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Presentation

The role of skills employment is getting increasing prominence as the availability of such data has skyrocketed and firms like 'Indeed" prominently advertise that they can help employers find the right employee. Unfortunately, we have little understanding of whether and how these skills affect employee selection and mobility. In a series of papers, we use job postings with employee skill data (from a firm's HR records) and utilize LLM embeddings to calculate the matches and show how they impact employee selection and mobility. It highlights the importance of such data that most firms have. In another study we show how technology change affects workers' need to choose a path trajectory to acquire new skills and wages. Our study provides insights into the value and trajectory of upskilling