peer composition in childhood on individuals' future occupational choices. We use within-school, across-cohort variation to identify the effect of peers on occupational choice and other outcomes. Using rich, population-wide administrative data from Finland, we show that a one standard deviation increase in exposure to children from a white collar parental background at age 15 has a significant effect on the likelihood of being in a white collar occupation at age 30. Furthermore, we show that there is a stronger effect at finer occupational levels and that these effects are strongest when one's own parent is from a different occupation. Finally, we compare the effect of schoolmates to those of other social ties. We find that the causal effects of peers in the neighborhood, while significant, are about half as large as the causal effects of peers in school.

The Global Market for Remote White-Collar Jobs, with Jingyi Cui

The rise of remote work connects workers and firms across countries. We study the location preferences, wage patterns, and surplus created by cross-country remote hiring using a novel data set of over 200,000 international, remote, and predominantly white-collar workers from 195 countries working for more than 20,000 firms. We document that richer countries hire and supply more remote workers compared to poorer countries. Moreover, sharing a common language is associated with greater cross-country work contracts. We observe a narrower cross-country wage gap in international remote hiring compared to traditional domestic hiring and attribute around one third of the remaining wage gap between workers from high-income and non-high-income countries to differential sorting into firms. Finally, we quantify the surplus gained from cross-country remote hiring, showing that both the firms and workers involved benefit substantially.