Given our design, the analysis is a straightforward logit regression in which the outcome of interest is a dummy variable for whether the candidate got a callback. Specifically, we estimate

$$Y_{iomc} = \beta * Cert_i + X_{iomc} * \rho + \gamma_o + \lambda_c + \delta_m + \alpha_t + \epsilon_{iomc} \tag{1}$$

where i refers to the individual, o refers to occupation, m refers to major, and c refers to city. Our main outcome of interest is β which is the coefficient on having a post-baccalaureate certificate. To address differences across occupations, hiring markets across cities, demand for college majors and cyclicality related to month of the year, fixed effects for those variables are included as well. X includes résumé specific controls such as the template and send order. We will run the regression separately be gender. As in prior literature, we cluster the standard errors at the job vacancy.