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Asker Nygaard David, Nikolaj Arpe Harmon, Sonja Settele and Daphné Skandalis

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Address:
The ROCKWOOL Foundation
Ny Kongensgade 6
1472 Copenhagen, Denmark

Telephone +45 33 34 48 00
E-mail: kontakt@rff.dk
en.rockwoolfonden.dk

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Abstract

Workers tend to follow their parents into similar kinds of jobs. Whether this is a problem depends on why: if children inherit privileged access to their parents' line of work or the pay that comes with it, transmission may reflect a misallocation of talent; if instead they inherit a taste for the work itself—its non-wage amenities—the same sorting may carry welfare gains. The amenity channel is the hardest to observe and the least studied. To fill this gap, we analyse a survey of early career job seekers in Denmark, linked to administrative data. For each respondent we define three job types relevant to them and elicit, for each, the likelihood of (i) applying; (ii) accepting an offer; and (iii) accepting an offer when all jobs pay the same wage. These questions map to a discrete-choice model of job search that lets us distinguish the role of perceived access, pay, and non-wage amenities in shaping applications. Respondents are 29% more likely to apply to a job type where a parent has worked, and 25% more likely to accept an offer from it at equal wages. Perceived access and pay leave little trace on intended parental transmission; meaning that preferences over non-wage amenities are an important factor.

JEL-Codes: J31, J62, J64, D83

Contact: Asker Nygaard David, University of Copenhagen, anc@econ.ku.dk. Nikolaj Harmon, University of Copenhagen, nikolaj.harmon@econ.ku.dk. Sonja Settele, University of Cologne, ECONtribute and MPI for Research on Collective Goods Bonn settele@wiso.uni-koeln.de. Daphné Skandalis, University of Copenhagen, daphne.skandalis@econ.ku.dk. **Acknowledgements**: Annasofie Marckstrøm Olesen, Sophie Laura Bune, Dánjal Hátún Augustinussen, Carl Benedikt Huels, and Emma Thevissen provided excellent research assistance. **Funding**: Financial support through the Rockwool Foundation is gratefully acknowledged. Sonja Settele additionally acknowledges funding from the Danish National Research Foundation (CEBI, Grant DNRF134) and the Deutsche Forschungsgemeinschaft (DFG, German Research Foundation) under Germany's Excellence Strategy – EXC 2126/1-390838866. **Ethics approval:** Ethics approval was received from the IRB of the University of Copenhagen. **Pre-registration:** The data collection was pre-registered at the AEA RCT Registry (https://www.socialscienceregistry.org/trials/11592).

1 Introduction

Children learn from what you do, not what you say. This advice is often given to parents of young children, but it appears to stay relevant as the children grow to be adults and enter the labour market: workers are more likely to work in the same occupations, industries, and even firms as their parents.[1] This phenomenon has spurred a large literature documenting it and discussing the mechanisms behind it. Parental transmission of employment outcomes can reflect a market failure if workers are not allocated to the jobs which best suit their innate abilities, e.g. due to preferential access, but it can also reflect optimal allocation of labour based on inherited abilities and preferences over amenities. This amenity channel is the hardest to observe and the least studied, and this paper provides new evidence for its importance.

This paper asks why workers follow their parents into the same *types of jobs*. We conduct a survey of 1,902 Danish early career job seekers designed to map to a discrete-choice model, which we use to decompose the intended parental transmission of job types at the beginning of job search into different channels and quantify their magnitudes. We can link the survey to both the respondents' future employment outcomes and their parents' employment history, allowing us to document both realised and intended parental transmission of job types.

The job types are bundles of occupation, industry, and sector, specifically constructed for the major of the job seeker based on the transitions from graduation to the job market for prior graduates. This ensures that our job types are relevant to early career job seekers. It also confines our study to the role of parental influence *conditional* on major.

We focus on the job seeker side of the intended parental transmission and separate it into three channels: *access*, the job is easier to get; *pay*, it pays more; and *preferences*, it is more attractive for any other reason, such as preferences over amenities, familiarity, a sense of fit, or less uncertainty about what the work would be like. The first two are the channels that would make the transmission a concern on efficiency grounds, unless they are driven by ability associated with parental background or by private information that

[1] Among others, discussed later in this section, see Lentz and Laband (1989); Nandi (2016); Corak and Piraino (2011); Kramarz and Skans (2014).

produces genuinely better matches; the third is the amenity channel, which need not signal any misallocation.

The survey allows us to separate these channels by eliciting the likelihood of applying to different jobs, accepting an existing job offer, and accepting an offer when all jobs pay the same wage. The survey is designed to elicit the job seeker's valuation of the different job types, and to map these valuations to a discrete-choice model of job search, so that we can shut down the channels one at a time by design and see how parental transmission differs across these channels.

We document in administrative data that parental transmission of our job types is present in our setting and more broadly in the Danish labour market. We then use the survey to ask which channel it runs through. The survey speaks to the job seeker side: intended application behaviour, based on the values job seekers perceive at the start of their search. If anything, parental transmission seems stronger here than when looking at realised outcomes. Our decomposition then shows that it is not primarily driven by access or pay but by preferences: When offered all three job types at the same wage, respondents remain far more likely to choose the one a parent has worked in. In the decomposition, the preference channel accounts for an estimated 84% of the transmission in applications, and the 95% confidence interval rejects that it accounts for less than 46%.

We support this finding with directly elicited perceptions of job type characteristics. Respondents with parental experience report no higher expected wages, at entry or five years from starting the job; and we find, at most, weak evidence of higher perceived hiring likelihood (statistically significant only at the 10% level and fragile across robustness checks). Adding the full set of elicited perceptions as controls does not absorb the parental transmission effect on applications.

Our survey data speaks to what job seekers perceive and act on; not to the employer side of hiring, and not to the effect of a specific parental firm connection. In our data, realised parental transmission in the administrative data is smaller than the intended parental transmission in the survey data, confirming that the job seeker side is important. However, our results are still consistent with an important firm side, and we highlight a specific angle our survey fails to capture: in realised outcomes, a parent *currently* working in a

job type predicts entry far more strongly than a parent with only *prior* experience, more than doubling the realised effect. This result is not replicated in the survey data, where the parental transmission of intended applications and acceptances is similar regardless of whether the parent is currently working in the job type. And respondents also do not *perceive* a higher likelihood of their application being successful if their parent is currently working in the job type.

Related literature and contributions Children tend to follow their parents' employment history. The pattern holds in many facets of the labour market: their field of study (Altmejd, 2024; Brunello et al., 2025; Birkelund, 2024); their occupation (Lentz and Laband, 1989; Lo Bello and Morchio, 2022); their industry (Nandi, 2016); the specific employer a parent works for (Corak and Piraino, 2011; Bingley et al., 2012; Kramarz and Skans, 2014; Staiger, 2025; Engzell and Wilmers, 2025); and even the choice to be self-employed (Lindquist et al., 2015). Along with documenting the phenomenon, the literature has also tried to uncover the underlying causes with a number of likely suspects.

The first is access—a parent might make *getting* the job more likely. The intergenerational employer literature traces much of the transmission to the doors a parent opens: Kramarz and Skans (2014) show that in Sweden graduates entering the labour market are much more likely to work at their parents' employers than their comparable peers, and that this effect is larger for graduates with less education, poor grades, and those graduating in years of high unemployment. They also show that this practice seems optimal for the firm, as it appears able to pay both the graduate and the parent lower wages when hiring connected graduates. Staiger (2025) and Engzell and Wilmers (2025) both document parental transmission of firms, and further document that parental connection appears to give access to higher-paying firms that would otherwise be unavailable. The seminal paper of Lentz and Laband (1989) documents that children of doctors are about 14 percentage points more likely to be admitted to medical school than comparable applicants, and argues that the underlying cause is nepotism.

Another explanation is that families transmit preferences and familiarity, which causes realised labour market outcomes to be correlated across generations. Greenberg et al.

(2024) shows that parental transmission is strong in army recruitment, where recruitment happens via standardised testing, which limits the scope for an access channel through nepotism and points to transmitted preferences. In related work, Dohmen et al. (2012) show that parents pass on risk and trust attitudes, and Schüle (2026) show that career preferences differ by socio-economic background in adolescence and can account for 7–28% of intergenerational income persistence. Müller (2024) show in an experiment that preferences can also be imposed on children: German high school students were twice as likely to report an aspiration to go to college if they knew their parents could view their answers, and their reported preferred field also became more likely to be the same as the one their parents preferred.

Quantifying these channels is difficult. Lo Bello and Morchio (2022) fits a structural model of occupational choice to father–son transitions and decomposes the persistence into parental networks, comparative advantages, and preferences. Their findings suggest parental networks are the main driver, with preferences a distant second, and in their model this leads to an inefficient allocation of labour. We develop a novel approach to decompose the channels that is model consistent but estimated by reduced form: We elicit choices in scenarios that shut down the channels by design, allowing us to decompose them directly. We limit the scope to one side of the market—the job seekers' choices and their perceptions—abstracting from the employer side of hiring. Our approach builds on a tradition of using stated choice probabilities to recover preferences (Manski, 1999; Blass et al., 2010), applied to the value of job attributes by Wiswall and Zafar (2018), Mas and Pallais (2017), and Maestas et al. (2023), and to occupational choice by Arcidiacono et al. (2020).

Roadmap Section 2 describes the job types, the administrative data, the measure of parental experience, the survey, and how the questions can be mapped to a discrete-choice model that decomposes the stated choice transmission into an access, pay, and non-pecuniary value channel. Section 3 documents realised parental transmission in the administrative data. Section 4 shows our main decomposition results and corroborates the results with the elicited perceptions of job characteristics. Section 5 concludes.

2 Data and methodology

Our analysis combines a survey of early career job seekers in Denmark fielded in the summer of 2023 with linked Danish administrative data. This is the same survey as in David et al. (2026). The survey was designed to target early career job seekers and elicit their perceptions and valuation of job types relevant to their major. As disclosed in the pre-analysis plan, the survey data is then linked to administrative data to identify the employment history of parents prior to the survey and the employment of respondents after the survey.

In this section we first define the job types, the unit at which we measure parental transmission. We then describe the administrative data and the measure of parental experience, before turning to the survey and the sample and, finally, to the elicited choices, which we map to a discrete-choice model of job search.

2.1 Job types

A key concept in our analysis is the *job type*: a major specific bundle of occupation, industry, and firm sector. The construction has three objectives: the job types should capture a substantial share of graduates' employment opportunities; be meaningful and relevant for the graduates; and be possible to map in the administrative data so that we can link them to realised employment. Covering a substantial share of employment opportunities while keeping the job types meaningful and distinct requires striking a balance between broad and narrow definitions. This motivates making the categorisation major specific, as different majors have different levels of specificity in the breadth of jobs they are relevant for, as shown in Leighton and Speer (2020).

For each major we construct three job types based on the most common transitions from graduation to employment in the administrative data in 2010–2018. The candidate groupings combine four discretised dimensions: firm sector (public/private), firm size (above or below 50 employees), occupation (3-, 4-, or 6-digit Danish ISCO codes), and industry (1- or 2-digit NACE codes). A candidate grouping is a choice of which of these dimensions to distinguish jobs on and at which level of detail, which makes the set of candidates finite,

and we consider all of them, including groupings on only one or two dimensions.[2] Within each candidate grouping, the three cells receiving the most prior graduates are the candidate job types, and we require that these three cells jointly cover more than 40% of prior graduates' first job transitions and that the third most common type alone covers at least 5%. These coverage conditions enforce the relevance objective and simultaneously guard against sparsely populated cells, since a grouping that splits the data too finely fails them mechanically. When several groupings qualify for the same major, we select the grouping that best predicts entry wages, measured by the out-of-sample mean squared error from regressing prior graduates' log entry wages on job type dummies. Among partitions that satisfy the coverage conditions, this criterion picks the one whose distinctions are the most economically meaningful in terms of pay, as a way to increase the specificity of the job types; it also matters for interpreting our results, as we discuss below. Majors for which no grouping qualifies are excluded from the study; the procedure yields three job types for each of 88 majors, covering 76% of higher education graduates in 2010–2018.

The procedure ensures that each respondent is asked about job types that are relevant for their specific major. For example, for economists, jobs are grouped by sector and 1-digit industry, giving: private sector jobs in finance and insurance, public sector jobs in public administration, and private sector jobs in business services; for physicists, they are instead grouped by sector, firm size, and 3-digit occupation, giving: research and teaching in higher education, upper-secondary teaching, and software development in large private firms. The full list of majors and job types is provided in Appendix D. David et al. (2026) also show that survey respondents understood the job types well: 75% report a good or very good understanding of their job types, and 76% correctly classify a concrete example job into the right type.

Table 2 describes the resulting groupings: the job types are often split on industry, occupation, and sector, but most are not split on all of the categories, nor all on the same ones. The procedure thus uses the flexibility that the major specific approach allows.

Two features of this construction are important for interpreting our results. First, the

[2]With two exceptions: firm size is not well-defined for public sector jobs, so groupings on firm size are only allowed in combination with the sector split, and we require all groupings to include either occupation, industry, or both.

coverage condition focuses the analysis on the three most common job types for each major. These are by construction the most relevant jobs for the population, at the cost that we ignore effects from having parents in less common or less obvious job types that these persons might be encouraged to transition to. This restriction makes it impossible, for example, to study whether graduates whose parents work in occupations unrelated to their major are pulled towards these less common occupations. Within the job types we focus on, this restriction does not appear to mute the pattern: restricting the administrative samples to persons whose first job is in one of the three types strengthens the estimated transmission (see Section 3, Table 3). Second, when multiple groupings satisfy the coverage conditions for the same major, the groupings are selected to best predict entry wages. If the parental transmission of job types runs through pay, a partition designed around pay differences should be well suited to detect it; this design strengthens our finding of its absence.

2.2 Administrative data and parental experience

We supplement the survey data with Danish administrative registers to link parents and children and measure actual employment experience in the job types for both of them. We also show the representativeness of our sample by comparing the parental transmission for survey participants with parental transmission in realised job outcomes for the survey sample and all graduates and unemployment benefit recipients in 2023.

We use Danish administrative registers from 2008 to 2024. Employment histories come from the monthly employer-reported employment records (BFL), which record each worker's employer, sector, and occupation; we add industry from the firm statistics register (FIRM), allowing us to classify each employment spell into the job type cells defined above. We further use the education register (UDDA) for completed majors and graduation dates, the DREAM register for government transfers including unemployment benefits, and the population register (BEF) to create parental links.

Our key regressor measures parental experience in a job type. We define $\text{ParExp}_{i,j}$ as a dummy equal to one if either parent of individual i has worked in a job falling within

the combination of sector, occupation, and industry codes that defines job type j for i's major, between 2008 and the time of the survey. When we apply the same definition in the administrative samples of Section 3, the window instead ends at the event defining each sample: graduation, the first month of unemployment benefit receipt, or the survey invitation. This definition ignores the major of the parents, which is not at odds with the earlier literature, none of which interacts *having a parent with the same education* with *having a parent with the same work experience*. Zooming in on persons whose parents have the same education or even field and specific job type experience severely limits the sample, as shown in Table 1. We therefore leave parental education aside at this stage of the project. Table 2 shows that the job types where we identify parental experience are more likely to have been split on industry than occupation,[3] meaning the effects we identify can be viewed primarily through the lens of parental transmission of industry.

Table 1 shows how common parental experience is among the survey respondents. At least one parent can be linked to the administrative data for 92% of respondents, and to the employment records for 90%.[4] For 38% of respondents, either parent has worked in at least one of their three relevant job types since 2008. Much of this experience is recent: for 29% of respondents the experience falls within the five years before the survey, and for 20% a parent works in one of the job types at the time of the survey. Our baseline measure pools current and prior experience; Section 4.4 separates the two.

2.3 Survey and sample

The survey was conducted in Denmark in the summer of 2023. To reach early career job seekers around the time they start searching, we used two sampling sources: all individuals below age 40 who initiated a claim for unemployment benefits during the summer of 2023 spread over three three-week waves, most of whom had recently graduated[5]; and students at the University of Copenhagen close to finishing their Master's degree. Sampled indi-

[3]This pattern is likely a feature of the industry codes being coarser than the occupation codes.

[4]Respondents whose parents cannot be linked to the employment records are coded as having no parental job type experience.

[5]Graduates in Denmark can claim unemployment benefits immediately upon graduation and most tend to graduate in the summer.

viduals were invited in three waves through "e-Boks", the official channel through which government agencies in Denmark communicate with citizens. In total, 22,461 individuals from the 88 selected higher education majors covered by our design (Section 2.1) were invited, and 1,902 completed the survey. We refer to these respondents as the *survey sample*. The sampling worked as intended: 65% of respondents report actively searching for a job at the time of the survey, and a further 24% report being about to start a new job or job search.

For each respondent, the survey asks about the three types of jobs most relevant for graduates with their educational background, defined in Section 2.1. It first elicits beliefs about the average wages earned by prior cohorts in each job type, then presents a randomised information treatment, and finally elicits planned search behaviour—the likelihood of applying to each job type, of accepting an offer from it, and of accepting an offer when all three job types pay the same wage—along with perceived characteristics for the respondent if they were to work in each job type: own potential starting wages, own wages five years after starting, the probability of receiving an offer if applying, work hours, and how well the respondent expects to perform and to get along with colleagues. Typed numerical survey responses can generate outliers, and we therefore winsorise all such variables at the 2.5th and 97.5th percentiles. This includes reported wages, hours, and application success probabilities.

Section 2.4 shows how the three search behaviour questions map to a discrete-choice model of job search, and David et al. (2026) validates these stated measures against administrative outcomes: a respondent's reported likelihood of applying to a job type strongly predicts their realised probability of being hired into it after the survey.

One scope restriction should be emphasised: we study graduates *after* they have completed their major, while parental background also shapes the choice of study itself (Altmejd, 2024; Brunello et al., 2025). Conditioning on the major is what makes our comparisons interpretable, as it holds the set of likely jobs fixed, but it means our estimates understate the total parental influence on careers. At the same time, it plausibly makes our results informative about the earlier stage: students choose majors partly in anticipation of the employment opportunities they lead to, so the mechanisms we uncover for choices

among job types are natural candidates for the parental transmission of education choices documented in the literature.

Midway through the survey, respondents were randomly assigned an information treatment, which is integral to David et al. (2026) but not a focus of this paper. The treatment group was shown the true average wages earned by prior cohorts in each of their three job types. To keep our variables uncontaminated by the experiment, we restrict all analyses using questions elicited after the treatment to the control group. The treatment itself shows no relation to parental background: its effects on perceived own wages and on planned applications are similar for respondents with and without parental job type experience (Appendix Table A14). Appendix Section A.4 also shows that our main results are similar when we include the treatment group.

2.4 Elicited choices and the decomposition of access, pay, and preferences

A parental connection to a job type could increase the likelihood that a worker wants to apply for a job for many reasons. The likelihood of a successful application could be higher, an *access* channel; it could pay the worker more, a *pay* channel; or it could simply be more attractive for reasons unrelated to pay, such as preferences for amenities, familiarity with the work, or a sense of fit, a *preference* channel. This section shows how three questions in our survey separate these channels, formalised in a simple discrete-choice model. We state a compact version of the model here and show the full model in Appendix B; it is similar to the discrete-choice model of job search in David et al. (2026) and builds on Harmon et al. (2025). The full survey is provided in Appendix E, and the labels in the boxes below (G1, G2, …) refer to the question numbering there.

The value of a job A job seeker i chooses among the three jobs relevant for their major, denoted by j. The surplus from being hired into job j, relative to continued search, is

$$S_{i,j} = \Psi_i \, \Psi_j \, W_{i,j}^{\delta} \, Z_{i,j} \tag{1}$$

where $W_{i,j}$ is the wage they would make in the job, $Z_{i,j}$ is a scalar summarising their non-pecuniary value, and δ is the wage elasticity of the surplus. The terms Ψ_i and Ψ_j capture heterogeneity in the value of employment across job seekers and across jobs. Writing $P_{i,j}$ for the probability that an application to job j results in an offer, the three channels are three separate objects in this notation: access is $P_{i,j}$, pay is $W_{i,j}$, and preferences are $Z_{i,j}$.

When answering the survey, respondents act on *perceived* values, which we denote with tildes: $\widetilde{W_{i,j}}$, $\widetilde{P_{i,j}}$, and $\widetilde{Z_{i,j}}$. Further, we allow for uncertainty in the choice process through taste shocks scaled by σ, as respondents choose the likelihood that they would apply to or accept a job, or reject all of them. Each of the three questions below poses a scenario in which a different subset of these components is active, and the likelihood of choosing each job in that scenario can then be derived as a logit choice probability whose log is linear in the perceived (log) components.[6] We write $\Pi_{i,j}$, $\Phi_{i,j}$, and $\Phi^{\text{Eq}}_{i,j}$ for the likelihoods the respondent reports in the three questions—of applying, of accepting an offer, and of accepting an offer at equal wages—and denote their logs by the corresponding lowercase letters $\pi_{i,j}$, $\phi_{i,j}$, and $\phi^{\text{Eq}}_{i,j}$.

The relevant block of the survey comes after the respondents have been introduced to the job types and have been asked questions about the average for prior cohorts who have worked in them. The block starts out by reminding them of the job types and asking them to consider a position that is *representative* of what they would experience in each job type. The exact formulation, translated from Danish, was:

Instructions (G1)

We now ask you to **consider three distinct jobs** - one from each category listed below (the same that you were asked about earlier). The jobs you consider should be relevant to a person with the same educational background as you. The positions should also be **representative** of what you think the category of jobs in question would offer **you personally** in **every aspect** (pay, probability of receiving an offer if you apply, working conditions, etc.).

[The names of the three job types are displayed here in boxes.]

[6] Throughout, lowercase letters denote logs (e.g., $w_{i,j} = \log W_{i,j}$).

This focuses the respondent on a specific job representative of each job type. The wording prevents the respondent from thinking about the specific firm that their parent works or has worked for, focusing instead on the job types in general.

Applications: all three channels active When deciding where to *apply*, getting the job is uncertain, so the value of applying for job j, relative to not applying at all, is the surplus weighted by the probability of receiving an offer, $\widetilde{P_{i,j}}\,\widetilde{S_{i,j}}$. On the next page respondents are asked exactly this, how likely they would be to apply for each of the three jobs:

Application question (G2) eliciting $\Pi_{i,j}$

Imagine that you are looking for a job and find postings corresponding to **the three positions we asked you to think about before** (i.e. three job postings in total). You only have the time to apply to exactly one of the positions. Alternatively, you do not apply to any of the three jobs.

It is hard to know exactly how you would act in this situation, but what do you think is the probability of each of the possibilities listed below?

[Answers are recorded using four sliders that range from 0.01–0.97 and automatically adjust to make the probabilities sum to 1.]

This question incorporates all three channels of the job seeker side of parental transmission: whether a respondent applies to a job type depends on how likely the application is to succeed, as it adjusts the expected payoff of sending an application, the *access* channel; on how much the job pays, the *pay* channel; and on how attractive the job is for any other reason, the *preference* channel. All three perceived components accordingly enter the log likelihood of applying, $\pi_{i,j}$, in (2) below.

Acceptance: shutting down access Because applying is worthwhile *only* if it results in an offer, a job type the respondent expects to be hard to get into draws fewer applications conditional on its attractiveness, since the respondent can apply to only one job. The next question eliminates the access channel by putting the offers in hand, so that the relative

value of job j is the surplus itself, $\widetilde{S_{i,j}}$, and the respondent merely chooses between offered positions:

Acceptance question (G3) eliciting $\Phi_{i,j}$

Imagine that you are offered all **the positions we asked you to think about before** (i.e. three job offers in total). You can accept exactly one offer. Alternatively, you do not accept any of the three job offers.

It is hard to know exactly how you would act in this situation, but what do you think is the probability of each of the possibilities listed below?

[Answers are recorded using four sliders that range from 0.01–0.97 and automatically adjust to make the probabilities sum to 1.]

This question examines the attractiveness of the jobs irrespective of the difficulties of getting a job offer, meaning the factors that influence their answers should be the utility they think they would get from working in the job. The perceived hiring probability therefore drops out of the log likelihood of accepting, $\phi_{i,j}$, in (3) below.

Equal-wage acceptance: shutting down pay The last question additionally shuts down the pay channel by offering all three jobs at the same wage $\overline{W_i}$, namely the median of the wages the respondent reported they thought they would earn in each job in a previous question. The question has the following wording:

Equal-wage acceptance question (G11) eliciting $\Phi_{i,j}^{\text{Eq}}$

Consider again the hypothetical situation where you receive **job offers regarding the three positions** from earlier questions. Earlier, you gave the following probabilities when answering how likely you were to accept exactly one of the offers.

[The respondent's four probabilities from the acceptance question (G3) are displayed here.]

Imagine that you again receive the same job offers, but that **the offers are atypical**, such that the starting salary is *[Median, rounded to 1000s, of what they stated would be their starting salary in each of the 3 job types (G5).]* in all three of the jobs. Besides the starting salary, the jobs are exactly as before (including the weekly hours, relative wage growth and so on). How would this change your previous probabilities stated above?

[Answers are recorded using four sliders that range from 0.01–0.97 and automatically adjust to make the probabilities sum to 1.]

This question isolates the non-pecuniary value of the jobs. All jobs are fully available and pay the same, so the only remaining reason for preferring one job over another is preferences over amenities, familiarity, or a sense of fit. In the model, the surplus now varies across jobs only through the common job value Ψ_j and the non-pecuniary term $\widetilde{Z_{i,j}}$, so the wage term becomes constant within persons in (4) below. We allow for differential wage growth to keep the question tractable, but show in Table 6 that expected future wages are not influenced by parental experience.

Isolating the channels The likelihood of choosing each job in the three questions can then be derived as logit choice probabilities, and their logs are linear in the perceived (log) components in the following form:

$$\pi_{i,j} = c_i^{\pi} + \sigma^{-1}\psi_j + \sigma^{-1}(\widetilde{p_{i,j}} + \delta\,\widetilde{w_{i,j}} + \widetilde{z_{i,j}}) \tag{2}$$

$$\phi_{i,j} = c_i^{\phi} + \sigma^{-1}\psi_j + \sigma^{-1}(\delta\,\widetilde{w_{i,j}} + \widetilde{z_{i,j}}) \tag{3}$$

$$\phi_{i,j}^{\text{Eq}} = c_i^{\phi^{\text{Eq}}} + \sigma^{-1}\delta\overline{w_i} + \sigma^{-1}\psi_j + \sigma^{-1}(\widetilde{z_{i,j}}) \tag{4}$$

where $\pi_{i,j}$, $\phi_{i,j}$ and $\phi^{\text{Eq}}_{i,j}$ are the logs of the reported likelihoods of applying, accepting, and accepting at equal wages. The structure of the three questions shows up directly in the equations: the application equation (2) loads on all three perceived components; the acceptance equation (3) drops the hiring term $\widetilde{p_{i,j}}$; and the equal-wage equation (4) additionally makes the wage term constant across jobs, leaving only the job value ψ_j and non-pecuniary value, $\sigma^{-1}(\widetilde{z_{i,j}})$, to vary within persons. The person specific constants absorb both the individual surplus value of working and the likelihood of not choosing any of the three jobs.[7] Differencing the equations shows how the channels can be isolated when person and job fixed effects are controlled for: (2)–(3) isolates the access channel, $\sigma^{-1}\widetilde{p_{i,j}}$; (3)–(4) isolates the pay channel, $\sigma^{-1}\delta\,\widetilde{w_{i,j}}$; and (4) isolates the preference channel, $\sigma^{-1}\widetilde{z_{i,j}}$.

The estimating equation Our main empirical specifications regress each log-likelihood on a dummy for parental experience in the job type, $\text{ParExp}_{i,j}$, with person and job type fixed effects:

$$y_{i,j} = \mu^y_i + \mu^y_j + \beta^y\,\text{ParExp}_{i,j} + u^y_{i,j}, \qquad y \in \{\pi,\, \phi,\, \phi^{\text{Eq}}\}. \tag{5}$$

The person and job type fixed effects μ^y_i and μ^y_j are motivated by the model, and β^y is thus the percentage increase in the likelihood that the respondent chooses the job type if their parent has worked in it, net of how attractive each job type is to respondents on average, and net of how likely they are to choose any job. Note also that respondents whose parents worked in none of their three job types contribute no within-person variation in $\text{ParExp}_{i,j}$. Our main estimates therefore restrict the sample to the 38% of respondents with parental experience in at least one job type. We return to this restriction and the resulting sample sizes in Section 4.1.

To interpret the coefficients β^y as measuring the different channels through which parental experience can affect choices, we deliberately do not control for $\widetilde{p_{i,j}}$, $\widetilde{w_{i,j}}$, or variables that could be included in $\widetilde{z_{i,j}}$, allowing them to enter the error terms. For the different likelihood questions, $y \in \{\pi,\, \phi,\, \phi^{\text{Eq}}\}$, β^y thus captures the effect of parental experience that operates through these variables.

These coefficients are differences in log-likelihoods that hold the person fixed effect

[7] Formally $c^y_i = \sigma^{-1}\psi_i + y_{i,0}\ \forall y \in \{\pi, \phi, \phi^{\text{Eq}}\}$.

constant, so they do not directly give the percentage change in the choice probability associated with parental experience: because a respondent's three choice probabilities and the outside option must sum to one, raising one likelihood mechanically lowers the others, meaning β^y does not estimate the unconditional percentage change in the choice probability. To recover this quantity, we convert each coefficient into a model-consistent semi-elasticity by scaling it by 1 minus the reported probability and averaging over respondents and job types (derived in Appendix B.1).

Interpretation Two remarks on interpretation are in order. First, the decomposition does not uncover why persons with parental experience would have different perceptions about their employment, nor whether the perceptions are correct; rather, it identifies which perceptions matter for the parental transmission of job types. Second, the non-pecuniary term $\widetilde{Z_{i,j}}$ is a broad category: it collects everything that makes a job attractive other than its starting wage and the likelihood of getting an offer. This includes preferences and the non-pecuniary value they gain from working in the job, but also the effects of uncertainty, from which our stylised choice model abstracts. Job seekers at labour market entry face considerable uncertainty about how well different jobs would suit them, and a parent's experience may reduce that uncertainty for their job type; if job seekers dislike uncertainty, the greater certainty about a familiar job type would be recorded as part of its non-pecuniary value. Our survey does not measure how certain respondents are about their fit with each job type, so we cannot separate reduced uncertainty from tastes within the preference channel, though Appendix C examines a related margin, the accuracy of beliefs about job type characteristics, which are not strongly correlated with parental experience in the particular job type. We return to the content of $\widetilde{Z_{i,j}}$ when discussing the results in Section 4.2.

3 Parental transmission in administrative data

Before using the survey to decompose the channels of parental transmission of job types, we first show that the phenomenon exists in realised labour market outcomes for our

sample and in the broader Danish labour market. We estimate the transmission in a linear probability model with job type fixed effects across four samples. Table 3 shows that early career job seekers are 3 to 4 percentage points more likely to enter a job type as their first job if their parents have experience in it, relative to other persons with the same major.

The unit of observation is job type by person, as each person has three job types constructed for their major (Section 2.1). The outcome is a dummy for the person's first job after the sample event being in the job type.[8] We regress this dummy on the regressor, $\text{ParExp}_{i,j}$, the indicator for either parent having worked in job type j between 2008 and the event, in a linear probability model with job type fixed effects, α_j. That is, we estimate separately for each sample,

$$\text{FirstJob}_{i,j} = \alpha_j + \gamma\, \text{ParExp}_{i,j} + \varepsilon_{i,j} \tag{6}$$

where $\varepsilon_{i,j}$ is the error term. Because the job types are major specific, the fixed effects absorb the average entry rate into each job type for persons with the same major, so the coefficient, γ, compares the likelihood of working in that job type for persons with and without parental experience in that job type.

Table 3 reports estimates for four samples, allowing us to document parental transmission in general and show that the population pattern survives in the selected sample that carries the mechanism analysis in Section 4. The comparison across samples doubles as a representativeness check: finding a similar transmission in the full administrative populations and in the survey sample mitigates concerns that the mechanism analysis rests on a sample with unusual parental transmission patterns. All columns restrict to individuals younger than 40 with one of the selected majors included in the study. The first two samples are based on the administrative data: all persons graduating in 2023 and all persons who receive UI benefits in 2023, mirroring the sample conditions for the survey. The remaining two directly reflect the later analysis data: all persons invited to the survey and the survey respondents themselves.

Parental experience is a strong predictor of entry, as shown in Panel A. In the admin-

[8]The sample event is the relevant event for each sample denoted in the columns: graduation, the first month of unemployment insurance (UI) receipt, the survey invitation date, and the survey response date.

istrative samples, having a parent who has worked in a job type is associated with a 3.4 to 3.9 percentage point higher probability of entering that job type (Columns (1) and (3)), against mean entry rates of 15–17%. The effect is of similar magnitude for the persons invited to the survey (Column (5)) and for the survey sample itself (Column (7)), so the population pattern carries over to the sample we use for the mechanism analysis. The estimate for the survey sample is somewhat smaller and statistically significant only at the 10% level; however, the job type fixed effects are demanding in a sample this size, so here we lean on its consistency with the three larger samples.

In the survey, respondents are asked only about the three job types constructed for their major. Columns (2), (4), (6), and (8) therefore restrict each sample to persons whose first job is in one of the three job types, so that the mean entry rate is 33.3% by construction; these columns are closer to the choice setting in the survey. The association is, if anything, stronger in the restricted samples, at 4.4 to 4.9 percentage points. The focus on the most common job types of each major does not appear to mute the transmission among the workers we study. A further difference between this setting and the survey setting is that the administrative data measures the final market outcome, while the section on mechanisms in the survey isolates the job seeker's beliefs and planned behaviour, meaning the survey abstracts from whether firm labour demand is shaped by parental experience.

The magnitudes mirror the intergenerational transmission of employers documented in the literature (Corak and Piraino, 2011; Kramarz and Skans, 2014; Staiger, 2025; Engzell and Wilmers, 2025), although the comparison requires care because that literature targets a narrower outcome, the parent's specific plant or firm, than our job types. The closest comparison is Kramarz and Skans (2014), as our approach is the regression equivalent of their estimation method, replacing plants with job types. Appendix Table A1 shows that implementing their estimation method directly on our job types gives similar estimates. For university educated graduates, Kramarz and Skans (2014) find an effect of 1.8% for parental plants, smaller than our 3 to 4 percentage points. For comparison, in Appendix Table A2 we implement the estimation method of Kramarz and Skans (2014) at the firm level in our data and find an effect of 6.2% for graduates, more than three times the corresponding estimate for the university educated in Kramarz and Skans (2014), so the

transmission among the university educated appears, if anything, stronger in our setting than in theirs.[9]

To alleviate the worry that the parental transmission in job types is driven by transmission of firms, Panel B in Table 3 re-estimates the specification but excludes persons whose first job is at a firm where either parent is working or has worked. This is a blunt approach that conditions on the outcome variable, but it shows that the documented patterns cannot be entirely explained by the transmission of firms: The estimated coefficients of parental transmission of job types are reduced by 35–55% but remain large and statistically significant. As noted in Section 2.4, the respondents are asked to consider specific jobs representative of the job type, which limits the role of parents' firm-specific experience.

4 The mechanisms of parental transmission of job types

4.1 Main results: the parental transmission in elicited choices

Having established a strong parental transmission of job types in realised outcomes, we now turn to the survey to decompose the mechanisms through which parental experience shapes job seekers' choices. Table 4 reports our estimates of equation (5) for the different likelihood questions. Parental experience is associated with a higher likelihood of applying to and accepting offers from job types. Respondents are 42% more likely to apply to job types where a parent has worked (Column (1)) and 34% more likely to accept an offer from them (Column (2)). The equal-wage acceptance effect in Column (3) is 35%, meaning that even when the wage is held constant across job types, respondents are still much more likely to accept an offer from a job type where a parent has worked. The model-consistent semi-elasticities, which account for the likelihoods having to sum to 100%, are about 29% for applications, 23% for acceptance, and 25% for equal-wage acceptance.

The evidence for a strong access channel is weak. The gap between applying and accepting (Column (4)) is 0.081 log points, about a fifth of the total application effect,

[9]There are three caveats to this interpretation, as our approach differs along the following dimensions: (i) firms are coarser than plants; (ii) our majors are not institution specific; and (iii) we include prior parental experience, while they only look at parental employment in the year of graduation.

but not statistically significant, and the estimate is not larger in alternative specifications: it falls to 0.030 without person fixed effects (Appendix Table A5) and to 0.061 when the treated group is included (Appendix Table A8).

The pay channel leaves no discernible trace. Column (3) repeats the acceptance regression for the scenario in which all three job types offer the same wage; the estimate is slightly smaller but essentially unchanged from the acceptance question in Column (2). Column (5) estimates the pay component directly, using the difference between the two acceptance outcomes: the estimate is slightly negative and not statistically significant.

What remains is the preference channel. The equal-wage acceptance effect in Column (3) isolates the non-pecuniary value $\sigma^{-1}\widetilde{z_{i,j}}$ of Section 2.4 and accounts for an estimated 84% of the total application effect.

Table 5 bounds the channels by estimating the coefficients in Columns (1)–(3) of Table 4 jointly in a stacked dataset, allowing us to calculate each channel's share of the total application effect, along with 95% confidence intervals that account for the correlation across the three estimates using the delta method. Due to our modest sample size, the bounds are quite wide, but still informative: We can reject that the access channel accounts for more than 52% of the application effect, and that the non-pecuniary preference channel accounts for less than 46%. Our limited power means we cannot rule out a sizeable access channel, but we can establish that the preference channel is important for job seekers when choosing among job types.

A natural concern is that anchoring between the different likelihood questions could make the stability of the coefficients across columns mechanical rather than informative. We do not believe anchoring is a cause for concern, for two reasons. First, answers to the questions do differ: David et al. (2026), who uses the information experiment embedded in this survey, shows that the randomised wage information treatment affects application and acceptance likelihoods without affecting equal-wage acceptance. Second, the perceived characteristics, elicited separately, display the same pattern as the choice questions: no difference in perceived wages, but differences on non-pecuniary dimensions, as we discuss in Sections 4.2 and 4.3.

The sample is restricted in two ways. First, because only respondents with parental

experience in at least one job type contribute identifying variation, we restrict to this group. Second, because the choice questions are elicited after the information treatment, we use only the control group. Appendix Table A8 shows that the results are similar when the treated group is included, and Appendix Table A5 shows the estimates are similar without person fixed effects.

These stated choice semi-elasticities are larger than the realised transmission of Section 3. The closest administrative analogue in realised outcomes is the choice among the three job types in Columns (2), (4), and (6) of Table 3, which restrict the first job to one of the three types; dividing those coefficients by their 33% mean entry rate gives semi-elasticities of about 13–15%, roughly half the survey semi-elasticity of about 29% for applications.[10] The two are not measuring the same object: the survey captures perceived characteristics and planned behaviour at the start of search, while the administrative data captures realised entry at any point after the event. The most apparent difference is that realised outcomes interact with employer behaviour, which is not captured in the survey, but the timing could also matter, as changes during the unemployment spell could attenuate the realised transmission. Because the survey measures are imprecisely estimated, we do not put too much emphasis on the size of the difference, but note that the job seeker side of the transmission is important and that, if anything, our estimates would suggest that the employer side mitigates the transmission.

The next two sections corroborate the decomposition of parental transmission in the survey with the directly elicited perceptions of characteristics of the job types.

4.2 The association between parental experience and perceived job characteristics

The decomposition in Section 4.1 points to non-pecuniary value as the primary driver of transmission. Alongside the choice questions, respondents reported what they expected each job type's characteristics to be for them personally, which lets us corroborate this reading directly. Table 6 regresses each perceived outcome on $\text{ParExp}_{i,j}$ using the same

[10] Appendix Table A3 shows that similar estimates are found with a logit model in the administrative data.

within-person design as our main results.

The perceptions reproduce the choice decomposition. The perceived probability of receiving an offer (Column (1)), the most direct measure of access, is 13% higher where a parent has experience, but statistically significant only at the 10% level and fragile: it shrinks and is not statistically significant without person fixed effects or when the treated group is included (Appendix Tables A6 and A9). Pecuniary rewards (Columns (2) and (3)) are small and not statistically significant, reinforcing the equal-wage result that transmission does not operate through expected pay. This includes perceived future wages, which are not equalised in the equal-wage acceptance question if respondents perceive they will have higher wage growth in the job type where they have parental experience. This further emphasises that the equal-wage question captures non-pecuniary aspects of the job. Among the non-pecuniary outcomes, getting on with colleagues (Column (4)) shows no link, but expected own performance (Column (5)) is positive and statistically significant at the 10% level despite no additional pay being expected, and it survives both excluding person fixed effects and including the treatment group (Appendix Tables A6 and A9). This variable, however, captures only part of the non-pecuniary value: Section 4.3 shows parental transmission is not primarily driven by perceived performance.

Because these regressions use within-person variation among respondents with parental experience in some job type, the associations are not a general family background effect on general perceptions of job characteristics. Appendix Table A10 includes persons without parental experience, drops the individual fixed effect, and adds an individual level indicator for having a parent with experience in any of the three job types, and shows that having any parental experience is positively correlated with wage expectations but not other perceived job characteristics. Inspired by David et al. (2026), we also investigate whether parental experience decreases misperceptions about job type characteristics, which could be a channel for the transmission. We find no evidence for this, as shown in Appendix Section C. Persons who have parents with experience in one of the job types seem to be generally better informed about all three job types, but not relatively better informed about the specific job type their parent has experience in. Further, Appendix Table A14 shows that the wage information treatment does not have a differential effect by parental

background. A related consideration is whether parental experience is merely a proxy for knowing *someone* who works in the job type, or whether there is something distinct about the parental connection. The parental transmission persists when controlling for whether and how closely respondents know someone in the job type, even though parental experience is strongly correlated with both (Appendix Table A4).

Taken together, the elicited perceptions reproduce the decomposition: no difference in perceived pay, at most weak evidence on perceived access, and a residual difference on the non-pecuniary dimension of expected fit. The next section asks whether the perceptions we measure can jointly account for the transmission in applications.

4.3 Perceived characteristics do not explain the parental transmission

If the perceptions we measure accounted for the transmission, controlling for them should absorb the parental experience effect on applications. Table 7 adds the perceived characteristics of each job type to the application regression of Section 4.1, sequentially and then jointly. The parental transmission of job types through application behaviour survives both the sequential controls and their joint inclusion. Appendix Table A7 shows this also holds without individual fixed effects. Concluding from this that the measured perceptions cannot account for the transmission requires two assumptions: the elicited perceptions must capture the beliefs respondents act on in a linear model, and they must do so with limited measurement error, since classical measurement error in the controls would cause attenuation and leave part of a genuine belief channel in the parental experience coefficient. We therefore do not treat the exercise as a formal decomposition into channels, but as supporting evidence for the decomposition of Section 4.1, which does not rely on the elicited perceptions.

4.4 Comparing past and current parental experience

So far we have treated parental experience without regard to contemporaneity, pooling parents who worked in a job type in the past with those still employed in it at the time

of the survey. The timing turns out to matter for the transmission, however. For realised outcomes, contemporaneous parental experience is a stronger predictor of entry into a job type than prior experience; however, for our main results in the survey data there is no differential effect. This pattern could be interpreted as supportive of an access channel that operates not through the job seeker side that our survey measures, but through the employer side on factors that are not necessarily perceived by the job seeker, or through firm-specific factors that are correlated with job type but not considered in the survey, as the respondents were asked to consider generally representative jobs.

The administrative results are shown in Appendix Table A11, which follows the approach of Table 3 but adds a dummy for the parents still working in the job type at the time of the sample event (graduation, UI receipt, survey invitation). The estimates show that while having a parent who previously worked in the job type is associated with a 1.5 to 2.4 percentage point higher probability of entry, having a parent currently working in the job type increases the effect by 2.6 to 4.5 percentage points, more than doubling the transmission. The same split in the survey sample is too demanding for its size: The corresponding coefficients go in the same direction but are not statistically significant.

The same difficulty arises when we zoom in on the survey variables. Appendix Tables A12 and A13 also add a dummy for parental experience in the job type at the time of responding to the survey, and estimate noisy zeros for the added effect on all outcomes, including application, acceptance, and perceived likelihood of receiving an offer.

While these estimates are noisy, they are consistent with the idea that the parental transmission effects uncovered in our survey operate mainly through non-pecuniary preferences, which should be independent of the current working status of the parent. The results in the administrative data, however, suggest that the job seeker side factors that our survey is designed to capture do not tell the full story of the realised transmission, and that there could be an employer side access channel that operates at the firm-specific level or is not perceived by the job seeker a priori, which still shapes realised entry into job types, consistent with the broader literature.

5 Conclusion

Using a survey of early career job seekers in Denmark linked to administrative data, this paper asks why children tend to mirror their parents' labour market choices. The welfare implications of the transmission depend on why it happens: inherited access or pay could point to a misallocation of talent, while an inherited taste for the work itself need not. We use a survey built around a discrete-choice model of job search to separate the job seeker side into these channels—access, pay, and non-pecuniary preferences. In our setting, preferences are the primary channel for the transmission, suggesting that they are of non-negligible importance for the intergenerational transmission of employment outcomes.

Respondents are 29% more likely to apply to a job type where a parent has worked, and 25% more likely to accept an offer from it even when all three job types pay the same wage. The access and pay channels leave little trace on the job seeker side: respondents expect no higher pay where a parent has worked, and their perceived advantage in the odds of being hired is relatively small and fragile to robustness checks. The directly elicited perceptions tell the same story, and adding them as controls does not absorb the effect of parental experience on the likelihood of applying for a job.

Our survey results focus on the job seeker side, their perceptions and planned behaviour, abstracting from the employer side of the parental transmission. Using administrative data, we show that parental experience is a strong predictor of realised entry into a job type, with a similar magnitude to the survey results for a broader population of graduates and young job seekers. However, we also show that there are facets of the parental transmission in realised outcomes that are not captured by the survey. If a parent is currently working in the job type, the parental transmission on realised likelihood of entry is more than doubled relative to having parents who used to work in the job type. This pattern is absent from the survey, where the timing of parental experience does not matter for the likelihood of applying to or accepting an offer from a job type. This pattern reconciles our results with the broader literature, which has emphasised the role of access and networks, suggesting that access primarily operates through the employer side, and is not initially perceived by the job seeker or present in their planned behaviour, but still shapes realised entry into job

types.

These findings suggest a more prominent role for preferences and amenities in the intergenerational transmission of employment outcomes than the literature currently emphasises. They also informally speak to the efficiency of parental transmission when considering the allocation of labour. If transmission is primarily driven by access, theory suggests it represents market failures that lead to misallocation of talent, although even privileged access need not be inefficient if connections convey private information, in both directions, that produces better matches. On the other hand, if it is driven by preferences and a sense of fit in the job, the implication for efficiency is ambiguous and depends on the source of differential expectations. Differential preferences and comparative advantage could point towards an efficient allocation, although the malleability of preferences in this setting, the possibility of differential information regarding amenities, and the uncertainty job seekers face at labour market entry leave the efficiency question open for future research.

6 Tables and Figures

Table 1: Parental experience shares

	Share
Both parents in data	90.43%
Either parent in data	92.06%
Either parent in education data	88.75%
Either parent in work data	90.12%
Either parent has experience in a job type	38.22%
- Within 5 years before survey	29.13%
- At time of survey	20.45%
Either parent in same education	3.31%
Either parent has experience in a job type and same disced	2.26%
Either parent in same field	19.35%
Either parent has experience in a job type and same field	7.94%
Persons	1902

Notes: The table shows the shares of respondents in the survey sample with different types of parental background, measured in administrative data. The first four rows show the shares for whom both or either parent can be linked to the administrative data at all, to the education registers and to the employment registers. *Either parent has experience in a job type* is the share for whom either parent has worked in at least one of the respondent's three job types between 2008 and the time of the survey; the two indented rows restrict this experience to the five years before the survey and to the time of the survey, respectively. *Either parent in same education* is the share for whom either parent has completed the same education (DISCED code) as the respondent, while *Either parent in same field* uses the broader ISCED field of education. The rows combining job type experience with the same education or field require both conditions to hold.

Table 2: Survey respondents by parental background group, and the dimensions job types split on

	Job type is split on			
	Industry	Occupation	Sector	N
Full survey population	66.04%	47.37%	64.04%	1902
Has parents with same field	61.14%	52.99%	69.57%	368
Has parents with job type experience	79.78%	22.83%	52.54%	727
Same field and job type experience	74.83%	35.10%	54.97%	151

Notes: The table describes how the three job types are constructed for different groups of respondents. The base data are the individuals in the survey sample, with rows corresponding to (partly overlapping) groups defined by parental background and N reporting the number of respondents in each group. For each group, the first three columns report the share of the respondents' job types that are distinguished from the other job types of the same education along industry, occupation and sector, respectively. *Has parents with same field* are respondents where either parent has completed an education in the same ISCED field as the respondent. *Has parents with job type experience* are respondents where either parent has worked in at least one of the three job types between 2008 and the time of the survey. *Same field and job type experience* requires both conditions to hold.

Table 3: Parental transmission of job types

	Graduated in 2023		Received UI in 2023		Invited to survey		Survey sample	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
A): Full sample								
$\text{ParExp}_{i,j}$	0.039***	0.049***	0.034***	0.044***	0.033***	0.048***	0.023*	0.044*
	(0.003)	(0.005)	(0.003)	(0.005)	(0.005)	(0.008)	(0.014)	(0.024)
Mean likelihood	16.53%	33.33%	14.90%	33.33%	15.84%	33.33%	16.41%	33.33%
Unique job types	240	240	264	264	264	261	240	192
Persons	46,643	23,130	55,160	24,650	19,940	9,476	1,751	852
N	139,929	69,390	165,480	73,950	59,820	28,428	5,253	2,556
B): Excluding persons where first job is at a parental firm								
$\text{ParExp}_{i,j}$	0.020***	0.022***	0.022***	0.026***	0.019***	0.025***	0.014	0.031
	(0.003)	(0.005)	(0.003)	(0.005)	(0.005)	(0.008)	(0.014)	(0.026)
Mean likelihood	16.49%	33.33%	14.76%	33.33%	15.75%	33.33%	16.33%	33.33%
Unique job types	240	240	264	264	264	261	237	192
Persons	43,407	21,471	51,404	22,756	18,518	8,749	1,653	800
N	130,221	64,413	154,212	68,268	55,554	26,247	4,959	2,400
Job type FE	✓	✓	✓	✓	✓	✓	✓	✓
First job is in one of the 3 types		✓		✓		✓		✓

Notes: The table shows estimates from a linear probability model in administrative data. The base data are person-by-job types (i, j), where each person has three job types, constructed for their major, so that each person appears three times. The outcome variable is a dummy for the person's first job after the event defining the sample being in job type j. The regressor, $\text{ParExp}_{i,j}$, is a dummy for either parent having worked in job type j between 2008 and the event. Each pair of columns corresponds to a different sample, all restricted to individuals younger than 40 with one of the selected majors included in the study: persons graduating in 2023 (the event being graduation), persons receiving UI benefits in 2023 (the event being the first month of UI receipt), all persons invited to the survey (the event being the survey invitation), and the survey sample (the event being the survey response). Columns (2), (4), (6), and (8) further restrict each sample to persons whose first job is within one of the three job types, so that the mean of the outcome variable is 33.3% by construction. Panel A shows estimates for the full sample, while Panel B repeats the same specifications but excludes persons whose first job after the event is in a firm where either parent has worked between 2008 and the event. All specifications include job type fixed effects. Differences between the number of persons shown and the full sample sizes stem from singleton observations dropped in estimation. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table 4: Job choice: applications and acceptance by parental experience

	(1) Log likelihood of applying, $\pi_{i,j}$	(2) Log likelihood of accepting, $\phi_{i,j}$	(3) Log likelihood of accepting with equal wages, $\phi_{i,j}^{\text{Eq}}$	(4) $\pi_{i,j} - \phi_{i,j}$	(5) $\phi_{i,j}$ - $\phi_{i,j}^{\text{Eq}}$
$\text{ParExp}_{i,j}$	0.417***	0.336***	0.350***	0.081	-0.014
	(0.093)	(0.102)	(0.107)	(0.071)	(0.070)
Job type FE	✓	✓	✓	✓	✓
Individual FE	✓	✓	✓	✓	✓
Semi-elasticity	0.290	0.232	0.245		
Individuals	389	389	389	389	389
Job types	168	168	168	168	168
N	1,167	1,167	1,167	1,167	1,167

Notes: The table shows OLS estimates from the survey. The base data are all individual-by-jobs (i, j) in the survey sample, restricted to respondents in the control group whose parents have work experience in at least one of the three job types. The regressor, $\text{ParExp}_{i,j}$, is a dummy for either parent having worked in job type j between 2008 and the time of the survey. The outcome variable in Column (1) is the (log) reported likelihood of applying to the job type, $\pi_{i,j}$. In Column (2) it is the (log) reported likelihood of accepting an offer from the job type, $\phi_{i,j}$, and in Column (3) the (log) reported likelihood of accepting an offer in the situation where all three job types offer the exact same starting wage. Columns (4) and (5) use the differences between these outcomes: respectively the access gap, $\pi_{i,j} - \phi_{i,j}$, and the pay gap, $\phi_{i,j}$ minus its equal-wage counterpart. All specifications include individual and job type fixed effects. The *Semi-elasticity* row converts the coefficient in Columns (1)–(3) into the implied effect on the level of the choice probability, correcting for the fact that the person fixed effects hold the outside option likelihood fixed while the likelihoods must sum to one; it is computed as $\frac{1}{N}\sum_i \frac{1}{3}\sum_j \hat{\beta}^y(1-Y_{i,j})$, where $Y_{i,j}$ is the respondent's elicited likelihood, as derived in Appendix B.1. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table 5: Job choice: decomposing the effect of parental experience on stated applications

	(1)	(2)
	Level effect	Share of effect on application
Access channel	0.081	0.195
	[-0.058,0.221]	[-0.130,0.520]
Pay channel	-0.014	-0.033
	[-0.150,0.123]	[-0.361,0.295]
Preference channel	0.350	0.838
	[0.140,0.559]	[0.464,1.212]
Job type FE	✓	✓
Individual FE	✓	✓
Individuals	389	389
Job types	168	168
N	1,167	1,167

Notes: The table decomposes the effect of parental experience on the stated likelihood of applying into the access, pay, and preference channels of Section 2.4. The base data are the individual-by-job (i, j) observations of Table 4, restricted to respondents in the control group whose parents have work experience in at least one of the three job types. To account for correlation between the estimates, the regression data are stacked so that each observation appears three times, once for each of the three choice outcomes. A single OLS regression is estimated on the stacked data with outcome-specific slopes on $\text{ParExp}_{i,j}$ and outcome-specific individual and job type fixed effects; this recovers the application, acceptance, and equal-wage acceptance coefficients of Columns (1)–(3) of Table 4. The access channel is the difference between the application and acceptance coefficients; the pay channel is the difference between the acceptance and equal-wage acceptance coefficients; and the preference channel is the equal-wage acceptance coefficient. The three channels sum to the total effect of parental experience on applications. Column (1) reports the level effect of each channel, mirroring the last three columns of Table 4 (reordered). Column (2) reports its share of the total application effect, i.e., the level effect divided by the application coefficient. Brackets report 95% confidence intervals obtained by the delta method from the joint variance–covariance matrix of the coefficients, based on standard errors clustered at the level of the individual. All specifications include individual and job type fixed effects.

Table 6: Perceived own outcomes by parental experience

	(1) Log perceived probability of offer, if applying	(2) Log perceived wage	(3) Log perceived wage after 5 years	(4) Getting on with colleagues	(5) Own performance
$\text{ParExp}_{i,j}$	0.136*	-0.002	0.004	-0.011	0.147*
	(0.081)	(0.006)	(0.008)	(0.055)	(0.075)
Job type FE	✓	✓	✓	✓	✓
Individual FE	✓	✓	✓	✓	✓
Individuals	359	389	385	389	389
Job types	165	168	165	168	168
N	1,077	1,167	1,155	1,167	1,167

Notes: The table shows OLS estimates from the survey. The base data are all individual-by-jobs (i, j) in the survey sample, restricted to respondents in the control group whose parents have work experience in at least one of the three job types. The regressor, $\text{ParExp}_{i,j}$, is a dummy for either parent having worked in job type j between 2008 and the time of the survey. The outcome variables are the perceived (log) probability of receiving an offer if applying (Column (1)), the perceived (log) own starting wage in the job type (Column (2)), the perceived (log) own wage five years after starting (Column (3)), and how well the respondent expects to get on with colleagues and to perform in the job type (6-item Likert scales, Columns (4) and (5)). All specifications include individual and job type fixed effects. Changes in observation totals across columns stem from missing reports and zeros in the raw outcome variables. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table 7: Application likelihood with perceived characteristics, job type FE

	Log likelihood of applying, $\pi_{i,j}$					
	(1)	(2)	(3)	(4)	(5)	(6)
$\text{ParExp}_{i,j}$	0.417***	0.409***	0.365***	0.366***	0.368***	0.303***
	(0.093)	(0.089)	(0.089)	(0.092)	(0.089)	(0.085)
Log perceived wage, $\widetilde{w_{i,j}}$		3.096***				1.913**
		(0.721)				(0.774)
Log perceived wage after 5 years, $\widetilde{w_{i,j,t+5}}$		0.314				0.635
		(0.527)				(0.519)
Log probability of offer, if applying			0.475***			0.357***
			(0.055)			(0.057)
Hours$\in (35, 40)$				0.659***		0.356*
				(0.219)		(0.202)
Hours≥ 40				1.185***		0.651***
				(0.232)		(0.214)
Colleagues					0.280***	0.225***
					(0.062)	(0.061)
Performance					0.359***	0.228***
					(0.053)	(0.056)
Job type FE	✓	✓	✓	✓	✓	✓
Individual FE	✓	✓	✓	✓	✓	✓
Individuals	389	385	359	389	389	356
Job types	168	165	165	168	168	162
N	1,167	1,155	1,077	1,167	1,167	1,068

Notes: The table shows OLS estimates from the survey. The base data are all individual-by-jobs (i, j) in the survey sample, restricted to respondents in the control group whose parents have work experience in at least one of the three job types. The outcome variable in all columns is the (log) reported likelihood of applying to the job type, $\pi_{i,j}$. The regressor, $\text{ParExp}_{i,j}$, is a dummy for either parent having worked in job type j between 2008 and the time of the survey. Column (1) includes no further controls. The remaining columns sequentially add the respondent's perceived characteristics of the job types as controls: the perceived (log) own starting wage and own wage five years after starting (Column (2)), the perceived (log) probability of receiving an offer if applying (Column (3)), dummies for perceived weekly hours being 35–40 or above 40 (Column (4)), and how well the respondent expects to get on with colleagues and to perform in the job type (6-item Likert scales, Column (5)). Column (6) includes all of these controls jointly. All specifications include individual and job type fixed effects. Changes in observation totals across columns stem from missing reports and zeros in the raw control variables. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

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Appendices

A Additional tables and figures

A.1 Parental transmission shares following Kramarz and Skans (2014)

Table A1: Parental transmission shares by job type

	Graduated in 2023	Received UI in 2023	Invited to survey	Survey sample
Association with parent's job type	19.72%	18.07%	18.75%	18.42%
Counterfactual for job type	15.92%	14.67%	15.52%	15.91%
Difference	3.79%	3.40%	3.24%	2.51%
Major-job type combinations	236	259	251	169
Persons	46,643	55,160	19,902	1,677

Notes: The table shows the association between parental job types and first jobs in linked administrative data, together with the counterfactual association expected absent parental experience, following the approach in Kramarz and Skans (2014), who use classmates to measure the counterfactual probability that a graduate would have started working in the parent's plant even if the parent had not worked there. The base data are individual-by-job type observations (i, j), with three observations per person covering the three job types associated with the person's major, restricted to individuals younger than 40 with one of the selected majors included in the study. The samples in the columns are: persons graduating in 2023 (the event being graduation), persons receiving UI benefits in 2023 (the event being the first month of UI receipt), all persons invited to the survey (the event being the survey invitation), and the survey sample (the event being the survey response). *Association with parent's job type* is, among observations where either parent worked in the job type between 2008 and the event, the share where the person's first job after the event is in that job type. *Counterfactual for job type* is the corresponding share among observations from persons with the same major whose parents did not work in the job type, so that persons with the same major take the role of classmates in measuring the counterfactual. Both shares are computed within major-by-job type cells and averaged across cells, weighting each cell by the number of persons with parental experience in the job type. *Difference* is the association minus the counterfactual; it nets out major specific propensities to enter particular job types (the class-by-plant match effects in their equation (1)) and corresponds to their within-class estimate of the strong-tie effect (their equation (4)). *Major-job type combinations* reports the number of unique major-by-job type cells used in the computation. *Persons* reports the number of individuals underlying the shares; it varies across samples with the availability of an observed first job that can be classified into a job type.

Table A2: Parental transmission shares by firm

	Graduated in 2023	Received UI in 2023	Invited to survey	Survey sample
Association with parent's firm	7.01%	6.03%	8.47%	17.35%
Counterfactual for firm	0.82%	0.73%	1.05%	3.31%
Difference	6.19%	5.30%	7.42%	14.04%
Major-firm combinations	7,305	8,902	3,289	270
Persons	46,643	55,151	19,887	1,513

Notes: The table repeats the computation in Table A1 at the level of the firm, paralleling the plant level analysis in Kramarz and Skans (2014). The samples in the columns are defined as in Table A1. *Association with parent's firm* is, among persons where either parent worked at the firm between 2008 and the event, the share whose first job after the event is at that firm. *Counterfactual for firm* is the corresponding share among persons with the same major whose parents did not work at the firm. Both shares are computed within major-by-firm cells and averaged across cells, weighting each cell by the number of persons with a parent at the firm. *Difference* is the association minus the counterfactual; it nets out major specific propensities to enter particular firms and corresponds to the within-class estimate of the strong-tie effect in Kramarz and Skans (2014), with the caveat that firms are coarser than plants, that the majors are not institution specific and so are not as similar to classes, and that prior parental experience is included. *Major-firm combinations* reports the number of unique major-by-firm cells used in the computation. *Persons* reports the number of individuals underlying the shares; it varies across samples as each major-firm cell needs to include at least one person with parental experience at the firm and at least one person without such experience to be included in the computation.

Table A3: Parental transmission of job types estimated with logit

	Graduated in 2023		Received UI in 2023		Invited to survey		Survey sample	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
$\text{ParExp}_{i,j}$	0.290***	0.244***	0.270***	0.222***	0.253***	0.249***	0.190*	0.253*
	(0.021)	(0.023)	(0.021)	(0.024)	(0.034)	(0.039)	(0.110)	(0.132)
Job type dummies	✓	✓	✓	✓	✓	✓	✓	✓
First job is in one of the 3 types		✓		✓		✓		✓
Mean likelihood	16.53%	33.34%	14.90%	33.34%	15.88%	33.37%	18.36%	35.28%
Unique job types	239	239	262	262	256	254	166	148
Persons	46,643	23,130	55,160	24,650	19,940	9,471	1,735	832
N	139,900	69,386	165,439	73,942	59,693	28,386	4,683	2,358

Notes: The table repeats the analysis of Table 3, estimating an unconditional logit model with job type dummies instead of a linear probability model; the reported figures are the logit coefficients. The base data are person-by-job types (i, j), where each person has three job types, constructed for their major, so that each person appears three times. The outcome variable is a dummy for the person's first job after the event defining the sample being in job type j. The regressor, $\text{ParExp}_{i,j}$, is a dummy for either parent having worked in job type j between 2008 and the event. Each pair of columns corresponds to a different sample, all restricted to individuals younger than 40 with one of the selected majors included in the study: persons graduating in 2023 (the event being graduation), persons receiving UI benefits in 2023 (the event being the first month of UI receipt), all persons invited to the survey (the event being the survey invitation), and the survey sample (the event being the survey response). Columns (2), (4), (6), and (8) further restrict each sample to persons whose first job is within one of the three job types. The procedure drops observations from job types in which the outcome does not vary, which lowers the job type and observation counts relative to Table 3. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

A.2 Additional survey regressions

Table A4: Parental effect not driven by network

	Log likelihood of applying, $\pi_{i,j}$			Network	Very close
	(1)	(2)	(3)	(4)	(5)
$\text{ParExp}_{i,j}$	0.417***	0.324***	0.339***	0.391***	0.167***
	(0.093)	(0.094)	(0.093)	(0.052)	(0.023)
Network in the job type		0.296***			
		(0.053)			
Very close with someone			0.553***		
			(0.119)		
Job type FE	✓	✓	✓	✓	✓
Individual FE	✓	✓	✓	✓	✓
Control sample	✓	✓	✓		
Individuals	389	389	389	718	718
Job types	168	168	168	183	183
N	1,167	1,167	1,167	2,154	2,154

Notes: The table shows OLS estimates from the survey. The base data are all individual-by-jobs (i, j) in the survey sample, restricted to respondents whose parents have work experience in at least one of the three job types. In Columns (1)–(3) the outcome variable is the (log) reported likelihood of accepting an offer from the job type, $\phi_{i,j}$, and the sample is restricted to the control group; Column (2) adds the network dummy and Column (3) the very close dummy as a control. In Columns (4) and (5) the outcome variables are dummies for the respondent reporting that they know someone working in the job type and that they are very close to someone working in the job type, respectively, and both the treatment and control groups are included. The regressor of interest, $\text{ParExp}_{i,j}$, is a dummy for either parent having worked in job type j between 2008 and the time of the survey. All specifications include individual and job type fixed effects. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

A.3 Primary survey regressions repeated without person fixed effects

Table A5: Job choice: applications and acceptance by parental experience

	(1) Log likelihood of applying, $\pi_{i,j}$	(2) Log likelihood of accepting, $\phi_{i,j}$	(3) Log likelihood of accepting with equal wages, $\phi_{i,j}^{\text{Eq}}$	(4) $\pi_{i,j} - \phi_{i,j}$	(5) $\phi_{i,j}$ - $\phi_{i,j}^{\text{Eq}}$
$\text{ParExp}_{i,j}$	0.371***	0.341***	0.338***	0.030	0.003
	(0.081)	(0.091)	(0.094)	(0.065)	(0.060)
Job type FE	✓	✓	✓	✓	✓
Semi-elasticity	0.258	0.235	0.237		
Individuals	389	389	389	389	389
Job types	168	168	168	168	168
N	1,167	1,167	1,167	1,167	1,167

Notes: As in Table 4, but including only job type fixed effects and no individual fixed effects. The base data are all individual-by-jobs (i, j) in the survey sample, restricted to respondents in the control group whose parents have work experience in at least one of the three job types. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table A6: Perceived own outcomes by parental experience

	(1) Log perceived probability of offer, if applying	(2) Log perceived wage	(3) Log perceived wage after 5 years	(4) Getting on with colleagues	(5) Own performance
$\text{ParExp}_{i,j}$	0.036	-0.001	0.002	0.040	0.160**
	(0.090)	(0.008)	(0.010)	(0.066)	(0.073)
Job type FE	✓	✓	✓	✓	✓
Individuals	359	389	385	389	389
Job types	165	168	165	168	168
N	1,077	1,167	1,155	1,167	1,167

Notes: As in Table 6, but including only job type fixed effects and no individual fixed effects. The base data are all individual-by-jobs (i, j) in the survey sample, restricted to respondents in the control group whose parents have work experience in at least one of the three job types. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table A7: Application likelihood with perceived characteristics, job type FE

	Log likelihood of applying, $\pi_{i,j}$					
	(1)	(2)	(3)	(4)	(5)	(6)
$\text{ParExp}_{i,j}$	0.371***	0.355***	0.365***	0.340***	0.336***	0.299***
	(0.081)	(0.081)	(0.082)	(0.081)	(0.079)	(0.081)
Log perceived wage, $\widetilde{w_{i,j}}$		0.287				-0.064
		(0.327)				(0.325)
Log perceived wage after 5 years, $\widetilde{w_{i,j,t+5}}$		0.118				0.160
		(0.265)				(0.260)
Log probability of offer, if applying			0.152***			0.125***
			(0.028)			(0.027)
Hours$\in (35, 40)$				0.200		0.108
				(0.132)		(0.142)
Hours≥ 40				0.599***		0.420***
				(0.133)		(0.140)
Colleagues					0.045	0.052
					(0.034)	(0.034)
Performance					0.205***	0.136***
					(0.039)	(0.041)
Job type FE	✓	✓	✓	✓	✓	✓
Individuals	389	385	359	389	389	356
Job types	168	165	165	168	168	162
N	1,167	1,155	1,077	1,167	1,167	1,068

Notes: As in Table 7, but including only job type fixed effects and no individual fixed effects. The base data are all individual-by-jobs (i, j) in the survey sample, restricted to respondents in the control group whose parents have work experience in at least one of the three job types. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

A.4 Primary survey regressions repeated with the control and treatment samples

Table A8: Job choice: applications and acceptance by parental experience

	(1) Log likelihood of applying, $\pi_{i,j}$	(2) Log likelihood of accepting, $\phi_{i,j}$	(3) Log likelihood of accepting with equal wages, $\phi_{i,j}^{\text{Eq}}$	(4) $\pi_{i,j} - \phi_{i,j}$	(5) $\phi_{i,j}$ - $\phi_{i,j}^{\text{Eq}}$
$\text{ParExp}_{i,j}$	0.322***	0.261***	0.270***	0.061	-0.009
	(0.070)	(0.074)	(0.075)	(0.052)	(0.053)
Job type FE	✓	✓	✓	✓	✓
Individual FE	✓	✓	✓	✓	✓
Semi-elasticity	0.225	0.181	0.189		
Individuals	718	718	718	718	718
Job types	183	183	183	183	183
N	2,154	2,154	2,154	2,154	2,154

Notes: As in Table 4, but including the treated sample as well. The base data are all individual-by-jobs (i, j) in the survey sample, restricted to respondents whose parents have work experience in at least one of the three job types. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table A9: Perceived own outcomes by parental experience

	(1) Log perceived probability of offer, if applying	(2) Log perceived wage	(3) Log perceived wage after 5 years	(4) Getting on with colleagues	(5) Own performance
$\text{ParExp}_{i,j}$	0.058	0.004	0.009	0.076*	0.133**
	(0.051)	(0.005)	(0.006)	(0.042)	(0.054)
Job type FE	✓	✓	✓	✓	✓
Individual FE	✓	✓	✓	✓	✓
Individuals	675	718	711	718	718
Job types	183	183	180	183	183
N	2,025	2,154	2,133	2,154	2,154

Notes: As in Table 6, but including the treated sample as well. The base data are all individual-by-jobs (i, j) in the survey sample, restricted to respondents whose parents have work experience in at least one of the three job types. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

A.5 Association between beliefs and general and job specific parental experience

Table A10: Perceived job type averages by general and job specific parental experience

	(1) Log perceived probability of offer, if applying	(2) Log perceived wage	(3) Log perceived wage after 5 years	(4) Getting on with colleagues	(5) Own performance
ParExp_i	0.145	0.028**	0.012	-0.019	0.007
	(0.109)	(0.012)	(0.013)	(0.092)	(0.080)
$\text{ParExp}_{i,j}$	0.019	-0.000	0.008	0.006	0.109
	(0.079)	(0.007)	(0.009)	(0.062)	(0.067)
Job type FE	✓	✓	✓	✓	✓
Individuals	893	970	958	970	970
Job types	213	213	210	213	213
N	2,679	2,910	2,874	2,910	2,910

Notes: The table shows OLS estimates from the survey. The base data are all individual-by-jobs (i, j) for respondents in the control group of the survey sample, including respondents whose parents have no work experience in any of the three job types. The regressors are ParExp_i, a dummy for either parent having work experience in at least one of the respondent's three job types between 2008 and the time of the survey, and $\text{ParExp}_{i,j}$, a dummy for either parent having such experience in job type j specifically. The outcome variables are the perceived (log) probability of receiving an offer if applying (Column (1)), the perceived (log) own starting wage in the job type (Column (2)), the perceived (log) own wage five years after starting (Column (3)), and how well the respondent expects to get on with colleagues and to perform in the job type (6-item Likert scales, Columns (4) and (5)). All specifications include job type fixed effects; individual fixed effects are excluded since ParExp_i only varies across individuals. Changes in observation totals across columns stem from missing reports and zeros in the raw outcome variables. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

A.6 Accounting for current relative to prior parental experience

Table A11: Parental transmission of job types, current versus prior parental experience

	Graduated in 2023	Received UI in 2023	Invited to survey	Survey sample
	(1)	(2)	(3)	(4)
$\text{ParExp}_{i,j}$	0.022***	0.024***	0.015***	0.018
	(0.004)	(0.003)	(0.005)	(0.018)
$\text{ParExp}_{i,j}$ Presently	0.040***	0.026***	0.045***	0.012
	(0.006)	(0.005)	(0.009)	(0.026)
Job type FE	✓	✓	✓	✓
Mean likelihood	16.53%	14.90%	15.84%	16.41%
Unique job types	240	264	264	240
Persons	46,643	55,160	19,940	1,751
N	139,929	165,480	59,820	5,253

Notes: The table shows estimates from linear probability models in administrative data, splitting parental experience by timing. The base data are person-by-job types (i, j), where each person has three job types, constructed for their major. The outcome variable is a dummy for the person's first job after the event defining the sample being in job type j. $\text{ParExp}_{i,j}$ is a dummy for either parent having worked in job type j between 2008 and the event, while $\text{ParExp}_{i,j}$ *Presently* indicates that a parent works in the job type at the time of the event, so that its coefficient measures the additional transmission from current parental employment. The samples in the columns are all restricted to individuals younger than 40 with one of the selected majors included in the study: persons graduating in 2023 (the event being graduation), persons receiving UI benefits in 2023 (the event being the first month of UI receipt), all persons invited to the survey (the event being the survey invitation), and the survey sample (the event being the survey response). All specifications include job type fixed effects. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table A12: Job choice outcomes on current parental experience, any job type sample

	(1) Log likelihood of applying, $\pi_{i,j}$	(2) Log likelihood of accepting, $\phi_{i,j}$	(3) Log likelihood of accepting with equal wages, $\phi_{i,j}^{\text{Eq}}$	(4) $\pi_{i,j} - \phi_{i,j}$	(5) $\phi_{i,j}$ - $\phi_{i,j}^{\text{Eq}}$
$\text{ParExp}_{i,j}$	0.420***	0.407***	0.453***	0.013	-0.046
	(0.124)	(0.134)	(0.131)	(0.092)	(0.091)
$\text{ParExp}_{i,j}$ Presently	-0.006	-0.156	-0.227	0.150	0.071
	(0.169)	(0.176)	(0.180)	(0.124)	(0.119)
Job type FE	✓	✓	✓	✓	✓
Individual FE	✓	✓	✓	✓	✓
Individuals	389	389	389	389	389
Job types	168	168	168	168	168
N	1,167	1,167	1,167	1,167	1,167

Notes: The table shows OLS estimates from the survey, splitting parental experience by timing. The base data are all individual-by-jobs (i, j) in the survey sample, restricted to respondents in the control group whose parents have work experience in at least one of the three job types. $\text{ParExp}_{i,j}$ is a dummy for either parent having worked in job type j between 2008 and the time of the survey, while $\text{ParExp}_{i,j}$ *Presently* indicates that a parent works in the job type at the time of the survey, so that its coefficient measures the additional effect of current parental employment. The outcome variable in Column (1) is the (log) reported likelihood of applying to the job type, $\pi_{i,j}$. In Column (2) it is the (log) reported likelihood of accepting an offer from the job type, $\phi_{i,j}$, and in Column (3) the (log) reported likelihood of accepting an offer in the situation where all three job types offer the exact same starting wage. Columns (4) and (5) use the differences between these outcomes: respectively the access gap, $\pi_{i,j} - \phi_{i,j}$, and the pay gap, $\phi_{i,j}$ minus its equal-wage counterpart. All specifications include job type fixed effects. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table A13: Post-match subjective outcomes on current parental experience, any job type sample

	(1) Log perceived probability of offer, if applying	(2) Log perceived wage	(3) Log perceived wage after 5 years	(4) Getting on with colleagues	(5) Own performance
$\text{ParExp}_{i,j}$	0.164	0.002	0.006	-0.023	0.124
	(0.101)	(0.007)	(0.010)	(0.074)	(0.090)
$\text{ParExp}_{i,j}$ Presently	-0.062	-0.010	-0.006	0.026	0.050
	(0.134)	(0.010)	(0.012)	(0.094)	(0.124)
Job type FE	✓	✓	✓	✓	✓
Individual FE	✓	✓	✓	✓	✓
Individuals	359	389	385	389	389
Job types	165	168	165	168	168
N	1,077	1,167	1,155	1,167	1,167

Notes: The table shows OLS estimates from the survey, splitting parental experience by timing. The base data are all individual-by-jobs (i, j) in the survey sample, restricted to respondents in the control group whose parents have work experience in at least one of the three job types. $\text{ParExp}_{i,j}$ is a dummy for either parent having worked in job type j between 2008 and the time of the survey, while $\text{ParExp}_{i,j}$ *Presently* indicates that a parent works in the job type at the time of the survey, so that its coefficient measures the additional effect of current parental employment. The outcome variables are the perceived (log) probability of receiving an offer if applying (Column (1)), the perceived (log) own starting wage in the job type (Column (2)), the perceived (log) own wage five years after starting (Column (3)), and how well the respondent expects to get on with colleagues and to perform in the job type (6-item Likert scales, Columns (4) and (5)). All specifications include job type fixed effects. Changes in observation totals across columns stem from missing reports and zeros in the raw outcome variables. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

A.7 Wage information treatment effect

Table A14: Wage information treatment effect on perceived wages and likelihood of applying split by parental experience

	$\Delta\widetilde{w_{i,j,j'}}$		$\Delta\pi_{i,j,j'}$	
	(1)	(2)	(3)	(4)
$T_i \times (\Delta v_{i,j,j'} - \Delta\widetilde{v_{i,j,j'}})$	0.289***	0.292***	1.186**	1.069**
	(0.039)	(0.039)	(0.574)	(0.541)
$T_i \times (\Delta v_{i,j,j'} - \Delta\widetilde{v_{i,j,j'}}) \times \text{ParExp}_i$	0.008	0.013	0.065	0.503
	(0.067)	(0.067)	(0.992)	(0.965)
$\Delta v_{i,j,j'} - \Delta\widetilde{v_{i,j,j'}}$	-0.466***	-0.389**	-4.156***	-7.441***
	(0.026)	(0.194)	(0.379)	(2.867)
$(\Delta v_{i,j,j'} - \Delta\widetilde{v_{i,j,j'}}) \times \text{ParExp}_i$	-0.050	-0.043	-0.592	-1.061*
	(0.042)	(0.041)	(0.642)	(0.608)
Pre-treatment controls		✓		✓
Individuals	1,902	1,902	1,902	1,902
N	11,412	11,412	11,412	11,412

Notes: The table shows OLS estimates of the effect of the wage information treatment, allowing the effect to vary with parental background. The base data are all individual-by-job pairs (i, j, j') in the survey sample. The outcome variable in Columns (1) and (2) is the perceived gap in (log) own potential wages between the jobs, $\Delta\widetilde{w_{i,j,j'}}$, and in Columns (3) and (4) the (log) relative likelihood of applying to the two jobs, $\Delta\pi_{i,j,j'}$. The reported regressors are the treatment dummy T_i interacted with the underestimation of the log wage gap for prior cohorts, $\Delta v_{i,j,j'} - \Delta\widetilde{v_{i,j,j'}}$, this interaction further interacted with ParExp_i (a dummy for either parent having work experience in at least one of the respondent's three job types between 2008 and the time of the survey), the underestimation term itself and its interaction with ParExp_i. Columns (2) and (4) additionally include as controls the pre-treatment survey variables (age, gender, months to expected/actual graduation, labour market status, job search status, reported understanding of and closeness to each job type, perceived prior cohort wages at entry and after five years, perceived offer probabilities, and an indicator for being part of the STAR sample) interacted with the underestimation of the log wage gap. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

B A model of application and acceptance choices

This appendix derives the estimating equations used in Section 2.4. The model is similar to the discrete-choice model of job search in David et al. (2026), which builds on Harmon et al. (2025), but here we outline how the application and acceptance questions map to the model together.

Values and the outside option A job seeker i chooses among three jobs denoted by j. We denote the set of three jobs specific to each job seeker's major as $\mathcal{J}_i$. Write $E_{i,j}$ for the value of being hired into job j and U_i for the value of continued search. The surplus of job j over continued search is

$$S_{i,j} \equiv E_{i,j} - U_i = \Psi_i \, \Psi_j \, W_{i,j}^{\delta} \, Z_{i,j} > 0 \tag{B.1}$$

where Ψ_i and Ψ_j capture heterogeneity in the returns to employment across job seekers and across jobs, δ governs the role of the wage $W_{i,j}$, and $Z_{i,j}$ collects non-pecuniary value. With $P_{i,j}$ denoting the probability that an application to job j results in an offer, the values of the alternatives in the two choice scenarios posed by the survey are:

$$\text{apply to one job type, or none:} \quad A_{i,j}^{\pi} = \begin{cases} U_i + P_{i,j} \, S_{i,j}, & j \in \mathcal{J}_i \\ U_i, & j = 0 \quad \text{(apply nowhere)} \end{cases} \tag{B.2}$$

$$\text{accept one of three offers, or none:} \quad A_{i,j}^{\phi} = \begin{cases} U_i + S_{i,j}, & j \in \mathcal{J}_i \\ U_i, & j = 0 \quad \text{(reject all offers)} \end{cases} \tag{B.3}$$

The residual option is worth the same in both scenarios: the worker keeps searching and obtains U_i. The only difference between applying and accepting is that the surplus in the application scenario is weighted by the hiring probability $P_{i,j}$; an offer in hand is certain, so $P_{i,j} = 1$ for the acceptance values. The equal-wage acceptance scenario replaces the job specific wage by a common offered wage $\overline{W_i}$, so the relevant surplus becomes

$S_{i,j}^{\text{Eq}} = \Psi_i \, \Psi_j \, \overline{W_i}^{\delta} \, Z_{i,j}$.[11]

Perceived values and taste shocks Job seekers act on perceived magnitudes, which we denote with tildes. The perceived hiring probability is $\widetilde{P_{i,j}}$. The perceived surplus replaces the wage and the non-pecuniary value in (B.1) by their perceived counterparts and includes a multiplicative taste shock $\xi_{i,j}$ that allows for uncertainty about the true values:

$$\widetilde{S_{i,j}} = \Psi_i \, \Psi_j \, \widetilde{W_{i,j}}^{\delta} \, \widetilde{Z_{i,j}} \, \xi_{i,j} \tag{B.4}$$

The residual option carries its own shock, $\xi_{i,0}$. Net of the common continuation value U_i, the perceived values of choosing one of the three jobs in the three scenarios are:

$$\text{apply to } j: \qquad \widetilde{A_{i,j}^{\pi}} - U_i = \widetilde{P_{i,j}} \, \widetilde{S_{i,j}} \tag{B.5}$$

$$\text{accept } j: \qquad \widetilde{A_{i,j}^{\phi}} - U_i = \widetilde{S_{i,j}} \tag{B.6}$$

$$\text{accept } j \text{ at equal wages}: \qquad \widetilde{A_{i,j}^{\phi^{\text{Eq}}}} - U_i = \widetilde{S_{i,j}^{\text{Eq}}} \equiv \Psi_i \, \Psi_j \, \overline{W_i}^{\delta} \, \widetilde{Z_{i,j}} \, \xi_{i,j} \tag{B.7}$$

while the perceived residual option net of U_i is the taste shock:

$$\widetilde{A_{i,0}^{y}} - U_i = \xi_{i,0} \qquad \forall y \in \left\{\pi, \phi, \phi^{\text{Eq}}\right\} \tag{B.8}$$

We impose the same shock distribution in all three scenarios; this assumption is what makes the coefficients comparable across scenarios in (B.18) below.[12]

Two features of (B.5)–(B.7) warrant emphasis. First, the perceived hiring probability $\widetilde{P_{i,j}}$ multiplies the surplus *only* in the application value: once an offer is in hand, getting it is certain, so it disappears from the two acceptance values. Second, the equal-wage scenario replaces the job specific perceived wage $\widetilde{W_{i,j}}$ by $\overline{W_i}$, which is constant within persons, so the deterministic part of $\widetilde{S_{i,j}^{\text{Eq}}}$ varies across jobs only through the job specific return Ψ_j and the non-pecuniary term $\widetilde{Z_{i,j}}$.

[11] In the survey, $\overline{W_i}$ is set to the median of the respondent's stated beliefs about what they would earn in the three jobs.

[12] With scenario specific shock scales, each parameter in the estimation equations would be divided by a different scale parameter, and differences between coefficients would mix channels and scales.

Choice probabilities The shocks $\xi_{i,j}$ and $\xi_{i,0}$ are i.i.d. across alternatives and respondents, drawn from a Fréchet distribution with shape parameter σ^{-1}, so that their logs $\log \xi_{i,j}$ are type-I extreme value with scale σ. In each scenario, the respondent reports the probability that job j yields the highest perceived value:

$$Y_{i,j} = \Pr\left(j = \underset{j' \in \mathcal{J}_i \cup \{0\}}{\operatorname{argmax}} \widetilde{A^{y}_{i,j'}} \right) \quad \forall\, Y \in \{\Pi, \Phi, \Phi^{\text{Eq}}\} \tag{B.9}$$

With a monotone log transformation this yields the logit choice probabilities. Writing lowercase letters for logs ($\psi_i \equiv \log \Psi_i$, $\psi_j \equiv \log \Psi_j$, $\widetilde{p_{i,j}} \equiv \log \widetilde{P_{i,j}}$, and so on), the model equivalents of the three elicited job specific likelihoods are

$$\Pi_{i,j} = \frac{\exp\!\big((\psi_i + \psi_j + \widetilde{p_{i,j}} + \delta\, \widetilde{w_{i,j}} + \widetilde{z_{i,j}})/\sigma\big)}{1 + \sum_{j' \in \mathcal{J}_i} \exp\!\big((\psi_i + \psi_{j'} + \widetilde{p_{i,j'}} + \delta\, \widetilde{w_{i,j'}} + \widetilde{z_{i,j'}})/\sigma\big)} \tag{B.10}$$

$$\Phi_{i,j} = \frac{\exp\!\big((\psi_i + \psi_j + \delta\, \widetilde{w_{i,j}} + \widetilde{z_{i,j}})/\sigma\big)}{1 + \sum_{j' \in \mathcal{J}_i} \exp\!\big((\psi_i + \psi_{j'} + \delta\, \widetilde{w_{i,j'}} + \widetilde{z_{i,j'}})/\sigma\big)} \tag{B.11}$$

$$\Phi^{\text{Eq}}_{i,j} = \frac{\exp\!\big((\psi_i + \psi_j + \delta\, \overline{w_i} + \widetilde{z_{i,j}})/\sigma\big)}{1 + \sum_{j' \in \mathcal{J}_i} \exp\!\big((\psi_i + \psi_{j'} + \delta\, \overline{w_i} + \widetilde{z_{i,j'}})/\sigma\big)}. \tag{B.12}$$

The application likelihood (B.10) loads on all three perceived components; the acceptance likelihood (B.11) drops the hiring term $\widetilde{p_{i,j}}$ because the offer is certain; and the equal-wage likelihood (B.12) additionally collapses the wage term to the common $\overline{w_i}$, leaving only the common job value ψ_j and the non-pecuniary term $\widetilde{z_{i,j}}$ to vary across jobs. Equation (B.8) implies that the likelihood of the outside option is always 1 divided by the denominators in (B.10)–(B.12).

Log-linearity and the fixed effects Taking logs in (B.10)–(B.12)[13], subtracting the log of the likelihood of the outside option, and rearranging yields a linear expression for

[13] With the notation $\pi_{i,j} \equiv \log \Pi_{i,j}$, and likewise for $\phi_{i,j}$ and $\phi^{\text{Eq}}_{i,j}$.

each scenario:

$$\pi_{i,j} = c_i^{\pi} + \sigma^{-1}\psi_j \qquad + \sigma^{-1}(\widetilde{p_{i,j}} + \delta\,\widetilde{w_{i,j}} + \widetilde{z_{i,j}}) \tag{B.13}$$

$$\phi_{i,j} = c_i^{\phi} + \sigma^{-1}\psi_j \qquad + \sigma^{-1}(\delta\,\widetilde{w_{i,j}} + \widetilde{z_{i,j}}) \tag{B.14}$$

$$\phi_{i,j}^{\text{Eq}} = c_i^{\phi^{\text{Eq}}} + \sigma^{-1}\delta\overline{w_i} + \sigma^{-1}\psi_j + \sigma^{-1}(\widetilde{z_{i,j}}) \tag{B.15}$$

The individual return ψ_i, the common wage term $\delta\,\overline{w_i}$ in the equal-wage scenario, and the log of the logit denominator are constant within individuals, so only the job value ψ_j and the job specific perceived components vary within individuals. The constants are defined as:

$$c_i^y = \sigma^{-1}\psi_i + y_{i,0}\ \forall y \in \{\pi, \phi, \phi^{\text{Eq}}\} \tag{B.16}$$

We absorb these person specific constants with person fixed effects. This approach allows the elicited likelihoods themselves to serve as outcome variables: conditional on a person fixed effect, equations (B.13)–(B.15) are linear in the job value ψ_j and the perceived (log) components, so no transformation of the outcomes beyond taking logs is required.

The estimating equations Including a dummy for parental experience in equations (B.13)–(B.15) yields the equation from Section 2.4:

$$y_{i,j} = \mu_i^y + \mu_j^y + \beta^y\,\text{ParExp}_{i,j} + u_{i,j}^y, \qquad y \in \{\pi,\ \phi,\ \phi^{\text{Eq}}\}. \tag{B.17}$$

Section 2.4 interprets each β^y as the parental experience effect operating through the perceived components that are left in the error term. To make this mapping explicit, let parental experience shift each perceived component, $\widetilde{p_{i,j}} = \rho\,\text{ParExp}_{i,j} + \cdots$, $\widetilde{w_{i,j}} = \omega\,\text{ParExp}_{i,j} + \cdots$ and $\widetilde{z_{i,j}} = \zeta\,\text{ParExp}_{i,j} + \cdots$, with the remaining variation in each component that is not correlated with $\text{ParExp}_{i,j}$ collected in the error terms. Substituting into (B.13)–(B.15) and regressing each log-likelihood on $\text{ParExp}_{i,j}$, with person fixed effects absorbing the constants c_i^y and job type fixed effects absorbing the job type values ψ_j/σ

together with the average perceived components of each job type, recovers

$$\beta^{\pi} = \sigma^{-1}(\rho+\delta\omega+\zeta), \qquad \beta^{\phi} = \sigma^{-1}(\delta\omega+\zeta), \qquad \beta^{\phi^{\text{Eq}}} = \sigma^{-1}\,\zeta \tag{B.18}$$

matching the channel mapping stated in Section 2.4. The differences between the coefficients isolate the individual channels: $\beta^{\pi}-\beta^{\phi} = \sigma^{-1}\rho$ (access), $\beta^{\phi}-\beta^{\phi^{\text{Eq}}} = \dfrac{\delta}{\sigma}\omega$ (pay), and $\beta^{\phi^{\text{Eq}}} = \sigma^{-1}\zeta$ (preference). Table 4 reports the corresponding estimates, with the differences $\pi_{i,j}-\phi_{i,j}$ and $\phi_{i,j}-\phi^{\text{Eq}}_{i,j}$ used directly as outcomes in Columns (4) and (5).

B.1 From coefficients to semi-elasticities

The coefficients β^{y} in (B.18) are the effects of parental experience on the log-likelihoods keeping the person fixed effect constant. However, because the likelihoods must sum to one, this constraint inflates the interpretation of β^{y} as a semi-elasticity. We recover the semi-elasticity of the choice probability by restoring the response of the logit denominator to changes in the likelihoods. The resulting formula is a simple scaling of β^{y} by $1-Y_{i,j}$, which we average over the sample to obtain an overall semi-elasticity.

The semi-elasticity is defined as:

$$\mathcal{E}^{y}_{i,j} \equiv \frac{\partial y_{i,j}}{\partial\,\text{ParExp}_{i,j}} \qquad \forall y \in \left\{\pi,\, \phi,\, \phi^{\text{Eq}}\right\}. \tag{B.19}$$

Using $\sigma^{-1}(\widetilde{p_{i,j}}+\delta\,\widetilde{w_{i,j}}+\widetilde{z_{i,j}}) = \beta^{\pi}\,\text{ParExp}_{i,j}+u^{\pi}_{i,j}$, $\sigma^{-1}(\delta\,\widetilde{w_{i,j}}+\widetilde{z_{i,j}}) = \beta^{\phi}\,\text{ParExp}_{i,j}+u^{\phi}_{i,j}$ and $\sigma^{-1}\,\widetilde{z_{i,j}} = \beta^{\phi^{\text{Eq}}}\,\text{ParExp}_{i,j}+u^{\phi^{\text{Eq}}}_{i,j}$ implied by equations (B.13)–(B.15) and (B.17), and inserting them into the choice probability formulas (B.10)–(B.12), standard derivations yield the following formula for the semi-elasticity:

$$\mathcal{E}^{y}_{i,j} \equiv \frac{d\log Y_{i,j}}{d\,\text{ParExp}_{i,j}} = \beta^{y}-Y_{i,j}\,\beta^{y} = (1-Y_{i,j})\,\beta^{y} \qquad \forall Y \in \{\Pi, \Phi, \Phi^{\text{Eq}}\}. \tag{B.20}$$

The factor $1-Y_{i,j}$ deflates the fixed effects coefficient towards the probability response of the model. We summarise these semi-elasticities by sample enumeration (Train, 2009), plugging the elicited likelihood $Y_{i,j}$ into (B.20) and averaging over the N respondents and

their three job types:

$$\widehat{\mathcal{E}}^{y} = \frac{1}{N}\sum_{i}\frac{1}{3}\sum_{j\in\mathcal{J}_i}\hat{\beta}^{y}(1-Y_{i,j}) \qquad \forall Y \in \{\Pi, \Phi, \Phi^{\mathrm{Eq}}\}. \tag{B.21}$$

C Parental experience and belief accuracy

David et al. (2026) show that wage misperceptions are large and that correcting them shifts where job seekers apply. This finding raises a concern for our decomposition: if a parent's experience makes beliefs about their job type more accurate—or merely more confident—the added certainty could make that job type more attractive, which our mapping would record as non-pecuniary preference value. We find little support for this concern. Respondents with parental experience are, if anything, better informed about *all three* of their job types, but no better informed about the one their parent worked in. We measure (in)accuracy as the absolute log gap between belief and actual prior cohort value, separating a general margin, ParExp_i (either parent worked in any of the three job types), from the job type specific margin, $\text{ParExp}_{i,j}$ (or $\text{ParExp}_{i,j,j'}$ at the job pair level[14]). These measures concern the accuracy of beliefs about observable job type characteristics; they do not assess whether respondents are more *certain* about how well a job type would fit them personally when a parent has experience in it, a dimension that our survey did not elicit and that would be recorded as part of the preference channel, as discussed in Section 2.4.

Distribution of wage gap misperceptions Table C1 compares the distribution of relative wage misperceptions across respondents with and without parental experience in any job type. The two groups look alike: two-thirds underestimate in both (66.6%), and the share underestimating the log wage gap by more than 50% differs by about four percentage points (56.9% versus 52.4%). Reweighting the parental experience group to the comparison group's distribution of majors renders these tail share differences not statistically significant (Rows (5) and (7)), though a small mean advantage survives (0.122 versus 0.134 log points)—a general accuracy advantage between people, not between a respondent's own job types.

Accuracy by general versus job type specific experience Table C2 separates the two margins. Regressing the absolute prior cohort wage misperception on both dummies with job type fixed effects, the general margin is negative and statistically significant, while

[14] $\text{ParExp}_{i,j,j'}$ equals one if either $\text{ParExp}_{i,j}$ or $\text{ParExp}_{i,j'}$ is one.

the job type specific margin is small and not statistically significant. The five-year wage and offer probability[15] perceived levels and misperceptions show no differential accuracy by parental experience on either margin. Table C3 shows the job type specific margin by restricting the sample to respondents with any parental experience and including individual fixed effects.

Relative misperceptions at the job pair level Because applications respond to perceived wage *gaps*, Tables C4 and C5 repeat the analysis at the job pair level (i, j, j'). The general margin seems most relevant for entry wage perceptions: ParExp_i lowers the absolute underestimation of the log wage gap. The job pair specific margin is weaker and mixed—it leaves average underestimation unchanged but raises the probability of being within 50% of the true gap by about four percentage points. For five-year wage beliefs the job pair specific margin seems to improve accuracy somewhat, while the offer probability gap shows little improvement.

Table C1: Underestimation gaps: parental job type experience vs. none

	Wage gap underestimation rate between job pairs $\frac{\Delta V_{i,j,j'} - \widetilde{\Delta V_{i,j,j'}}}{\Delta V_{i,j,j'}}$				Underestimation of log wage gap between job pairs $\Delta v_{i,j,j'} - \widetilde{\Delta v_{i,j,j'}}$		Wage underestimation $\frac{V_{i,j} - \widetilde{V_{i,j}}}{V_{i,j}}$	Individuals who are underestimators	Sample size:	
	$> 100\%$	$> 50\%$	$> 0\%$	$< -50\%$	Mean abs. value	Std. Dev.	Mean	Share	Individuals	Job pairs
(1) Neither parent has experience in a job type	37.1%	56.9%	68.1%	23.7%	0.134	0.173	−2.82%	66.6%	1,175	3,525
	(1.0)	(1.1)	(0.9)	(0.8)	(0.003)	(0.003)	(0.43)	(1.4)		
(2) - (1) weightable	37.0%	56.1%	67.4%	24.3%	0.132	0.171	−2.84%	65.0%	1,098	3,294
	(1.6)	(1.5)	(1.2)	(0.9)	(0.003)	(0.004)	(0.57)	(1.6)		
(3) Either parent has experience in a job type	34.5%	52.4%	64.5%	27.4%	0.122	0.157	−4.17%	66.6%	727	2,181
	(1.2)	(1.3)	(1.3)	(1.1)	(0.003)	(0.003)	(0.49)	(1.7)		
(4) - (3) weightable	34.8%	52.4%	64.5%	27.3%	0.122	0.157	−4.11%	66.6%	716	2,148
	(1.2)	(1.3)	(1.3)	(1.2)	(0.003)	(0.003)	(0.50)	(1.8)		
(5) - (3) reweighted to (2)	35.5%	52.5%	66.0%	24.3%	0.120	0.160	−2.02%	62.0%	716	2,148
	(2.3)	(2.7)	(2.2)	(1.5)	(0.004)	(0.005)	(0.81)	(3.4)		
(6) p-val for difference (1)-(3)	0.116	0.008	0.028	0.012	0.002	0.000	0.034	1.000		
(7) p-val for reweighted difference (2)-(5)	0.482	0.190	0.622	0.934	0.000	0.010	0.630	0.568		

Notes: The table summarises the distribution of wage misperceptions by parental background. The base data are individual-by-job pairs (i, j, j') in the survey sample. The first four columns show the share of pairs for which the wage gap underestimation rate exceeds 100%, 50%, 0%, or falls below −50%, respectively. The next two columns report the mean absolute value and standard deviation of the underestimation of the log wage gap for prior cohorts. The seventh column instead uses individual-by-jobs data (i, j) and shows the mean underestimation of the average prior cohort wage in individual job types (in percent of the actual wage). The eighth column uses individual-level data (i) and shows what fraction of individuals are underestimators in the sense that they underestimate the typical wage in the highest paying job relative to the average of the two other jobs. The last two columns show the number of individuals and unique individual-by-job pairs in each subsample. Row (1) restricts to respondents where neither parent has work experience in any of the three job types (between 2008 and the time of the survey), and Row (3) to respondents where either parent has such experience. Rows (2) and (4) further restrict these groups to the reweightable respondents, i.e., those with a propensity score between 0.01 and 0.99 from a propensity score model based on majors. Row (5) reweights the respondents from Row (4) to match the major composition of the group in Row (2) using these propensity scores. Rows (6) and (7) report p-values for tests of equality between the groups in Rows (1) and (3) and between the groups in Rows (2) and (5), respectively. Standard errors in parentheses are clustered at the level of the individual.

[15]The actual prior cohort offer probability $\bar{p}_{i,j}$ is constructed from administrative job log (vacancy) data, following Harmon et al. (2025).

Table C2: Perceived job type averages by general and job specific parental experience

	(1) $\widetilde{v_{i,j}}$	(2) $\widetilde{v_{i,j}^{t+5}}$	(3) $\widetilde{\bar{p}_{i,j}}$	(4) $\lvert v_{i,j} - \widetilde{v_{i,j}} \rvert$	(5) $\lvert v_{i,j}^{t+5} - \widetilde{v_{i,j}^{t+5}} \rvert$	(6) $\lvert \bar{p}_{i,j} - \widetilde{\bar{p}_{i,j}} \rvert$
ParExp_i	0.008	-0.000	0.001	-0.009**	-0.005	-0.029
	(0.007)	(0.008)	(0.064)	(0.004)	(0.005)	(0.051)
$\text{ParExp}_{i,j}$	0.003	0.008	0.037	-0.001	-0.004	0.055
	(0.005)	(0.006)	(0.042)	(0.004)	(0.004)	(0.036)
Job type FE	✓	✓	✓	✓	✓	✓
Individuals	1,899	1,898	1,894	1,899	1,891	1,494
Job types	240	240	240	240	237	204
N	5,697	5,694	5,682	5,697	5,673	4,482

Notes: The table shows OLS estimates from the survey. The base data are all individual-by-jobs (i, j) in the survey sample, including respondents whose parents have no work experience in any of the three job types; since the outcomes are elicited before the information treatment, both the treatment and control groups are included. The regressors are ParExp_i, a dummy for either parent having work experience in at least one of the respondent's three job types between 2008 and the time of the survey, and $\text{ParExp}_{i,j}$, a dummy for either parent having such experience in job type j specifically. In Columns (1)–(3) the outcomes are the perceived levels: the perceived (log) average wage of prior cohorts in the job type, $\widetilde{v_{i,j}}$, and the corresponding perceived values for the (log) average wage of prior cohorts five years after starting and for the (log) average probability of receiving an offer when applying. In Columns (4)–(6) the outcomes are the corresponding absolute misperceptions about these job type averages: the absolute difference between the perceived and the actual value, $|v_{i,j} - \widetilde{v_{i,j}}|$ for the prior cohort wage and analogously for the five-year wage and the offer probability. All specifications include job type fixed effects; individual fixed effects are excluded since ParExp_i only varies across individuals. Changes in observation totals across columns stem from missing reports and zeros in the raw outcome variables. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table C3: Perceived own outcomes by parental experience

	(1) $\widetilde{v_{i,j}}$	(2) $\widetilde{v_{i,j}^{t+5}}$	(3) $\widetilde{\bar{p}_{i,j}}$	(4) $\lvert v_{i,j}-\widetilde{v_{i,j}}\rvert$	(5) $\lvert v_{i,j}^{t+5}-\widetilde{v_{i,j}^{t+5}}\rvert$	(6) $\lvert \bar{p}_{i,j}-\widetilde{\bar{p}_{i,j}}\rvert$
$\text{ParExp}_{i,j}$	0.004	0.005	-0.001	-0.001	-0.002	0.036
	(0.005)	(0.006)	(0.031)	(0.004)	(0.004)	(0.029)
Job type FE	✓	✓	✓	✓	✓	✓
Individual FE	✓	✓	✓	✓	✓	✓
Individuals	718	718	715	718	718	628
Job types	183	183	183	183	183	159
N	2,154	2,154	2,145	2,154	2,154	1,884

Notes: The table shows OLS estimates from the survey. The base data are all individual-by-jobs (i, j) in the survey sample, restricted to respondents whose parents have work experience in at least one of the three job types; since the outcomes are elicited before the information treatment, both the treatment and control groups are included. In Columns (1)–(3) the outcomes are the perceived levels: the perceived (log) average wage of prior cohorts in the job type, $\widetilde{v_{i,j}}$, and the corresponding perceived values for the (log) average wage of prior cohorts five years after starting and for the (log) average probability of receiving an offer when applying. In Columns (4)–(6) the outcomes are the corresponding absolute misperceptions about these job type averages: the absolute difference between the perceived and the actual value, $|v_{i,j}-\widetilde{v_{i,j}}|$ for the prior cohort wage and analogously for the five-year wage and the offer probability. The regressor of interest, $\text{ParExp}_{i,j}$, is a dummy for either parent having worked in job type j between 2008 and the time of the survey. All specifications include individual and job type fixed effects. Changes in observation totals across columns stem from missing reports and zeros in the raw outcome variables. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table C4: Job value misperception on general and job pair specific parental experience

	$\lvert\Delta v_{i,j,j'}-\Delta\widetilde{v_{i,j,j'}}\rvert$		$\left\lvert\frac{\Delta V_{i,j,j'}-\Delta\widetilde{V_{i,j,j'}}}{\Delta V_{i,j,j'}}\right\rvert < 0.5$		$\frac{\Delta V_{i,j,j'}-\Delta\widetilde{V_{i,j,j'}}}{\Delta V_{i,j,j'}} < -0.5$		$\frac{\Delta V_{i,j,j'}-\Delta\widetilde{V_{i,j,j'}}}{\Delta V_{i,j,j'}} > 0.5$	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
ParExp_i	-0.010**	-0.012**	-0.026	-0.011	0.067***	0.030	-0.040*	-0.019
	(0.005)	(0.005)	(0.018)	(0.018)	(0.022)	(0.021)	(0.024)	(0.022)
$\text{ParExp}_{i,j,j'}$	-0.002	0.002	0.046**	0.043**	-0.039*	-0.045**	-0.006	0.002
	(0.005)	(0.004)	(0.018)	(0.018)	(0.021)	(0.020)	(0.023)	(0.022)
Constant	✓		✓		✓		✓	
Major FE		✓		✓		✓		✓
Individuals	1,902	1,902	1,902	1,902	1,902	1,902	1,902	1,902
Job pairs	249	249	249	249	249	249	249	249
N	11,412	11,412	11,412	11,412	11,412	11,412	11,412	11,412

Notes: The table shows OLS estimates from the survey. The base data are all individual-by-job pairs (i, j, j') in the survey sample; since the perceptions are elicited before the information treatment, both the treatment and control groups are included. The outcome variables measure misperceptions of the gap in average prior cohort wages between the two job types. In Columns (1) and (2) the outcome is the absolute underestimation of the log wage gap, $|\Delta v_{i,j,j'}-\Delta\widetilde{v_{i,j,j'}}|$. In Columns (3) and (4) it is a dummy for the wage gap underestimation rate being below 50% in absolute value, while in Columns (5) and (6) and Columns (7) and (8) it is a dummy for the underestimation rate falling below −50% (overestimation) or exceeding 50% (underestimation), respectively. The regressors are ParExp_i, a dummy for either parent having work experience in at least one of the respondent's three job types between 2008 and the time of the survey, and $\text{ParExp}_{i,j,j'}$, a dummy for either parent having such experience in one of the two job types in the pair. Odd-numbered columns include a constant term, while even-numbered columns instead include fixed effects for the respondent's major. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table C5: Post-5y wage and offer probability misperception on general and job pair specific parental experience

	$\left\lvert \Delta v_{i,j,j'}^{t+5} - \widetilde{\Delta v_{i,j,j'}^{t+5}} \right\rvert$		$\left\lvert \frac{\Delta v_{i,j,j'}^{t+5} - \widetilde{\Delta v_{i,j,j'}^{t+5}}}{\Delta v_{i,j,j'}^{t+5}} \right\rvert < 0.5$		$\left\lvert \Delta \bar{p}_{i,j,j'} - \widetilde{\Delta \bar{p}_{i,j,j'}} \right\rvert$		$\left\lvert \frac{\Delta \bar{p}_{i,j,j'} - \widetilde{\Delta \bar{p}_{i,j,j'}}}{\Delta \bar{p}_{i,j,j'}} \right\rvert < 0.5$	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
ParExp_i	0.006	-0.000	-0.028	-0.030	0.011	0.028	0.002	-0.003
	(0.006)	(0.006)	(0.018)	(0.018)	(0.042)	(0.040)	(0.015)	(0.016)
$\text{ParExp}_{i,j,j'}$	-0.013***	-0.010**	0.056***	0.052***	-0.071*	-0.054	0.011	0.005
	(0.005)	(0.005)	(0.019)	(0.019)	(0.037)	(0.035)	(0.016)	(0.016)
Constant	✓		✓		✓		✓	
Major FE		✓		✓		✓		✓
Individuals	1,894	1,894	1,895	1,895	1,496	1,496	1,499	1,499
Job pairs	246	246	246	246	210	210	210	210
N	11,364	11,364	11,370	11,370	8,976	8,976	8,994	8,994

Notes: The table shows OLS estimates from the survey. The base data are all individual-by-job pairs (i, j, j') in the survey sample; since the perceptions are elicited before the information treatment, both the treatment and control groups are included. In Columns (1)–(4) the outcomes measure misperceptions of the gap in average prior cohort wages five years after starting in the job types: the absolute underestimation of the log gap (Columns (1) and (2)) and a dummy for the underestimation rate being below 50% in absolute value (Columns (3) and (4)). In Columns (5)–(8) the outcomes are defined analogously for the gap in the (log) average probability of receiving an offer when applying to the job types. The regressors are ParExp_i, a dummy for either parent having work experience in at least one of the respondent's three job types between 2008 and the time of the survey, and $\text{ParExp}_{i,j,j'}$, a dummy for either parent having such experience in one of the two job types in the pair. Odd-numbered columns include a constant term, while even-numbered columns instead include fixed effects for the respondent's major. Changes in observation totals across columns stem from missing reports and zeros in the raw outcome variables. Standard errors in parentheses are clustered at the level of the individual. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

D Full list of job types for majors that were eligible for treatment

Table D1: Educations eligible for treatment and associated job types

Education level	Education narrow field	Jobtype 1	Jobtype 2	Jobtype 3
Short-cycle higher education	Multimedia design	Job in the industry: wholesale and retail trade	Job in the industry: information and communication	Job in the industry: administrative services
Short-cycle higher education	Financial advisor etc.	Job in the private sector (>50 employees), in the industry: financial services excluding insurance	Job in the private sector ($\leq$ 50 employees), in the industry: real estate	Job in the private sector (>50 employees), in the industry: retail trade excluding motor vehicles
Short-cycle higher education	Trade and marketing economist, etc.	Job in the private sector (>50 employees), in the industry: wholesale and retail trade	Job in the private sector ($\leq$ 50 employees), in the industry: wholesale and retail trade	Job in the private sector ($\leq$ 50 employees), in the industry: accommodation and food service
Short-cycle higher education	Service economist etc.	Job in the private sector, in the industry: food service activities	Job in the private sector, in the industry: accommodation	Job in the private sector, in the industry: retail trade excluding motor vehicles
Short-cycle higher education	Construction and construction engineering	Job in the industry: architecture and engineering, technical testing and analysis	Job in the industry: specialized construction	Job in the industry: residential construction and building projects
Short-cycle higher education	Electronics and IT	Job in the private sector ($\leq$ 50 employees), in the industry: information and communication	Job in the private sector (>50 employees), in the industry: information and communication	Job in the private sector (>50 employees), in the industry: wholesale and retail trade
Short-cycle higher education	Installer of high voltage and plumbing technology	Job in the private sector, in the industry: construction	Job in the private sector, in the industry: specialized services, incl. business administration	Job in the private sector, in the industry: manufacturing
Short-cycle higher education	Technical, production and product development	Job in the private sector, in the industry: retail trade excluding motor vehicles	Job in the private sector, in the industry: wholesale trade excluding motor vehicles	Job in the private sector, in the industry: manufacture of machinery and equipment
Short-cycle higher education	Laboratory, food and process technology	Job in the industry: manufacturing	Job in the industry: wholesale and retail trade	Job in the industry: administrative services
Short-cycle higher education	Laboratory Technician	Job in the private sector, in the industry: manufacturing, with the occupation: laboratory technician work	Job in the public sector, in the industry: education, with the occupation: laboratory technician work	Job in the private sector, in the industry: specialized services, with the occupation: laboratory technician work
Short-cycle higher education	Agricultural technology	Job in the private sector, in the industry: agriculture, hunting, forestry and fishing	Job in the private sector, in the industry: administrative services	Job in the public sector, in the industry: education
Medium-cycle higher education	Pedagogue	Job in the public sector, with the occupation: childcare/child educator	Job in the public sector, with the occupation: childcare/child educator, assistant	Job in the public sector, with the occupation: special needs education

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Table D1: Educations eligible for treatment and associated job types

Education level	Education narrow field	Jobtype 1	Jobtype 2	Jobtype 3
Medium-cycle higher education	Elementary school teacher	Job in the public sector, in the industry: education, with the occupation: teaching at elementary school level	Job in the public sector, in the industry: residential care, with the occupation: teaching at elementary school level	Job in the private sector, in the industry: education, with the occupation: teaching at elementary school level
Medium-cycle higher education	Graphical design and communication	Job in the industry: advertising and market research	Job in the industry: services in design, photography, translation, agricultural consultancy etc.	Job in the industry: wholesale trade excluding motor vehicles
Medium-cycle higher education	Journalist and journalistic work	Job in the private sector (>50 employees), in the industry: information and communication, with the occupation: writing, journalism and linguistics	Job in the public sector, in the industry: information and communication, with the occupation: writing, journalism and linguistics	Job in the private sector ($\leq$ 50 employees), in the industry: information and communication, with the occupation: writing, journalism and linguistics
Medium-cycle higher education	Media and communication, other	Job in the industry: information and communication	Job in the industry: specialized services, incl. business administration	Job in the industry: wholesale and retail trade
Medium-cycle higher education	Actor	Job in the private sector (>50 employees), in the industry: creative activities, arts and entertainment, with the occupation: acting	Job in the private sector ($\leq$ 50 employees), in the industry: creative activities, arts and entertainment, with the occupation: acting	Job in the private sector ($\leq$ 50 employees), in the industry: creative activities, arts and entertainment, with the occupation: film, theater direction and production
Medium-cycle higher education	Design	Job in the private sector (>50 employees), in the industry: wholesale and retail trade	Job in the private sector ($\leq$ 50 employees), in the industry: wholesale and retail trade	Job in the private sector ($\leq$ 50 employees), in the industry: specialized services, incl. business administration
Medium-cycle higher education	Administration etc.	Job with the occupation: general office work not requiring advanced degree	Job with the occupation: retail sales work	Job with the occupation: customer information
Medium-cycle higher education	Finance etc.	Job in the private sector (>50 employees), in the industry: financial services excluding insurance	Job in the private sector ($\leq$ 50 employees), in the industry: real estate	Job in the private sector (>50 employees), in the industry: insurance, reinsurance and pension funding
Medium-cycle higher education	Trade and marketing, etc.	Job in the industry: wholesale and retail trade	Job in the industry: administrative services	Job in the industry: accommodation and food service
Medium-cycle higher education	Social counseling and mediation, etc.	Job in the public sector, in the industry: education, with the occupation: social counseling	Job in the public sector, in the industry: health and social services, with the occupation: social counseling	Job in the public sector, in the industry: education, with the occupation: general office work not requiring advanced degree
Medium-cycle higher education	Construction and construction engineering	Job in the industry: architecture and engineering, technical testing and analysis	Job in the industry: residential construction and building projects	Job in the industry: specialized construction
Medium-cycle higher education	Electronics and IT, technical	Job with the occupation: software and application development	Job with the occupation: engineering work (except electrical engineering)	Job with the occupation: electrical engineering work

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Table D1: Educations eligible for treatment and associated job types

Education level	Education narrow field	Jobtype 1	Jobtype 2	Jobtype 3
Medium-cycle higher education	Mechanical engineering	Job in the private sector (>50 employees), in the industry: manufacturing	Job in the private sector (>50 employees), in the industry: specialized services, incl. business administration	Job in the private sector (>50 employees), in the industry: transport and freight handling
Medium-cycle higher education	Technical, production and product development	Job in the industry: manufacturing	Job in the industry: wholesale and retail trade	Job in the industry: specialized services, incl. business administration
Medium-cycle higher education	Other technical educations	Job in the industry: manufacturing	Job in the industry: wholesale and retail trade	Job in the industry: specialized services, incl. business administration
Medium-cycle higher education	Nutrition and Health	Job in the industry: health and social services	Job in the industry: education	Job in the industry: wholesale and retail trade
Medium-cycle higher education	Occupational and physiotherapist	Job in the public sector, with the occupation: occupational therapy	Job in the public sector, with the occupation: physiotherapy	Job in the private sector, with the occupation: physiotherapy
Medium-cycle higher education	Nursing and health care	Job in the public sector, in the industry: health care, with the occupation: nursing, basic functions	Job in the public sector, in the industry: health care, with the occupation: social and health work at institutions and hospitals, helpers	Job in the public sector, in the industry: health care, with the occupation: social and health work at institutions and hospitals, assistants
Medium-cycle higher education	Officer in the defense	Job in the industry: defense, with the occupation: military work at officer level	Job in the industry: defense, with the occupation: military work, neither officer nor non-commissioned officer level	Job in the industry: defense, with the occupation: military work at non-commissioned officer level
Bachelor degree	Humanities without further specification	Job in the industry: health and social services	Job in the industry: wholesale and retail trade	Job in the industry: education
Bachelor degree	History	Job in the industry: education	Job in the industry: culture, entertainment and sports	Job in the industry: health and social services
Bachelor degree	Film, theater and musicology, etc.	Job in the industry: information and communication	Job in the industry: education	Job in the industry: wholesale and retail trade
Bachelor degree	Communication and dissemination	Job in the private sector, in the industry: wholesale and retail trade	Job in the public sector, in the industry: education	Job in the private sector, in the industry: information and communication
Bachelor degree	Business language bachelors	Job in the industry: wholesale and retail trade	Job in the industry: education	Job in the industry: information and communication
Bachelor degree	Business language, combined	Job in the industry: wholesale and retail trade	Job in the industry: specialized services, incl. business administration	Job in the industry: information and communication
Bachelor degree	Mathematics	Job in the industry: education	Job in the industry: banking, financial, or insurance activities	Job in the industry: information and communication
Bachelor degree	Natural science IT educations	Job in the private sector, with the occupation: software and application development	Job in the public sector, with the occupation: teaching and research at higher education	Job in the private sector, with the occupation: general office work not requiring advanced degree
Bachelor degree	Social sciences without further specification	Job in the industry: health and social services	Job in the industry: education	Job in the industry: wholesale and retail trade

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Table D1: Educations eligible for treatment and associated job types

Education level	Education narrow field	Jobtype 1	Jobtype 2	Jobtype 3
Bachelor degree	Law	Job in the industry: specialized services, incl. business administration, with the occupation: legal work	Job in the industry: public administration, defense and social security, with the occupation: general office work not requiring advanced degree	Job in the industry: public administration, defense and social security, with the occupation: legal work
Bachelor degree	Political science	Job in the public sector, in the industry: education	Job in the public sector, in the industry: public administration, defense and social security	Job in the private sector, in the industry: organizations and associations
Bachelor degree	Economics	Job with the occupation: general office work not requiring advanced degree	Job with the occupation: teaching and research at long-cycle higher education	Job with the occupation: work in economics
Bachelor degree	Business Economics, HA	Job in the industry: specialized services, incl. business administration	Job in the industry: wholesale and retail trade	Job in the industry: banking, financial, or insurance activities
Bachelor degree	Technical science without further specification	Job in the industry: education	Job in the industry: specialized services, incl. business administration	Job in the industry: wholesale and retail trade
Bachelor degree	Electronics and IT	Job in the private sector, in the industry: information and communication	Job in the public sector, in the industry: education	Job in the private sector, in the industry: wholesale and retail trade
Bachelor degree	Mechanical engineering	Job in the public sector, in the industry: education	Job in the private sector (>50 employees), in the industry: manufacturing	Job in the private sector (>50 employees), in the industry: specialized services, incl. business administration
Bachelor degree	Pharmacy and Pharmaceutical Sciences	Job in the private sector ($\leq$ 50 employees), in the industry: wholesale and retail trade	Job in the private sector (>50 employees), in the industry: manufacturing	Job in the private sector (>50 employees), in the industry: wholesale and retail trade
Long-cycle higher education	Pedagogy	Job in the public sector, with the occupation: teaching at elementary school level or pedagogical work	Job in the public sector, with the occupation: special needs education and research	Job in the public sector, with the occupation: teaching and research at higher education
Long-cycle higher education	Film, theater and musicology, etc.	Job in the public sector, in the industry: education	Job in the private sector, in the industry: information and communication	Job in the public sector, in the industry: health and social services
Long-cycle higher education	Communication and dissemination	Job in the industry: education	Job in the industry: health and social services	Job in the industry: information and communication
Long-cycle higher education	Journalism and rhetoric	Job in the private sector (>50 employees), with the occupation: writing, journalism and linguistics	Job in the public sector, with the occupation: writing, journalism and linguistics	Job in the private sector ($\leq$ 50 employees), with the occupation: writing, journalism and linguistics
Long-cycle higher education	Digital design and interaction design	Job in the industry: information and communication	Job in the industry: education	Job in the industry: specialized services, incl. business administration
Long-cycle higher education	Experience Design	Job in the industry: health and social services	Job in the industry: education	Job in the industry: specialized services, incl. business administration

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Table D1: Educations eligible for treatment and associated job types

Education level	Education narrow field	Jobtype 1	Jobtype 2	Jobtype 3
Long-cycle higher education	Danish-Nordic language and literature	Job with the occupation: teaching at upper secondary level	Job with the occupation: general office work not requiring advanced degree	Job with the occupation: teaching at elementary school level
Long-cycle higher education	West Germanic languages (English, German or Dutch)	Job with the occupation: teaching at upper secondary level	Job with the occupation: general office work not requiring advanced degree	Job with the occupation: teaching at elementary school level
Long-cycle higher education	Business Language, MA in International Business Communication	Job in the private sector, in the industry: wholesale and retail trade	Job in the private sector, in the industry: specialized services, incl. business administration	Job in the private sector, in the industry: information and communication
Long-cycle higher education	Humanities, other	Job in the public sector, in the industry: education	Job in the public sector, in the industry: health and social services	Job in the private sector, in the industry: education
Long-cycle higher education	Architecture	Job in the private sector ($\leq$ 50 employees), in the industry: specialized services, with the occupation: architecture, infrastructure and design work	Job in the private sector (>50 employees), in the industry: specialized services, with the occupation: architecture, infrastructure and design work	Job in the public sector, in the industry: health and social services, with the occupation: architecture, infrastructure and design work requiring advanced degree
Long-cycle higher education	Designer	Job in the industry: education	Job in the industry: wholesale trade excluding motor vehicles	Job in the industry: services in design, photography, translation, agricultural consultancy etc.
Long-cycle higher education	Biology	Job in the public sector, in the industry: education	Job in the public sector, in the industry: health and social services	Job in the private sector, in the industry: specialized services, incl. business administration
Long-cycle higher education	Physics and physical subjects	Job in the public sector, with the occupation: teaching and research at higher education	Job in the public sector, with the occupation: teaching at upper secondary level	Job in the private sector (>50 employees), with the occupation: software and application development
Long-cycle higher education	Sports	Job with the occupation: teaching at upper secondary level	Job with the occupation: teaching and research at higher education	Job with the occupation: teaching at elementary school level or pedagogical work for children
Long-cycle higher education	Mathematics	Job in the industry: education	Job in the industry: banking, financial, or insurance activities	Job in the industry: information and communication
Long-cycle higher education	Natural science IT educations	Job in the private sector, with the occupation: software and application development	Job in the public sector, with the occupation: teaching and research at higher education	Job in the private sector, with the occupation: general office work not requiring advanced degree
Long-cycle higher education	Administration, governance and management	Job in the private sector, with the occupation: finance, accounting and math work not requiring advanced degree	Job in the private sector, with the occupation: work in finance and economics	Job in the private sector, with the occupation: general office work not requiring advanced degree
Long-cycle higher education	Anthropology	Job in the industry: health and social services	Job in the industry: education	Job in the industry: specialized services, incl. business administration

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Table D1: Educations eligible for treatment and associated job types

Education level	Education narrow field	Jobtype 1	Jobtype 2	Jobtype 3
Long-cycle higher education	Globalization and international social studies	Job in the industry: social work activities without accommodation	Job in the industry: education	Job in the industry: public administration, defense and social security
Long-cycle higher education	Law	Job in the public sector, with the occupation: other legal work besides judge and lawyer work	Job in the private sector (>50 employees), with the occupation: associate lawyer work	Job in the private sector (>50 employees), with the occupation: other legal work besides judge and lawyer work
Long-cycle higher education	Political science	Job with the occupation: work in social sciences and religion	Job with the occupation: general office work not requiring advanced degree	Job with the occupation: legal work
Long-cycle higher education	Psychology	Job with the occupation: work in social sciences and religion	Job with the occupation: general office work not requiring advanced degree	Job with the occupation: care work in health industry
Long-cycle higher education	Sociology	Job in the public sector, in the industry: health and social services	Job in the public sector, in the industry: education	Job in the public sector, in the industry: public administration, defense and social security
Long-cycle higher education	Economics	Job in the private sector, in the industry: banking, financial, or insurance activities	Job in the public sector, in the industry: public administration, defense and social security	Job in the private sector, in the industry: specialized services, incl. business administration
Long-cycle higher education	Business Economics, (Cand.merc.)	Job in the industry: specialized services, incl. business administration	Job in the industry: wholesale and retail trade	Job in the industry: banking, financial, or insurance activities
Long-cycle higher education	Technical science without further specification	Job with the occupation: engineering work (except electrical engineering)	Job with the occupation: software and application development	Job with the occupation: teaching and research at higher education
Long-cycle higher education	Biotechnology and chemical technology	Job in the public sector, with the occupation: teaching and research at higher education	Job in the private sector, with the occupation: engineering work (except electrical)	Job in the public sector, with the occupation: engineering work (except electrical)
Long-cycle higher education	Building and construction engineering	Job in the private sector, with the occupation: engineering work (except electrical)	Job in the public sector, with the occupation: engineering work (except electrical)	Job in the public sector, with the occupation: teaching and research at higher education
Long-cycle higher education	Electronics and IT	Job in the private sector, in the industry: information and communication	Job in the public sector, in the industry: education	Job in the private sector, in the industry: manufacturing
Long-cycle higher education	Health and welfare technology, etc.	Job in the public sector, in the industry: education	Job in the public sector, in the industry: health care	Job in the private sector (>50 employees), in the industry: manufacture of pharmaceuticals
Long-cycle higher education	Technology-natural sciences, combined	Job in the public sector, with the occupation: teaching and research at long-cycle higher education	Job in the private sector, with the occupation: engineering work (except electrical)	Job in the private sector, with the occupation: software and application development
Long-cycle higher education	Technology, production and product development	Job in the private sector (>50 employees), in the industry: manufacturing	Job in the private sector (≤ 50 employees), in the industry: specialized services, incl. business administration	Job in the private sector (>50 employees), in the industry: specialized services, incl. business administration

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Table D1: Educations eligible for treatment and associated job types

Education level	Education narrow field	Jobtype 1	Jobtype 2	Jobtype 3
Long-cycle higher education	Technical science, other	Job in the industry: manufacturing	Job in the industry: specialized services, incl. business administration	Job in the industry: information and communication
Long-cycle higher education	Veterinary medicine	Job with the occupation: veterinary work	Job with the occupation: teaching and research at long-cycle higher education	Job with the occupation: general office work not requiring advanced degree
Long-cycle higher education	Natural resources and environment	Job in the industry: education	Job in the industry: health and social services	Job in the industry: specialized services, incl. business administration
Long-cycle higher education	Pharmacy and Pharmaceutical Sciences	Job in the private sector ($\leq$ 50 employees), in the industry: wholesale and retail trade	Job in the private sector (>50 employees), in the industry: manufacturing	Job in the public sector, in the industry: education
Long-cycle higher education	Public health science	Job in the public sector, in the industry: education	Job in the public sector, in the industry: health care	Job in the private sector, in the industry: social work without accommodation
Long-cycle higher education	Odontology	Job in the private sector ($\leq$ 50 employees), in the industry: health care, with the occupation: dental work	Job in the public sector, in the industry: education, with the occupation: dental work	Job in the public sector, in the industry: residential care, with the occupation: dental work
Long-cycle higher education	Healthcare sciences, other	Job in the public sector, with the occupation: nursing and midwifery	Job in the public sector, with the occupation: dentist, pharmacist, physiotherapy and health work in occupational health, nutrition, audiology, optics and chiropractic	Job in the public sector, with the occupation: teaching and research at higher education
PhD and research education	Philosophy	Job in the public sector, with the occupation: teaching and research at higher education	Job in the private sector ($\leq$ 50 employees), with the occupation: teaching and research at higher education	Job in the public sector, with the occupation: work in social sciences and religion
PhD and research education	Natural sciences without further specification	Job in the industry: education	Job in the industry: specialized services, incl. business administration	Job in the industry: manufacturing
PhD and research education	Political science	Job in the public sector, in the industry: education	Job in the private sector, in the industry: specialized services, incl. business administration	Job in the public sector, in the industry: public administration, defense and social security
PhD and research education	Technical science without further specification	Job in the industry: education	Job in the industry: specialized services, incl. business administration	Job in the industry: manufacturing
PhD and research education	Agriculture, nature and environment without further specification	Job in the public sector, in the industry: education	Job in the private sector, in the industry: manufacturing	Job in the private sector, in the industry: specialized services, incl. business administration
PhD and research education	Medicine	Job in the industry: health and social services, with the occupation: general medical practice	Job in the industry: education, with the occupation: teaching and research at higher education	Job in the industry: health and social services, with the occupation: work in biochemistry, biology, botany, zoology and related fields

E Full survey questionnaire (in English)

A Thank you very much for participating in this survey about job search and career choices - we greatly appreciate it!

As a token of our gratitude for your time, we are giving away a total of **20 gift cards to GoGift** among those who complete the questionnaire. These gift cards can be used for many things and are very easy to use in both stores and online. Each gift card is worth **1,000 DKK**.

Half of the gift cards are distributed at random to respondents who complete the entire questionnaire (it is expected that this will take approximately **15 minutes**).

The rest of the gift cards are given to respondents who complete the questionnaire and do especially well in the exercises that make up part of the survey (e.g., by guessing the answer to some factual questions correctly). Keep an eye out for questions marked with an emoji. In these questions, you can win additional gift cards!

[*Emoji*]

If you win one (or more) gift cards, you will receive a direct notification in your e-Boks [e-Boks is a Danish state-official email] no later than September 31st, 2023. During the survey, you are able to disconnect and return to complete the survey later if you need to. Your answers are saved and when you click the link again, you will automatically return to where you left off.

B1 We are now going to ask you some questions about your education and current employment circumstances.

B2 Are you currently undertaking education (e.g., at a university or elsewhere)?

- Yes
- No

B3 [**if B2==Yes**] Which of the following educations are you currently undertaking?

[**if B2==No**] Which of the following educations correspond to the highest level of education that you have completed?

[**3-layer dropdown with first layer corresponding to the following**]

- Primary or lower secondary education
- Upper secondary education (High school)
- Vocational basic course
- Vocational education
- Labor market education
- Short-cycle higher education
- Medium-cycle higher education
- Bachelor's degree
- Long-cycle higher education (e.g., Master's degree)
- PhD programme and research education

[**The education categories are based on DISCED, the Danish implementation of ISCED. The second layer corresponds to the broad field, and the third layer corresponds to the narrow field. See** https://www.dst.dk/da/Statistik/dokumentation/nomenklaturer/disced15-audd]

B4 [**if B2==No**] When did you finish studying this education?

- MM/YYYY

[**If B2==Yes**] When do you expect to finish studying this education?

- MM/YYYY

[Create custom variables that take on values depending on responses to question B3: *custom_educ*: **Detailed education (all three layers)** *jobtype*1, *jobtype*2, *jobtype*3: **three specific types of jobs that are relevant to the respondent's education. The three job types are specific to the respondent's education and based on combinations of sector, industry, occupation and firm size. See Section 2.1 for details on how the job types are generated.]**

C1 Which of the following statements best describes your current labor market situation position?

- **I have a job** and my contract is **not expiring in the immediate future.**
- **I have a job**, but my contract **expires soon** and I have **not** accepted another job offer.
- **I have a job**. My contract **expires soon**, but I have **accepted** another job offer.
- **I do not have a job**, but I have **accepted** a job offer which is starting soon.
- **I do not have a job** and I have not accepted a job offer.

C2 [if C1==5] Are you currently searching for a job?

[if C1==1 or 2 or 3 or 4] Are you currently searching for another job?

Note: Searching for a job means e.g., asking employers about potential job opportunities, gathering information about vacant positions, or sending out job applications.

- Yes
- No

C3 [if C2==Yes & C1==4 or 5] When did you start searching for a job?

[If C2==Yes and C1==1 or 2 or 3] When did you start searching for another job?

[If C2==No and C1==1] When did you start searching for your current job?

[If C2==No and C1==2] When do you plan on starting to search for another job?

[If C2==No and C1==3 or 4] When did you start searching for the job you have accepted?

[If C2==No and C1==5] When do you plan on starting to search for a job?

Note: Searching for a job means e.g., asking employers about potential job opportunities, gathering information about vacant positions, or sending out job applications.

- MM/YYYY

D1 [The Industri_example* and Funktion_example* variables are job type specific variables that give examples of the industry and occupations mentioned in the job types. These variables are empty if the job types does not include industry or occupation, or examples where deemed unnecessary.]

We would now like for you to answer some questions about three categories of jobs people with your educational background ("$custom_educ$") could have:

- **$jobtype_1$**

  [If Industri_example1a !="" and Industri_example1b ==”” show:]

  An example of this industry could be:

  - *Industri_example1a*

  [Else if Industri_example1a != “” and Industri_example1b !="" show:]

  Examples of this industry could be:

  - *Industri_example1a* - *Industri_example1b*

  [Do the same for Funktion instead of Industri:]

  [If Funktion_example1a !="" and Funktion_example1b ==”” show:]

  An example of this type of occupation could be:

  - *Funktion_example1a*

  [Else if Funktion_example1a != “” and Funktion_example1b !="" show:]

  Examples of this type of occupation could be:

  - *Funktion_example1a* - *Funktion_example1b*

  [If none of the conditions are met, don't show anything.]

- **$jobtype_2$**

[Same as for jobtype_1 just using Industri_example2a−b and Funktion_example2a−b instead of 1]

- **$jobtype_3$**

  [Same as for jobtype_1 just using Industri_example3a−b and Funktion_example3a−b instead of 1]

D2 Before you continue, use a moment to read and think about the three categories of jobs listed above.

How well do you understand what we mean by a **$Jobtype_1$**?

• Very poorly • Poorly • Neither well nor poorly • Well • Very well

How well do you understand what we mean by a **$Jobtype_2$**?

• Very poorly • Poorly • Neither well nor poorly • Well • Very well

How well do you understand what we mean by a **$Jobtype_3$**?

• Very poorly • Poorly • Neither well nor poorly • Well • Very well

D4 Do you know someone close to you who has had a job in this job category, such as a close friend or family member? If you are close to multiple people, think of the person who is closest to you.

$Jobtype_1$:

• Very close • Close • Not so close • I am not close to anybody who has had a job in this field.

$Jobtype_2$:

- Very close
- Close
- Not so close
- I am not close to anybody who has had a job in this field.

$Jobtype_3$:

- Very close
- Close
- Not so close
- I am not close to anybody who has had a job in this field.

E1 In the following, you are asked to guess the real answers to some **factual** questions about the labor market in recent years. You will be asked a few questions about things that persons with **the same educational background as you ("$custom_educ$")** have experienced in the three job categories above.

Take your time and try to guess the correct answer!

[*Emoji*]

In the questions marked with this emoji, the 10 participants with the most correct answers will receive **a gift card of 1,000 DKK** in their e-Boks.

E2 [**Salary expectations**]

Some jobs pay better than others. This question concerns monthly **gross salary** (i.e. **before tax** and **including** contribution to pension savings) of people in full-time employment. Full-time employment refers to contracts of employment of at least 37 hours of work a week.

Consider persons with the **same** educational background as you ([**"$custom_educ$"**]), who are newly graduated and completed their education in the 2010s whereafter they began working full-time.

What do you think were the **average monthly gross earnings during the first year of work for persons with jobs** in the following job types in the 2010s?

[*Emoji*]

As a reference, the average was approximately 31,000 DKK if **ALL** newly graduated workers of the period are considered (all positions and all educational backgrounds).

- Full-time salary of **$Jobtype_1$**: _____ DKK
- Full-time salary of **$Jobtype_2$**: _____ DKK
- Full-time salary of **$Jobtype_3$**: _____ DKK

If you are one of 3 respondents with answers closest to the actual numbers calculated from data from the Danish labor market of the years 2010 to 2018, you will receive a gift card of 1,000 DKK directly to your e-Boks. Remember that your answer should be in Danish "Kroner" (DKK) per month (before tax and including pension savings).

E3 [Expectations of job application success]

Some jobs are harder to get than others. This question concerns how often the application of unemployed people leads to an actual hiring in the firm.

Consider a person with the **same** educational background as you (**["$custom_educ$"]**), who is newly graduated and completed their education in the 2010s whereafter they began receiving unemployment benefits and did not get a job for at least 6 weeks.

When the average person who is newly graduated sent out a job application for a position in the following job types, **what was the applicant's chance of employment at that firm**?

[*Emoji*]

As a reference, the average success rate was approximately 27 out of 1000 if considering **ALL** newly graduated (all positions and all educational backgrounds).

- Rate of success when applying for **$Jobtype_1$**: ____ out of 1000
- Rate of success when applying for **$Jobtype_2$**: ____ out of 1000
- Rate of success when applying for**$Jobtype_3$**: ____ out of 1000

If you are one of 3 respondents with answers closest to the actual success rate calculated from data on application gathered from applications logged in joblog.dk and administrative data on hirings in the years 2016 to 2018, you will receive a gift card of 1,000 DKK directly to your e-Boks. Remember that your answer should be given as a share of 1000. If you answer 10, this means that you think 10 out of 1000 applications lead to employment for the applicant. If you answer 45, this means that you think 45 out of 1000 applications lead to employment instead.

E4 [Salary after 5 years]

Some jobs offer better opportunities when it comes to wage growth than others. This question concerns the monthly **gross salary** (i.e. **before tax** and **including** pension savings) **5 years after having started a job.**

Consider again a person with the **same** educational background as you ([**"$custom_educ$"**]), who is newly graduated and completed their education in the 2010s.

[*Emoji*]

What do you think was the monthly full-time gross salary after 5 years, for persons who started working in the following job types?

As a reference, you are informed that the average total salary was approximately 41,000

DKK 5 years after employment if **ALL** newly graduated workers of the period are considered (all positions and all educational backgrounds).

- Full-time salary 5 years after first employment in **$Jobtype_1$**: _____DKK
- Full-time salary 5 years after first employment in **$Jobtype_2$**: _____DKK
- Full-time salary 5 years after first employment in **$Jobtype_3$**: _____DKK

If you are one of 4 respondents with answers closest to the actual numbers calculated from data for the Danish labor market of the years 2010 to 2014, you will receive a gift card of 1,000 DKK directly to your e-Boks. Remember that your answer should be in Danish "Kroner" (DKK) per month (before tax and including pension savings).

F1.A [Treatment status T1, is determined in the following way.
It is 0 if not eligible, or eligible and randomly chosen for control.
It is 1 if eligible and chosen for treatment.
Eligibility is determined on an education basis:
Eligible educations have both a data driven specific job type classification, and the number of observed education-to-job transitions with salary information in the least common job type was at least 30.]

[wage treatment] [show if T1==1]

Earlier, we asked you about the average monthly gross salary of full-time employees in different types of jobs.

We have researched the **actual** monthly gross salary of people with the same education as you ("**$custom_educ$**") who completed their education and worked full-time (at least 37 hours) in different job categories in the 2010s. The following graph depicts the **actual average monthly full-time gross salary in the first year of employment after graduating (the three bars) compared to your estimates (the three dots)**.

Figure: Actual data concerning salaries vs. your estimates (see Figure E1)

Note: When proceeding you are not able to return to this graph. You can continue from this page by clicking "next" after 15 seconds.

F1.B [Reminder wages] [show if T1==0]

Previously, we asked you about the **full-time salaries of newly graduated** in different types of jobs.

One of the questions was about the monthly gross salary of people with the same education as you ([**"$custom_educ$"**]) who completed their education and worked full-time (at least 37 hours) in different fields in the 2010's. The following graph depicts **your estimates** regarding the **average monthly full-time gross salary in the first year of employment after graduation.**

Figure: Your estimates regarding salaries (see Figure E2)

Note: You can continue from this page by clicking "next" after 15 seconds.

G1 We now ask you to **consider three distinct jobs** - one from each category listed below (the same that you were asked about earlier). The jobs you consider should be relevant to a person with the same educational background as you. The positions should also be **representative** of what you think the category of jobs in question would offer **you personally** in **every aspect** (pay, probability of receiving an offer if you apply, working conditions, etc.).

Job A:	**Job B:**	**Job C:**
$Jobtype_1$	$Jobtype_2$	$Jobtype_3$

When you have thought about each of the three jobs and what they offer, we would like

for you to answer some questions about the three positions. Some of the questions can be hard to answer, but we are interested in your best guess.

Click "next" to start answering the questions.

G2 Imagine that you are looking for a job and find postings corresponding to **the three positions we asked you to think about before** (i.e. three job postings in total). You only have the time to apply to exactly one of the positions. Alternatively, you do not apply to any of the three jobs.

It is hard to know exactly how you would act in this situation, but what do you think is the probability of each of the possibilities listed below?

Please enter your answers as percentages. An answer of 10 percent means that you would apply for the position in 10 out of 100 instances while 50 percent means that you would apply for the job about half of the time. Please make sure that your answers add up to 100 percent.

[Here the respondents answer by moving indicators on four sliders from 1 to 97%, the default value is 25%. The sliders are set up, such that they always sum to 100. In practice this is done as follows: When respondents move one of the sliders, the other sliders adjust to make them sum to a 100. The adjustment is done with priority, so, if possible, only the 4th slider adjusts, then the 3rd, then 2nd then 1st.]

Job A:	**Job B:**	**Job C:**
$Jobtype_1$	$Jobtype_2$	$Jobtype_3$

- Probability that I will apply for **Job A**: [**slider**]
- Probability that I will apply for **Job B**: [**slider**]
- Probability that I will apply for **Job C**: [**slider**]
- Probability that I will not apply to any of the jobs: [**slider**]

[If respondents do not move the indicator, they cannot go to the next screen; error message "You have not moved any of the sliders. You need to move at least one, to show that you have answered the question."]

G3 Imagine that you are offered **the three positions we asked you to think about before** (i.e. three job offers in total). You can accept exactly one offer. Alternatively, you do not accept any of the three job offers.

It is hard to know exactly how you would act in this situation, but what do you think is the probability of each of the possibilities listed below?

Please enter your answers as percentages. An answer of 10 percent means that you would accept a job offer in 10 out of 100 instances while 50 percent means that you would accept a job offer about half of the time. Please make sure that your answers add up to 100 percent.

Job A:	**Job B:**	**Job C:**
$Jobtype_1$	$Jobtype_2$	$Jobtype_3$

[Here the respondents answer by moving indicators on four sliders from 1 to 97%, the default value is 25%. The sliders are set up, such that they always sum to 100. In practice this is done as follows: When respondents move one of the sliders, the other sliders adjust to make them sum to a 100. The adjustment is done with priority, so, if possible, only the 4th slider adjusts, then the 3rd, then 2nd then 1st.]

- Probability that I would accept **Job A**: [**slider**]
- Probability that I would accept **Job B**: [**slider**]
- Probability that I would accept **Job C**: [**slider**]
- Probability that I would not accept any of the three jobs offered: [**slider**]

[If respondents do not move the indicator, they cannot go to the next screen;

error message "You have not moved any of the sliders. You need to move at least one, to show that you have answered the question."]

G4 Consider again the three jobs from earlier. How many hours a week would you end up working in each of these positions?

*Note: We are interested in **actual working hours**. A job that is stated to be 37 hours could require more or less than 37 hours a week in practice. The position does not need to be stated as full time.*

Job A:	**Job B:**	**Job C:**
$Jobtype_1$	$Jobtype_2$	$Jobtype_3$

- Weekly hours in **Job A**: _____ hours
- Weekly hours in **Job B**: _____ hours
- Weekly hours in **Job C**: _____ hours

G5 Consider once again the three jobs from earlier. What would be your starting salary in each of these positions?

*Please enter the monthly gross salary **before tax** and **including pension savings**.*

Job A:	**Job B:**	**Job C:**
$Jobtype_1$	$Jobtype_2$	$Jobtype_3$

- Starting salary in **Job A**: _____ DKK
- Starting salary in **Job B**: _____ DKK
- Starting salary in **Job C**: _____ DKK

G6 Consider again the three jobs from earlier. If you applied for these, how likely is it that you would receive a job offer?

Please enter your answers as a share of 1000. If you answer 10, this means that you think you would receive an offer 10 out of 1000 times. If you answer 45, this means that you think you would receive an offer 45 out of 1000 times.

Job A:	**Job B:**	**Job C:**
$Jobtype_1$	$Jobtype_2$	$Jobtype_3$

- The chance that I would receive an offer if I applied for **Job A**: _____ out of 1000
- The chance that I would receive an offer if I applied for **Job B**: _____ out of 1000
- The chance that I would receive an offer if I applied for **Job C**: _____ out of 1000

G7 Consider again the three positions we told you to imagine earlier. **In 5 years**, how many hours a week would you spend working if you started working in each of these positions tomorrow?

*Note: We are interested in **actual working hours**. A job that is stated to be 37 hours could require more or less than 37 hours a week in practice. The position does not need to be stated as full time.*

Job A:	**Job B:**	**Job C:**
$Jobtype_1$	$Jobtype_2$	$Jobtype_3$

- Weekly hours of work in 5 years if I started working in **Job A** tomorrow: _____ hours
- Weekly hours of work in 5 years if I started working in **Job B** tomorrow: _____ hours
- Weekly hours of work in 5 years if I started working in **Job C** tomorrow: _____ hours

G8 Consider again the three positions from earlier. What would your monthly gross salary be **in 5 years** if you started in each of these positions tomorrow?

*Please enter the monthly gross salary **before tax** and **including pension savings** after 5 years.*

Job A:	**Job B:**	**Job C:**
$Jobtype_1$	$Jobtype_2$	$Jobtype_3$

- Monthly gross salary in 5 years if I started working in **Job A** tomorrow: _____ DKK

- Monthly gross salary in 5 years if I started working in **Job B** tomorrow: _____ DKK

- Monthly gross salary in 5 years if I started working in **Job C** tomorrow: _____ DKK

G9 Consider again the three positions from earlier. Imagine the experiences in the workplace that these three jobs would entail. How likely is it that you would get along really well with your coworkers in these positions?

Job A:	**Job B:**	**Job C:**
$Jobtype_1$	$Jobtype_2$	$Jobtype_3$

- The probability that I would get along really well with my colleagues at **Job A**:

- **Very unlikely** • **Unlikely** • **A little unlikely** • **A little likely**
- **Likely** • **Very likely**

- The probability that I would get along really well with my colleagues at **Job B**:

[**Same dropdown**]

- The probability that I would get along really well with my colleagues at **Job C**:

[**Same dropdown**]

G10 Consider again the three jobs from earlier. Think about how challenging you would find the work in these positions. How likely is it that you would perform excellently in each of the three positions?

Job A:	**Job B:**	**Job C:**
$Jobtype_1$	$Jobtype_2$	$Jobtype_3$

- Probability that I would perform really well at **Job A**:

- **Very unlikely** • **Unlikely** • **A little unlikely** • **A little likely**

- **Likely** - **Very likely**

- Probability that I would perform really well at **Job B**:

[**Same dropdown**]

- Probability that I would perform really well at **Job C**:

[**Same dropdown**]

G11 Consider again the hypothetical situation where you receive **job offers regarding the three positions** from earlier questions. Earlier, you gave the following probabilities when answering how likely you were to accept exactly one of the offers.

- Probability that I would accept **Job A**:

[**Previous answer from G3 is inserted here**]

- Probability that I would accept **Job B**:

[**Previous answer from G3 is inserted here**]

- Probability that I would accept **Job C**:

[**Previous answer from G3 is inserted here**]

- Probability that I would not accept any of the three jobs offered:

[**Previous answer from G3 is inserted here**]

Job A:	**Job B:**	**Job C:**
$Jobtype_1$	$Jobtype_2$	$Jobtype_3$

Imagine that you again receive the same job offers, but that **the offers are atypical**, such that the starting salary is [**median answer from G5, rounded to 1000s, is inserted**] in all three of the jobs. Besides the starting salary, the jobs are exactly as before (including the weekly hours, relative wage growth and so on). How would this change your previous probabilities stated above?

Please enter your answers as percentages. An answer of 10 percent means that you would accept a job offer in 10 out of 100 instances while 50 percent means that you would accept a job offer about half of the time. Please make sure that your answers add up to 100 percent.

[**Here the respondents answer by moving indicators on four sliders from 1 to 97%, the default value is 25%. The sliders are set up, such that they always sum to 100. In practice this is done as follows: When respondents move one of the sliders, the other sliders adjust to make the sum correspond to 100. The adjustment is done with priority, so, if possible, only the 4th slider adjusts, then the 3rd, then 2nd then 1st.**]

- Probability that I would accept **Job A** when the starting salary of all three of the positions is [**median answer from G5, rounded to 1000s, is inserted**]:
[**slider**]

- Probability that I would accept **Job B** when the starting salary of all three of the positions is [**median answer from G5, rounded to 1000s, is inserted**]:
[**slider**]

- Probability that I would accept **Job C** when the starting salary of all three of the positions is [**median answer from G5, rounded to 1000s, is inserted**]:
[**slider**]

- The probability that I would turn down all three job offers is:
[**slider**]

[**If respondents do not move the indicator, they cannot go to the next screen; error message "You have not moved any of the sliders. You need to move at least one, to show that you have answered the question."**]

G12 [$Jobtype_example_chosen$ is an example of one of the three education-specific job types. Only show this question when the job types examples are available.]

Throughout this survey we have asked you about 3 different types of jobs. To better understand how you understand these, we pose the following question:

In which job category would you place the more concrete example:
$Jobtype_example_chosen$

- It is an example of **$Jobtype_1$**.
- It is an example of **$Jobtype_2$**.
- It is an example of **$jobtype_3$**.
- It does not fit into any of the three types of jobs.

H1 Finally, we would like for you to answer some questions about yourself.

How willing are you, in general to take a risk?

Please answer on a scale from 0 to 10[16] where 0 means that you are "completely unwilling to run any risks" and 10 means that you are "very willing to run a risk". You can also use any integer between 0 and 10 to indicate where you are situated on the scale.

[The respondents can choose between the integers 1-10]

Think of all the job offers you have received in the last 2 years.

How many job offers have you received in total?

[16]Note: In the survey there was a mistake, and the text stated 0 to 10, but is was only possible to choose between 1 to 10

___

How many of these did you reject?

___

How many of these did you reject because you received an offer for another job at the same time that you liked better?

___

How many job offers did you reject although you had no other jobs available?

___

How many children would you like to have throughout your entire life? (your best estimate is fine)
_____ children

What do you think is the probability that you will have a child within 4 years?
_____ percent (%)

I1 [wage treatment] [T1==1]

On a previous page of this survey, we showed you some information about the **actual** monthly gross salary of people with your educational background ([**"$custom_educ$"**]) who graduated and worked full-time (at least 37 hours) in different job categories between 2010 and 2018.

The same graph that you saw earlier is depicted below. It shows the **actual** **average monthly full-time gross salary in the first year of employment after graduating (the three columns) compared to your estimates (the three dots)**.

Figure: Actual data concerning salaries vs. your estimates (see Figure E1)

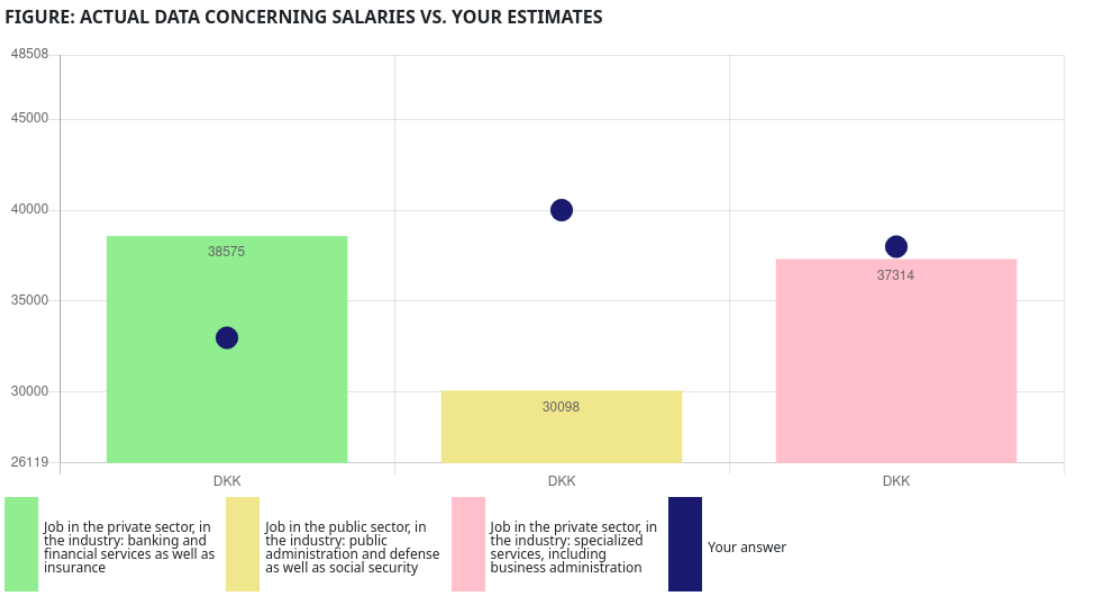
[if T1==0 just go to next question]

I2 If you have any thoughts or input, you would like to share with us about job search or the survey you have just completed, please write them down below:
[Text entry box]

Thank you for taking part in this survey!

E.1 Survey screenshots

Figure E1: Example of treatment slide shown to the treatment group in the survey



Note: The figure shows an example of the interactive graph (translated into English) shown to the treatment group, reminding them of their stated answers about the average wage in each job type and informing them of the actual averages in the register data.

Figure E2: Example of treatment slide shown to the control group in the survey



Note: The figure shows an example of the interactive graph (translated into English) shown to the control group, reminding them of their stated answers about the average wage in each job type.