

Supplemental Appendix

Human Capital and Racial Inequality in the US Labor Market

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Data Details

All oversamples and subsequently discontinued samples were removed (see line 291 of Clean79.do).

All individuals of Hispanic ethnicity are excluded.

All waves available as of May 2025 are used, which include the 1979 through 2022 waves. The main models use respondents who were between the ages of 21 and 62 and not currently enrolled in school at the time of the interview.

Hourly wages are calculated by NLS staff and are with respect to the job where the individual worked the most hours (“job #1”). Hourly wages are inflated to 2022 dollars, and wage values below \$3 and above \$100 are recoded to \$3 and \$100.

Zero earnings occur when the respondents provide valid responses reporting earnings from wages, salaries, business and farm income but the sum of earnings from all of these sources is zero.

The utilized AFQT scores are based on the 1989 Department of Defense construction and norming scales that had age-at-testing and education based adjustment procedures performed by NLS staff. See NLS documentation here for details: <https://nlsinfo.org/content/cohorts/nlsy79/topical-guide/education/aptitude-achievement-intelligence-scores>