

**The Fusion Effect:  
The Economic Returns to the Combining Arts and Science Skills  
Appendix<sup>1</sup>**

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<sup>1</sup> These results are based on data from the UK Community Innovation Survey (UKIS) and Business Structure Database (BSD), produced by the Office of National Statistics (ONS) and supplied by the Secure Data Service at the UK Data Archive. The data are Crown Copyright and reproduced with the permission of the controller of HMSO and Queen’s Printer for Scotland. The use of the data in this work does not imply the endorsement of ONS or the Secure Data Service at the UK Data Archive in relation to the interpretation or analysis of the data. This work uses research datasets that may not exactly reproduce National Statistics aggregates.

**Table A.1. Extended descriptive statistics: Total sample and no skills**

	Total sample				No skills			
	Observations	Mean	p50	St. Dev	Observations	Mean	p50	St. Dev
Age	7388	18.69	16	11.89	2617	19.09	17	11.84
Ln(Age)	7388	2.74	3	0.77	2617	2.77	3	0.75
Ln(Age)sq.	7388	5.31	6	1.69	2617	5.38	6	1.63
Size	14342	268.00	45	1275.06	4111	161.13	29	669.74
Ln(Size)	14342	4.15	4	1.48	4111	3.84	3	1.33
Ln(Size) sq.	14342	8.23	8	3.01	4111	7.60	7	2.71
R&D intensity	7772	0.15	0	3.32	3377	0.01	0	0.29
Invest. Tech. asset.	7884	0.04	0	0.62	3444	0.03	0	0.56
Exporter dummy	9451	0.34	0	0.47	4111	0.20	0	0.40
New org. structure	9008	0.14	0	0.35	4111	0.08	0	0.27
% Staff STEM Graduates	8535	0.07	0	0.17	3791	0.03	0	0.10
% Staff Other Graduates	8672	0.10	0	0.18	3863	0.07	0	0.16
Empl.Gr. 08-10(CIS)	6839	0.20	0	0.58	2443	0.17	0	0.59
Sales Gr. 08-10(CIS)	6827	0.17	0	0.60	2441	0.14	0	0.58
Empl.Gr.10-13(BSD)	7262	0.03	0	0.50	2572	0.02	0	0.48
Sales Gr.10-13(BSD)	7249	0.02	0	0.61	2570	0.01	0	0.54
% Sales NTM Inno	7555	0.03	0	0.10	3322	0.01	0	0.07
% Sales NTF Inno	7613	0.04	0	0.11	3330	0.02	0	0.09
In Productivity	14342	4.31	4	1.13	4111	4.11	4	1.12
Product. growth	8293	0.09	0	0.88	3621	0.05	0	0.91

Table A.2 Descriptive statistics: Arts skills, Scientific Skills, Both Arts and Science

	Arts Skills				Scientific Skills				Both arts and Science			
	Observations	Mean	p50	St. Dev	Observations	Mean	p50	St. Dev	Observations	Mean	p50	St. Dev
Age	652	19.25	18	11.40	460	19.02	17	11.24	892	18.86	17	11.72
Ln(Age)	652	2.80	3	0.73	460	2.80	3	0.68	892	2.76	3	0.75
Ln(Age)sq.	652	5.44	6	1.58	460	5.45	6	1.48	892	5.35	6	1.63
Size	1175	152.87	36	471.28	1136	253.75	71	714.02	2611	431.36	112	1560.62
Ln(Size)	1175	3.91	4	1.29	1136	4.35	4	1.42	2611	4.71	5	1.52
Ln(Size) sq.	1175	7.75	7	2.63	1136	8.65	9	2.90	2611	9.38	9	3.08
R&D intensity	1017	0.02	0	0.50	1013	0.28	0	3.66	2353	0.35	0	5.51
Invest. Tech. asset.	1031	0.02	0	0.24	1023	0.08	0	1.06	2369	0.05	0	0.57
Exporter dummy	1175	0.35	0	0.48	1136	0.47	0	0.50	2611	0.51	1	0.50
New org. structure	1153	0.14	0	0.35	1136	0.15	0	0.36	2600	0.23	0	0.42
% Staff STEM Graduates	1111	0.05	0	0.14	1103	0.14	0	0.24	2515	0.11	0	0.20
% Staff Other Graduates	1145	0.12	0	0.21	1099	0.10	0	0.17	2547	0.14	0	0.21
Empl.Gr. 08-10(CIS)	606	0.17	0	0.52	443	0.23	0	0.53	833	0.25	0	0.62
Sales Gr. 08-10(CIS)	604	0.16	0	0.58	442	0.21	0	0.65	830	0.24	0	0.62
Empl.Gr.10-13(BSD)	642	0.00	0	0.47	457	0.04	0	0.49	883	0.10	0	0.54
Sales Gr.10-13(BSD)	642	0.01	0	0.56	454	0.02	0	0.65	882	0.14	0	0.64
% Sales NTM Inno	975	0.02	0	0.08	989	0.03	0	0.11	2262	0.05	0	0.14
% Sales NTF Inno	992	0.04	0	0.12	992	0.04	0	0.11	2286	0.05	0	0.13
In Productivity	1175	4.26	4	1.03	1136	4.55	5	1.08	2611	4.56	5	1.08
Product. growth	1107	0.06	0	0.76	1072	0.11	0	0.89	2461	0.15	0	0.90

**Table A.3a Reverse causality assesment: Probit estimation with different skills variables as regressor**

	(1)	(2)	(3)	(4)	(5)	(6)
	Arts skills	Arts skills	Arts skills	Arts skills	Arts skills	Arts skills
Arts skills						
Empl.Gr. 08-10(BSD)	0.01 (0.05)	0.01 (0.05)				
% Sales NTM Inno	-0.59 (0.45)	-0.56 (0.42)	-1.06** (0.43)	-0.97** (0.39)	-0.56 (0.42)	-0.98** (0.39)
% Sales NTF Inno	0.17 (0.29)		0.23 (0.29)			
ln Productivity	-0.09** (0.04)	-0.09** (0.03)	-0.08** (0.04)	-0.08** (0.04)	-0.09** (0.03)	-0.09** (0.04)
Ln(Age)	0.05 (0.05)	0.06 (0.05)	0.04 (0.05)	0.04 (0.05)	0.06 (0.05)	0.04 (0.05)
Ln(Size)	-0.05 (0.03)	-0.05* (0.03)	-0.04 (0.03)	-0.04 (0.03)	-0.05* (0.03)	-0.04 (0.03)
R&D intensity	-0.14 (0.21)	-0.13 (0.20)	-0.12 (0.21)	-0.12 (0.21)	-0.13 (0.20)	-0.12 (0.20)
Invest. Tech. asset.	-0.02 (0.06)	-0.02 (0.06)	-0.01 (0.06)	-0.02 (0.06)	-0.02 (0.06)	-0.02 (0.06)
Exporter dummy	0.01 (0.08)	0.01 (0.08)	0.01 (0.08)	0.01 (0.08)	0.01 (0.08)	0.01 (0.08)
New org. structure	0.11 (0.08)	0.12 (0.08)	0.13 (0.08)	0.14* (0.08)	0.12 (0.08)	0.14* (0.08)
% Staff STEM Graduates	0.24 (0.23)	0.24 (0.23)	0.27 (0.23)	0.27 (0.23)	0.24 (0.23)	0.27 (0.23)
% Staff Other Graduates	0.65*** (0.16)	0.67*** (0.16)	0.67*** (0.16)	0.69*** (0.16)	0.67*** (0.16)	0.68*** (0.16)
Sales Gr. 08-10(BSD)			-0.05 (0.05)	-0.05 (0.05)		
High grow. firms(Emp.)					0.03 (0.10)	
High grow. firms(Sales)						-0.05 (0.11)
Sectoral Dummies	Yes	Yes	Yes	Yes	Yes	Yes
Region	Yes	Yes	Yes	Yes	Yes	Yes
Obs	3,418	3,430	3,414	3,426	3,430	3,426

Notes: \*\*\*, \*\* and \* indicate significance on a 1%, 5% and 10% level, respectively. Standard errors in brackets.

**Table A.3b Reverse causality assessment: Probit estimation with different skills variables as regressor**

	(1)	(2)	(3)	(4)	(5)	(6)
	Science Skills	Science Skills	Science Skills	Science Skills	Science Skills	Science Skills
Science Skills						
Empl.Gr. 08-10(BSD)	0.07 (0.05)	0.07 (0.05)				
% Sales NTM Inno	0.08 (0.36)	0.13 (0.33)	0.09 (0.36)	0.14 (0.34)	0.14 (0.33)	0.14 (0.34)
% Sales NTF Inno	0.07 (0.32)		0.07 (0.32)			
ln Productivity	0.14*** (0.04)	0.15*** (0.04)	0.13*** (0.04)	0.14*** (0.04)	0.14*** (0.04)	0.14*** (0.04)
Ln(Age)	-0.04 (0.06)	-0.05 (0.06)	-0.05 (0.06)	-0.05 (0.06)	-0.06 (0.06)	-0.05 (0.06)
Ln(Size)	0.12*** (0.03)	0.13*** (0.03)	0.12*** (0.03)	0.12*** (0.03)	0.13*** (0.03)	0.13*** (0.03)
R&D intensity	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)
Invest. Tech. asset.	0.04 (0.04)	0.06* (0.03)	0.04 (0.04)	0.06** (0.03)	0.06* (0.03)	0.06** (0.03)
Exporter dummy	0.05 (0.08)	0.05 (0.08)	0.05 (0.08)	0.06 (0.08)	0.05 (0.08)	0.05 (0.08)
New org. structure	-0.02 (0.09)	-0.03 (0.09)	-0.02 (0.09)	-0.03 (0.09)	-0.03 (0.09)	-0.03 (0.09)
% Staff STEM Graduates	0.58*** (0.22)	0.59*** (0.21)	0.56*** (0.22)	0.57*** (0.22)	0.60*** (0.21)	0.57*** (0.22)
% Staff Other Graduates	-0.11 (0.20)	-0.11 (0.20)	-0.12 (0.20)	-0.13 (0.20)	-0.10 (0.20)	-0.12 (0.20)
Sales Gr. 08-10(BSD)			0.06 (0.05)	0.06 (0.05)		
High grow. firms(Emp.)					0.04 (0.11)	
High grow. firms(Sales)						0.11 (0.10)
Sectoral Dummies	Yes	Yes	Yes	Yes	Yes	Yes
Region	Yes	Yes	Yes	Yes	Yes	Yes
Obs	3,397	3,409	3,393	3,405	3,409	3,405

Notes; \*\*\*, \*\* and \* indicate significance on a 1%, 5% and 10% level, respectively. Standard errors in brackets.

**Table A.3c Reverse causality assessment: Probit estimation with different Fuse variables as regressor**

	(1)	(2)	(3)	(4)	(5)	(6)
	Arts and Sc. skills	Arts and Sc. skills	Arts and Sc. skills	Arts and Sc. skills	Arts and Sc. skills	Arts and Sc. skills
Arts and Sc. skills						
Empl.Gr. 08-10(BSD)	0.03 (0.05)	0.05 (0.05)				
% Sales NTM Inno	1.46*** (0.32)	1.43*** (0.31)	1.52*** (0.33)	1.49*** (0.33)	1.44*** (0.31)	1.50*** (0.33)
% Sales NTF Inno	1.67*** (0.27)		1.68*** (0.27)			
ln Productivity	0.07** (0.04)	0.08** (0.03)	0.07** (0.04)	0.07** (0.04)	0.08** (0.03)	0.07** (0.03)
Ln(Age)	-0.04 (0.05)	-0.05 (0.05)	-0.05 (0.05)	-0.06 (0.05)	-0.06 (0.05)	-0.06 (0.05)
Ln(Size)	0.26*** (0.03)	0.25*** (0.03)	0.26*** (0.03)	0.25*** (0.03)	0.25*** (0.03)	0.25*** (0.03)
R&D intensity	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)
Invest. Tech. asset.	-0.11 (0.10)	-0.11* (0.06)	-0.11 (0.10)	-0.11* (0.06)	-0.11* (0.06)	-0.11* (0.06)
Exporter dummy	0.44*** (0.07)	0.43*** (0.07)	0.44*** (0.07)	0.43*** (0.07)	0.43*** (0.07)	0.43*** (0.07)
New org. structure	0.27*** (0.08)	0.35*** (0.08)	0.27*** (0.08)	0.35*** (0.08)	0.35*** (0.08)	0.35*** (0.08)
% Staff STEM Graduates	0.83*** (0.20)	0.84*** (0.20)	0.84*** (0.20)	0.85*** (0.20)	0.84*** (0.20)	0.85*** (0.20)
% Staff Other Graduates	0.86*** (0.17)	0.90*** (0.17)	0.87*** (0.17)	0.90*** (0.17)	0.90*** (0.17)	0.90*** (0.17)
Sales Gr. 08-10(BSD)			0.00 (0.05)	0.02 (0.05)		
High grow. firms(Emp.)					0.07 (0.10)	
High grow. firms(Sales)						0.01 (0.10)
Sectoral Dummies	Yes	Yes	Yes	Yes	Yes	Yes
Region	Yes	Yes	Yes	Yes	Yes	Yes
Obs	3,426	3,438	3,422	3,434	3,438	3,434

Notes; \*\*\*, \*\* and \* indicate significance on a 1%, 5% and 10% level, respectively. Standard errors in brackets.

**Table A.4a Stepwise OLS Estimate for Employment Growth 2008-2010**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Empl.Gr. 08-10(BSD)	Empl.Gr. 08-10(BSD)	Empl.Gr. 08-10(BSD)	Empl.Gr. 08-10(BSD)	Empl.Gr. 08-10(BSD)	Empl.Gr. 08-10(BSD)	Empl.Gr. 08-10(BSD)	Empl.Gr. 08-10(BSD)	Empl.Gr. 08-10(BSD)
Arts skills	0.01 (0.03)	0.03 (0.02)	0.02 (0.02)	0.04 (0.03)	0.04 (0.03)	0.04 (0.03)	0.04 (0.03)	0.04 (0.03)	0.03 (0.03)
Science Skills	0.06** (0.03)	0.06** (0.03)	0.04 (0.03)	0.05** (0.03)	0.05** (0.03)	0.05* (0.03)	0.05* (0.03)	0.05* (0.03)	0.05* (0.03)
Arts and Sc. skills	0.08*** (0.03)	0.07*** (0.02)	0.04* (0.02)	0.05** (0.03)	0.05** (0.03)	0.05* (0.03)	0.05* (0.03)	0.05* (0.03)	0.04 (0.03)
Ln(Age)		6.51*** (1.11)	6.16*** (1.11)	5.58*** (1.19)	5.58*** (1.19)	5.56*** (1.20)	5.56*** (1.20)	5.47*** (1.20)	5.50*** (1.20)
Ln(Age)sq.		-3.19*** (0.53)	-3.04*** (0.52)	-2.76*** (0.56)	-2.76*** (0.56)	-2.75*** (0.56)	-2.75*** (0.56)	-2.70*** (0.57)	-2.72*** (0.57)
Ln(Size)			1.01 (0.76)	0.85 (0.85)	0.85 (0.85)	0.87 (0.85)	0.87 (0.85)	0.73 (0.85)	0.77 (0.85)
Ln(Size) sq.			-0.45 (0.37)	-0.38 (0.41)	-0.38 (0.41)	-0.39 (0.41)	-0.39 (0.41)	-0.32 (0.41)	-0.34 (0.41)
R&D intensity				0.01 (0.00)	0.01 (0.00)	0.01 (0.00)	0.01 (0.00)	0.00 (0.00)	0.00 (0.00)
Invest. Tech. asset.				0.02** (0.01)	0.02** (0.01)	0.02** (0.01)	0.02** (0.01)	0.02** (0.01)	0.02** (0.01)
Exporter dummy						0.01 (0.02)	0.01 (0.02)	0.01 (0.02)	0.01 (0.02)
New org. structure								0.03 (0.03)	0.04 (0.03)
% Staff STEM Graduates								0.14 (0.09)	0.15* (0.09)
% Staff Other Graduates									0.06 (0.06)
Sectoral Dummies	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Region	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Obs	4,325	4,276	4,276	3,559	3,559	3,559	3,559	3,531	3,519
R sq.	0.06	0.16	0.18	0.17	0.17	0.17	0.17	0.17	0.17
R. sq.ad.	0.04	0.15	0.16	0.15	0.15	0.15	0.15	0.15	0.15

Notes: \*\*\*, \*\* and \* indicate significance on a 1%, 5% and 10% level, respectively. Standard errors in brackets.

**Table A.4b Stepwise OLS Estimate for Sales Growth 2008-2010**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Sales Gr. 08-10(BSD)	Sales Gr. 08-10(BSD)	Sales Gr. 08-10(BSD)	Sales Gr. 08-10(BSD)	Sales Gr. 08-10(BSD)	Sales Gr. 08-10(BSD)	Sales Gr. 08-10(BSD)	Sales Gr. 08-10(BSD)	Sales Gr. 08-10(BSD)
Arts skills	0.02 (0.03)	0.03 (0.03)	0.02 (0.03)	0.00 (0.03)	0.00 (0.03)	-0.00 (0.03)	-0.00 (0.03)	-0.00 (0.03)	-0.01 (0.03)
Science Skills	0.06* (0.03)	0.06** (0.03)	0.04 (0.03)	0.06* (0.03)	0.06* (0.03)	0.06* (0.03)	0.06* (0.03)	0.06** (0.03)	0.06* (0.03)
Arts and Sc. skills	0.08*** (0.03)	0.08*** (0.03)	0.05* (0.03)	0.05 (0.03)	0.05 (0.03)	0.04 (0.03)	0.04 (0.03)	0.05 (0.03)	0.04 (0.03)
Ln(Age)		5.24*** (1.15)	4.89*** (1.15)	5.49*** (1.26)	5.49*** (1.26)	5.46*** (1.27)	5.46*** (1.27)	5.37*** (1.27)	5.33*** (1.27)
Ln(Age)sq.		-2.56*** (0.55)	-2.41*** (0.54)	-2.70*** (0.60)	-2.70*** (0.60)	-2.68*** (0.60)	-2.68*** (0.60)	-2.64*** (0.60)	-2.62*** (0.60)
Ln(Size)			0.18 (0.79)	0.74 (0.84)	0.74 (0.84)	0.76 (0.84)	0.76 (0.84)	0.65 (0.85)	0.71 (0.84)
Ln(Size) sq.			-0.05 (0.38)	-0.33 (0.41)	-0.33 (0.41)	-0.34 (0.41)	-0.34 (0.41)	-0.29 (0.41)	-0.32 (0.41)
R&D intensity				-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)
Invest. Tech. asset.				-0.02 (0.02)	-0.02 (0.02)	-0.02 (0.02)	-0.02 (0.02)	-0.02 (0.02)	-0.02 (0.02)
Exporter dummy						0.03 (0.02)	0.03 (0.02)	0.03 (0.02)	0.03 (0.02)
New org. structure								0.02 (0.03)	0.02 (0.03)
% Staff STEM Graduates								-0.05 (0.11)	-0.02 (0.11)
% Staff Other Graduates									0.17** (0.07)
Sectoral Dummies	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Region	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Obs	4,317	4,269	4,269	3,554	3,554	3,554	3,554	3,526	3,515
R sq.	0.06	0.12	0.14	0.15	0.15	0.15	0.15	0.15	0.15
R. sq.ad.	0.05	0.11	0.12	0.13	0.13	0.13	0.13	0.13	0.13

Notes; \*\*\*, \*\* and \* indicate significance on a 1%, 5% and 10% level, respectively. Standard errors in brackets.



**Table A.4c Stepwise OLS Estimate for Employment Growth 2010-2012**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Empl.Gr.10-12	Empl.Gr.10-12	Empl.Gr.10-12	Empl.Gr.10-12	Empl.Gr.10-12	Empl.Gr.10-12	Empl.Gr.10-12	Empl.Gr.10-12	Empl.Gr.10-12
	(BSD)	(BSD)	(BSD)	(BSD)	(BSD)	(BSD)	(BSD)	(BSD)	(BSD)
Arts skills	-0.01 (0.02)	-0.01 (0.02)	-0.01 (0.02)	-0.01 (0.02)	-0.01 (0.02)	-0.00 (0.02)	-0.00 (0.02)	-0.01 (0.02)	-0.01 (0.02)
Science Skills	0.03 (0.03)	0.03 (0.02)	0.03 (0.02)	0.04 (0.03)	0.04 (0.03)	0.04 (0.03)	0.04 (0.03)	0.04 (0.03)	0.04 (0.03)
Arts and Sc. skills	0.08*** (0.02)	0.07*** (0.02)	0.07*** (0.02)	0.06** (0.02)	0.06** (0.02)	0.06*** (0.02)	0.06*** (0.02)	0.06** (0.02)	0.06** (0.02)
Ln(Age)		2.02*** (0.68)	2.02*** (0.67)	2.05*** (0.75)	2.05*** (0.75)	2.06*** (0.75)	2.06*** (0.75)	2.04*** (0.75)	2.00*** (0.76)
Ln(Age)sq.		-0.99*** (0.32)	-0.99*** (0.32)	-1.00*** (0.35)	-1.00*** (0.35)	-1.00*** (0.35)	-1.00*** (0.35)	-0.99*** (0.35)	-0.97*** (0.36)
Ln(Size)			0.44 (0.64)	0.77 (0.72)	0.77 (0.72)	0.75 (0.72)	0.75 (0.72)	0.77 (0.72)	0.76 (0.72)
Ln(Size) sq.			-0.21 (0.31)	-0.37 (0.35)	-0.37 (0.35)	-0.36 (0.35)	-0.36 (0.35)	-0.37 (0.35)	-0.37 (0.35)
R&D intensity				0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)
Invest. Tech. asset.				0.03*** (0.01)	0.03*** (0.01)	0.03*** (0.01)	0.03*** (0.01)	0.03*** (0.01)	0.03*** (0.01)
Exporter dummy						-0.02 (0.02)	-0.02 (0.02)	-0.02 (0.02)	-0.02 (0.02)
New org. structure								0.09*** (0.03)	0.09*** (0.03)
% Staff STEM Graduates								-0.15*	-0.16*
% Staff Other Graduates								(0.08)	(0.09)
Sectoral Dummies	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	(0.07) Yes
Region	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Obs	4,554	4,514	4,514	3,752	3,752	3,752	3,752	3,723	3,709
R sq.	0.03	0.06	0.06	0.07	0.07	0.07	0.07	0.07	0.07
R. sq.ad.	0.01	0.04	0.04	0.05	0.05	0.05	0.05	0.05	0.05

Notes: \*\*\*, \*\* and \* indicate significance on a 1%, 5% and 10% level, respectively. Standard errors in brackets.

**Table A.4d Stepwise OLS Estimate for Sales Growth 2010-2012**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Sales Gr.10- 12(BSD)	Sales Gr.10- 12(BSD)	Sales Gr.10- 12(BSD)	Sales Gr.10- 12(BSD)	Sales Gr.10- 12(BSD)	Sales Gr.10- 12(BSD)	Sales Gr.10- 12(BSD)	Sales Gr.10- 12(BSD)	Sales Gr.10- 12(BSD)
Arts skills	0.01 (0.02)	0.01 (0.02)	0.01 (0.02)	0.02 (0.03)	0.02 (0.03)	0.02 (0.03)	0.02 (0.03)	0.01 (0.03)	0.01 (0.03)
Science Skills	0.01 (0.03)	0.01 (0.03)	0.00 (0.03)	0.01 (0.04)	0.01 (0.04)	0.01 (0.04)	0.01 (0.04)	0.01 (0.03)	0.00 (0.03)
Arts and Sc. skills	0.12*** (0.03)	0.12*** (0.03)	0.10*** (0.03)	0.10*** (0.03)	0.10*** (0.03)	0.10*** (0.03)	0.10*** (0.03)	0.08*** (0.03)	0.08*** (0.03)
Ln(Age)		2.54*** (0.64)	2.47*** (0.64)	2.90*** (0.69)	2.90*** (0.69)	2.89*** (0.69)	2.89*** (0.69)	2.85*** (0.69)	2.92*** (0.70)
Ln(Age)sq.		-1.24*** (0.30)	-1.20*** (0.30)	-1.40*** (0.32)	-1.40*** (0.32)	-1.40*** (0.32)	-1.40*** (0.32)	-1.38*** (0.32)	-1.41*** (0.33)
Ln(Size)			1.56** (0.70)	1.35* (0.77)	1.35* (0.77)	1.37* (0.77)	1.37* (0.77)	1.44* (0.76)	1.47* (0.76)
Ln(Size) sq.			-0.74** (0.34)	-0.64* (0.37)	-0.64* (0.37)	-0.65* (0.37)	-0.65* (0.37)	-0.69* (0.37)	-0.70* (0.37)
R&D intensity				0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)
Invest. Tech. asset.				0.03* (0.02)	0.03* (0.02)	0.03* (0.02)	0.03* (0.02)	0.03* (0.02)	0.03* (0.02)
Exporter dummy						0.02 (0.03)	0.02 (0.03)	0.01 (0.03)	0.01 (0.03)
New org. structure								0.12*** (0.03)	0.12*** (0.03)
% Staff STEM Graduates								-0.06 (0.10)	-0.06 (0.10)
% Staff Other Graduates									0.06 (0.08)
Sectoral Dummies	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Region	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Obs	4,548	4,508	4,508	3,747	3,747	3,747	3,747	3,718	3,705
R sq.	0.04	0.07	0.07	0.08	0.08	0.08	0.08	0.09	0.09
R. sq.ad.	0.03	0.05	0.06	0.06	0.06	0.06	0.06	0.06	0.07

Notes: \*\*\*, \*\* and \* indicate significance on a 1%, 5% and 10% level, respectively. Standard errors in brackets.

**Table A.4e Stepwise OLS Estimate for Percentage Sales Derived from New-to-Market Products**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	% Sales NTM	% Sales NTM	% Sales NTM	% Sales NTM	% Sales NTM	% Sales NTM	% Sales NTM	% Sales NTM	% Sales NTM
	Inno	Inno	Inno	Inno	Inno	Inno	Inno	Inno	Inno
Arts skills	0.01 <sup>*</sup> (0.00)	0.01 (0.00)	0.01 <sup>*</sup> (0.00)	0.01 <sup>*</sup> (0.00)	0.01 <sup>*</sup> (0.00)	0.01 <sup>*</sup> (0.00)	0.01 <sup>*</sup> (0.00)	0.00 (0.00)	0.00 (0.00)
Science Skills	0.01 <sup>**</sup> (0.00)	0.01 <sup>**</sup> (0.01)	0.02 <sup>***</sup> (0.01)	0.02 <sup>***</sup> (0.01)	0.02 <sup>***</sup> (0.01)	0.01 <sup>**</sup> (0.01)	0.01 <sup>**</sup> (0.01)	0.01 (0.01)	0.01 (0.01)
Arts and Sc. skills	0.03 <sup>***</sup> (0.00)	0.04 <sup>***</sup> (0.01)	0.04 <sup>***</sup> (0.01)	0.04 <sup>***</sup> (0.01)	0.04 <sup>***</sup> (0.01)	0.04 <sup>***</sup> (0.01)	0.04 <sup>***</sup> (0.01)	0.03 <sup>***</sup> (0.01)	0.03 <sup>***</sup> (0.01)
Ln(Age)		0.20 <sup>*</sup> (0.12)	0.22 <sup>*</sup> (0.12)	0.18 (0.12)	0.18 (0.12)	0.18 (0.12)	0.18 (0.12)	0.19 <sup>*</sup> (0.11)	0.15 (0.11)
Ln(Age)sq.		-0.10 <sup>*</sup> (0.06)	-0.11 <sup>*</sup> (0.06)	-0.09 <sup>*</sup> (0.05)	-0.09 <sup>*</sup> (0.05)	-0.09 <sup>*</sup> (0.05)	-0.09 <sup>*</sup> (0.05)	-0.09 <sup>*</sup> (0.05)	-0.07 (0.05)
Ln(Size)			0.36 <sup>***</sup> (0.13)	0.22 <sup>*</sup> (0.12)	0.22 <sup>*</sup> (0.12)	0.23 <sup>*</sup> (0.12)	0.23 <sup>*</sup> (0.12)	0.19 <sup>*</sup> (0.12)	0.19 (0.12)
Ln(Size) sq.			-0.18 <sup>***</sup> (0.06)	-0.11 <sup>*</sup> (0.06)	-0.11 <sup>*</sup> (0.06)	-0.11 <sup>*</sup> (0.06)	-0.11 <sup>*</sup> (0.06)	-0.10 <sup>*</sup> (0.06)	-0.10 <sup>*</sup> (0.06)
R&D intensity				0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)
Invest. Tech. asset.				0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)
Exporter dummy						0.01 <sup>**</sup> (0.01)	0.01 <sup>**</sup> (0.01)	0.01 <sup>*</sup> (0.01)	0.01 <sup>**</sup> (0.01)
New org. structure								0.04 <sup>***</sup> (0.01)	0.04 <sup>***</sup> (0.01)
% Staff STEM Graduates								0.08 <sup>***</sup> (0.03)	0.06 <sup>***</sup> (0.02)
% Staff Other Graduates									0.01 (0.01)
Sectoral Dummies	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Region	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Obs	7,548	3,825	3,825	3,730	3,730	3,730	3,730	3,723	3,717
R sq.	0.08	0.09	0.10	0.12	0.12	0.12	0.12	0.14	0.14
R. sq.ad.	0.07	0.07	0.08	0.10	0.10	0.10	0.10	0.12	0.12

Notes: \*\*\*, \*\* and \* indicate significance on a 1%, 5% and 10% level, respectively. Standard errors in brackets.

**Table A.4f Stepwise OLS Estimate for Percentage Sales Derived from New-to-Firm Products**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	% Sales NTF	% Sales NTF	% Sales NTF	% Sales NTF	% Sales NTF	% Sales NTF	% Sales NTF	% Sales NTF	% Sales NTF
	Inno	Inno	Inno	Inno	Inno	Inno	Inno	Inno	Inno
Arts skills	0.01*** (0.00)	0.02*** (0.01)	0.02*** (0.01)	0.02*** (0.01)	0.02*** (0.01)	0.02*** (0.01)	0.02*** (0.01)	0.01*** (0.01)	0.01** (0.01)
Science Skills	0.01** (0.00)	0.01** (0.01)	0.02** (0.01)	0.02*** (0.01)	0.02*** (0.01)	0.02*** (0.01)	0.02*** (0.01)	0.01** (0.01)	0.01** (0.01)
Arts and Sc. skills	0.03*** (0.00)	0.04*** (0.01)	0.05*** (0.01)	0.05*** (0.01)	0.05*** (0.01)	0.05*** (0.01)	0.05*** (0.01)	0.04*** (0.01)	0.04*** (0.01)
Ln(Age)		0.27** (0.13)	0.29** (0.13)	0.20 (0.12)	0.20 (0.12)	0.19 (0.12)	0.19 (0.12)	0.19 (0.12)	0.19 (0.12)
Ln(Age)sq.		-0.13** (0.06)	-0.14** (0.06)	-0.10* (0.06)	-0.10* (0.06)	-0.10* (0.06)	-0.10* (0.06)	-0.09* (0.05)	-0.09* (0.05)
Ln(Size)			0.21 (0.15)	0.15 (0.15)	0.15 (0.15)	0.15 (0.15)	0.15 (0.15)	0.13 (0.14)	0.13 (0.14)
Ln(Size) sq.			-0.11 (0.07)	-0.08 (0.07)	-0.08 (0.07)	-0.08 (0.07)	-0.08 (0.07)	-0.07 (0.07)	-0.06 (0.07)
R&D intensity				0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	-0.00 (0.00)	-0.00 (0.00)
Invest. Tech. asset.				-0.00 (0.00)	-0.00 (0.00)	-0.00 (0.00)	-0.00 (0.00)	-0.00 (0.00)	-0.00 (0.00)
Exporter dummy						0.00 (0.01)	0.00 (0.01)	0.00 (0.00)	0.00 (0.00)
New org. structure								0.06*** (0.01)	0.06*** (0.01)
% Staff STEM Graduates								0.00 (0.02)	-0.00 (0.02)
% Staff Other Graduates									0.01 (0.01)
Sectoral Dummies	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Region	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Obs	7,600	3,851	3,851	3,736	3,736	3,736	3,736	3,726	3,721
R sq.	0.04	0.08	0.08	0.08	0.08	0.08	0.08	0.11	0.11
R. sq.ad.	0.03	0.06	0.06	0.06	0.06	0.06	0.06	0.09	0.09

Notes: \*\*\*, \*\* and \* indicate significance on a 1%, 5% and 10% level, respectively. Standard errors in brackets.

**Table A.4g Stepwise OLS Estimate for Productivity**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	In Productivity	In Productivity	In Productivity	In Productivity	In Productivity	In Productivity	In Productivity	In Productivity	In Productivity
Arts skills	0.01 (0.03)	0.02 (0.04)	0.02 (0.04)	-0.01 (0.04)	-0.01 (0.04)	-0.03 (0.04)	-0.03 (0.04)	-0.03 (0.04)	-0.04 (0.04)
Science Skills	0.25*** (0.03)	0.15*** (0.05)	0.18*** (0.05)	0.19*** (0.05)	0.19*** (0.05)	0.17*** (0.05)	0.17*** (0.05)	0.17*** (0.05)	0.16*** (0.05)
Arts and Sc. skills	0.22*** (0.02)	0.12*** (0.03)	0.17*** (0.03)	0.16*** (0.04)	0.16*** (0.04)	0.12*** (0.04)	0.12*** (0.04)	0.12*** (0.04)	0.10*** (0.04)
Ln(Age)		-1.79*** (0.60)	-1.63*** (0.59)	-1.87*** (0.63)	-1.87*** (0.63)	-1.92*** (0.62)	-1.92*** (0.62)	-1.93*** (0.63)	-1.95*** (0.64)
Ln(Age)sq.		0.84*** (0.28)	0.78*** (0.27)	0.89*** (0.29)	0.89*** (0.29)	0.91*** (0.29)	0.91*** (0.29)	0.92*** (0.29)	0.93*** (0.29)
Ln(Size)			-2.86*** (1.04)	-3.29*** (1.11)	-3.29*** (1.11)	-3.08*** (1.10)	-3.08*** (1.10)	-3.11*** (1.11)	-2.97*** (1.11)
Ln(Size) sq.			1.35*** (0.51)	1.56*** (0.54)	1.56*** (0.54)	1.46*** (0.54)	1.46*** (0.54)	1.47*** (0.54)	1.40*** (0.54)
R&D intensity				-0.02* (0.01)	-0.02* (0.01)	-0.02* (0.01)	-0.02* (0.01)	-0.02* (0.01)	-0.02* (0.01)
Invest. Tech. asset.				-0.07 (0.05)	-0.07 (0.05)	-0.07 (0.05)	-0.07 (0.05)	-0.07 (0.05)	-0.07 (0.05)
Exporter dummy						0.23*** (0.04)	0.23*** (0.04)	0.23*** (0.04)	0.22*** (0.04)
New org. structure								-0.00 (0.04)	-0.01 (0.04)
% Staff STEM Graduates								0.04	0.10
% Staff Other Graduates								(0.11)	(0.12) 0.29***
Sectoral Dummies	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Region	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Obs	9,033	4,621	4,621	3,831	3,831	3,831	3,831	3,802	3,786
R sq.	0.37	0.39	0.40	0.41	0.41	0.42	0.42	0.42	0.42
R. sq.ad.	0.37	0.38	0.39	0.40	0.40	0.41	0.41	0.40	0.41

Notes: \*\*\*, \*\* and \* indicate significance on a 1%, 5% and 10% level, respectively. Standard errors in brackets.

**Table A.5 OLS estimates with past growth as additional regressors**

	(1)	(2)	(3)	(4)
	Empl.Gr. 08-10(BSD)	Sales Gr. 08-10(BSD)	Empl.Gr.10-12(BSD)	Sales Gr.10-12(BSD)
Empl.Gr. 07-08(BSD)	-0.09*** (0.03)			
Sales Gr. 07-08(BSD)		-0.16*** (0.04)		
Empl.Gr. 09-10(BSD)			-0.12*** (0.04)	
Sales Gr. 09-10(BSD)				-0.19*** (0.05)
Arts skills	0.03 (0.02)	0.01 (0.03)	-0.00 (0.02)	0.01 (0.03)
Science Skills	0.05* (0.03)	0.06* (0.03)	0.04 (0.03)	0.01 (0.03)
Arts and Sc. skills	0.06** (0.03)	0.06* (0.03)	0.05** (0.02)	0.09*** (0.03)
Ln(Age)	4.84*** (1.34)	9.02*** (1.65)	2.46*** (0.79)	4.85*** (0.91)
Ln(Age)sq.	-2.41*** (0.63)	-4.38*** (0.78)	-1.19*** (0.37)	-2.33*** (0.43)
Ln(Size)	0.84 (0.79)	0.40 (0.80)	0.89 (0.63)	1.37* (0.74)
Ln(Size) sq.	-0.38 (0.38)	-0.17 (0.39)	-0.43 (0.31)	-0.65* (0.36)
R&D intensity	0.00 (0.00)	-0.01 (0.01)	0.00 (0.00)	-0.00 (0.00)
Invest. Tech. asset.	0.02** (0.01)	-0.03 (0.02)	0.03*** (0.01)	0.02 (0.02)
Exporter dummy	0.00 (0.02)	0.03 (0.02)	-0.01 (0.02)	0.02 (0.03)
New org. structure	0.02 (0.03)	0.04 (0.03)	0.06** (0.03)	0.13*** (0.03)
% Staff STEM Graduates	0.15* (0.08)	-0.08 (0.11)	-0.14 (0.09)	-0.04 (0.10)
% Staff Other Graduates	-0.00 (0.06)	0.12* (0.07)	0.06 (0.06)	0.08 (0.07)
Sectoral Dummies	Yes	Yes	Yes	Yes
Region	Yes	Yes	Yes	Yes
Obs	3,404	3,400	3,619	3,615
R sq.	0.15	0.17	0.08	0.12
R. sq.ad.	0.13	0.15	0.06	0.10

**Table A.6 OLS Estimates: Innovative variables as regressors for growth and productivity models**

	(1) Empl.Gr. 08- 10(BSD)	(2) Sales Gr. 08- 10(BSD)	(3) Empl.Gr.10- 12(BSD)	(4) Sales Gr.10- 12(BSD)	(5) ln Productivity	(6) Product. growth 08-10
Arts skills	0.03 (0.03)	-0.02 (0.03)	-0.01 (0.02)	0.01 (0.03)	-0.05 (0.04)	-0.06 (0.05)
Science Skills	0.04 (0.03)	0.05 (0.03)	0.04 (0.03)	-0.01 (0.03)	0.16*** (0.05)	0.01 (0.05)
Arts and Sc. skills	0.03 (0.03)	0.02 (0.03)	0.04* (0.02)	0.06** (0.03)	0.10** (0.04)	0.03 (0.05)
Ln(Age)	5.47*** (1.21)	5.39*** (1.28)	1.92** (0.77)	2.75*** (0.69)	-2.01*** (0.64)	4.78*** (1.45)
Ln(Age)sq.	-2.70*** (0.57)	-2.64*** (0.61)	-0.93*** (0.36)	-1.33*** (0.32)	0.95*** (0.30)	-2.26*** (0.68)
Ln(Size)	0.76 (0.86)	0.67 (0.86)	0.63 (0.73)	1.19 (0.76)	-3.22*** (1.12)	-0.28 (1.31)
Ln(Size) sq.	-0.34 (0.42)	-0.30 (0.42)	-0.30 (0.35)	-0.56 (0.37)	1.53*** (0.55)	0.15 (0.64)
% Sales NTM Inno	0.17 (0.18)	0.15 (0.22)	0.24** (0.11)	0.43** (0.21)	-0.18 (0.18)	0.04 (0.31)
% Sales NTF Inno	0.28* (0.16)	0.28** (0.13)	0.17 (0.12)	0.23 (0.14)	0.04 (0.14)	0.19 (0.24)
R&D intensity	0.00 (0.00)	-0.01 (0.01)	-0.00 (0.00)	-0.00 (0.00)	-0.02* (0.01)	0.04** (0.02)
Invest. Tech. asset.	0.02* (0.01)	-0.03 (0.03)	0.03* (0.01)	0.00 (0.01)	-0.08 (0.08)	0.10 (0.06)
Exporter dummy	0.01 (0.02)	0.02 (0.02)	-0.03 (0.02)	0.01 (0.03)	0.23*** (0.04)	-0.02 (0.04)
New org. structure	0.01 (0.03)	0.00 (0.04)	0.07** (0.03)	0.09*** (0.03)	0.01 (0.04)	0.01 (0.06)
% Staff STEM Graduates	0.14 (0.09)	-0.03 (0.11)	-0.17* (0.09)	-0.10 (0.11)	0.10 (0.12)	0.10 (0.11)
% Staff Other Graduates	0.06 (0.06)	0.17** (0.07)	0.03 (0.07)	0.06 (0.08)	0.29*** (0.09)	0.07 (0.10)
Sectoral Dummies	Yes	Yes	Yes	Yes	Yes	Yes
Region	Yes	Yes	Yes	Yes	Yes	Yes
Obs	3,444	3,440	3,630	3,626	3,705	3,403
R sq.	0.18	0.15	0.07	0.09	0.42	0.06
R. sq.ad.	0.16	0.13	0.05	0.07	0.40	0.04

Notes: \*\*\*, \*\* and \* indicate significance on a 1%, 5% and 10% level, respectively. Standard errors in brackets.

**Table A.7 OLS Estimates Excluding firms responding 'Yes' to all six skills**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Empl.Gr. 08-10(BSD)	Sales Gr. 08-10(BSD)	Empl.Gr.10-12(BSD)	Sales Gr.10-12(BSD)	% Sales NTM Inno	% Sales NTF Inno	In Productivity	Product. growth 08-10
Arts skills	0.03 (0.03)	-0.01 (0.03)	-0.01 (0.02)	0.01 (0.03)	0.00 (0.00)	0.01** (0.01)	-0.04 (0.04)	-0.05 (0.05)
Science Skills	0.05* (0.03)	0.06* (0.03)	0.04 (0.03)	0.01 (0.03)	0.01* (0.01)	0.01** (0.01)	0.16*** (0.05)	0.02 (0.05)
Arts and Sc. skills	0.04 (0.03)	0.03 (0.03)	0.06** (0.02)	0.08*** (0.03)	0.03*** (0.01)	0.04*** (0.01)	0.10** (0.04)	0.02 (0.05)
Ln(Age)	5.56*** (1.22)	5.39*** (1.29)	1.97*** (0.76)	2.94*** (0.70)	0.13 (0.11)	0.20* (0.12)	-1.86*** (0.63)	4.85*** (1.46)
Ln(Age)sq.	-2.75*** (0.57)	-2.65*** (0.61)	-0.96*** (0.36)	-1.42*** (0.33)	-0.07 (0.05)	-0.10* (0.06)	0.89*** (0.29)	-2.29*** (0.68)
Ln(Size)	0.85 (0.86)	0.75 (0.85)	0.76 (0.72)	1.50* (0.77)	0.14 (0.11)	0.18 (0.14)	-3.11*** (1.12)	-0.03 (1.32)
Ln(Size) sq.	-0.38 (0.42)	-0.34 (0.41)	-0.37 (0.35)	-0.71* (0.37)	-0.07 (0.06)	-0.09 (0.07)	1.47*** (0.55)	0.03 (0.64)
R&D intensity	0.00 (0.00)	-0.01 (0.01)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	-0.00 (0.00)	-0.02* (0.01)	0.04** (0.02)
Invest. Tech. asset.	0.02** (0.01)	-0.02 (0.01)	0.03*** (0.01)	0.03* (0.02)	0.00 (0.00)	-0.00 (0.00)	-0.06 (0.04)	0.07* (0.04)
Exporter dummy	0.01 (0.02)	0.03 (0.02)	-0.02 (0.02)	0.01 (0.03)	0.01** (0.00)	-0.00 (0.00)	0.23*** (0.04)	-0.03 (0.04)
New org. structure	0.03 (0.03)	0.01 (0.03)	0.09*** (0.03)	0.12*** (0.03)	0.03*** (0.01)	0.06*** (0.01)	-0.01 (0.04)	0.01 (0.06)
% Staff STEM Graduates	0.17* (0.09)	0.00 (0.11)	-0.17* (0.09)	-0.08 (0.10)	0.06*** (0.02)	-0.01 (0.01)	0.14 (0.12)	0.08 (0.11)
% Staff Other Graduates	0.06 (0.06)	0.16** (0.07)	0.02 (0.07)	0.06 (0.08)	0.00 (0.01)	0.02 (0.01)	0.29*** (0.09)	0.06 (0.10)
Sectoral Dummies	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Region	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Obs	3,484	3,480	3,671	3,667	3,680	3,685	3,748	3,440
R sq.	0.17	0.15	0.07	0.08	0.13	0.11	0.42	0.06
R. sq.ad.	0.15	0.13	0.05	0.06	0.11	0.09	0.41	0.04

Notes: \*\*\*, \*\* and \* indicate significance on a 1%, 5% and 10% level, respectively. Standard errors in brackets.



## Appendix A.8 Logit analysis for likelihood of firms not being matched in sample

	Unmatched sample
EMPLOYMENT 2010	-5.12e-05 (0.000723)
SALES 2010	5.01e-06 (4.21e-06)
ARTS ONLY	0.433 (0.391)
SCIENCE ONLY	-0.107 (0.504)
ARTS AND SCIENCE	0.0491 (0.400)
Log_AGE	-0.0446 (5.681)
Log_AGE_sq	-0.265 (2.586)
Log_SIZE	7.608 (14.33)
Log_SIZE_sq	-3.561 (6.977)
RDTint	-0.0508 (0.0310)
MACint	-0.498* (0.255)
EXPORT_d	0.429 (0.332)
IORG	-0.254 (0.429)
EDU_HI1	0.00531 (0.0125)
EDU_HI2	0.00322 (0.00742)
2.REGION	-0.586 (0.947)
3.REGION	0.470 (0.854)
4.REGION	-0.194 (0.942)
5.REGION	-0.0329 (0.899)
6.REGION	0.503 (0.802)
7.REGION	0.441 (0.783)
8.REGION	-0.220 (0.858)
9.REGION	0.407 (0.823)
10.REGION	-0.0942

	(1.036)
11.REGION	-0.650
	(1.013)
12.REGION	-0.892
	(1.271)
2.SIC_1	-0.428
	(1.262)
3.SIC_1	1.141
	(1.149)
4.SIC_1	0.217
	(1.130)
5.SIC_1	0.312
	(1.057)
6.SIC_1	0.968
	(1.065)
7.SIC_1	0.0376
	(1.055)
8.SIC_1	2.684**
	(1.256)
Constant	-5.297*
	(3.082)
<hr/>	
Observations	3,736
Robust standard errors in parentheses	
*** p<0.01, ** p<0.05, * p<0.1	
<hr/>	

## Appendix A. 9 Plots of Predicted Probabilities for Heteroskedastic Standard Errors

Figure 8a : Predicted Probabilities Plot for Employment Growth

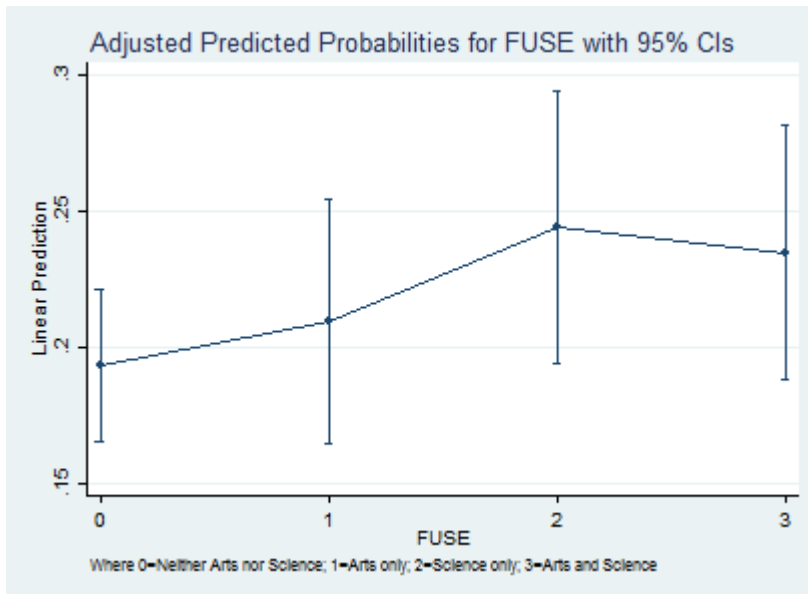


Figure 8b : Predicted Probabilities Plot for Employment Growth

