

WEB APPENDIX

Table W-1: Correlation of Soft Skills Measures with Ratio of White to Blue Collar Workers

Panel A. Across Industries

	depl	influ	dcp	people	peoidx	white/blue
depl	1					
influ	0.5386	1				
dcp	0.4721	0.4094	1			
people	0.7467	0.6450	0.6444	1		
peoidx	0.9036	0.6666	0.7217	0.9372	1	
Ratio of white to blue collar workers	0.3927	0.2196	0.1545	0.4918	0.4323	1

Panel B. Across MSA's

	depl	influ	dcp	people	peoidx	white/blue
depl	1					
influ	0.8037	1				
dcp	0.8103	0.8141	1			
people	0.9094	0.8996	0.9404	1		
peoidx	0.9475	0.8882	0.9429	0.9911	1	
Ratio of white to blue collar workers	0.8531	0.7039	0.8260	0.8627	0.8779	1

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Table W-2: Skill Distribution Regressions for Selected Services – 2000

	Years of Education						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.03048	-0.00103	0.16684	0.05072	-0.09209	-0.06161	0.05175
	[0.02561]	[0.05531]	[0.05274]***	[0.03094]	[0.02940]***	[0.02475]**	[0.03767]
Cluster	2.9375	8.98974	9.54685	3.53227	3.32265	0.38515	-5.45747
	[4.08811]	[8.67178]	[6.54395]	[3.46430]	[3.60128]	[2.05139]	[5.70073]
Constant	-2.04656	-1.7523	-2.46927	0.69979	3.11018	5.15675	2.45209
	[0.32517]***	[0.70546]**	[0.68308]***	[0.40439]*	[0.38204]***	[0.33107]***	[0.48365]***
Observations	2926	2926	2926	2926	2926	2926	2926
	DEPL						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.00055	0.00842	0.01012	0.00744	0.00337	0.00283	-0.00097
	[0.00429]	[0.00448]*	[0.00254]***	[0.00206]***	[0.00154]**	[0.00458]	[0.00429]
Cluster	0.01935	-0.02229	-0.17586	-0.12093	0.15281	0.13346	-0.09865
	[0.51881]	[0.47476]	[0.23798]	[0.23648]	[0.22058]	[0.41595]	[0.43238]
Constant	-0.44715	-0.30896	-0.08412	0.13699	0.27264	0.7198	0.44595
	[0.05594]***	[0.05846]***	[0.03333]**	[0.02689]***	[0.01991]***	[0.06086]***	[0.05703]***
Observations	2926	2926	2926	2926	2926	2926	2926
	INFLU						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.00682	0.00184	-0.0102	-0.00721	0.03118	0.02436	-0.00905
	[0.00147]***	[0.00158]	[0.00171]***	[0.00392]*	[0.00502]***	[0.00625]***	[0.00574]
Cluster	0.0026	0.07637	0.17745	-0.08744	-1.02023	-1.02283	-0.16381
	[0.22645]	[0.22247]	[0.12170]	[0.47710]	[0.54521]*	[0.79729]	[0.90243]
Constant	-0.26738	-0.19476	0.04807	0.20171	-0.0889	0.17849	0.39647
	[0.01894]***	[0.02061]***	[0.02327]**	[0.05145]***	[0.06476]	[0.08066]**	[0.07328]***
Observations	2926	2926	2926	2926	2926	2926	2926
	DCP						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.01214	-0.01225	0.01971	0.02987	0.0101	0.02224	0.04212
	[0.00126]***	[0.00366]***	[0.00398]***	[0.00493]***	[0.00367]***	[0.00331]***	[0.00463]***
Cluster	0.12605	0.59872	0.13699	0.07279	0.10778	-0.01827	-0.52593
	[0.12516]	[0.60478]	[0.39739]	[0.65283]	[0.48001]	[0.36439]	[0.45848]
Constant	-0.23173	-0.16117	-0.33011	-0.13288	0.32889	0.56062	0.02829
	[0.01679]***	[0.04691]***	[0.05277]***	[0.06517]**	[0.04808]***	[0.04443]***	[0.06187]
Observations	2926	2926	2926	2926	2926	2926	2926

Note: Bootstrapped standard errors in brackets clustered at the MSA level. * significant at 10%; ** significant at 5%; *** significant at 1%. This table is similar to Table 8 in the paper, but for Selected Services sectors.

WEB APPENDIX**Table W-2: Skill Distribution Regressions for Selected Services – 2000 (continued)**

	PEOPLE VARIABLE						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.01285	0.02661	0.00286	0.01401	0.02031	0.00746	-0.0126
	[0.01341]	[0.00876]***	[0.01235]	[0.01325]	[0.01189]*	[0.02021]	[0.01661]
Cluster	0.39253	0.42311	0.35716	-0.34609	-1.37383	-1.76636	-0.7692
	[1.59612]	[0.87848]	[1.07025]	[0.79037]	[0.73589]*	[2.17256]	[1.08999]
Constant	-1.7229	-1.30061	-0.3195	0.65841	1.43729	3.16019	1.95902
	[0.17749]***	[0.11649]***	[0.16489]*	[0.17846]***	[0.15955]***	[0.26509]***	[0.22430]***
Observations	2926	2926	2926	2926	2926	2926	2926
	PEOPLE INDEX						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.08857	0.14666	0.24984	0.31138	0.22978	0.31835	0.16472
	[0.09769]	[0.08838]*	[0.06582]***	[0.07840]***	[0.04893]***	[0.09953]***	[0.07887]**
Cluster	8.23197	3.91512	-1.40975	-0.45806	2.84214	-5.38983	-4.37318
	[13.43306]	[10.88833]	[4.10896]	[7.68876]	[4.66355]	[10.63926]	[6.99583]
Constant	-8.66792	-7.27604	-3.81166	0.89106	6.63048	15.29839	8.1671
	[1.26458]***	[1.15905]***	[0.88814]***	[1.04010]	[0.64787]***	[1.31048]***	[1.04914]***
Observations	2926	2926	2926	2926	2926	2926	2926

Note: Bootstrapped standard errors in brackets clustered at the MSA level. * significant at 10%; ** significant at 5%; *** significant at 1%. This table is similar to Table 8 in the paper, but for Selected Services sectors.

WEB APPENDIX**Table W-3: Mean Skill Regressions: Manufacturing Sectors - 1990****Panel A: Education Measures**

	Less Than HS	HS Grad.	Some Coll.	Coll. Grad.	Years Educ.
Log(Pop)	0.02049 [0.00209]***	-0.03129 [0.00143]***	-0.00412 [0.00128]***	0.01492 [0.00167]***	-0.0816 [0.01905]***
Cluster	-0.08188 [0.07164]	-0.20514 [0.06018]***	0.06355 [0.06526]	0.22347 [0.06671]***	1.33556 [0.71826]*
Constant	0.07099 [0.03288]**	0.76032 [0.02268]***	0.26521 [0.01934]***	-0.09652 [0.02552]***	12.45511 [0.28637]***
Observations	514662	514662	514662	514662	514662
R-squared	0.07	0.03	0.01	0.07	0.1

Panel B: Soft Skills

	depl	influ	dcp	peoidx	people
Log(Pop)	0.02009 [0.00136]***	0.01023 [0.00068]***	0.0102 [0.00103]***	0.4199 [0.03141]***	0.06135 [0.00491]***
Cluster	-0.16482 [0.06218]***	-0.20581 [0.03454]***	0.03529 [0.04526]	-2.46469 [1.46868]*	-0.31692 [0.23632]
Constant	0.02319 [0.02098]	-0.08098 [0.00979]***	0.06523 [0.01610]***	95.41437 [0.48483]***	1.49664 [0.07654]***
Observations	514662	514662	514662	514662	514662
R-squared	0.04	0.04	0.03	0.04	0.04

Notes: Standard errors in brackets are clustered by industry/MSA. * significant at 10%; ** significant at 5%; *** significant at 1%. Dependent variables in Panel A for first four columns are percent of workers in each education level. Years of schooling is created from reported categorical schooling. This table is similar to Table 5 in the paper, but using 1990 Census.

WEB APPENDIX**Table W-4: Mean Regressions: Selected Services Sectors - 1990****Panel A: Education Measures**

	Less Than HS	HS Grad.	Some Col.	Col. Grad.	Years Educ.
Log(Pop)	0.00245 [0.00124]**	-0.01639 [0.00215]***	-0.00952 [0.00320]***	0.02345 [0.00307]***	0.0789 [0.01365]***
Cluster	0.07378 [0.05277]	0.08555 [0.10877]	-0.30289 [0.20493]	0.14357 [0.20771]	0.41033 [0.73550]
Constant	0.00828 [0.01767]	0.51188 [0.02879]***	0.50587 [0.04216]***	-0.02603 [0.04049]	12.52528 [0.18671]***
Observations	409617	409617	409617	409617	409617
R-squared	0.02	0.03	0.01	0.06	0.11

Panel B: Soft Skills

	depl	influ	dcp	peoidx	people
Log(Pop)	0.00415 [0.00162]**	0.00219 [0.00174]	0.00848 [0.00149]***	0.16606 [0.03317]***	0.02676 [0.00512]***
Cluster	-0.16749 [0.11146]	-0.24754 [0.12999]*	0.05606 [0.08589]	-3.24373 [1.87948]*	-0.64369 [0.27780]**
Constant	0.59658 [0.02224]***	0.0561 [0.02333]**	0.2268 [0.02043]***	105.89182 [0.46178]***	3.16341 [0.07110]***
Observations	409617	409617	409617	409617	409617
R-squared	0.12	0.15	0.06	0.08	0.12

Notes: Standard errors in brackets are clustered by industry/MSA. * significant at 10%; ** significant at 5%; *** significant at 1%. Dependent variables for first four columns are percent of workers in each education level. Years of schooling is created from reported categorical schooling. This table is similar to Table 6 in the paper, but using 1990 Census.

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Table W-5: Skill Distribution Regressions for Manufacturing – 1990

	Years of Education						
	p10	p25	p50	p75	P90	P90-P10	P75-P25
Log(Pop)	-0.33122	-0.06533	0.08931	0.22473	0.2511	0.58232	0.29006
	[0.13168]**	[0.07217]	[0.02658]***	[0.04481]***	[0.03008]***	[0.12072]***	[0.05451]***
Cluster	-4.3775	-3.92444	0.15136	-0.52024	0.10265	4.48015	3.4042
	[4.05116]	[2.44159]	[1.27792]	[1.21621]	[1.27962]	[3.63885]	[1.74793]*
Constant	1.95298	-0.00095	-1.25598	-1.67767	-0.55773	-2.51071	-1.67672
	[1.74771]	[0.96911]	[0.35880]***	[0.59786]***	[0.39803]	[1.59579]	[0.74181]**
Observations	4484	4484	4484	4484	4484	4484	4484
	DEPL						
	p10	p25	p50	p75	P90	P90-P10	P75-P25
Log(Pop)	-0.00342	-0.00222	0.04206	0.09521	0.02369	0.02711	0.09743
	[0.00113]***	[0.00115]*	[0.00739]***	[0.00787]***	[0.00243]***	[0.00279]***	[0.00681]***
Cluster	0.26058	0.1329	-0.87973	-1.4642	-0.05828	-0.31886	-1.59709
	[0.08653]***	[0.06327]**	[0.24438]***	[0.34992]***	[0.07178]	[0.08788]***	[0.36162]***
Constant	-0.31351	-0.31088	-0.73284	-0.92045	0.25982	0.57333	-0.60957
	[0.01523]***	[0.01529]***	[0.09667]***	[0.10529]***	[0.03363]***	[0.03841]***	[0.09255]***
Observations	4484	4484	4484	4484	4484	4484	4484
	INFLU						
	p10	p25	p50	p75	P90	P90-P10	P75-P25
Log(Pop)	-0.00068	-0.0007	-0.00071	0.01394	0.08233	0.08301	0.01465
	[0.00048]	[0.00047]	[0.00039]*	[0.00219]***	[0.00809]***	[0.00963]***	[0.00244]***
Cluster	0.18997	0.18897	0.10233	-0.62274	-2.73343	-2.9234	-0.81171
	[0.04450]***	[0.04434]***	[0.03116]***	[0.11019]***	[0.49258]***	[0.49835]***	[0.13581]***
Constant	-0.07774	-0.07739	-0.07055	-0.20553	-0.86608	-0.78834	-0.12814
	[0.00629]***	[0.00625]***	[0.00521]***	[0.02833]***	[0.10551]***	[0.12403]***	[0.03180]***
Observations	4484	4484	4484	4484	4484	4484	4484
	DCP						
	p10	p25	p50	p75	P90	P90-P10	P75-P25
Log(Pop)	-0.00259	-0.00225	0.00403	0.07324	0.03432	0.0369	0.07549
	[0.00089]***	[0.00086]***	[0.00264]	[0.01142]***	[0.00425]***	[0.00496]***	[0.01198]***
Cluster	0.10436	0.08709	0.01393	-1.04858	0.08856	-0.0158	-1.13567
	[0.06694]	[0.06573]	[0.06670]	[0.44488]**	[0.11182]	[0.11004]	[0.49227]**
Constant	-0.23412	-0.23691	-0.2773	-0.75278	0.18064	0.41476	-0.51588
	[0.01236]***	[0.01195]***	[0.03505]***	[0.15108]***	[0.05842]***	[0.06855]***	[0.15810]***
Observations	4484	4484	4484	4484	4484	4484	4484

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Table W-5: Skill Distribution Regressions for Manufacturing - 1990 (continued)

PEOPLE VARIABLE							
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.00154	0.01708	0.12172	0.27257	0.12038	0.12191	0.25549
		[0.00694]*	[0.01983]*	[0.02400]*	[0.01558]*	[0.01566]*	[0.02427]*
	[0.00390]	*	**	**	**	**	**
Cluster	0.68678	0.14741	-2.26932	-5.36859	-0.13306	-0.81985	-5.516
	[0.27047]*		[0.68623]*	[0.97822]*			[1.19597]*
	*	[0.25317]	**	**	[0.70769]	[0.64496]	**
Constant	-1.47572	-1.44604	-2.13801	-2.71431	0.74272	2.21845	-1.26827
	[0.05122]*	[0.09367]*	[0.26672]*	[0.32284]*	[0.21446]*	[0.21557]*	[0.31996]*
	**	**	**	**	**	**	**
Observations	4484	4484	4484	4484	4484	4484	4484
PEOPLE INDEX							
	p10	p25	P50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.04821	0.03019	0.84407	1.99705	0.72546	0.77367	1.96686
	[0.02382]*		[0.12614]*	[0.17579]*	[0.07685]*	[0.08854]*	[0.15349]*
	*	[0.02824]	**	**	**	**	**
Cluster	4.9034	2.1606	-14.83163	-37.12008	0.99865	-3.90476	-39.28068
	[1.70289]*		[5.10172]*	[7.82515]*			[8.38267]*
	**	[1.33569]	**	**	[3.03533]	[2.72230]	**
Constant	-8.1604	-8.2315	-15.06619	-19.83308	5.04526	13.20566	-11.60159
	[0.32079]*	[0.37865]*	[1.65581]*	[2.33351]*	[1.06545]*	[1.21059]*	[2.07290]*
	**	**	**	**	**	**	**
Observations	4484	4484	4484	4484	4484	4484	4484

Note: Bootstrapped standard errors in brackets clustered at the MSA level. * significant at 10%; ** significant at 5%; *** significant at 1%. This table is similar to Table 8 in the paper, but using 1990 Census.

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Table W-6: Skill Distribution Regressions for Selected Services – 1990

	Years of Education						
	P10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.07581	-0.04456	0.12121	0.15991	-0.10696	-0.03115	0.20447
	[0.02251]**			[0.03608]**	[0.03505]**		[0.04255]**
	*	[0.02763]	[0.05335]**	*	*	[0.03493]	*
Cluster	2.50132	5.52047	9.42041	0.21143	5.64188	3.14055	-5.30904
	[2.91267]	[3.78408]	[6.95389]	[1.86334]	[4.89756]	[3.64053]	[3.74242]
Constant	-1.30928	-1.14561	-1.87926	-0.60055	3.54992	4.85921	0.54506
	[0.29148]**	[0.35425]**	[0.68443]**		[0.44436]**	[0.45230]**	
	*	*	*	[0.48225]	*	*	[0.55783]
Observations	2270	2270	2270	2270	2270	2270	2270
	DEPL						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.00566	0.00692	0.01064	0.00769	0.00252	0.00818	0.00076
			[0.00412]**	[0.00297]**			
	[0.00393]	[0.00587]	*	*	[0.00266]	[0.00547]	[0.00619]
Cluster	-0.52301	0.18866	-0.21114	-0.11208	-0.017	0.50601	-0.30075
	[0.27480]*	[0.71714]	[0.34600]	[0.21398]	[0.35113]	[0.57326]	[0.55439]
Constant	-0.42177	-0.3033	-0.08292	0.15742	0.31539	0.73716	0.46073
	[0.05178]**	[0.07670]**		[0.03962]**	[0.03390]**	[0.07158]**	[0.08192]**
	*	*	[0.05373]	*	*	*	*
Observations	2270	2270	2270	2270	2270	2270	2270
	INFLU						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.00386	0.00029	-0.01817	-0.00853	0.02404	0.02018	-0.00882
			[0.00277]**		[0.00653]**		
	[0.00258]	[0.00259]	*	[0.00498]*	*	[0.00806]**	[0.00640]
Cluster	-0.10596	-0.0901	0.01437	-0.0954	-0.41844	-0.31248	-0.0053
	[0.39299]	[0.35821]	[0.19604]	[0.75809]	[0.87381]	[1.15526]	[0.98532]
Constant	-0.22349	-0.17011	0.1696	0.24327	-0.03895	0.18455	0.41338
	[0.03247]**	[0.03291]**	[0.03675]**	[0.06356]**			[0.08082]**
	*	*	*	*	[0.08342]	[0.10247]*	*
Observations	2270	2270	2270	2270	2270	2270	2270
	DCP						
	p10	p25	p50	p75	p90	P90-P10	P75-P25

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Log(Popn)	-0.01673 [0.00149]** *	-0.02202 [0.00291]** *	0.01513 [0.00521]** *	0.04644 [0.00658]** *	0.00711 [0.00438] [0.00438]	0.02384 [0.00381]** *	0.06846 [0.00734]** *
Cluster	0.28083 [0.17971]	0.57569 [0.31855]*	0.60691 [0.72664]	0.19701 [0.76792]	0.13679 [0.50345]	-0.14404 [0.31124]	-0.37868 [0.48442]
Constant	-0.13954 [0.01917]** *	-0.03855 [0.03745]	-0.31218 [0.06711]** *	-0.36082 [0.08526]** *	0.42105 [0.05768]** *	0.56059 [0.05165]** *	-0.32227 [0.09704]** *
Observations	2270	2270	2270	2270	2270	2270	2270

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Table W-6: Skill Distribution Regressions for Selected Services – 1990 (continued)

		PEOPLE VARIABLE					
	P10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.01669	0.03399	-0.00154	0.01086	0.0281	0.01141	-0.02314
		[0.01266]**	[0.01623		[0.00860]**		
	[0.01585]	*	]	[0.01391]	*	[0.02197]	[0.01575]
Cluster	0.00411	0.0041	0.01308	-0.16797	-1.4629	-1.46702	-0.17207
			[0.81991				
	[1.68723]	[0.95006]	]	[1.11865]	[0.63584]**	[2.59865]	[1.77299]
Constant	-1.72569	-1.28709	-0.13038	0.69158	1.13761	2.86329	1.97867
	[0.20613]**	[0.16790]**	[0.21801	[0.18438]**	[0.11183]**	[0.28661]**	[0.20802]**
	*	*]	*	*	*	*
Observations	2270	2270	2270	2270	2270	2270	2270
		PEOPLE INDEX					
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.10742	0.25459	0.12413	0.17949	0.15972	0.26714	-0.0751
			[0.08964		[0.05824]**	[0.08612]**	
	[0.08947]	[0.10379]**	]	[0.09233]*	*	*	[0.11400]
Cluster	-3.53346	2.47055	6.03627	5.19792	-0.41772	3.11574	2.72738
			[7.97851				
	[8.00333]	[11.69034]	]	[7.73380]	[6.39074]	[6.95599]	[12.24909]
Constant	-8.92022	-8.72587	-1.74067	2.67072	7.52821	16.44843	11.39659
	[1.19113]**	[1.36395]**	[1.19201		[0.76012]**	[1.12876]**	[1.48107]**
	*	*	]	[1.21609]**	*	*	*
Observations	2270	2270	2270	2270	2270	2270	2270

Note: Bootstrapped standard errors in brackets clustered at the MSA level. * significant at 10%; ** significant at 5%; *** significant at 1%.

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Table W-7: Mean Regressions: Pooling Manufacturing and Selected Services – 2000

	depl	influ	dcp	people	peoidx
Log(Popn)	0.01374 [0.00102]***	0.00758 [0.00063]***	0.0081 [0.00103]***	0.05061 [0.00406]***	0.31761 [0.02555]***
Cluster	-0.1056 [0.08876]	-0.14582 [0.03533]***	0.11841 [0.09196]	-0.40155 [0.35744]	-1.42553 [2.28833]
Constant	0.19379 [0.02303]***	-0.02349 [0.01020]**	0.18082 [0.01984]***	2.13012 [0.08567]***	99.38333 [0.54557]***
Observations	1056686	1056686	1056686	1056686	1056686
R-squared	0.2	0.12	0.07	0.14	0.14

Notes: Standard errors in brackets are clustered by industry/MSA. * significant at 10%; ** significant at 5%; *** significant at 1%.

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Table W-8: Skill Distribution Regressions: Pooling Manufacturing and Selected Services – 2000

	DEPL						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.00639 [0.00169]***	0.01212 [0.00179]***	0.03248 [0.00301]***	0.04764 [0.00260]***	0.0254 [0.00216]***	0.01902 [0.00176]***	0.03553 [0.00307]***
Cluster	0.11803 [0.05448]**	-0.47964 [0.14229]***	-1.21661 [0.21793]***	-0.99765 [0.15474]***	0.1133 [0.12780]	-0.00473 [0.11702]	-0.51801 [0.15593]***
Constant	-0.48762 [0.02262]***	-0.41317 [0.02399]***	-0.48248 [0.03986]***	-0.38117 [0.03505]***	0.10813 [0.02905]***	0.59574 [0.02401]***	0.032 [0.04161]
Observations	7778	7778	7778	7778	7778	7778	7778
	INFLU						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.00076 [0.00106]	0.00294 [0.00108]***	0.0001 [0.00089]	0.00377 [0.00182]**	0.05188 [0.00556]***	0.05264 [0.00576]***	0.00083 [0.00220]
Cluster	0.34396 [0.07989]***	0.29485 [0.08104]***	0.09299 [0.03799]**	-0.76761 [0.18060]***	-2.4094 [0.32406]***	-2.75335 [0.36128]***	-1.06246 [0.19955]***
Constant	-0.14749 [0.01423]***	-0.15325 [0.01437]***	-0.05557 [0.01194]***	-0.00322 [0.02457]	-0.43974 [0.07261]***	-0.29225 [0.07514]***	0.15003 [0.03002]***
Observations	7778	7778	7778	7778	7778	7778	7778
	DCP						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.00535 [0.00172]***	0.00118 [0.00127]	0.00869 [0.00169]***	0.03421 [0.00390]***	0.02659 [0.00289]***	0.03193 [0.00250]***	0.03303 [0.00427]***
Cluster	0.53275 [0.08081]***	0.24267 [0.04112]***	-0.24904 [0.10626]**	-0.94028 [0.14735]***	-0.36185 [0.11814]***	-0.89459 [0.15180]***	-1.18295 [0.18760]***
Constant	-0.27996 [0.02260]***	-0.26426 [0.01669]***	-0.22199 [0.02312]***	-0.24634 [0.05275]***	0.1596 [0.03852]***	0.43957 [0.03349]***	0.01791 [0.05680]
Observations	7778	7778	7778	7778	7778	7778	7778

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Table W-8: Skill Distribution Regressions for Manufacturing and Selected Services – 2000 (continued)

	PEOPLE VARIABLE						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.02721 [0.00492]***	0.0446 [0.00495]***	0.07127 [0.00771]***	0.15037 [0.01274]***	0.13464 [0.01257]***	0.10742 [0.01025]***	0.10577 [0.01103]***
Cluster	0.2534 [0.17664]	-0.912 [0.29501]***	-2.88518 [0.53006]***	-5.39509 [0.76009]***	-1.81262 [0.62988]***	-2.06602 [0.63201]***	-4.48309 [0.66239]***
Constant	-1.84976 [0.06564]***	-1.63181 [0.06520]***	-1.35542 [0.10471]***	-1.19756 [0.17149]***	0.327 [0.16735]*	2.17676 [0.13837]***	0.43425 [0.14789]***
Observations	7778	7778	7778	7778	7778	7778	7778
	PEOPLE INDEX						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.14695 [0.03518]***	0.25567 [0.04055]***	0.51234 [0.05903]***	1.04271 [0.08279]***	0.82098 [0.07367]***	0.67403 [0.06726]***	0.78704 [0.06414]***
Cluster	2.18571 [1.04743]**	-7.61453 [2.20223]***	-19.96241 [3.94259]***	-27.81805 [3.95160]***	-4.39826 [3.88051]	-6.58396 [3.20325]**	-20.20352 [2.85998]***
Constant	-10.95455 [0.46729]***	-9.37182 [0.53093]***	-8.86664 [0.77506]***	-8.72119 [1.08399]***	1.12837 [0.97319]	12.08292 [0.90838]***	0.65063 [0.85563]
Observations	7778	7778	7778	7778	7778	7778	7778

Note: Bootstrapped standard errors in brackets clustered at the MSA level. * significant at 10%; ** significant at 5%; *** significant at 1%.

WEB APPENDIX**Table W-9: Mean Regressions With Individual Controls: Manufacturing Sectors – 2000**

	depl	infl	dcp	people	peoidx
Log(Popn)	0.02584 [0.00100]***	0.01238 [0.00050]***	0.00899 [0.00076]***	0.08515 [0.00381]***	0.52438 [0.02283]***
Cluster	-0.30926 [0.06275]***	-0.26003 [0.03268]***	0.03318 [0.03705]	-1.15232 [0.23845]***	-5.89531 [1.41989]***
Controls					
HS grad	0.09051 [0.00200]***	0.01487 [0.00073]***	0.05183 [0.00166]***	0.33512 [0.00864]***	1.99703 [0.04858]***
Some College	0.23553 [0.00269]***	0.06007 [0.00113]***	0.16291 [0.00200]***	0.89357 [0.01079]***	5.50017 [0.06239]***
College Grad	0.46107 [0.00306]***	0.14959 [0.00213]***	0.41893 [0.00433]***	1.81369 [0.01356]***	11.70745 [0.07993]***
Age	0.00149 [0.00007]***	0.00018 [0.00004]***	0.00123 [0.00006]***	0.00807 [0.00028]***	0.04159 [0.00163]***
Sex	0.06654 [0.00240]***	0.00695 [0.00091]***	-0.06288 [0.00158]***	-0.07282 [0.00885]***	-0.02865 [0.05105]
Unmarried	-0.01316 [0.00038]***	-0.00285 [0.00018]***	-0.013 [0.00033]***	-0.06103 [0.00157]***	-0.36048 [0.00922]***
Non-White	-0.02085 [0.00043]***	-0.0079 [0.00019]***	-0.01159 [0.00033]***	-0.07634 [0.00165]***	-0.46683 [0.00984]***
Constant	-0.27334 [0.01787]***	-0.14723 [0.00804]***	0.06944 [0.01368]***	0.82805 [0.06708]***	91.09514 [0.40304]***
Observations	521344	521344	521344	521344	521344
R-squared	0.22	0.1	0.2	0.19	0.22

Notes: Standard errors in brackets are clustered by industry/MSA. * significant at 10%; ** significant at 5%; *** significant at 1%.

WEB APPENDIX**Table W-10: Mean Regressions With Individual Controls: Selected Service Sectors - 2000**

	depl	influ	dcp	people	peoidx
Log(Popn)	0.00704 [0.00087]***	0.00222 [0.00101]**	0.00668 [0.00097]***	0.02692 [0.00422]***	0.17874 [0.02212]***
Cluster	-0.12908 [0.02901]***	-0.10392 [0.04716]**	-0.1138 [0.03272]***	-0.68384 [0.14163]***	-3.8394 [0.68641]***
Controls					
HS grad	0.13247 [0.00755]***	0.03842 [0.00445]***	0.05474 [0.00492]***	0.34712 [0.02639]***	2.46747 [0.16344]***
Some College	0.19811 [0.00886]***	0.07546 [0.00556]***	0.13033 [0.00536]***	0.61941 [0.03020]***	4.32046 [0.19058]***
College Grad	0.26969 [0.00958]***	0.15521 [0.00700]***	0.27192 [0.00589]***	1.22792 [0.03862]***	7.61541 [0.20955]***
Age	0.00145 [0.00007]***	0.00023 [0.00007]***	0.00091 [0.00007]***	0.00654 [0.00036]***	0.03536 [0.00163]***
Sex	0.04583 [0.00296]***	-0.02666 [0.00338]***	-0.0489 [0.00211]***	-0.21607 [0.02007]***	-0.54295 [0.08165]***
Unmarried	-0.00594 [0.00030]***	-0.00204 [0.00027]***	-0.00948 [0.00028]***	-0.04022 [0.00148]***	-0.2208 [0.00685]***
Non-White	-0.01245 [0.00044]***	-0.00934 [0.00045]***	-0.0095 [0.00050]***	-0.06216 [0.00253]***	-0.34904 [0.01138]***
Constant	0.25597 [0.01589]***	0.047 [0.01587]***	0.24776 [0.01486]***	2.78393 [0.06525]***	102.16003 [0.35660]***
Observations	535342	535342	535342	535342	535342
R-squared	0.15	0.16	0.15	0.16	0.14

Notes: Standard errors in brackets are clustered by industry/MSA. * significant at 10%; ** significant at 5%; *** significant at 1%.

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Table W-11: Skill Distribution Regressions With Individual Controls: Manufacturing – 2000

	DEPL						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.00683	0.01838	0.043	0.05769	0.03167	0.02484	0.03931
	[0.00194]***	[0.00197]***	[0.00303]***	[0.00361]***	[0.00228]***	[0.00209]***	[0.00400]***
Cluster	0.03047	-0.1051	-0.63708	-1.32189	-0.69986	-0.73034	-1.2168
	[0.09614]	[0.07664]	[0.10048]***	[0.16133]***	[0.14472]***	[0.09805]***	[0.15811]***
Constant	-0.47418	-0.51784	-0.68064	-0.52108	0.09911	0.57328	-0.00323
	[0.02568]***	[0.02584]***	[0.04012]***	[0.04911]***	[0.03104]***	[0.02874]***	[0.05449]
Observations	4852	4852	4852	4852	4852	4852	4852
	INFLU						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.00548	-0.00056	0.00257	0.01338	0.06898	0.07446	0.01395
	[0.00117]***	[0.00111]	[0.00070]***	[0.00136]***	[0.00669]***	[0.00764]***	[0.00178]***
Cluster	0.04707	0.00176	0.00347	-0.32721	-1.96332	-2.01039	-0.32897
	[0.05076]	[0.04281]	[0.02774]	[0.05777]***	[0.20844]***	[0.21767]***	[0.04774]***
Constant	-0.05195	-0.07349	-0.07757	-0.17997	-0.72881	-0.67686	-0.10648
	[0.01586]***	[0.01496]***	[0.00935]***	[0.01766]***	[0.08761]***	[0.10147]***	[0.02319]***
Observations	4852	4852	4852	4852	4852	4852	4852
	DCP						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.01053	0.00185	0.01211	0.03618	0.03124	0.04177	0.03433
	[0.00190]***	[0.00141]	[0.00179]***	[0.00433]***	[0.00380]***	[0.00368]***	[0.00544]***
Cluster	0.45828	0.15259	-0.04304	-0.85851	-0.86389	-1.32217	-1.0111
	[0.08357]***	[0.05985]**	[0.05829]	[0.19006]***	[0.15458]***	[0.14530]***	[0.21734]***
Constant	-0.18859	-0.25217	-0.2827	-0.30465	0.12537	0.31396	-0.05248
	[0.02561]***	[0.01895]***	[0.02331]***	[0.05876]***	[0.05223]**	[0.05040]***	[0.07364]
Observations	4852	4852	4852	4852	4852	4852	4852

WEB APPENDIX**Table W-11: Skill Distribution Regressions With Individual Controls: Manufacturing – 2000 (continued)**

	PEOPLE VARIABLE						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.03178	0.06181	0.11506	0.20543	0.1562	0.12443	0.14362
	[0.00684]***	[0.00682]***	[0.00840]***	[0.01718]***	[0.01585]***	[0.01705]***	[0.01482]***
Cluster	0.309	-0.28788	-1.99119	-5.33443	-4.56442	-4.87342	-5.04656
	[0.24850]	[0.22775]	[0.32048]***	[0.69784]***	[0.93972]***	[0.86437]***	[0.56033]***
Constant	-1.89252	-1.89079	-2.04759	-2.01304	0.25628	2.14881	-0.12224
	[0.09013]***	[0.08838]***	[0.10873]***	[0.22712]***	[0.21328]	[0.23267]***	[0.20034]
Observations	4852	4852	4852	4852	4852	4852	4852
	PEOPLE INDEX						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.18768	0.37825	0.74231	1.30769	0.87523	0.68756	0.92945
	[0.04207]***	[0.04171]***	[0.04727]***	[0.09464]***	[0.08536]***	[0.09277]***	[0.09522]***
Cluster	2.19779	-1.14681	-11.45976	-31.17409	-23.15442	-25.35221	-30.02728
	[1.87844]	[1.55817]	[1.91267]***	[4.33625]***	[5.37804]***	[3.98489]***	[3.55748]***
Constant	-11.26648	-11.33075	-12.85099	-12.51627	1.80797	13.07444	-1.18552
	[0.56306]***	[0.54955]***	[0.63513]***	[1.27652]***	[1.14614]	[1.26451]***	[1.29520]
Observations	4852	4852	4852	4852	4852	4852	4852

Note: Bootstrapped standard errors in brackets clustered at the MSA level. * significant at 10%; ** significant at 5%; *** significant at 1%.

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Table W-12: Skill Distribution Regressions With Individual Controls: Selected Services – 2000

	DEPL						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.00349	0.00986	0.01311	0.00654	0.00225	-0.00124	-0.00332
	[0.00339]	[0.00299]***	[0.00237]***	[0.00179]***	[0.00134]*	[0.00441]	[0.00375]
Cluster	-0.04044	-0.17997	-0.21943	-0.12655	-0.04088	-0.00044	0.05343
	[0.27938]	[0.23040]	[0.38279]	[0.13256]	[0.11858]	[0.35673]	[0.33248]
Constant	-0.47202	-0.32675	-0.13526	0.13587	0.29808	0.77011	0.46262
	[0.04516]***	[0.04007]***	[0.03017]***	[0.02398]***	[0.01783]***	[0.05839]***	[0.04974]***
Observations	2926	2926	2926	2926	2926	2926	2926
	INFLU						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.00011	0.00141	-0.00859	-0.00526	0.02855	0.02866	-0.00667
	[0.00149]	[0.00119]	[0.00184]***	[0.00397]	[0.00523]***	[0.00578]***	[0.00428]
Cluster	-0.0669	-0.04705	0.04351	-0.23492	-1.0255	-0.9586	-0.18787
	[0.17959]	[0.15071]	[0.13998]	[0.62989]	[0.65815]	[0.67350]	[0.66790]
Constant	-0.20023	-0.17629	0.0455	0.17855	-0.05456	0.14568	0.35484
	[0.01927]***	[0.01534]***	[0.02469]*	[0.05103]***	[0.06778]	[0.07553]*	[0.05448]***
Observations	2926	2926	2926	2926	2926	2926	2926
	DCP						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.00545	-0.00465	0.00753	0.02321	0.0113	0.01675	0.02785
	[0.00184]***	[0.00209]**	[0.00274]***	[0.00349]***	[0.00304]***	[0.00317]***	[0.00354]***
Cluster	0.0758	0.20254	0.11877	0.03978	-0.17854	-0.25434	-0.16276
	[0.13179]	[0.25012]	[0.20394]	[0.35994]	[0.21238]	[0.25291]	[0.33188]
Constant	-0.30717	-0.20963	-0.17025	-0.07169	0.31286	0.62003	0.13794
	[0.02435]***	[0.02709]***	[0.03622]***	[0.04656]	[0.04098]***	[0.04291]***	[0.04689]***
Observations	2926	2926	2926	2926	2926	2926	2926

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Table W-12: Skill Distribution Regressions With Individual Controls: Selected Services – 2000 (continued)

	PEOPLE VARIABLE						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.01968	0.01386	-0.00546	0.0019	0.03198	0.01229	-0.01196
	[0.00810]**	[0.00629]**	[0.00955]	[0.01198]	[0.01373]**	[0.01605]	[0.01079]
Cluster	-0.77202	-0.87383	0.07687	-0.76516	-1.53922	-0.7672	0.10867
	[0.36583]**	[0.57671]	[0.63230]	[0.67411]	[1.21316]	[1.30848]	[0.68069]
Constant	-1.75216	-1.12823	-0.1929	0.81141	1.34487	3.09703	1.93964
	[0.11118]***	[0.08368]***	[0.12842]	[0.16240]***	[0.18322]***	[0.21453]***	[0.14590]***
Observations	2926	2926	2926	2926	2926	2926	2926
	PEOPLE INDEX						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	0.06419	0.13216	0.10445	0.23786	0.29226	0.22807	0.1057
	[0.05981]	[0.04888]***	[0.05312]**	[0.05566]***	[0.05314]***	[0.08485]***	[0.04845]**
Cluster	-0.94742	-4.94966	-0.17157	-2.38341	-4.72597	-3.77855	2.56625
	[4.49333]	[2.99283]*	[3.98433]	[3.64365]	[4.41653]	[6.53090]	[3.67632]
Constant	-10.05188	-6.80893	-2.14481	1.7151	5.92361	15.97549	8.52404
	[0.79976]***	[0.65380]***	[0.70892]***	[0.74297]**	[0.70345]***	[1.13427]***	[0.65805]***
Observations	2926	2926	2926	2926	2926	2926	2926

Note: Bootstrapped standard errors in brackets clustered at the MSA level. * significant at 10%; ** significant at 5%; *** significant at 1%.

WEB APPENDIX**Table W-13: Mean Regressions With MSA Controls – 2000****Panel A: Manufacturing**

	depl	influ	dcp	people	peoidx
Log(Popn)	0.00345 [0.00258]	0.00555 [0.00117]***	-0.00539 [0.00210]**	-0.00329 [0.01002]	-0.00211 [0.06128]
Cluster	-0.01575 [0.09656]	-0.1686 [0.03911]***	0.31199 [0.07822]***	0.08384 [0.40009]	1.83172 [2.42742]
College Share	0.19704 [0.02682]***	0.06324 [0.01131]***	0.21554 [0.02418]***	0.78533 [0.10683]***	5.2828 [0.65595]***
Mean Annual Wage in MSA	0.00001 [0.00000]***	0 [0.00000]***	0 [0.00000]***	0.00002 [0.00000]***	0.00015 [0.00002]***
No of Days AQI = Good	0.00005 [0.00003]*	0.00003 [0.00001]***	0.00003 [0.00002]	0.0002 [0.00011]*	0.00127 [0.00066]*
No of Days AQI = Moderate	0.00009 [0.00004]**	0.00002 [0.00002]	0.00008 [0.00004]**	0.00046 [0.00017]***	0.00246 [0.00103]**
No of Days AQI = Unhealthy	-0.00041 [0.00037]	-0.00023 [0.00017]	-0.00028 [0.00029]	-0.00082 [0.00138]	-0.00807 [0.00857]
Constant	0.03662 [0.03146]	-0.09838 [0.01201]***	0.1154 [0.02525]***	1.72826 [0.11895]***	96.40243 [0.73856]***
Observations	418814	418814	418814	418814	418814
R-squared	0.04	0.02	0.04	0.03	0.04

Panel B: Select Service Sectors

	depl	influ	dcp	people	peoidx
Log(Popn)	0.00375 [0.00171]**	0.00256 [0.00186]	0.00048 [0.00217]	0.01623 [0.00778]**	0.0816 [0.04245]*
Cluster	-0.13408 [0.03584]***	-0.09089 [0.04496]**	-0.10919 [0.04063]***	-0.68464 [0.17799]***	-3.81899 [0.95217]***
College Share	0.05493 [0.02978]*	0.04716 [0.02765]*	0.16112 [0.02911]***	0.47557 [0.12599]***	2.88225 [0.75771]***
Mean Annual Wage in MSA	0 [0.00000]**	0 [0.00000]	0 [0.00000]***	0.00001 [0.00000]***	0.00006 [0.00001]***
No of Days AQI = Good	-0.00001 [0.00002]	0.00002 [0.00002]	0 [0.00003]	-0.00016 [0.00010]	-0.00045 [0.00055]
No of Days AQI = Moderate	-0.00003 [0.00003]	0.00003 [0.00003]	-0.00004 [0.00003]	-0.00031 [0.00014]**	-0.0012 [0.00075]
No of Days AQI = Unhealthy	0.00002 [0.00032]	0.00015 [0.00029]	0.00062 [0.00036]*	0.00095 [0.00146]	0.00722 [0.00851]
Constant	0.54194 [0.01913]***	0.06035 [0.01874]***	0.25175 [0.02313]***	3.09257 [0.08421]***	105.43491 [0.45758]***
Observations	430080	430080	430080	430080	430080
R-squared	0.11	0.11	0.07	0.08	0.06

Notes: Standard errors in brackets are clustered by industry/MSA. * significant at 10%; ** significant at 5%; *** significant at 1%.

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Table W-14: Skill Distribution Regressions With MSA Controls – 2000
Panel A: Manufacturing

		DEPL						
		p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)		-0.03154 [0.00200]***	-0.01036 [0.00363]***	0.0373 [0.00446]***	0.04504 [0.00534]***	-0.00738 [0.00217]***	0.02416 [0.00170]***	0.0554 [0.00681]***
Cluster		0.14245 [0.06306]**	0.16468 [0.16231]	-0.51747 [0.13875]***	-1.1615 [0.19792]***	-0.18104 [0.09870]*	-0.32349 [0.06337]***	-1.32618 [0.29006]***
Constant		0.0501 [0.02692]*	-0.20024 [0.04847]***	-0.62244 [0.06043]***	-0.26973 [0.07244]***	0.65482 [0.02958]***	0.60472 [0.02393]***	-0.06949 [0.09234]
Observations		3885	3885	3885	3885	3885	3885	3885
		INFLU						
		p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)		-0.01349 [0.00082]***	-0.01323 [0.00085]***	-0.00727 [0.00169]***	0.00722 [0.00178]***	0.06412 [0.00807]***	0.07761 [0.00928]***	0.02045 [0.00198]***
Cluster		0.08991 [0.02083]***	0.09884 [0.02298]***	0.09459 [0.04565]**	-0.31162 [0.06627]***	-1.88897 [0.22746]***	-1.97888 [0.21060]***	-0.41046 [0.05503]***
Constant		0.10137 [0.01082]***	0.09796 [0.01124]***	0.02672 [0.02245]	-0.10006 [0.02348]***	-0.6538 [0.10615]***	-0.75517 [0.12270]***	-0.19801 [0.02592]***
Observations		3885	3885	3885	3885	3885	3885	3885
		DCP						
		p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)		-0.02215 [0.00137]***	-0.01903 [0.00150]***	0.01134 [0.00321]***	0.03461 [0.00617]***	0.0044 [0.00348]	0.02655 [0.00350]***	0.05364 [0.00793]***
Cluster		0.1075 [0.06714]	0.2297 [0.14727]	0.35461 [0.10419]***	-0.70896 [0.31527]**	-0.12967 [0.12920]	-0.23717 [0.11590]**	-0.93866 [0.37585]**
Constant		0.00345 [0.01872]	-0.03189 [0.02097]	-0.33765 [0.04276]***	-0.22427 [0.08331]***	0.54118 [0.04860]***	0.53773 [0.04959]***	-0.19238 [0.10780]*
Observations		3885	3885	3885	3885	3885	3885	3885
		PEOPLE VARIABLE						
		p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)		-0.07986 [0.00697]***	-0.00098 [0.01093]	0.07143 [0.01238]***	0.14728 [0.01856]***	0.00878 [0.01621]	0.08863 [0.01546]***	0.14826 [0.02115]***
Cluster		0.40087 [0.24007]*	0.82277 [0.45755]*	-1.31369 [0.50331]***	-4.94435 [0.75892]***	-1.95765 [0.71669]***	-2.35852 [0.68132]***	-5.76712 [0.84850]***
Constant		-0.49631 [0.09289]***	-1.26158 [0.14395]***	-1.46411 [0.16756]***	-1.04389 [0.25006]***	2.40168 [0.22307]***	2.89799 [0.21386]***	0.2177 [0.28471]
Observations		3885	3885	3885	3885	3885	3885	3885
		PEOPLE INDEX						
		p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)		-0.62689 [0.03561]***	-0.10848 [0.06247]*	0.61553 [0.08280]***	0.88365 [0.11239]***	0.04336 [0.08210]	0.67024 [0.06869]***	0.99214 [0.14956]***
Cluster		3.09548 [1.48618]**	5.26128 [3.36235]	-7.50785 [3.13027]**	-26.62237 [4.42562]***	-5.82676 [3.24034]*	-8.92224 [2.50129]***	-31.88365 [6.21959]***
Constant		-0.82495 [0.47786]*	-6.48372 [0.82984]***	-11.34915 [1.10776]***	-5.35317 [1.51496]***	14.33447 [1.14251]***	15.15942 [0.94988]***	1.13055 [2.03249]
Observations		3885	3885	3885	3885	3885	3885	3885

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Table W-14: Skill Distribution Regressions With MSA Controls – 2000 (continued)
Panel B: Select Service Sectors

		DEPL						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	-0.0009	0.00544	0.00729	0.00485	0.00038	0.00128	-0.00059	
	[0.00389]	[0.00408]	[0.00297]**	[0.00187]**	[0.00179]	[0.00422]	[0.00433]	
Cluster	-0.13317	-0.12625	-0.26718	-0.21336	0.06928	0.20245	-0.0871	
	[0.35750]	[0.40899]	[0.39641]	[0.21770]	[0.24137]	[0.43352]	[0.42573]	
Constant	-0.42491	-0.26448	-0.03971	0.17658	0.31868	0.74359	0.44106	
	[0.05131]**	[0.05402]**	[0.03857]	[0.02450]**	[0.02319]**	[0.05603]**	[0.05760]**	
Observations	2260	2260	2260	2260	2260	2260	2260	
		INFLU						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	0.00537	0.00068	-0.01227	-0.00912	0.03114	0.02577	-0.0098	
	[0.00173]**	[0.00162]	[0.00243]**	[0.00482]*	[0.00687]**	[0.00699]**	[0.00698]	
Cluster	-0.02312	0.04347	0.16504	-0.17327	-1.13259	-1.10947	-0.21673	
	[0.21459]	[0.19402]	[0.15952]	[0.61612]	[0.75292]	[0.90274]	[1.03757]	
Constant	-0.24638	-0.17764	0.07867	0.23361	-0.08304	0.16334	0.41125	
	[0.02250]**	[0.02113]**	[0.03282]**	[0.06313]**	[0.08868]	[0.08936]*	[0.08917]**	
Observations	2260	2260	2260	2260	2260	2260	2260	
		DCP						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	-0.02023	-0.01755	0.01473	0.02612	0.00576	0.02599	0.04367	
	[0.00261]**	[0.00308]**	[0.00340]**	[0.00444]**	[0.00382]	[0.00371]**	[0.00506]**	
Cluster	-0.04945	0.30344	-0.11543	-0.21706	-0.17908	-0.12963	-0.5205	
	[0.36746]	[0.35881]	[0.21929]	[0.49338]	[0.29594]	[0.24748]	[0.45062]	
Constant	-0.10574	-0.07564	-0.25213	-0.07596	0.39972	0.50546	-0.00032	
	[0.03406]**	[0.04030]*	[0.04558]**	[0.05848]	[0.05112]**	[0.05029]**	[0.06714]	
Observations	2260	2260	2260	2260	2260	2260	2260	
		PEOPLE VARIABLE						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	0.0037	0.02217	-0.00854	-0.0109	0.00309	-0.00061	-0.03307	
	[0.01200]	[0.00873]**	[0.01439]	[0.01556]	[0.01323]	[0.01896]	[0.01690]*	
Cluster	-0.47226	-0.60449	-0.34067	-0.71851	-1.60702	-1.13476	-0.11403	
	[1.01000]	[0.73015]	[0.98819]	[0.94279]	[1.20375]	[2.12520]	[1.05539]	
Constant	-1.56955	-1.20658	-0.12965	1.02929	1.69305	3.2626	2.23586	
	[0.15854]**	[0.11643]**	[0.19604]	[0.21205]**	[0.17655]**	[0.24925]**	[0.22694]**	
Observations	2260	2260	2260	2260	2260	2260	2260	
		PEOPLE INDEX						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	-0.15239	0.08418	0.13692	0.20676	0.10818	0.26057	0.12258	
	[0.08900]*	[0.06717]	[0.07300]*	[0.07061]**	[0.05684]*	[0.10665]**	[0.09001]	

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Cluster	2.55446	-2.14762	-4.99861	-4.44168	-0.23322	-2.78767	-2.29406
	[8.82767]	[5.38112]	[7.15353]	[4.92118]	[3.14051]	[9.73867]	[5.71729]
Constant	-7.61053	-6.2116	-2.01996	2.44871	8.46037	16.0709	8.66031
	[1.16212]**	[0.88568]**		[0.94877]**	[0.76205]**	[1.42086]**	[1.21579]**
	*	*	[0.96510]**	*	*	*	*
Observations	2260	2260	2260	2260	2260	2260	2260

Note: Bootstrapped standard errors in brackets clustered at the MSA level. * significant at 10%; ** significant at 5%; *** significant at 1%.

WEB APPENDIX**Table W-15: Mean Regressions With Both Individual and MSA Controls – 2000****Panel A: Manufacturing**

	depl	influ	dcp	people	peoidx
Log(Popn)	0.01583 [0.00226]***	0.00955 [0.00113]***	0.00414 [0.00165]**	0.04507 [0.00880]***	0.29933 [0.05181]***
Cluster	-0.27826 [0.05813]***	-0.25939 [0.02994]***	0.06513 [0.03914]*	-0.96941 [0.23884]***	-4.95694 [1.39215]***
HS grad	0.0891 [0.00230]***	0.0149 [0.00082]***	0.05168 [0.00187]***	0.33264 [0.00998]***	1.97791 [0.05586]***
Some College	0.23154 [0.00306]***	0.05862 [0.00128]***	0.16063 [0.00222]***	0.8807 [0.01232]***	5.41474 [0.07089]***
College Grad	0.46371 [0.00352]***	0.15055 [0.00257]***	0.42005 [0.00526]***	1.82413 [0.01527]***	11.76589 [0.09187]***
Age	0.00152 [0.00008]***	0.00022 [0.00004]***	0.00121 [0.00007]***	0.00798 [0.00031]***	0.04153 [0.00181]***
Sex	0.06636 [0.00280]***	0.00549 [0.00097]***	-0.06086 [0.00177]***	-0.06863 [0.01026]***	-0.00948 [0.05902]
Unmarried	-0.0138 [0.00041]***	-0.00299 [0.00020]***	-0.01323 [0.00035]***	-0.06266 [0.00170]***	-0.3719 [0.00988]***
Non-white	-0.02117 [0.00046]***	-0.00772 [0.00022]***	-0.01219 [0.00038]***	-0.07824 [0.00180]***	-0.478 [0.01074]***
College Share	0.00532 [0.02193]	-0.00025 [0.01096]	0.03546 [0.01834]*	0.01784 [0.08868]	0.3376 [0.52111]
Mean Annual Wage in MSA	0 [0.00000]***	0 [0.00000]***	0 [0.00000]***	0.00001 [0.00000]***	0.00008 [0.00001]***
No of Days AQI = Good	0.00001 [0.00002]	0.00002 [0.00001]*	0 [0.00002]	0.00002 [0.00010]	0.00016 [0.00056]
No of Days AQI = Moderate	-0.00011 [0.00004]***	-0.00004 [0.00002]**	-0.00007 [0.00003]**	-0.0003 [0.00015]*	-0.00226 [0.00090]**
No of Days AQI = Unhealthy	0.00237 [0.00029]***	0.00061 [0.00016]***	0.00147 [0.00021]***	0.00943 [0.00106]***	0.05526 [0.00633]***
Constant	-0.22902 [0.02622]***	-0.14006 [0.01172]***	0.08683 [0.01947]***	1.06673 [0.10199]***	92.19833 [0.60450]***
Observations	418814	418814	418814	418814	418814
R-squared	0.22	0.1	0.2	0.19	0.22

WEB APPENDIX**Table W-15: Mean Regressions With Both Individual and MSA Controls – 2000 (continued)****Panel B: Select Service Sectors**

	depl	influ	dcp	people	peoidx
Log(Popn)	0.00745 [0.00153]***	0.00422 [0.00188]**	0.00273 [0.00186]	0.03002 [0.00773]***	0.16713 [0.03722]***
Cluster	-0.14001 [0.03313]***	-0.11187 [0.04364]**	-0.13292 [0.03003]***	-0.77624 [0.12514]***	-4.31302 [0.68413]***
HS grad	0.13511 [0.00865]***	0.04086 [0.00504]***	0.0563 [0.00566]***	0.35832 [0.03028]***	2.53466 [0.18762]***
Some College	0.20119 [0.01015]***	0.07652 [0.00625]***	0.12983 [0.00612]***	0.62353 [0.03455]***	4.35614 [0.21771]***
College Grad	0.27395 [0.01105]***	0.15962 [0.00803]***	0.27157 [0.00680]***	1.24356 [0.04502]***	7.69882 [0.24198]***
Age	0.00145 [0.00008]***	0.00025 [0.00008]***	0.0009 [0.00007]***	0.00648 [0.00042]***	0.0352 [0.00188]***
Sex	0.04588 [0.00342]***	-0.02642 [0.00388]***	-0.04893 [0.00240]***	-0.21556 [0.02313]***	-0.54085 [0.09395]***
Unmarried	-0.00597 [0.00034]***	-0.00205 [0.00031]***	-0.00937 [0.00031]***	-0.04005 [0.00171]***	-0.21994 [0.00781]***
Non-white	-0.01252 [0.00054]***	-0.00904 [0.00052]***	-0.01005 [0.00060]***	-0.06197 [0.00295]***	-0.35223 [0.01355]***
College Share	-0.01924 [0.02173]	-0.0041 [0.02417]	0.06503 [0.02290]***	0.09031 [0.10551]	0.50064 [0.56071]
Mean Annual Wage in MSA	0 [0.00000]	0 [0.00000]*	0 [0.00000]***	0 [0.00000]	0.00002 [0.00001]*
No of Days AQI = Good	-0.00002 [0.00002]	0.00002 [0.00002]	-0.00001 [0.00002]	-0.00021 [0.00010]**	-0.00076 [0.00050]
No of Days AQI = Moderate	-0.00009 [0.00003]***	-0.00001 [0.00003]	-0.00008 [0.00003]***	-0.00056 [0.00013]***	-0.00273 [0.00069]***
No of Days AQI = Unhealthy	0.00042 [0.00027]	0.00043 [0.00027]	0.00092 [0.00031]***	0.00298 [0.00124]**	0.01839 [0.00696]***
Constant	0.25247 [0.02084]***	0.03832 [0.01990]*	0.21915 [0.02061]***	2.73121 [0.09075]***	101.77859 [0.45345]***
Observations	430080	430080	430080	430080	430080
R-squared	0.15	0.16	0.15	0.17	0.15

Notes: Standard errors in brackets are clustered by industry/MSA. * significant at 10%; ** significant at 5%; *** significant at 1%.

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Table W-16: Skill Distribution Regressions With Both Individual and MSA Controls – 2000

Panel A: Manufacturing

		DEPL						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	-0.01391 [0.00205]** *	-0.00179 [0.00186]	0.02431 [0.00289]** *	0.03689 [0.00403]** *	0.00855 [0.00271]** *	0.02246 [0.00246]** *	0.03868 [0.00468]** *	
Cluster	0.05891 [0.10796]	-0.04168 [0.07859]	-0.54473 [0.08686]** *	-1.17219 [0.15897]** *	-0.58196 [0.15462]** *	-0.64087 [0.09431]** *	-1.1305 [0.14993]** *	
Constant	-0.17821 [0.02729]** *	-0.23536 [0.02461]** *	-0.42365 [0.03835]** *	-0.23443 [0.05407]** *	0.42367 [0.03671]** *	0.60187 [0.03446]** *	0.00094 [0.06437]	
Observations	3885	3885	3885	3885	3885	3885	3885	
		INFLU						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	-0.01462 [0.00118]** *	-0.00957 [0.00127]** *	-0.00564 [0.00089]** *	0.00538 [0.00106]** *	0.06315 [0.00774]** *	0.07777 [0.00788]** *	0.01495 [0.00182]** *	
Cluster	0.04334 [0.04811]	0.01717 [0.04195]	0.01986 [0.02703]	-0.28626 [0.05133]** *	-1.84695 [0.21996]** *	-1.89029 [0.21261]** *	-0.30343 [0.04849]** *	
Constant	0.08036 [0.01595]** *	0.05577 [0.01701]** *	0.03822 [0.01193]** *	-0.06869 [0.01371]** *	-0.65689 [0.10129]** *	-0.73725 [0.10433]** *	-0.12447 [0.02401]** *	
Observations	3885	3885	3885	3885	3885	3885	3885	
		DCP						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	-0.0194 [0.00208]** *	-0.00708 [0.00147]** *	0.00484 [0.00146]** *	0.02583 [0.00444]** *	0.01746 [0.00346]** *	0.03686 [0.00372]** *	0.03291 [0.00495]** *	
Cluster	0.44582 [0.06896]** *	0.17939 [0.04996]** *	-0.0072 [0.06069]	-0.68659 [0.15527]** *	-0.70495 [0.13961]** *	-1.15077 [0.13629]** *	-0.86599 [0.21755]** *	
Constant	-0.05705 [0.02803]** *	-0.12483 [0.01969]** *	-0.18315 [0.01921]** *	-0.1705 [0.06068]** *	0.31525 [0.04917]** *	0.3723 [0.05211]** *	-0.04568 [0.06684]	
Observations	3885	3885	3885	3885	3885	3885	3885	
		PEOPLE VARIABLE						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	-0.03252 [0.00619]** *	-0.00188 [0.00545]	0.05478 [0.00867]** *	0.13256 [0.01717]** *	0.07471 [0.01889]** *	0.10724 [0.01754]** *	0.13444 [0.01512]** *	
Cluster	0.35807 [0.26040]	-0.14109 [0.23331]	-1.71677 [0.29817]** *	-4.68392 [0.69144]** *	-3.75453 [0.89756]** *	-4.11261 [0.77041]** *	-4.54283 [0.71085]** *	
Constant	-0.97513 [0.08293]** *	-0.99426 [0.07105]** *	-1.20644 [0.11400]** *	-1.02054 [0.23302]** *	1.37967 [0.25702]** *	2.3548 [0.24068]** *	-0.02628 [0.20696]	
Observations	3885	3885	3885	3885	3885	3885	3885	

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	PEOPLE INDEX						
	p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)	-0.22335 [0.04399]** *	-0.03217 [0.04260]	0.37091 [0.05399]** *	0.84248 [0.09541]** *	0.34729 [0.10200]** *	0.57064 [0.08720]** *	0.87465 [0.10466]** *
Cluster	2.51638 [1.71986]	-0.10847 [1.40349]	-9.706 [1.90688]** *	-26.84354 [3.96047]** *	-19.14318 [4.23010]** *	-21.65956 [3.64530]** *	-26.73507 [3.53155]** *
Constant	-5.40156 [0.57997]** *	-5.57301 [0.55664]** *	-7.68698 [0.71844]** *	-6.17515 [1.29468]** *	9.15356 [1.37293]** *	14.55512 [1.21032]** *	-0.60214 [1.43025]
Observations	3885	3885	3885	3885	3885	3885	3885

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**Table W-16: Skill Distribution Regressions With Individual and MSA Controls – 2000 (continued)
 Panel B: Select Service Sectors**

		DEPL						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	0.00108	0.00757	0.00997	0.0044	-0.00116	-0.00224	-0.00318	
	[0.00336]	[0.00373]**	[0.00289]**	[0.00164]**				
Cluster	-0.11876	-0.25551	-0.26523	-0.19863	-0.07945	0.03932	0.05688	
	[0.19847]	[0.25990]	[0.34177]	[0.14459]	[0.13399]	[0.28873]	[0.42987]	
Constant	-0.43709	-0.29178	-0.08807	0.16868	0.34977	0.78687	0.46046	
	[0.04516]**	[0.04989]**		[0.02197]**	[0.01940]**	[0.05730]**	[0.05378]**	
	*	*	[0.03777]**	*	*	*	*	
Observations	2260	2260	2260	2260	2260	2260	2260	
		INFLU						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	-0.00031	0.00151	-0.00876	-0.00523	0.0296	0.02991	-0.00674	
	[0.00142]	[0.00138]	[0.00232]**		[0.00569]**	[0.00681]**		
Cluster	-0.03181	-0.02697	0.08392	-0.26173	-1.06701	-1.0352	-0.23476	
	[0.15398]	[0.15122]	[0.19679]	[0.68333]	[0.71875]	[0.77707]	[0.77130]	
Constant	-0.19877	-0.17823	0.04776	0.18057	-0.06663	0.13213	0.3588	
	[0.01854]**	[0.01818]**		[0.06014]**			[0.06337]**	
	*	*	[0.03102]	*	[0.07356]	[0.08817]	*	
Observations	2260	2260	2260	2260	2260	2260	2260	
		DCP						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	-0.01083	-0.00852	0.00462	0.02149	0.00799	0.01882	0.03001	
	[0.00201]**	[0.00198]**		[0.00353]**		[0.00417]**	[0.00421]**	
Cluster	0.00411	0.07548	-0.01987	-0.14649	-0.27462	-0.27872	-0.22196	
	[0.10120]	[0.13864]	[0.15604]	[0.25088]	[0.27421]	[0.30001]	[0.35608]	
Constant	-0.22504	-0.14872	-0.12518	-0.0457	0.36289	0.58793	0.10301	
	[0.02700]**	[0.02671]**	[0.03337]**		[0.05015]**	[0.05599]**		
	*	*	*	[0.04744]	*	*	[0.05677]*	
Observations	2260	2260	2260	2260	2260	2260	2260	
		PEOPLE VARIABLE						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	0.0187	0.01447	-0.00889	-0.01575	0.02197	0.00327	-0.03021	
	[0.00967]*	[0.00881]	[0.01113]	[0.01256]	[0.01381]	[0.01518]	[0.01394]**	
Cluster	-1.23446	-1.39672	-0.33623	-0.64504	-1.32026	-0.08581	0.75169	
	[0.69995]*	[0.89274]	[0.69598]	[0.71628]	[1.13881]	[0.84507]	[0.92858]	
Constant	-1.72184	-1.11665	-0.12595	1.06446	1.48158	3.20341	2.18112	
	[0.13006]**	[0.11720]**		[0.17200]**	[0.18355]**	[0.20854]**	[0.18949]**	
	*	*	[0.15205]	*	*	*	*	
Observations	2260	2260	2260	2260	2260	2260	2260	
		PEOPLE INDEX						
	p10	p25	p50	p75	p90	P90-P10	P75-P25	
Log(Popn)	0.02747	0.10232	0.03276	0.15293	0.20889	0.18142	0.05061	
	[0.06184]	[0.05624]*	[0.06940]	[0.06161]**	[0.06469]**	[0.08473]**	[0.06069]	

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Cluster	-4.04651	-8.35699	-1.78473	-3.4942	-5.2606	-1.21409	4.8628
	[3.49237]	[4.30523]*	[7.30738]	[4.03273]	[4.42953]	[5.62125]	[4.50906]
Constant	-9.44342	-6.26031	-1.02001	2.94465	7.13301	16.57643	9.20496
	[0.83735]**	[0.75369]**	[0.91335]	[0.82079]**	[0.86072]**	[1.15651]**	[0.83481]**
	*	*		*	*	*	*
Observations	2260	2260	2260	2260	2260	2260	2260

Note: Bootstrapped standard errors in brackets clustered at the MSA level. * significant at 10%; ** significant at 5%; *** significant at 1%.

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Table W-17: Mean Regressions: Using Individual Rotter Scores As Soft Skill Measure - NLSY79

	Rotter -All	Rotter-Manuf.
Log(Pop)	0.00016 [0.00243]	-0.00177 [0.00482]
Cluster	0.06185 [0.11507]	-0.09093 [0.12372]
Constant	-0.56071 [0.03416]***	-0.54693 [0.06436]***
Observations	48484	8050
R-squared	0.03	0.06

Note: * significant at 10%; ** significant at 5%; *** significant at 1%.

Table W-18: Skill Distribution Regressions With Rotter Scores As Soft Skill Measure – NLSY79

	All						
	p10	p25	p50	p75	P90	P90-P10	P75-P25
Log(Pop)	-0.01201 [0.00339]***	-0.00303 [0.00293]	0.00519 [0.00287]*	0.0127 [0.00315]***	0.02034 [0.00384]***	0.03235 [0.00445]***	0.01573 [0.00259]***
Cluster	0.07306 [0.03210]**	0.04052 [0.02653]	0.00339 [0.02669]	-0.02796 [0.02824]	-0.05658 [0.03418]*	-0.12964 [0.04769]***	-0.06848 [0.02714]**
Constant	0.09835 [0.04400]**	0.00421 [0.03843]	-0.07088 [0.03798]*	-0.13948 [0.04122]***	-0.22059 [0.04966]***	-0.31894 [0.05715]***	-0.14369 [0.03331]***
Observations	8395	8395	8395	8395	8395	8395	8395
	Manufacturing						
	p10	p25	p50	p75	P90	P90-P10	P75-P25
Log(Pop)	-0.00105 [0.00547]	0.00358 [0.00475]	0.00776 [0.00489]	0.01017 [0.00526]*	0.0135 [0.00565]**	0.01455 [0.00720]**	0.0066 [0.00339]*
Cluster	-0.03519 [0.04066]	-0.02847 [0.04460]	-0.01122 [0.04206]	0.00326 [0.04402]	0.02247 [0.04419]	0.05766 [0.03819]	0.03173 [0.03659]
Constant	-0.03019 [0.07065]	-0.07406 [0.06190]	-0.10517 [0.06433]	-0.11351 [0.06904]	-0.14319 [0.07357]*	-0.113 [0.09258]	-0.03945 [0.04290]
Observations	2026	2026	2026	2026	2026	2026	2026

Note: * significant at 10%; ** significant at 5%; *** significant at 1%.

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Table W-19: Mean Regressions Excluding the Cluster Variable: Manufacturing Sectors - 2000

	depl	influ	dcp	people	peoidx
Log(Pop)	0.02033 [0.00138]***	0.00921 [0.00054]***	0.01145 [0.00150]***	0.0669 [0.00548]***	0.44166 [0.03539]***
Constant	0.10286 [0.02575]***	-0.04716 [0.00906]***	0.13626 [0.02493]***	1.90397 [0.09830]***	97.67699 [0.63243]***
Observations	521344	521344	521344	521344	521344
R-squared	0.04	0.02	0.03	0.03	0.04

Notes: Standard errors in brackets are clustered by industry/MSA. * significant at 10%; ** significant at 5%; *** significant at 1%.

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Table W-20: Skill Distribution Regressions Excluding Cluster Variable: Manufacturing - 2000

		DEPL						
		p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)		-0.00444	0.00089	0.04949	0.07296	0.01983	0.02427	0.07206
		[0.00097]***	[0.00120]	[0.00647]***	[0.00603]***	[0.00154]***	[0.00207]***	[0.00707]***
Constant		-0.2985	-0.35096	-0.83936	-0.65639	0.29352	0.59202	-0.30543
		[0.01356]***	[0.01628]***	[0.08613]***	[0.08273]***	[0.02196]***	[0.02860]***	[0.09634]***
Observations		4852	4852	4852	4852	4852	4852	4852
		INFLU						
		p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)		-0.00171	-0.0017	-0.00111	0.01473	0.06484	0.06655	0.01643
		[0.00039]***	[0.00039]***	[0.00034]***	[0.00220]***	[0.00871]***	[0.00794]***	[0.00266]***
Constant		-0.05368	-0.05372	-0.06035	-0.23018	-0.68056	-0.62688	-0.17646
		[0.00548]***	[0.00546]***	[0.00481]***	[0.02895]***	[0.11525]***	[0.10616]***	[0.03513]***
Observations		4852	4852	4852	4852	4852	4852	4852
		DCP						
		p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)		-0.00238	-0.00223	0.01068	0.05497	0.02515	0.02753	0.05721
		[0.00098]**	[0.00074]***	[0.00326]***	[0.00917]***	[0.00320]***	[0.00340]***	[0.00921]***
Constant		-0.24774	-0.2446	-0.35369	-0.5146	0.27045	0.51819	-0.27
		[0.01386]***	[0.01037]***	[0.04424]***	[0.12310]***	[0.04431]***	[0.04720]***	[0.12378]**
Observations		4852	4852	4852	4852	4852	4852	4852
		PEOPLE VARIABLE						
		p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)		-0.00345	0.02552	0.13011	0.23515	0.09675	0.1002	0.20963
		[0.00348]	[0.00682]***	[0.01886]***	[0.02657]***	[0.01371]***	[0.01443]***	[0.02428]***
Constant		-1.4919	-1.64794	-2.41738	-2.25456	1.23181	2.72371	-0.60662
		[0.04747]***	[0.09144]***	[0.25476]***	[0.36071]***	[0.18956]***	[0.19830]***	[0.32689]*
Observations		4852	4852	4852	4852	4852	4852	4852
		PEOPLE INDEX						
		p10	p25	p50	p75	p90	P90-P10	P75-P25
Log(Popn)		-0.06107	0.10543	0.92123	1.51773	0.67496	0.73603	1.4123
		[0.02104]***	[0.04004]***	[0.15938]***	[0.19452]***	[0.07231]***	[0.06665]***	[0.14980]***
Constant		-8.11439	-9.40332	-16.6396	-14.08396	6.03341	14.1478	-4.68063
		[0.29039]***	[0.52782]***	[2.11180]***	[2.61368]***	[1.00743]***	[0.92594]***	[2.03379]**
Observations		4852	4852	4852	4852	4852	4852	4852

Note: Bootstrapped standard errors in brackets clustered at the MSA level. * significant at 10%; ** significant at 5%; *** significant at 1%.

WEB APPENDIX**Table W-21. Industry Fixed Effects In Regressions For Manufacturing Only**

	depl	infl	dcp	people	peoidx
Sugar and Confectionery Products	0.30493 [0.00913]***	0.06459 [0.00434]***	0.24449 [0.00833]***	2.56954 [0.03816]***	102.08077 [0.22433]***
Fruit & Vegetable Preserving	0.32076 [0.00725]***	0.05856 [0.00325]***	0.24506 [0.00703]***	2.58977 [0.03162]***	102.25498 [0.18461]***
Dairy Products	0.31901 [0.00813]***	0.07092 [0.00424]***	0.23215 [0.00781]***	2.5796 [0.03382]***	102.15583 [0.20242]***
Animal Slaughtering & Processing	0.26779 [0.00488]***	0.0428 [0.00208]***	0.17402 [0.00477]***	2.29758 [0.02145]***	100.54852 [0.12533]***
Retail Bakeries	0.40256 [0.00762]***	0.15514 [0.00534]***	0.20327 [0.00670]***	2.42529 [0.02555]***	102.50973 [0.16617]***
Bakeries, except Retail	0.29027 [0.00634]***	0.06093 [0.00303]***	0.22472 [0.00606]***	2.43785 [0.02762]***	101.48562 [0.16109]***
Seafood and Other Misc Foods	0.40606 [0.00682]***	0.08915 [0.00363]***	0.31634 [0.00661]***	2.90476 [0.02937]***	104.33458 [0.17150]***
Not Specified Food Industries	0.43288 [0.00957]***	0.10487 [0.00564]***	0.33574 [0.00951]***	3.0343 [0.04196]***	105.05704 [0.24448]***
Beverage	0.46095 [0.00591]***	0.14388 [0.00407]***	0.29008 [0.00576]***	3.00334 [0.02401]***	105.00142 [0.14504]***
Tobacco	0.42841 [0.01287]***	0.09605 [0.00695]***	0.32521 [0.01224]***	2.93014 [0.05150]***	104.66851 [0.31294]***
Fiber, Yarn & Thread Mills	0.2208 [0.01371]***	0.02763 [0.00401]***	0.17203 [0.01324]***	2.11373 [0.06116]***	99.6437 [0.35267]***
Fabric Mills, except Knitting	0.28629 [0.00682]***	0.05953 [0.00316]***	0.21569 [0.00636]***	2.42525 [0.03027]***	101.35376 [0.17327]***
Textile, Fabric Finishing, Coating Mills	0.34958 [0.01032]***	0.07536 [0.00522]***	0.24555 [0.00950]***	2.65756 [0.04702]***	102.71422 [0.26238]***
Carpets and Rugs	0.2949 [0.01417]***	0.08867 [0.00891]***	0.16795 [0.01192]***	2.35177 [0.05942]***	100.98748 [0.33907]***
Textile Product Mills except Carpets & Rugs	0.27596 [0.00644]***	0.0531 [0.00283]***	0.21327 [0.00609]***	2.36015 [0.02930]***	101.07302 [0.16684]***
Knitting Mills	0.25458 [0.01061]***	0.04479 [0.00427]***	0.18825 [0.00956]***	2.30946 [0.04822]***	100.56871 [0.27094]***
Cut and Sew Apparel	0.22087 [0.00396]***	0.04753 [0.00177]***	0.1559 [0.00353]***	2.12691 [0.01810]***	99.61368 [0.10083]***
Apparel Accessories	0.27844 [0.00939]***	0.06462 [0.00449]***	0.19357 [0.00853]***	2.29725 [0.04283]***	100.8319 [0.24064]***
Footwear	0.38432 [0.01565]***	0.08832 [0.00823]***	0.25852 [0.01431]***	2.75708 [0.06588]***	103.37953 [0.38591]***
Leather Tanning Products	0.33724 [0.01447]***	0.07349 [0.00693]***	0.23952 [0.01347]***	2.58271 [0.06467]***	102.37854 [0.36742]***
Pulp, Paper, and Paperboard Mills	0.33683 [0.00573]***	0.06347 [0.00274]***	0.2524 [0.00549]***	2.60951 [0.02400]***	102.50535 [0.14195]***
Paperboard Containers & Boxes	0.33201 [0.00635]***	0.0841 [0.00361]***	0.21162 [0.00582]***	2.55498 [0.02692]***	102.09696 [0.15704]***
Misc Paper and Pulp Products	0.34383 [0.00674]***	0.08066 [0.00360]***	0.24281 [0.00626]***	2.63096 [0.02862]***	102.59412 [0.16643]***
Printing and Related	0.39754 [0.00282]***	0.10531 [0.00170]***	0.25066 [0.00260]***	2.75419 [0.01245]***	103.47414 [0.07044]***
Petroleum Refining	0.40732 [0.00669]***	0.06135 [0.00280]***	0.39281 [0.00692]***	3.13591 [0.02741]***	105.375 [0.16178]***
Misc Petroleum and Coal	0.43725 [0.01502]***	0.11227 [0.00900]***	0.30893 [0.01507]***	3.0707 [0.06318]***	105.01385 [0.37419]***

WEB APPENDIX**Table W-21. Industry Fixed Effects In Regressions For Manufacturing Only (continued)**

	depl	influ	dcp	people	peoidx
Resin, Synthetic Rubber and Fibers	0.37364 [0.01113]***	0.07456 [0.00532]***	0.33489 [0.01109]***	2.90434 [0.04555]***	104.14769 [0.27074]***
Agricultural Chemicals	0.4765 [0.01693]***	0.09018 [0.00849]***	0.42035 [0.01715]***	3.3075 [0.07019]***	106.6548 [0.40760]***
Pharmaceuticals & Medicines	0.53602 [0.00376]***	0.14201 [0.00263]***	0.42182 [0.00368]***	3.39656 [0.01435]***	107.52577 [0.08386]***
Paint, Coating & Adhesives	0.4775 [0.00943]***	0.12758 [0.00603]***	0.35068 [0.00939]***	3.21451 [0.03965]***	106.04254 [0.23125]***
Soap, Cleaning Compound & Cosmetics	0.45214 [0.00716]***	0.1084 [0.00409]***	0.35426 [0.00702]***	3.08725 [0.02934]***	105.49068 [0.17394]***
Industrial & Misc Chemicals	0.4151 [0.00359]***	0.08754 [0.00190]***	0.3827 [0.00365]***	3.11089 [0.01429]***	105.3764 [0.08505]***
Plastics Products	0.32877 [0.00341]***	0.06401 [0.00160]***	0.26665 [0.00333]***	2.63914 [0.01518]***	102.60959 [0.08726]***
Tires	0.24842 [0.00825]***	0.04624 [0.00342]***	0.21011 [0.00823]***	2.31261 [0.03379]***	100.68054 [0.20549]***
Rubber Products, except Tires	0.32697 [0.00899]***	0.06821 [0.00450]***	0.2505 [0.00864]***	2.61125 [0.03924]***	102.42342 [0.22830]***
Pottery, Ceramics	0.32132 [0.01398]***	0.06974 [0.00700]***	0.24938 [0.01336]***	2.60808 [0.06174]***	102.36316 [0.35813]***
Structural Clay	0.38279 [0.01456]***	0.08747 [0.00768]***	0.26899 [0.01403]***	2.83761 [0.06332]***	103.63396 [0.36681]***
Glass	0.28987 [0.00651]***	0.05111 [0.00269]***	0.22487 [0.00637]***	2.49026 [0.02857]***	101.58612 [0.16635]***
Cement, Concrete, Lme	0.39866 [0.00621]***	0.07922 [0.00311]***	0.26247 [0.00645]***	2.8628 [0.02710]***	103.76516 [0.15945]***
Misc Nonmetallic Minerals	0.38225 [0.01006]***	0.08634 [0.00541]***	0.28334 [0.00963]***	2.8021 [0.04313]***	103.64072 [0.25020]***
Iron and Steel Mills	0.28596 [0.00424]***	0.04873 [0.00190]***	0.2269 [0.00409]***	2.55244 [0.01778]***	101.71204 [0.10487]***
Aluminum Production & Processing	0.30793 [0.00874]***	0.05168 [0.00363]***	0.25566 [0.00859]***	2.60483 [0.03675]***	102.23829 [0.21828]***
Nonferrous Metal	0.30793 [0.01027]***	0.05498 [0.00454]***	0.25916 [0.01005]***	2.59278 [0.04444]***	102.24184 [0.25914]***
Foundries	0.27422 [0.00659]***	0.04 [0.00238]***	0.23957 [0.00653]***	2.47497 [0.02894]***	101.48914 [0.16882]***
Metal Forgings and Stampings	0.29299 [0.00731]***	0.04847 [0.00285]***	0.24728 [0.00724]***	2.54238 [0.03372]***	101.89055 [0.19192]***
Cutlery & Hand Tools	0.34349 [0.01044]***	0.08179 [0.00596]***	0.25761 [0.00970]***	2.64457 [0.04406]***	102.73114 [0.25860]***
Structural Metals	0.35634 [0.00442]***	0.06141 [0.00193]***	0.28076 [0.00433]***	2.82263 [0.01970]***	103.3864 [0.11332]***
Machine Shops	0.25563 [0.00395]***	0.03793 [0.00146]***	0.21022 [0.00379]***	2.37471 [0.01806]***	100.87362 [0.10224]***
Coating, Engraving, Heat Treating	0.36695 [0.00756]***	0.06316 [0.00326]***	0.29987 [0.00745]***	2.83112 [0.03463]***	103.63702 [0.19633]***
Ordnance	0.31813 [0.01571]***	0.05566 [0.00680]***	0.25232 [0.01496]***	2.5348 [0.06378]***	102.14202 [0.37680]***
Misc Fabricated Metals	0.32977 [0.00471]***	0.07352 [0.00247]***	0.2505 [0.00449]***	2.60968 [0.02022]***	102.45715 [0.11824]***
Not Specified Metal	0.27732 [0.01609]***	0.06825 [0.00858]***	0.20866 [0.01479]***	2.46138 [0.07111]***	101.33729 [0.40976]***

WEB APPENDIX**Table W-21. Industry Fixed Effects In Regressions For Manufacturing Only (continued)**

	depl	influ	dcp	people	peoidx
Agricultural Implements	0.40245 [0.01120]***	0.09327 [0.00614]***	0.30556 [0.01079]***	2.8022 [0.04599]***	103.98834 [0.27461]***
Construction Mining & Oil Field Machinery	0.39396 [0.00752]***	0.07799 [0.00392]***	0.31186 [0.00730]***	2.85344 [0.03119]***	104.04567 [0.18491]***
Commercial & Service Industry Machinery	0.44393 [0.00583]***	0.0977 [0.00342]***	0.35463 [0.00579]***	3.00916 [0.02383]***	105.20526 [0.14103]***
Metalworking Machinery	0.30187 [0.00532]***	0.056 [0.00234]***	0.2475 [0.00518]***	2.56283 [0.02427]***	102.03741 [0.13781]***
Engines, Turbines, Power Transmission Machinery, n.e.c.	0.32687 [0.00843]***	0.06894 [0.00451]***	0.28168 [0.00820]***	2.63246 [0.03629]***	102.69496 [0.21189]***
Machinery, n.e.c.	0.38098 [0.00329]***	0.08758 [0.00184]***	0.30226 [0.00319]***	2.83341 [0.01389]***	103.84203 [0.08184]***
Not Specified Machinery	0.30299 [0.01545]***	0.06748 [0.00804]***	0.24542 [0.01482]***	2.58867 [0.07143]***	102.12449 [0.39964]***
Computer & Peripheral Equipment	0.56032 [0.00302]***	0.12453 [0.00224]***	0.41118 [0.00311]***	3.30061 [0.01225]***	107.38212 [0.07241]***
Communications, Audio, Video Equipment	0.49041 [0.00404]***	0.10367 [0.00251]***	0.41143 [0.00409]***	3.17671 [0.01667]***	106.42745 [0.09840]***
Navigational, Electromedical Instruments	0.47236 [0.00436]***	0.09492 [0.00258]***	0.40288 [0.00437]***	3.11958 [0.01787]***	106.05072 [0.10439]***
Electronic Components, n.e.c.	0.41914 [0.00225]***	0.08439 [0.00123]***	0.38368 [0.00222]***	2.98235 [0.00932]***	105.09683 [0.05478]***
Household Appliances	0.28599 [0.00826]***	0.05466 [0.00380]***	0.21475 [0.00789]***	2.43021 [0.03493]***	101.3443 [0.20581]***
Electrical Machinery, n.e.c.	0.36666 [0.00384]***	0.08369 [0.00213]***	0.29755 [0.00373]***	2.76512 [0.01616]***	103.50954 [0.09510]***
Motor Vehicles	0.27797 [0.00198]***	0.04509 [0.00080]***	0.23807 [0.00199]***	2.43145 [0.00836]***	101.41781 [0.05000]***
Aircraft & Parts	0.36087 [0.00325]***	0.04199 [0.00108]***	0.33759 [0.00324]***	2.78627 [0.01296]***	103.68656 [0.07754]***
Aerospace Products	0.45552 [0.00388]***	0.05616 [0.00151]***	0.46708 [0.00388]***	3.19856 [0.01524]***	106.45067 [0.08987]***
Railroad Rolling Stock	0.30431 [0.01254]***	0.04119 [0.00470]***	0.25557 [0.01224]***	2.53899 [0.05073]***	102.01947 [0.30535]***
Ship & Boat Building	0.29855 [0.00584]***	0.03446 [0.00170]***	0.27852 [0.00607]***	2.5898 [0.02544]***	102.2377 [0.15012]***
Other Transport Equipment	0.39465 [0.01572]***	0.07022 [0.00743]***	0.30094 [0.01516]***	2.84102 [0.06531]***	103.92489 [0.38273]***
Sawmills & Wood Preservation	0.32503 [0.01144]***	0.05844 [0.00538]***	0.23625 [0.01110]***	2.54763 [0.05003]***	102.12689 [0.29094]***
Veneer, Plywood	0.32777 [0.01356]***	0.06532 [0.00640]***	0.23488 [0.01340]***	2.525 [0.05999]***	102.1032 [0.34953]***
Prefabricated Wood Buildings	0.36879 [0.01268]***	0.0831 [0.00637]***	0.27817 [0.01217]***	2.79075 [0.05405]***	103.45268 [0.31825]***
Misc Wood Products	0.34062 [0.00641]***	0.07537 [0.00327]***	0.24393 [0.00609]***	2.62713 [0.02880]***	102.55153 [0.16448]***

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Table W-21. Industry Fixed Effects In Regressions For Manufacturing Only (continued)

	depl	influ	dcp	people	peoidx
Furniture & Fixtures	0.31067 [0.00349]***	0.06638 [0.00175]***	0.21679 [0.00325]***	2.46056 [0.01539]***	101.67462 [0.08824]***
Medical Equipment	0.4323 [0.00363]***	0.10663 [0.00219]***	0.3244 [0.00349]***	2.92447 [0.01541]***	104.70928 [0.08856]***
Toys, Sporting Goods	0.4272 [0.00761]***	0.10699 [0.00434]***	0.30448 [0.00740]***	2.99441 [0.03386]***	104.69687 [0.19401]***
Misc Mfg	0.3812 [0.00408]***	0.09326 [0.00229]***	0.27048 [0.00389]***	2.79464 [0.01765]***	103.54068 [0.10235]***
Not Specified Industries	0.35948 [0.00318]***	0.0927 [0.00183]***	0.25609 [0.00300]***	2.70587 [0.01350]***	103.03506 [0.07906]***
Observations	521344	521344	521344	521344	521344
R-squared	0.47	0.14	0.38	0.73	0.99

Note: * significant at 10%; ** significant at 5%; *** significant at 1%.

WEB APPENDIX**Table W-22. Industry Fixed Effects In Regressions For Select Services - 2000**

	depl	influ	dcp	people	peoidx
Internet Publishing & Broadcasting	0.67156 [0.00255]***	0.18876 [0.00252]***	0.36482 [0.00297]***	3.67033 [0.01023]***	109.07761 [0.06084]***
Other Telecommunications Services	0.66276 [0.00279]***	0.17144 [0.00275]***	0.375 [0.00347]***	3.56054 [0.01188]***	108.7619 [0.07035]***
Data Processing Services	0.62793 [0.00428]***	0.11477 [0.00313]***	0.39022 [0.00465]***	3.39492 [0.01891]***	108.02182 [0.10744]***
Banking, Related Services	0.72037 [0.00135]***	0.10728 [0.00090]***	0.41197 [0.00192]***	3.84372 [0.00701]***	110.04443 [0.03937]***
Savings Institutions, incl Credit Unions	0.71632 [0.00381]***	0.09747 [0.00251]***	0.38449 [0.00571]***	3.86025 [0.02172]***	109.83205 [0.11700]***
Non-depository Credit, Related Services	0.76337 [0.00167]***	0.18251 [0.00174]***	0.39242 [0.00248]***	3.96242 [0.00894]***	110.75727 [0.04768]***
Securities, Commodities, Other Financial Investments	0.79297 [0.00145]***	0.28366 [0.00188]***	0.36737 [0.00209]***	3.92328 [0.00703]***	110.99719 [0.03667]***
Insurance Carriers, Related Activities	0.54226 [0.00129]***	0.18524 [0.00079]***	0.25985 [0.00144]***	3.65833 [0.00448]***	107.18955 [0.02712]***
Real Estate	0.76749 [0.00176]***	0.28223 [0.00121]***	0.43307 [0.00159]***	3.71053 [0.00681]***	110.71729 [0.04100]***
Legal Services	0.8004 [0.00126]***	0.35721 [0.00172]***	0.23665 [0.00110]***	4.97099 [0.01219]***	112.88241 [0.04497]***
Accounting, Tax Prep, Bookkeeping, Payroll Services	0.63622 [0.00197]***	0.05067 [0.00103]***	0.40037 [0.00204]***	3.22478 [0.00791]***	107.58737 [0.04511]***
Architectural, Engineering, Related Services	0.45813 [0.00175]***	0.09345 [0.00090]***	0.54774 [0.00184]***	3.28732 [0.00648]***	107.3503 [0.03738]***
Specialized Design Services	0.49514 [0.00396]***	0.16227 [0.00271]***	0.34526 [0.00393]***	3.29339 [0.01723]***	106.43645 [0.09630]***
Computer Systems Design and Related	0.66854 [0.00126]***	0.09159 [0.00113]***	0.40149 [0.00157]***	3.49419 [0.00659]***	108.63352 [0.03507]***
Management, Scientific, Technical Consulting	0.72176 [0.00154]***	0.14353 [0.00163]***	0.57863 [0.00211]***	3.85068 [0.00791]***	111.33554 [0.04037]***
Scientific Research and Development Services	0.49423 [0.00320]***	0.07346 [0.00141]***	0.52577 [0.00284]***	3.44055 [0.01180]***	107.82936 [0.06463]***
Advertising and Related Services	0.69822 [0.00290]***	0.31566 [0.00312]***	0.42014 [0.00332]***	3.89612 [0.01278]***	110.56732 [0.07452]***
Management of Companies and Enterprises	0.72347 [0.00657]***	0.124 [0.00468]***	0.4856 [0.00829]***	3.92441 [0.03478]***	110.82706 [0.18222]***
Observations	535342	535342	535342	535342	535342
R-squared	0.82	0.39	0.56	0.86	0.98

Note: * significant at 10%; ** significant at 5%; *** significant at 1%.

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Appendix A. Sensitivity of Weighted vs Unweighted Soft Skill Measures

As discussed in the text, to create soft skill measures for the coarser census occupations, we average DOT skill measures across DOT occupations in each census category. Computing these averages without weighting by actual employment in that DOT sub-occupation in effect assumes that each DOT sub-occupation within a census occupation has equal weight. These averages could be distorted if, for instance, one particular DOT sub-occupation can actually be found with more frequency in the labor force than other DOT sub-occupations within the same census occupation code. To date, however, there is only one labor force data that has been coded with both DOT and census occupation codes. A special version of the April 1971 CPS monthly file was issued by the National Academy of Sciences (2001), in which a committee of experts assigned individual DOT occupation codes and measures to the 60,441 workers in that sample. In this special CPS sample 3,885 DOT occupations are represented. To convert this special CPS sample into DOT skill measures by census occupation cells, we calculate weighted means (using CPS sampling weights) and unweighted means (treating each DOT sub-occupation equally). The correlation across weighted and unweighted means for each soft skills measure is 0.999.¹

To explain this very high correlation, we took a closer look at the DOT sub-occupations within census occupations. Even though DOT sub-occupations within a census occupation do have different employment weights, soft skill measures tend to be the same or very similar across these DOT sub-occupations. This highlights that the DOT classifications are really very fine sub-occupational classifications. For instance, “registered nurses” in the census are comprised of “school nurses,” “nurse practitioners,” “nurse-midwife,” “nurse anesthetist,” etcetera in the DOT. However, all these nurse titles in the DOT are required to have *depl*. Thus, regardless of how many school nurses versus nurse practitioners there are actually in the labor force, the weighted and unweighted averages for *depl* among “registered nurses” in the census are going to be exactly the same.

For our purposes, we are not only concerned with whether or not weighting by employment preserves the ranking of soft skills across occupations, but also whether or not weighting leads to a systematic variation in soft skills across location. To examine this, we test to see whether or not employment-weighted averages of soft skills within census occupations vary systematically by SMSA status.

We specified this test in two different ways. First, at the worker level, we run a regression of the various soft skill measures on census occupation dummies, an indicator for whether the worker is an MSA, and an indicator for whether the worker is not in an MSA. This is reported in Panel A of Table A-1. The second panel of Table A-1 reports a regression of the difference in average soft skills in MSA minus outside MSA at the census. Across these soft skills measures, we uniformly fail to reject the

¹ Specifically, the correlation in weighted and unweighted averages of *people* across 419 census occupation cells in the April 1971 CPS is 0.9994; *depl* is 0.9995; *dcp* is 0.9984; *influ* is 0.9997.

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hypothesis that the measures vary systematically across location. In other words, employment weighted averages of soft skills do not vary systematically inside and outside an MSA.

Table A-1. Testing for Differences in Soft Skill Measures In and Out of MSA**Panel A. Worker Level**

	influ	dcp	people	depl
in SMSA	0.022*** [0.006]	0.725*** [0.021]	2.765*** [0.039]	0.607*** [0.027]
notSMSA	0.019*** [0.007]	0.724*** [0.021]	2.749*** [0.04]	0.609*** [0.027]
Observations	53457	53457	52919	53457
R-squared	0.729	0.772	0.905	0.876
Test SMSA=notSMSA	2.004	0.291	2.306	0.599
p-value	0.157	0.590	0.129	0.439

Note: Standard errors in brackets. * significant at 10%; ** significant at 5%; *** significant at 1. Regressions are weighted by CPS sampling weights and also include occupation dummies, without a constant. Data used is the April 1971 CPS special release with 1977 DOT titles.

Panel B. Occupation Level

	influ(inMSA)- influ(outMSA)	dcp(inMSA)- dcp(outMSA)	people(inMSA)- people(outMSA)	depl(inMSA)- depl(outMSA)
Constant	-0.004 [0.00496]	0.007 [0.00602]	0.024 [0.02434]	0.000 [0.00785]
T-statistic	-0.77	1.13	0.98	0.02
p-value	0.443	0.259	0.328	0.987
Observations	388	388	388	388

Note: Standard errors in brackets. * significant at 10%; ** significant at 5%; *** significant at 1. Regressions are weighted by CPS sampling weights and also include occupation dummies, without a constant. Data used is the April 1971 CPS special release with 1977 DOT titles.

Appendix B. Other DOT Skills

Tables 7 and 9 report results for cognitive and physical skills. In the former category, *gedm* captures the occupation's requirements for general education development in mathematics. The variables *gedr* and *gedl* capture respectively requirements for general education development in reasoning and in language. The cognitive index is computed using principal components analysis from these cognitive skills as well as several others (listed in Table B-1 below). See Bacolod et al (2007) for details. In the physical skill category, *things* captures the complexity of working with things. The variable *strength* measures the strength requirements of the job. The variable *sts* measures the importance of setting standards and tolerance for the job. The motor skills index is again created using principal components analysis as in Bacolod et al (2007).

WEB APPENDIX**Table B-1. Additional Variables from the Dictionary of Occupational Titles****DOT VARIABLES DESCRIPTION****COGNITIVE SKILL (*Cog Index*) VARIABLES:**

data	complexity at which worker performs job in relation to data, from highest to lowest: synthesizing, coordinating, analyzing, compiling, computing, copying, comparing
gedr	general educational development in <i>reasoning</i> required for job, ranging from being able to apply logical or scientific thinking to wide range of intellectual and practical problems, to being able to apply commonsense understanding to carry out simple instructions.
gedm	general educational development in <i>mathematics</i> required to perform job, from knowledge of advanced calculus, modern algebra and statistics; algebra, geometry & shop math; to simple addition and subtraction.
gedl	general educational development in <i>language</i> required, from reading literature, writing editorials & speeches, and conversant in persuasive speaking & debate; to reading at rate of 95-120 words per minute or vocabulary of 2,500 words, and writing and speaking simple sentences.
aptg	segment of the population possessing <i>intelligence</i> (or general learning ability) aptitude for the job: top 10% of popn; top 1/3 except top 10%; middle third; lowest third except bottom 10%; lowest 10% of popn
aptv	segment of the population possessing <i>verbal</i> aptitude for the job: top 10% of popn; top 1/3 except top 10%; middle third; lowest third except bottom 10%; lowest 10% of popn
aptn	segment of the population possessing <i>numerical</i> aptitude for the job: top 10% of popn; top 1/3 except top 10%; middle third; lowest third except bottom 10%; lowest 10% of popn

MOTOR SKILLS (*Mot Index*) VARIABLES:

things	complexity at which worker performs job in relation to things, from highest to lowest: setting up; precision working; operating-controlling; driving-operating; manipulating; tending; feeding; handling
aptf	segment of the population possessing <i>finger dexterity</i> (ability to manipulate objects with fingers rapidly & accurately) aptitude for the job: top 10% of popn; top 1/3 except top 10%; middle third; lowest third except bottom 10%; lowest 10% of popn
aptk	segment of the population possessing <i>motor coordination</i> aptitude for the job: top 10% of popn; top 1/3 except top 10%; middle third; lowest third except bottom 10%; lowest 10% of popn
aptm	segment of the population possessing <i>manual dexterity</i> (ability to work with hands in turning and placing motions) aptitude for the job: top 10% of popn; top 1/3 except top 10%; middle third; lowest third except bottom 10%; lowest 10% of popn
apte	segment of the population possessing <i>eye-hand-foot coordination</i> for the job: top 10% of popn; top 1/3 except top 10%; middle third; lowest third except bottom 10%; lowest 10% of popn
apts	segment of the population possessing <i>spatial perception</i> aptitude (ability to think visually of geometric forms) for the job: top 10% of popn; top 1/3 except top 10%; middle third; lowest third except bottom 10%; lowest 10% of popn
aptp	segment of the population possessing <i>form perception</i> (ability to perceive detail in objects) aptitude for the job: top 10% of popn; top 1/3 except top 10%; middle third; lowest third except bottom 10%; lowest 10% of popn
aptc	segment of the population possessing <i>color discrimination</i> aptitude for the job: top 10% of popn; top 1/3 except top 10%; middle third; lowest third except bottom 10%; lowest 10% of popn
sts	adaptability to situations requiring attainment of set limits, tolerances or standards (e.g., operates a billing machine to transcribe from office records data; papres voter lists from official registration; measures dimensions of bottle to verify setup of bottlemaking conforms to standards)

PHYSICAL STRENGTH VARIABLE:

strength	degree of <i>strength</i> requirements of job as measured by involvement in standing, walking, sitting, lifting, carrying: from very heavy, heavy, medium, to light, sedentary.
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WEB APPENDIX**Table C-1. AFQT and Rotter Index for selected occupations, NLSY-79****Panel A. Mean AFQT**

Occupation	MSA Size					MSA's Industry Cluster Quartile				
	Small	Medium	Large	Very Large	Total	1st	2nd	3rd	4th	Total
Managers	62.34	53.38	59.97	62.31	62.09	59.34	63.07	62.61	63.26	62.07
Engineers	72.3	83.22	76.52	75.85	75.97	79.17	78.62	76.81	74.83	77.36
Therapists	60.82	71.93	54.95	64.64	62.26	58.68	50.61	53.83	67.33	57.61
College Professors	77.75	72.33	79.25	73.91	75.57	69.14	76.56	75.99	80.42	75.53
Teachers	64.91	71.41	70.33	64.37	65.22	72.22	61.52	68.85	66.32	67.23
Sales Person	78.8	82.27	79.94	82.94	82.11	69.59	89	86.94	75.7	80.31
Food Services	53.91	43.32	47.23	44.3	44.57	49.11	42.26	46.27	41.86	44.88
Mechanics	48.43	45.16	47.93	42.17	42.82	51.18	43.06	43.3	42.82	45.09
Construction workers	48.91	37.08	40.95	37.34	37.73	43.8	50.13	40.66	36.18	42.69
Janitors	42.04	45.21	29.39	30.73	30.97	39.64	35.33	31.85	27.37	33.55
Natural Scientists	75.67	74.37	55.57	82.53	78.34	47.98	65.24	79.86	75.88	67.24
Nurses	58.26	64.75	70.56	67.16	67.61	52.34	56.41	66.92	63.2	59.72
Social Workers	48.87	54.71	63.76	56.36	56.85	59.64	60.95	53.41	55.02	57.26
Technicians	73.49	70.26	69.28	67.03	67.44	63.39	74.75	66.67	68.29	68.27
Administrative Support	45.87	55.13	56.09	49.55	49.78	49.61	52.18	51.59	48.54	50.48
Personal Services	65.8	48.67	45.86	43.1	44.03	44.58	41.01	49.46	42.98	44.51

Panel B. Mean Rotter Index

Occupation	MSA Size					MSA's Industry Cluster Quartile				
	Small	Medium	Large	Very Large	Total	1st	2nd	3rd	4th	Total
Managers	0.5	0.49	0.54	0.51	0.51	0.51	0.51	0.52	0.51	0.52
Engineers	0.49	0.51	0.5	0.51	0.5	0.48	0.5	0.52	0.53	0.5
Therapists	0.57	0.6	0.53	0.51	0.52	0.59	0.55	0.54	0.5	0.55
College Professors	0.47	0.5	0.51	0.49	0.49	0.49	0.46	0.51	0.51	0.49
Teachers	0.52	0.48	0.51	0.51	0.51	0.52	0.52	0.51	0.52	0.52
Sales Person	0.5	0.42	0.48	0.51	0.5	0.54	0.52	0.5	0.48	0.51
Food Services	0.56	0.54	0.54	0.54	0.55	0.56	0.54	0.55	0.54	0.55
Mechanics	0.54	0.5	0.5	0.52	0.52	0.5	0.53	0.49	0.52	0.51
Construction workers	0.48	0.52	0.56	0.53	0.53	0.52	0.53	0.54	0.54	0.53
Janitors	0.53	0.57	0.55	0.56	0.55	0.55	0.55	0.57	0.56	0.56
Natural Scientists	0.52	0.48	0.48	0.51	0.5	0.49	0.58	0.52	0.49	0.52
Nurses	0.54	0.51	0.51	0.48	0.49	0.59	0.6	0.5	0.52	0.55
Social Workers	0.5	0.54	0.55	0.5	0.51	0.47	0.55	0.56	0.5	0.52
Technicians	0.51	0.49	0.52	0.52	0.51	0.54	0.52	0.51	0.52	0.52
Administrative Support	0.53	0.53	0.51	0.54	0.53	0.55	0.52	0.54	0.54	0.54
Personal Services	0.53	0.54	0.56	0.52	0.53	0.56	0.54	0.54	0.52	0.54

Notes: Small city size: population between 100,000 and 500,000; Medium: between 500,000 and 1 million; Large: between 1 million and 4 million; Very Large: more than 4 million.