

Talent on the move

Citation for published version (APA):

Sasso, S. (2018). *Talent on the move: essays on human capital, graduate mobility and economic development*. [Doctoral Thesis, Maastricht University]. Datawyse / Universitaire Pers Maastricht. <https://doi.org/10.26481/dis.20180529ss>

Document status and date:

Published: 01/01/2018

DOI:

[10.26481/dis.20180529ss](https://doi.org/10.26481/dis.20180529ss)

Document Version:

Publisher's PDF, also known as Version of record

Please check the document version of this publication:

- A submitted manuscript is the version of the article upon submission and before peer-review. There can be important differences between the submitted version and the official published version of record. People interested in the research are advised to contact the author for the final version of the publication, or visit the DOI to the publisher's website.
- The final author version and the galley proof are versions of the publication after peer review.
- The final published version features the final layout of the paper including the volume, issue and page numbers.

[Link to publication](#)

General rights

Copyright and moral rights for the publications made accessible in the public portal are retained by the authors and/or other copyright owners and it is a condition of accessing publications that users recognise and abide by the legal requirements associated with these rights.

- Users may download and print one copy of any publication from the public portal for the purpose of private study or research.
- You may not further distribute the material or use it for any profit-making activity or commercial gain
- You may freely distribute the URL identifying the publication in the public portal.

If the publication is distributed under the terms of Article 25fa of the Dutch Copyright Act, indicated by the "Taverne" license above, please follow below link for the End User Agreement:

www.umlib.nl/taverne-license

Take down policy

If you believe that this document breaches copyright please contact us at:

repository@maastrichtuniversity.nl

providing details and we will investigate your claim.

Abstract

In today's knowledge economy, a growing demand for skilled labour, largely in STEM and ICT related professions, is often accompanied by an increasing shortage of these kinds of workers. This makes international and interregional mobility of highly skilled workers a key component of governments' policy agendas. Due to the knowledge and skills embodied by graduates, their migration can have substantial effects on the economies of origin and destination areas.

Whereas several studies have examined the determinants of interregional and international migration of highly skilled workers, fewer have focused on the economic consequences and impact. The main goal of this thesis is to broaden the understanding of how human capital and graduates' geographical mobility affects their individual careers, as well as, the firms, scientific systems, and countries in which they work.

The thesis consists of four quantitative empirical studies that combine microeconomic and macroeconomic perspectives. Methodologically, different chapters apply a broad array of econometric and social network analysis techniques to a variety of large datasets from matched employee-employer databases, bibliometric databases, and databases of adult skills tests. The thesis first investigates the relationship between human capital measured by skills, R&D, and productivity across different economies and industries. Second, it analyses whether interregional graduate mobility as well as educational and cultural diversity among employees in a firm, have a positive effect on productivity. Subsequently, it studies how the interregional mobility of graduates affects their chances of having a job in line with their qualifications. Finally, the thesis investigates the role of geographical mobility for scientific upgrading by analysing the impact of the international mobility of PhD holders on local and global scientific collaborations and on the individual careers of the researchers.

Taken together, the results indicate that the potential benefits that human capital and graduate mobility can bring to individuals, firms and countries are substantial, even if oftentimes these benefits are not wholly realized. The variety of approaches and scales of analysis used in the thesis shows the importance of maintaining a multi-level perspective in future research. From the policy perspective, these results underline the importance of connecting policies for (higher) education, innovation, and economic development.