

Table X6.5. Within and Between-Job Wage Growth in Modal Software Career Paths

Career Path	Initial Earnings	Annualized Earnings Growth Within (Between) Jobs				End Earnings	Indexed Earnings
		1st job		2nd job	3rd job		
<i>Females, Age 25-34, High Education</i>							
Loyalist	15,097	0.088*				36,230	240.0
Two Jobs	10,740	0.053	(0.230)	0.088*		28,981	269.8
Job-Hopper	9,079	0.053	(0.135)	0.053	(0.230)	0.086	23,079
<i>Females, Age 35-54, High Education</i>							
Loyalist	16,456	0.059				29,639	180.1
Two Jobs	12,358	0.039	(0.121)	0.060		21,813	176.5
Job-Hopper	11,020	0.035	(0.038)	0.038	(0.121)	0.060	18,471
<i>Males, Age 25-34, Low Education</i>							
Loyalist	15,025	0.146*				64,482	429.2
Two Jobs	10,530	0.070	(0.262)	0.140*		43,689	414.9
Job-Hopper	8,097	0.070	(0.203)	0.096	(0.262)	0.131	31,493
<i>Males, Age 25-34, Medium Education</i>							
Loyalist	16,658	0.135*				64,326	386.2
Two Jobs	12,256	0.051	(0.264)	0.106*		38,610	315.0
Job-Hopper	9,334	0.062	(0.182)	0.097	(0.227)	0.125	32,585
<i>Males, Age 25-34, High Education</i>							
Loyalist	20,444	0.123*				70,128	343.0
Two Jobs	15,411	0.068	(0.217)	0.112*		48,892	317.3
Job-Hopper	11,965	0.068	(0.145)	0.086	(0.178)	0.114	35,088
<i>Males, Age 35-54, Low Education</i>							
Loyalist	18,966	0.077*				40,894	215.6
Two Jobs	15,226	0.047	(0.195)	0.076		34,105	224.0
Job-Hopper	11,682	0.046	(0.106)	0.046	(0.195)	0.076	26,330
<i>Males, Age 35-54, Medium Education</i>							
Loyalist	20,766	0.080				46,409	223.5
Two Jobs	17,397	0.037	(0.155)	0.078		33,685	193.6
Job-Hopper	14,315	0.033	(0.085)	0.037	(0.155)	0.078	27,289
<i>Males, Age 35-54, High Education</i>							
Loyalist	26,342	0.086				62,004	235.4
Two Jobs	22,743	0.055	(0.107)	0.084		46,050	202.5
Job-Hopper	19,228	0.051	(0.048)	0.054	(0.107)	0.084	36,726

Source: Authors' calculations from LEHD data

Notes: Simulation assumes right-censored final job spells. **Bold** faced job spells are in the software industry.

* denotes the duration of the modal job spell was shorter than required for a simulated 10-year career path.