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Race and Networks in the Job Search Process

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Table S1. Distribution of Occupations to Which Job Seekers Applied

	Full Sample	White Job Seekers	Black Job Seekers
Occupation (Major SOC Categories)			
Management	9.8%	11.0%	5.8%
Business and financial operations	7.0%	6.7%	7.8%
Computer and mathematical	3.0%	2.9%	3.1%
Architecture and engineering	1.5%	1.9%	.2%
Life, physical, and social science	1.5%	1.5%	1.3%
Community and social services	2.4%	2.0%	3.7%
Legal	1.1%	1.1%	.9%
Education, training, and library	3.7%	3.9%	3.4%
Arts, design, entertainment, sports, and media	2.9%	3.1%	2.1%
Health practitioners and technical	2.6%	2.7%	2.5%
Health support	2.8%	2.3%	4.5%
Protective service	2.1%	1.8%	2.9%
Food preparation and serving related	5.2%	5.1%	5.3%
Building and grounds cleaning and maintenance	2.2%	2.1%	2.3%
Personal care and service	2.2%	2.4%	1.6%
Sales and related	18.9%	19.7%	16.3%
Office and administrative support	18.3%	16.5%	24.0%
Farming, fishing, and forestry	.3%	.3%	.2%
Construction and extraction	2.6%	2.9%	1.6%
Installation, maintenance, and repair	1.4%	1.6%	.9%
Production	3.1%	3.3%	2.6%
Transportation and material moving	5.7%	5.2%	7.3%
Sample Size	13,643	10,328	3,315

Source: NLSJS.

Table S2. Logistic Regression Models with Respondent Random Effects

	Used Network-Based Search		Network Placement: Knowing Someone		Mobilization: Connected Job Seeker with Company		Mobilization: Contacted Employer on Job Seeker's Behalf		Mobilization: Connected Job Seeker with Company (Conditional on Knowing Someone)		Mobilization: Contacted Employer on Job Seeker's Behalf (Conditional on Knowing Someone)		Job Offers: Conditional on Network-Based Search	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Black Job Seeker	.0205 (.0183)	.0258 (.0190)	-.110*** (.0281)	-.0868** (.0305)	-.0453* (.0189)	-.0360+ (.0212)	-.0632** (.0227)	-.0472+ (.0254)	-.0553* (.0244)	-.0599* (.0284)	-.0577* (.0293)	-.0612+ (.0320)	-.0505** (.0154)	-.0415** (.0158)
Controls Included	no	yes	no	yes	no	yes	no	yes	no	yes	no	yes	yes	yes

Source: NLSJS.

Note: Average marginal effects reported. Clustered standard errors are in parentheses. All models with controls utilize the same controls as are used in the relevant linear probability model in the main text. Model 13 does not include the three proposed mechanisms. Model 14 includes the three proposed mechanisms.

* $p < .05$; ** $p < .01$; *** $p < .001$ (two-tailed tests).

Table S3. Racial Differences in Job Offers, Controlling for Network Placement and Network Mobilization (Linear Probability Models with Clustered Standard Errors)

	Job Offers	
	(1)	(2)
Black Job Seeker	-.0487** (.0180)	-.0398* (.0175)
Network Placement: Knowing Someone		.0296* (.0133)
Mobilization: Connect with Company		.0680** (.0199)
Mobilization: Contact Employer		.0775*** (.0170)
Controls Included	yes	yes
Constant	.361** (.110)	.305** (.107)
R-Squared	.1522	.1716
Number of Job Seekers	918	918
Number of Applications	3,160	3,160

Source: NLSJS.

Note: Clustered standard errors are in parentheses. Both models include the full set of controls from Table 5.

* $p < .05$; ** $p < .01$; *** $p < .001$ (two-tailed tests).

Table S4. Race and Access to Different Types of Network-Based Methods, Conditional on Network Search (Multinomial Logistic Regression Model)

(Omitted Category = Friends)	Family	Acquaintance	Employer/Co-worker
Black Job Seeker	.234 (.189)	.155 (.193)	.0842 (.213)
Controls Included	yes	yes	yes
Constant	1.591 (1.123)	-.205 (1.020)	-.374 (1.435)
Pseudo R-Squared		.0844	
Number of Job Seekers		867	
Number of Applications		2,659	

Source: NLSJS.

Note: Clustered standard errors are in parentheses. Model includes the full set of controls from Table 2.

* $p < .05$; ** $p < .01$; *** $p < .001$ (two-tailed tests).

Table S5. Race, Network Search, and the Types of Jobs to Which Job Seekers Applied (Linear Models with Respondent Fixed Effects)

	Same Occupation as Previous	Application at Skill Level	Occupational Earnings Score	Distance to Employer (Logged)
	(1)	(2)	(3)	(4)
Network Search	-.00370 (.0138)	.0107 (.0137)	.326 (.661)	.0111 (.0302)
Network Search × Black Job Seeker	-.0354 (.0240)	-.0005 (.0253)	-.220 (1.091)	-.0435 (.0518)
Controls Included	yes	yes	yes	yes
R-Squared	.0093	.0268	.0292	.0289
Number of Job Seekers	1,389	1,389	1,389	1,346
Number of Applications	13,643	13,643	13,643	11,961

Source: NLSJS.

Note: Clustered standard errors are in parentheses. All models include full set of controls used in Table 3 with the following exceptions: Models 1 and 3 exclude occupation applied to and Model 2 excludes applications being below job-seeker skill level. Model 4 excludes applications where the job seeker would need to move for the job. The indicator for being a black job seeker is not included because it is absorbed by the fixed effects.

* $p < .05$; ** $p < .01$; *** $p < .001$ (two-tailed tests).

Table S6. Race and the Returns to Network Mobilization, Conditional on Network-Based Search (Linear Probability Models with Respondent Fixed Effects)

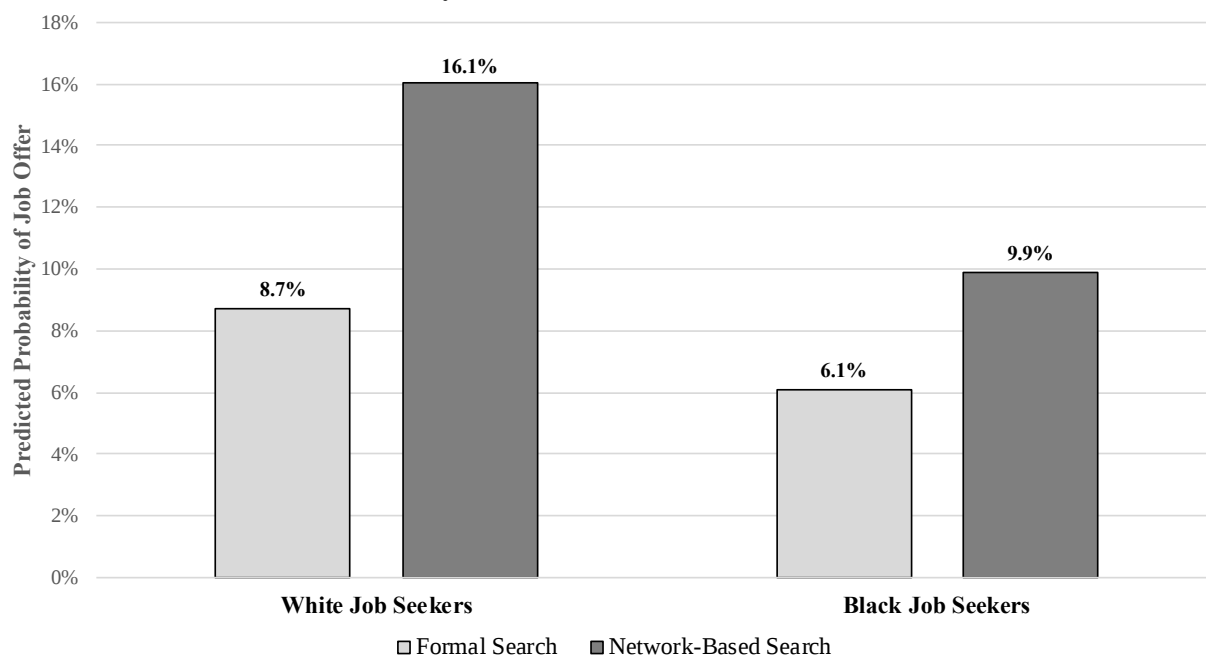
	Job Offer	
	(1)	(2)
Contacted Employer	.0814** (.0238)	
Contacted Employer × Black Job Seeker	.0207 (.0432)	
Connected Job Seeker with Employer		.0718** (.0276)
Connected with Employer × Black Job Seeker		-.00483 (.0468)
Controls Included	yes	yes
Constant	.217*** (.0592)	.226*** (.0599)
R-Squared	.1135	.1090
Number of Job Seekers	918	918
Number of Applications	3,160	3,160

Source: NLSJS.

Note: Clustered standard errors are in parentheses. Both models include the full set of controls from Table 3. The indicator for being a black job seeker is not included because it is absorbed by the fixed effects.

* $p < .05$; ** $p < .01$; *** $p < .001$ (two-tailed tests).

**Figure S1. Predicted Probability of Job Offer,
by Race and Search Method**



Note: Figure S1 presents predicted probabilities from Model 1 in Table 6. Estimates derived from 13,643 applications nested within 1,389 job seekers.