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Titolo: Through the Hub Firms: Firms' Heterogeneity in the Careers' Network

The choice over different potential career patterns makes up one of the most important decisions for workers. Some firms have a relatively higher impact than others on the career of employees: I label such companies as “hub firms”. Does passing through a hub firm benefit careers, reflecting into higher wages? Is the likely beneficial effect of a hub firm tenure related to specific forms of human capital accumulation (i.e. experience), or to the signaling of individual skills because of being previously hired by a hub firm? In this work, I endogenously identify hub firms from the job mobility network for the universe of the white collars in the Italian private companies between 1983 and 2018, and investigate their role in earnings dynamics and occupational mobility choices—trying to disentangle the two mechanisms behind them.