

Table 1: Correlation between ability and self-confidence

Age when taking both tests	Level of education	
	At most high school	More than high school
15–17	0.017	0.057
18–19	0.156	0.074
20–21	0.194	0.115
22–23	0.242	0.118

Notes: The ability Armed Forces Qualification Test (AFQT) and the self-confidence Rosenberg test were administered in 1980 to all individuals in our sample.

Table 2: Determinants of individual location trajectories

	Small city when junior, big city when senior (<i>SB</i>)	Big city when junior, big city when senior (<i>BB</i>)	Big city when junior, small city when senior (<i>BS</i>)
	(1)	(2)	(3)
Self-confidence percentile	0.9991 (0.0020)	1.0048*** (0.0017)	1.0014 (0.0024)
Ability percentile	1.0067*** (0.0024)	1.0049* (0.0025)	1.0011 (0.0031)
Male	0.8753 (0.0884)	0.9611 (0.1074)	0.9399 (0.1293)
Hispanic	1.5200 (0.7319)	2.8179*** (0.8985)	1.0440 (0.3330)
Black	1.0865 (0.3164)	1.5951* (0.4179)	0.9648 (0.2543)
High-school graduate	0.9324 (0.1906)	1.0187 (0.1545)	0.6696* (0.1486)
Some college	1.6217** (0.3448)	1.0727 (0.1801)	0.7161 (0.1785)
College graduate	2.6919*** (0.6278)	2.1652*** (0.5281)	1.8016** (0.5042)
Never married	1.0365 (0.2018)	1.3994** (0.2138)	0.8282 (0.1781)
One or more children	0.7230** (0.1012)	0.8097* (0.1003)	0.8609 (0.1331)
Full-time working spouse	1.3755*** (0.1507)	0.9335 (0.1253)	0.8143 (0.1234)
In a small city at age 14	0.2113*** (0.0509)	0.0091*** (0.0022)	0.0339*** (0.0053)
Observations	4,985		
Pseudo R^2	0.3317		

Notes: All columns report relative risk ratios (exponentiated coefficients) from a multinomial logit estimation, where coefficients above (below) one indicate a positive (negative) effect. The dependent variable takes value one if the individual locates in a small city when junior and a big city when senior (*SB*), value two if the individual locates in a big city when junior and senior (*BB*), and value three if the individual locates in a big city when junior and a small city when senior (*BS*). The reference category is individuals who locate in a small city when junior and senior (*SS*). A 'big city' is a Core Based Statistical Area (CBSA) with a population greater than 2,000,000 in 2010. White, female, ever married, and high-school dropouts are the omitted explanatory categories. All specifications include a constant and birth-year indicators. Standard errors in parentheses are clustered at the metropolitan area level. ***, **, and * indicate significance at the 1, 5, and 10% levels.

Table 3: Determinants of location in big and small cities in junior period

	Living in a small city at age 14,			Living in a big city at age 14,	
	In a big city when junior (all)	in a big city when junior (all)	in a bigger city when junior (movers)	in a small city when junior (all)	in a smaller city when junior (movers)
	(1)	(2)	(3)	(4)	(5)
Self-confidence percentile	1.0037** (0.0016)	1.0049** (0.0020)	1.0043** (0.0022)	0.9974 (0.0025)	0.9920** (0.0036)
Ability percentile	1.0011 (0.0024)	1.0023 (0.0033)	1.0018 (0.0037)	1.0013 (0.0039)	0.9981 (0.0060)
Male	0.9003 (0.0824)	0.9721 (0.1277)	1.0135 (0.1427)	1.2107 (0.1544)	0.8044 (0.2348)
Hispanic	2.1355** (0.6827)	1.8488 (0.7655)	1.7293 (0.6655)	0.2583*** (0.1167)	0.2622** (0.1419)
Black	1.4228 (0.3480)	1.3422 (0.4745)	2.4972*** (0.7748)	0.6091* (0.1783)	1.9965 (1.0082)
High-school graduate	0.9819 (0.1295)	0.7778 (0.1564)	0.7027 (0.1695)	0.6996 (0.1787)	1.3362 (0.5600)
Some college	1.0351 (0.1738)	1.2983 (0.3056)	0.9444 (0.2693)	1.2576 (0.3194)	0.8573 (0.3961)
College graduate	2.2374*** (0.5908)	3.8153*** (1.0282)	1.2911 (0.4044)	1.4754 (0.5071)	1.0275 (0.4788)
Never married	1.3137* (0.2151)	1.1942 (0.2354)	1.6201** (0.3081)	0.5945* (0.1652)	0.4775* (0.1946)
One or more children	0.6030*** (0.0793)	0.6057*** (0.1008)	0.7086* (0.1454)	1.6894** (0.3790)	1.3947 (0.7342)
Full-time working spouse	0.9918 (0.1673)	0.8281 (0.1746)	0.8128 (0.1663)	0.8025 (0.2240)	2.3426 (1.2715)
In a small city at age 14	0.0167*** (0.0040)				
Observations	5,254	3,324	1,129	1,930	406
Pseudo R^2	0.4814	0.0937	0.0596	0.0556	0.0758

Notes: All columns report odds ratios (exponentiated coefficients) from logit estimations, where coefficients above (below) one indicate a positive (negative) effect. The junior period is the year after an individual completes her highest level of continuous education. A ‘big city’ is a Core Based Statistical Area (CBSA) with a population greater than 2,000,000 in 2010. A ‘bigger city’ entails an increase in city size and the city of destination exceeds 1,000,000 in 2010. A ‘smaller city’ entails a drop in city size and the city of destination is below 5,000,000 in 2010. White, female, and ever married are the omitted explanatory categories. All specifications include a constant and birth-year indicators. Standard errors in parentheses are clustered at the metropolitan area level. ***, **, and * indicate significance at the 1, 5, and 10% levels.

Table 4: Determinants of location in big and small cities after junior period

	In a small city upon completing education		In a big city upon completing education	
	moved to another small city	moved to a big city	moved to a small city	moved to another big city
	(1a)	(1b)	(2a)	(2b)
Self-confidence percentile	1.0001 (0.0009)	1.0004 (0.0017)	0.9996 (0.0011)	1.0031* (0.0018)
Ability percentile	1.0013 (0.0013)	1.0075*** (0.0022)	0.9963 (0.0026)	1.0019 (0.0033)
Experience	0.9876 (0.0123)	0.9996 (0.0252)	0.9694* (0.0158)	0.9894 (0.0247)
Tenure	0.9186*** (0.0136)	0.8888*** (0.0268)	0.9518*** (0.0173)	0.8957*** (0.0303)
Unemployed	1.1776** (0.0866)	1.3826*** (0.1441)	1.4011*** (0.1818)	1.2412* (0.1592)
Male	1.1036 (0.0765)	0.9650 (0.0955)	1.1013 (0.0961)	0.9304 (0.1046)
Hispanic	0.9639 (0.2135)	1.5538** (0.2900)	0.4905*** (0.1036)	1.0836 (0.2098)
Black	0.6014*** (0.0759)	1.1964 (0.2088)	0.5491*** (0.0905)	0.8610 (0.1931)
High-school graduate	0.8695 (0.0780)	0.8340 (0.1514)	0.9135 (0.1301)	1.5520 (0.4549)
Some college	0.9475 (0.0998)	1.4271* (0.2614)	0.9776 (0.1850)	2.3240** (0.8100)
College graduate	0.9230 (0.1166)	1.3632 (0.3225)	0.9670 (0.1380)	2.7661*** (0.8174)
Never married	0.8857 (0.0839)	0.9020 (0.1090)	0.7828** (0.0847)	0.9921 (0.1841)
One or more children	0.7631*** (0.0594)	0.6724*** (0.0937)	0.9028 (0.0964)	0.8580 (0.1273)
Full-time working spouse	1.0587 (0.0912)	1.3484** (0.2034)	1.1250 (0.1426)	1.5968*** (0.2787)
Same city when junior and age 14	0.3512*** (0.0243)	0.4140*** (0.0482)	0.4142*** (0.0339)	0.3918*** (0.0560)
Years since junior period indicators	Yes	Yes	Yes	Yes
Observations	34,354		24,926	
Pseudo R^2	0.0944		0.0648	

Notes: Columns report odds ratios (exponentiated coefficients) from multinomial logit estimations, where coefficients above (below) one indicate a positive (negative) effect. In columns (1a) and (1b), the sample includes individuals who lived in a small city one year after completing education and the dependent variable takes value one if the individual moves to another small city and value two if she moves to a big city. In columns (2a) and (2b), the sample includes individuals who lived in a big city one year after completing education and the dependent variable takes value one if the individual moves to a small city and value two if she moves to another big city. A 'big city' is a Core Based Statistical Area (CBSA) with a population greater than 2,000,000 in 2010. White, female, ever married, and high-school dropouts are the omitted categories. All specifications include a constant and birth-year indicators. Standard errors in parentheses are clustered at the metropolitan area level. ***, **, and * indicate significance at the 1, 5, and 10% levels.

Table 5: Estimation of the relationship between earnings, ability, and self-confidence

	Log earnings				
	(1)	(2)	(3)	(4)	(5)
Big-city experience	0.0153*** (0.0025)	0.0152*** (0.0025)	0.0154*** (0.0025)	0.0151*** (0.0025)	0.0151*** (0.0025)
Big-city exp. \times experience	-0.0004*** (0.0001)	-0.0004*** (0.0001)	-0.0004*** (0.0001)	-0.0004*** (0.0001)	-0.0004*** (0.0001)
Big-city exp. \times worker fixed-effect	0.0118** (0.0052)		0.0128** (0.0053)		
Big-city exp. \times ability		0.0068* (0.0036)		0.0078** (0.0036)	0.0079** (0.0036)
Big-city exp. \times self-confidence			-0.0041 (0.0034)	-0.0051 (0.0034)	-0.0052 (0.0034)
Big city \times ability					-0.0171 (0.0454)
Big city \times self-confidence					0.0046 (0.0417)
Experience	0.0289*** (0.0018)	0.0271*** (0.0018)	0.0290*** (0.0018)	0.0273*** (0.0018)	0.0273*** (0.0018)
Experience ²	-0.0004*** (0.0001)	-0.0003*** (0.0001)	-0.0004*** (0.0001)	-0.0003*** (0.0001)	-0.0003*** (0.0001)
Experience \times worker fixed-effect	0.0633*** (0.0079)		0.0640*** (0.0081)		
Experience ² \times worker fixed-effect	-0.0011*** (0.0003)		-0.0012*** (0.0003)		
Experience \times ability		0.0314*** (0.0050)		0.0309*** (0.0050)	0.0308*** (0.0050)
Experience ² \times ability		-0.0005*** (0.0002)		-0.0005*** (0.0002)	-0.0005*** (0.0002)
Experience \times self-confidence			-0.0026 (0.0048)	0.0025 (0.0047)	0.0025 (0.0047)
Experience ² \times self-confidence			0.0001 (0.0002)	0.0000 (0.0002)	0.0000 (0.0002)
Tenure	0.0287*** (0.0014)	0.0289*** (0.0014)	0.0287*** (0.0014)	0.0288*** (0.0014)	0.0288*** (0.0014)
Tenure ²	-0.0010*** (0.0001)	-0.0010*** (0.0001)	-0.0010*** (0.0001)	-0.0010*** (0.0001)	-0.0010*** (0.0001)
City/city group indicators	Yes	Yes	Yes	Yes	Yes
2-digit occupation & sector indicators	Yes	Yes	Yes	Yes	Yes
Worker fixed effects	Yes	Yes	Yes	Yes	Yes
Observations	46,833	46,833	46,833	46,833	46,833
R^2	0.2671	0.2583	0.2672	0.2584	0.2585

Notes: A ‘big city’ is a Core Based Statistical Area (CBSA) with a population greater than 2,000,000 in 2010. City/city group indicators includes indicator variables for all individual big cities and for groups of similarly-sized small cities. Worker fixed-effect computation follows De la Roca and Puga (2017). All specifications include a constant. Coefficients reported with robust standard errors in parenthesis, which are clustered by worker. ***, **, and * indicate significance at the 1, 5, and 10% levels.