

**Andrew Weaver**  
University of Illinois at Urbana-Champaign  
School of Labor and Employment Relations  
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**Education**

MASSACHUSETTS INSTITUTE OF TECHNOLOGY, Cambridge, MA  
**Ph.D.**, 2015, Institute for Work and Employment Research, Sloan School of Management  
*Dissertation*: Essays on Employer Credit Screening, Manufacturing Skill Gaps, and the Relationship between Skill Demands and Capital Intensity

UNIVERSITY OF MARYLAND, College Park, MD  
**Master of Economics**, May 2006. Concentration in labor economics and public finance. Additional coursework in econometrics, micro- and macroeconomic theory.  
*Thesis*: The Impact of the Temporary Staffing Industry on Wage Differentials and Statistical Discrimination

MASSACHUSETTS INSTITUTE OF TECHNOLOGY, Cambridge, MA  
**Master of City Planning**, June 1998. Concentration in community economic development and regional economic analysis.  
*Thesis*: Venture Capital Investment Patterns: Implications for Regional Economic Development  
*Honors*: Outstanding thesis, MCP class of 1998

PRINCETON UNIVERSITY, Princeton, New Jersey  
**Bachelor of Arts**, Politics, June 1991.  
*Honors*: Magna Cum Laude

**Academic Positions**

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN  
**Assistant Professor**, School of Labor and Employment Relations, 2015-2022  
**Associate Professor**, School of Labor and Employment Relations, 2022-present

**Research**

***Publications***

Osman, Adam, Jamin D. Speer, and Andrew Weaver. 2022. "Connections, Referrals, and Hiring Outcomes: Evidence from an Egyptian Establishment Survey." *Journal of Economic Behavior and Organization*, 204: 342-355.

Weaver, Andrew. 2022. "Who Has Trouble Hiring? Evidence from a National IT Survey." *ILR Review*, 75(3): 608-637.

Ko, Hyejin and Andrew Weaver. 2021. "Employer Responses to Legislation Protecting Non-Regular Workers: Evidence from South Korea." *Journal of Social Policy*, November 2021: 1-25.

Weaver, Andrew. 2021. "Hiring Frictions in a Regulated Occupation: Evidence from U.S. Laboratories." *British Journal of Industrial Relations*, 59(3): 899-927.

Weaver, Andrew. 2021. "Technology and the Reskilling Debate: What's the Problem and What Should be Done?" *Comparative Labor Law and Policy Journal*, 41: 583-610.

Weaver, Andrew. 2018. "The Role of Skills in the Renewal of Regional Economies," in *Research Agenda for Regeneration Economies*, edited by John R. Bryson, Lauren Andres, and Rachel Mulhall. Cheltenham, UK: Edward Elgar.

Weaver, Andrew and Paul Osterman. 2017. "Skill Demands and Mismatch in U.S. Manufacturing." *Industrial and Labor Relations Review*, 70(2): 275-307.

Osterman, Paul and Andrew Weaver. 2016. "Community Colleges and Employers: How Close is the Connection and How Can We Understand It?" *Industrial Relations*, 55(4): 523-545.

Weaver, Andrew. 2015. "Is Credit Status a Good Signal of Productivity?" *Industrial and Labor Relations Review*, 68(4): 742-770.

Weaver, Andrew and Paul Osterman. 2014. "The New Skill Production System: Policy Challenges and Solutions in Manufacturing Labor Markets," in *Production in the Innovation Economy*, edited by Richard Locke and Rachel Wellhausen. Cambridge, MA: MIT Press.

Osterman, Paul and Andrew Weaver. 2014. "Skills and Skill Gaps in Manufacturing," in *Production in the Innovation Economy*, edited by Richard Locke and Rachel Wellhausen. Cambridge, MA: MIT Press.

### ***Research in Progress***

Osman, Adam, Jamin Speer, and Andrew Weaver. "Discrimination Against Women in Hiring." *Working Paper*.

Weaver, Andrew. "Variation in Manufacturing Skill Demands by Industry-Level Capital Intensity." *Working paper*.

Galperin, Roman and Andrew Weaver. "Payday Lending Regulation and the Demand for Alternative Financial Services." *Federal Reserve Bank of Boston Working Paper*.

Weaver, Andrew and Suyeon Kang. "Job Training in U.S. Manufacturing: Incidence and Predictors." *Data analysis*.

Rho, Hye Jin and Andrew Weaver. "How Skill Demands Affect Time-to-Hire: Evidence from Applicant Tracking Data." *Data analysis*.

Weaver, Andrew and Hye Jin Rho. "Longitudinal predictors of Skill Demands in Targeted U.S. Industries." *Data analysis*.

Benton, Richard and Andrew Weaver. "Financialization, Work Organization, and Job Training." *Survey design and administration*.

Weaver, Andrew. "Matching the Problem and the Solution: An Ex-Ante Framework for Thinking about Social Entrepreneurship." *Working paper*.

### ***Other Publications***

Weaver, Andrew. 2017. "The Myth of the Skills Gap." *MIT Technology Review*, 120(5): 76-79.

Weaver, Andrew. 2017. "Mismatch: Do Skill Gap Stories Match the Facts?" *LERA Perspectives on Work*, Vol. 21.

Weaver, Andrew. 2014. "Does a Skills Gap Exist in U.S. Manufacturing?" *MassBenchmarks Journal (University of Massachusetts Donohue Institute and Federal Reserve Bank of Boston)*, 16(2): 21-29.

Weaver, Andrew and Roman Galperin. 2014. "Payday Lending and the Demand for Alternative Financial Services." *Federal Reserve Bank of Boston Policy Brief*.

### **Grants**

Hye Jin Rho, Andrew Weaver (Co-Principal investigators). Russell Sage Foundation, 9/1/20-8/31/22. Grant amount: \$17,291. Grant award: Longitudinal Predictors of Skill Demands in Targeted U.S. Industries.

Andrew Weaver (PI of subaward). National Science Foundation subaward (Rutgers), 7/1/20-6/30/24. Grant amount: \$55,510. Grant award: The Hidden Innovation Infrastructure: Understanding the Economic Development Role of Technician Education in the Changing Future of Work.

Richard Benton, Andrew Weaver (Co-principal investigators). National Science Foundation, 2018-20. Grant amount: \$379,723. Grant award: Nationally Representative Survey on Financialization, Work Organization, and Job Training.

Andrew Weaver. University of Illinois Campus Research Board. Grant amount: \$19,520. Grant award: Funding to support intensive follow-up activities for *Skill Demands and Skill Mismatch in Fast-Growing Occupations*.

Andrew Weaver, Paul Osterman (Co-principal investigators). Smith Richardson Foundation, 2014-2016. Grant amount: \$248,722. Grant award: Skill Demands, Skill Mismatch and Job Quality in Fast-Growing Occupations.

- Presentations** June 2022. Labor and Employment Relations Association (LERA) Annual Meeting (online).  
"Discrimination against Women in Hiring: Evidence from Egypt"
- January 2022. American Economic Association/ASSA Annual Meeting (online).  
"Connections, Referrals, and Hiring Outcomes: Evidence from an Egyptian Establishment Survey."
- June 2021. Labor and Employment Relations Association (LERA) Annual Meeting (online).  
"Employer-Provided Training and Technical Change"
- January 2021. American Economic Association/ASSA Annual Meeting (online).  
"Training and Technical Change"
- June 2020. Labor and Employment Relations Association (LERA) Annual Meeting (online).  
"How Skill Demands Affect Time-to-Hire: Evidence from Applicant Tracking Data"
- January 2020. American Economic Association Annual Meeting/ASSA, San Diego.  
"Technology, Skills, and Hiring Frictions: Evidence from a National IT Helpdesk Survey"
- November 2019. AEI Future of American Higher Education Working Group, Washington, DC.  
"Skill Demands and Hiring Frictions: Evidence from Three Technical Occupations"
- July 2019. East Asian Social Policy Conference, Taipei, Taiwan.  
"How Do Employers Respond to Legislation Protecting Non-Regular Workers?"
- June 2019. Labor and Employment Relations Association (LERA) Annual Meeting, Cleveland, OH.  
"Does Use of Formal Management Systems Imply High-Road Employment Practices?"
- June 2019. Industry Studies Conference, Nashville, TN.  
"Training in Three Technical Occupations: Incidence and Predictors"
- April 2019. American Association of Geographers, Washington, DC.  
"Technology, Skills, and Hiring Frictions"
- December 2018. French Ministry of Health and Solidarity, Paris, France.

"Labor Market Tightness in U.S. Manufacturing: A Skill Issue?"

June 2018. Department of Business Administration, National Taiwan University, Taipei, Taiwan.

"Who Demands High Skills? Variation in Skill Demands within Technical Occupations"

June 2018. Labor and Employment Relations Association (LERA) Annual Meeting, Baltimore, MD.

"Who Demands High Skills? Variation in Skill Demands within a Technical Occupation"

June 2018. Industry Studies Conference, Seattle, WA.

"Are There Skill Gaps in Clinical Laboratories?"

March 2018. RAP Seminar on Inclusion and Employment, Tulane University, New Orleans, LA.

"Skill Demands and Hiring Frictions: Does the Evidence Point to Technology?"

November 2017. Innovation, Cities, and the Future of Work Conference. MIT Media Lab, Cambridge, MA.

"Skill Demands and Hiring Frictions: Does the Evidence Point to Technology?"

June 2017. Labor and Employment Relations Association (LERA) Annual Meeting, Anaheim, CA.

"Comparative Skill Demands and Hiring Frictions: Evidence Across Three Industries and Occupations"

May 2017. Industry Studies Conference, Washington, DC.

"Skill Demands and Skill Mismatch in a Fast-Growing Technical Occupation: Evidence from a National IT Helpdesk Survey"

June 2017. Department of Business Administration, National Taiwan University, Taipei, Taiwan.

"Is There a Skill Gap for U.S. Entry-Level IT Positions? Evidence from a National IT Helpdesk Survey"

June 2017. Labor and Employment Relations Association (LERA) Annual Meeting, Anaheim, CA.

"Comparative Skill Demands and Hiring Frictions: Evidence Across Three Industries and Occupations"

May 2017. Industry Studies Conference, Washington, DC.

"Skill Demands and Skill Mismatch in a Fast-Growing Technical Occupation: Evidence from a National IT Helpdesk Survey"

January 2017. American Economic Association Annual Meeting, Chicago.  
“The Incidence and Predictors of Training Across Three Technical Occupations”

May 2016. Labor and Employment Relations Association (LERA) Annual Meeting, Minneapolis, MN.  
“Are There Skill Gaps in Clinical Laboratories?”

January 2016. American Economic Association Annual Meeting, San Francisco.  
“Skill Demands and Skill Mismatch in a Fast-Growing Technical Occupation: Evidence from a National IT Helpdesk Survey”

May 2015. Labor and Employment Relations Association (LERA) Annual Meeting, Pittsburgh, PA.  
“Variation in Manufacturing Skill Demands by Industry-Level Capital Intensity.”

January 2015. American Economic Association Annual Meeting, Boston.  
“Is Credit Status a Good Signal of Productivity?”

June 2014. International Risk Governance Council/Technology, Management, and Policy Graduate Consortium, Lisbon, Portugal.  
“Skill Gaps Under Increasing Uncertainty.”

May 2014. Industry Studies Association Conference, Portland, OR.  
“Industry Variation in Manufacturing Skill Demands and Hiring Outcomes.”

April 2014. Massachusetts Advanced Manufacturing Summit, Worcester, MA.  
“Manufacturing Skill Gaps and the American Skill Production System: An Assessment.”

March 2014. Economic Policy Institute: Future of Work Conference, Washington, D.C.  
“Manufacturing Skill Demands and Skill Gaps: An Assessment.”

January 2014. American Economic Association Annual Meeting, Philadelphia.  
“Skills and Skill Gaps: Manufacturing and the New American Skill Production System.”

December 2013. Atlantic Council: Workforce Development Needs in the Global Economy Conference, Washington, D.C.  
“Manufacturing Skill Gaps and the American Skill Production System: An Assessment.”

November 2013. Association for Public Policy Analysis & Management Fall Research Conference, Washington, D.C.  
“Skills and Skill Gaps: Manufacturing and the New American Skill Production System.”

**Media****Citations**

*Christian Science Monitor* (12/20/21), *Marketplace/NPR* (10/14/21), *The 21st Show/NPR* (7/13/21), *WalletHub* (3/26/21), *Bloomberg* (8/4/20), *Money.com* (12/10/19), *New York Times* (8/11/19), *CNN Business* (11/30/18), *PBS News Hour* (11/16/18), *Chicago Tribune* (12/15/16), *Minneapolis Star-Tribune* (9/11/16), *FiveThirtyEight.com* (9/8/16), *Forbes* (8/16/16), *WalletHub* (8/10/16), *U.S. News and World Report* (3/25/16), *The Boston Globe* (8/2/15), *The Wall Street Journal* (4/16/15), *Financial Times* (6/9/14), *Crain's Chicago Business* (5/17/14), *The Washington Post* (link in 5/15/14 DePillis article), *The New York Times* (link in 3/30/14 Krugman column), *Bloomberg Business Week* (3/20/14).

**Reviewer****Service**

*American Economist*, *Industrial and Labor Relations Review*, *Industrial Relations*, *Journal for Labor Market Research*, *Labour Economics*, *Labor Studies Journal*, *Local Economy*, *Socio-Economic Review*, *Social Science Quarterly*, *Work and Occupations*

**Experience**

NCB CAPITAL IMPACT, Washington, DC

**Vice President**, June 2006 to July 2009

- Managed New Markets Tax Credit Program (a social-purpose lending program).
- Structured and negotiated complex New Markets transactions.
- Closed over \$75 million in New Markets transactions benefiting low-income communities via investments in Education, Healthcare and other sectors.
- Innovated method to blend in USDA loan guarantees in a New Markets deal, as well as a method to lower transaction costs through re-contributed capital.
- Served as Financial Director for the Green House Replication Initiative, an in-house social venture in the skilled nursing industry.
- Responsible for overseeing business planning for initiative to create 50 alternative non-institutional nursing homes in communities around the country.
- Responsible for delivering financial consulting and technical assistance to long-term care organizations developing Green House residences.
- Developed cost structure model for new method of delivering skilled nursing care.
- Designed and developed database system for tracking Green House operations.
- Oversaw development of an on-line financial benchmarking system for Green House providers.

ICA GROUP, Boston, MA

**Senior Business Consultant**, July 1998 to June 2004

- Started social purpose staffing company in Newark, NJ that generated employment opportunities for over 60 low-income Newark residents.
- Started commercial cleaning cooperative in Boston that helped low-income entrepreneurs launch cleaning businesses.
- Structured leveraged employee buyout of a division of a Fortune 500 company, creating a 140-person employee-owned firm.

- Conducted initial feasibility study and wrote initial business plan for a cooperative restaurant owned by the surviving workers from the Windows on The World restaurant in the World Trade Center.
- Wrote business plan that was selected as one of 20 finalists out of 655 entrants to the Yale-Goldman Sachs Business Plan Competition
- Conducted extensive market and industry analyses for the development and strengthening of community-based and employee-owned businesses on a national scale.
- Developed integrated financial projections for existing coops and community-based businesses.
- Structured employee buyouts of corporate subsidiaries, corporations with retiring owners, and factories facing closure.

#### DEVELOPMENT TRAINING INSTITUTE, Baltimore, MD

##### **Program Manager**, July 1994 to July 1996

- Managed low-income housing training and technical assistance program for community housing development organizations (CHDOs) in ten states. Responsibilities included: program design, budgeting and finances, contract management, recruitment, scheduling, evaluation, personnel management.
- Achieved one of the highest impact-per-contract-dollar ratings in the country from HUD national office.
- Managed economic development training and technical assistance program for local government staff (CDBG Entitlements) in four states.
- Wrote grant proposals for community development training programs.

#### RENMIN UNIVERSITY, Beijing, China

##### **Teacher**, English Department, August 1991 to June 1993

- Taught first, second, and third year Chinese students courses in American Literature, English Composition, and Oral English.

#### **Other Experience/ Skills**

*Board of Directors:* HARVEST CO-OP MARKETS, Cambridge, MA, President of Board for \$13 million cooperative supermarket corporation, 2003-2004; Treasurer, 2002-2003; Secretary, 2000-2001  
*Secretary/Treasurer:* Labor and Employment Relations Association, 2020-present  
*Language:* Proficient in Mandarin Chinese

#### **Academic**

**Memberships** American Economic Association  
 Labor and Employment Relations Association  
 Academy of Management  
 Industry Studies Association