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Updated: November 2023

CURRENT EMPLOYMENT

Full Professor, University of California Los Angeles, Department of Economics
(July 2017 – present)
Faculty Director, California Policy Lab UCLA (January 2017 – present)
Director, Federal Statistical Research Data Center (March 2016 – present)
Research Professor, Institute for Employment Research (IAB), July 2015 – present)
Visiting Professor, European University Institute (September 2023 – July 2024)

PREVIOUS EMPLOYMENT

Associate Dean for Research, Social Science Division UCLA (October 2017 – June 2022)
Associate Professor (with tenure) University of California Los Angeles, Dept. of Economics
(July 2012 – June 2017)
Associate Director, California Center for Population Research (July 2016 – September 2017)
Adjunct Research Affiliate, RAND (August 2012 – November 2022)
Chair of Faculty Advisory Board, Institute for Research on Labor and Employment
(July 2015 – September 2017)
Director of Computing, California Center for Population Research (January 2016 – June 2016)
Executive Committee, California Center for Population Research (July 2014–June 2016)
Visiting Scholar, Russell Sage Foundation, New York (September 2010–June 2011)
Affiliate Professor, Ludwig-Maximilians-University Munich (Summer 2010, 2011)
Associate Professor (without tenure) Columbia University, Dept. of Economics (May 2009 – June 2012)
Assistant Professor Columbia University, Department of Economics (July 2003 – May 2009)
Researcher (IPA), Division of Economic Research, Social Security Administration
(July–September 2006, June–August 2007, January 2008)
Faculty Research Fellow, National Bureau of Economic Research (January 2007 – August 2012)
Research Associate, Center for Economic Policy Research (January 2007 – December 2012)

CURRENT RESEARCH AFFILIATIONS

Faculty Research Associate, National Bureau of Economic Research (September 2012 – present)
Research Fellow, Center for Economic Policy Research (January 2013 – present)
Faculty Research Affiliate, California Center for Population Research (July 2012 – present)
Research Fellow, Institute for the Study of Labor (IZA) (December 2003 – present)
Research Associate, Institute for Social and Economic Policy Research (November 2004 – present)

EDUCATION

Ph.D. Department of Economics, University of California Berkeley (May 2003)
M.A. Economics University of Bonn, Germany, Summa cum laude (August 1997)

FIELDS OF INTEREST

Labor Economics, Economics of Aging, Personnel Economics, Macroeconomics

PUBLICATIONS:

- “Minimum Wage Employment Effects and Labor Market Concentration.” (Joint with José Azcar, Emiliano Huet-Vaughn, Ioana Marinescu, and Bledi Taska; **Review of Economic Studies**, 2023, forthcoming.)
- “UI Benefit Generosity and Labor Supply from 2002-2020: Evidence from California UI records” (Joint with Alex Bell, TJ Hedin, Geoffrey Schnorr, **Journal of Labor Economics**, 2023, forthcoming)
- “The Value of Working Conditions in the United States and Implications for the Structure of Wages” (Joint with Nicole Maestas, Kathleen Mullen, David Powell, Jeff Wenger; **American Economic Review**, 2023, Vol. 113 No. 5: 2007-2047)
- “The Long-Term Impact of Job Displacement Over the Business Cycle in Germany on Earnings, Employment, and Employer Quality” (Joint with Johannes Schmieder and Joerg Heining, **American Economic Review**, 2023, Vol. 113 No. 5: 1208-1254)
- “Disparities in Access to Unemployment Insurance During the COVID-19 Pandemic: Lessons from U.S. and California Claims Data.” (Joint with Alex Bell, TJ Hedin, Peter Mannino, Roozbeh Moghadam, Geoffrey Schnorr, **The Russell Sage Foundation Journal of the Social Sciences**, 2023, Vol. 9 No. 3: 78-109)
- “Changes in the Relationship Between Income and Life Expectancy Before and During the COVID-19 Pandemic, California, 2015-2021” (Joint with Hannes Schwandt, Janet Currie, Jonathan Kowarski, Derek Chapman, Steven H. Woolf, **Journal of the American Medical Association**, 2022, Vol.328 No.4: 360–366.)
- “Estimating the Disparate Cumulative Impact of the Pandemic in Administrative Unemployment Insurance Data.” (Joint with Alex Bell, T. J. Hedin, Peter Mannino, Roozbeh Moghadam, Carl Romer, Geoffrey C. Schnorr, **American Economic Association Papers and Proceedings**, 2022, Vol. 112: 78-84.)
- “Data-Driven Opportunities to Scale Reemployment Opportunities and Social Insurance for Unemployed Workers During the Recovery” (**Aspen Economic Strategy Group Policy Paper**, December 2021)
- “An Overview of Current Results and New Methods for Estimating Heterogeneous Program Impacts” (**Lessons Learned from SSA Demonstrations for Disability Policy and Future Research**, Austin Nichols, Jeffrey Hemmeter, and Debra Goetz Engler (Editors), November 2021)
- “Long-Term Employment Effects from Job Losses during the COVID-19 Crisis? A Comparison to the Great Recession and Its Slow Recovery.” (**American Economic Association Papers and Proceedings**, 2021, 111: 481-85.)
- “Lost Generations: Long-Term Effects of the Covid-19 Crisis on Job Losers and Labor Market Entrants and Policy Options” (**Fiscal Studies**, 2020, Vol. 41(3): 549-590)
- “The Persistent Effects of Initial Labor Market Conditions for Young Adults and their Sources” (**Journal of Economics Perspectives**, 2020, Vol. 34(4): 168-94)
- “Unemployment Insurance Reform” (**Annals of the American Academy of Political and Social Science**, 2019, Vol. 686(1))
- “Unlucky Cohorts: Estimating the Long-Term Effects of Entering the Labor Market in a Recession in Large Cross-Sectional Data Sets” (Joint with Hannes Schwandt, **Journal of Labor Economics**, 2019, Vol. 37(S1): S161-S198)
- “Firming Up Inequality”

(Joint with Jae Song, David Price, Fatih Guvenen, Nick Bloom, and David Price, **Quarterly Journal of Economics**, 2019, Vol.134 No. 1: 1-50 (Lead Article))

“Whom Do Employers Want? The Role of Recent Employment and Unemployment Status and Age” (Joint with Henry S. Farber, Chris M. Herbst, and Daniel Silverman, **Journal of Labor Economics**, 2019, Vol. 37 No. 2: 323-349)

“Inequality and the disappearing large firm wage premium,” (Joint with Fatih Guvenen, Benjamin S. Smith, Jae Song, and Till von Wachter, May 2018, **American Economic Association Papers and Proceedings**)

“Return to work and lost earnings after acute respiratory distress syndrome: a 5-year prospective, longitudinal study of long-term survivors” (Joint with B. Kamdar, K. Sepulveda, A. Chong, R. Lord, V. Dinglas, P. Mendez-Tellez, C. Shanholtz, E. Colantuoni, R. Hopkins, P. Pronovost, D. Needham, **Thorax**, 2018, Vol. 73 No. 2:125-133).

“Working Conditions in the United States: Results of the 2015 American Working Conditions Survey” (Joint with Nicole Maestas, Kathleen J. Mullen, David Powell, Jeffrey B. Wenger, **RAND Research Report**, Santa Monica, CA: RAND Corporation, 2017.)

“Social Experiments in the Labor Market” (Joint with Jesse Rothstein, **Handbook of Field Experiments**, Esther Duflo and Abhijit Banerjee (Editors), 2017, Elsevier-North Holland.)

“A Context-robust Measure of the disincentive cost of Unemployment Insurance” (Joint with Johannes Schmieder, **American Economic Review: Papers and Proceedings**, 2017, Vol.107, No.5: 343-48.)

“Factors Determining Callbacks to Job Applications by the Unemployed: An Audit Study.” (Joint with Daniel Silverman and Henry Farber, **The Russell Sage Foundation Journal of the Social Sciences**, Special Issue, 2017, 3(3): 68-201.)

“Joblessness and Lost Earnings after Acute Respiratory Distress Syndrome in a 1-Year National Multicenter Study” (Joint with B. Kamdar, M. Huang, V. Dinglas, E. Colantuoni, R. Hopkins, D. Needham, **American Journal of Respiratory Critical Care Medicine**, 2017, Vol. 196 No. 8:1012-20).

“Effects of Unemployment Insurance Benefits: New Evidence and Interpretation” (Joint with Johannes Schmieder, **Annual Review of Economics**, 2016, Vol. 8: 547-581.)

“Determinants of Callbacks to Job Applications: An Audit Study.” (Joint with Daniel Silverman and Henry Farber, **American Economic Review: Papers and Proceedings**, May 2016, Vol. 106, No. 5: 314-318).

“The Effect of Unemployment Insurance and Nonemployment Duration on Wages.” (Joint with Johannes Schmieder and Stefan Bender, **American Economic Review**, March 2016, Vol. 106, No.3: 739-77).

“Unemployment Insurance and Disability Insurance in the Great Recession.” (Joint with Andreas I. Mueller and Jesse Rothstein, **Journal of Labor Economics**, January 2016, Vol. 34 (S1, pt. 2): S445-S475).

“Long-Term Nonemployment and Job Displacement.” (Joint with Jae Song, in: **Evaluating Labor Market Dynamics**, A Symposium Sponsored by the Federal Reserve Board of Kansas City, Jackson Hole, Wyo., August 2014).

“The Effect of Job Displacement on Cumulated Years Worked Across Two Decades and More” (Joint with Jae Song and Joyce Manchester, In: **Life-Cycle Events and their Consequences**, Kenneth A. Couch, Mary C. Daly, and Julie Zissimopoulos (Eds.), Stanford University Press, 2013.)

“The Effects of Extended Unemployment Insurance Over the Business Cycle: Evidence from Regression Discontinuity Estimates Over 20 Years” (Joint with Johannes Schmieder and Stefan Bender, **Quarterly Journal of Economics**, 2012, May, Vol. 127, No. 2: 701-752.)

- “The Long-Term Effect of Unemployment Insurance Extensions on Employment and Unemployment”
(Joint with Johannes Schmieder and Stefan Bender, *American Economic Review Papers and Proceedings*, 2012, May, Vol 102, No. 3: 514-519.)
- “The Short- and Long-Term Career Effects of Graduating in a Recession: Hysteresis and Heterogeneity in the Market for College Graduates,” (Joint with Phil Oreopoulos and Andrew Heiszk, *American Economic Journal: Applied Economics*, 2012, January, Vol. 4, No.1: 1-29.)
- >>> **Award for “BEST PAPER” in 2012 in American Economic Journal: Applied** <<<
- “Job Displacements in Recessions: An Overview of Long-Term Consequences and Policy Options”
(In: *Reconnecting to Work: Policies to Mitigate Long-Term Unemployment and Its Consequences*, Lauren D. Appelbaum (Ed), Upjohn Institute, 2012.)
- “Recessions and the Costs of Job Loss”
(Joint with Steve Davis, *Brookings Papers on Economic Activity*, 2011, vol. 43, issue 2 (Fall): 1-72.)
- “Trends in Employment and Earnings of Allowed and Rejected Social Security Disability Insurance Applicants” (Joint with Jae Song and Joyce Manchester, *American Economic Review*, 2011, Vol. 101 No. 7: 3308–29.)
- “Does Wage Persistence Matter for Employment Fluctuations? Evidence from Displaced Workers”
(Joint with Johannes Schmieder, *American Economic Journal: Applied Economics*, 2010, Vol. 2 No. 3: 1-21)
- “Job Displacement and Mortality: An Analysis using Administrative Data”
(Joint with Daniel Sullivan, *Quarterly Journal of Economics*, 2009, Vol.124, No.3: 1265-1306)
- “Average Earnings and Long-Term Mortality: Evidence from Administrative Data”
(Joint with Daniel Sullivan, *American Economic Review: Papers and Proceedings*, 2009, Vol.99, No.2: 133-38)
- “Summary of the Literature on Job Displacement in the US and EU: What we know and what we would like to know” (In: David Marsden and François Rycx, “*Wage Structures, Employment Adjustments and Globalization: Evidence from Linked and Firm-level Panel Data*,” *Applied Econometrics Association Series*, Palgrave Macmillan, 2009)
- “Following Germany's Lead: Using International Monetary Linkages to Identify the Effect of Monetary Policy on the Economy” (Joint with Julian di Giovanni and Justin McCrary, *Review of Economics and Statistics*, 2009, Vol.91, No.2: 315-31)
- “Do Initial Conditions Persist Within Firms? An Analysis of Firm-Entry Cohort Effects and Job Losers”
(Joint with Stefan Bender, in: J. Lane, S. Bender, S. Bender, J. Lane, K. Shaw, F. Andersson, and T. von Wachter (eds.), “*The Analysis of Firms and Employees: Quantitative and Qualitative Approaches*,” University of Chicago Press, 2008).
- “Compulsory Schooling and Labour Market Institutions in Germany”
(Joint with Steve Pischke, *Review of Economics and Statistics*, 2008, Vol. 90, No. 3: 592–598.)
- “In the Right Place at the Wrong Time: The Role of Firms and Luck in Young Workers’ Careers”
(Joint with Stefan Bender, *American Economic Review*, December 2006, Vol. 96, No. 5: 1679-1705)

EDITED BOOKS AND SPECIAL ISSUES:

- “The U.S. Labor Market During and After the Great Recession”
Special Issue of The Russell Sage Foundation Journal of the Social Sciences (Joint with Arne L. Kalleberg, 2016)
- “The Analysis of Firms and Employees: Quantitative and Qualitative Approaches.”
(Joint with J. Lane, S. Bender, K. Shaw, F. Andersson, (eds.), University of Chicago Press, 2008.)

WORK IN PROGRESS: (*Papers Available at <http://www.econ.ucla.edu/tvwachter>*)

“Short-Time Compensation in the U.S. and California from 2000 to 2022: A Descriptive Analysis of Program Incidence and Worker Outcomes.” (*Joint Gus Rodriguez and Kara Segal*)

"Socioeconomic Decline and Death: Midlife Impacts of Graduating in a Recession"
(*Joint with Hannes Schwandt, 2020*)

"Workforce Aging, Pension Reforms, and Firm Dynamics" (*Joint with Francesco D'Amuri and Francesca Carta*)

RESTING WORKING PAPERS:

JOB DISPLACEMENT

“Long-Term Earnings Losses due to Mass-Layoffs: An Analysis Using U.S. Administrative Data from 1974 to 2012” (*Joint with Jae Song and Joyce Manchester*)

“Estimating the 'True' Cost of Job Loss: Evidence Using Matched Data from California 1991-2000” (*Joint with Andrew Hildreth and Elizabeth Handwerker, CES Working Paper 9-14, 2008*)

“Survey of the Literature of Job Displacement”
(*Journal of Economic Literature, paused*)

LONG-TERM LABOR MARKET DYNAMICS

“Does a Persistently Higher Unemployment Rate Make a Difference? Wage Growth and Job Mobility in Germany, France, and the United States” (*Joint with Paola Giuliano*)

“Notes on Earnings Dynamics in the U.S. in the 1980s and 1990s Based on Administrative Earnings Records,”
(*Joint with Wojciech Kopczuk, prepared in compliance with data-use agreement for Social Security Administration, 2008*)

DISABILITY AND AGING

“The Effect of Local Unemployment on the Incidence, Timing, and Duration of Applications to Social Security Disability Insurance” (*Prepared for NBER Retirement Research Consortium, 2010*)

“The Effect of Labor Market Trends on the Incentives and Incidence for Claiming Social Security Benefits Early” (*Prepared for NBER Retirement Research Consortium, 2009*)

“The Effect of Economic Conditions on the Employment of Workers Nearing Retirement Age”
(*Center for Retirement Research at Boston College Working Paper, WWP#2007-25, 2007*)

“The End of Mandatory Retirement in the US: Effects on Retirement and Implicit Contracts”
(*Center for Labor Economics Working Paper No. 49, University of California Berkeley, Revise and Resubmit, Industrial Labor Relations Review, 2009*)

GRANTS, FELLOWSHIPS, AND AWARDS:

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| 2023 | California Collaborative for Pandemic Recovery and Readiness Research (CPR ³) - <i>Keeping Vulnerable Californians in Jobs: Examining Different Unemployment Insurance Programs and Strategies for Job Retention</i> |
| 2023 | National Science Foundation (NSF) HNDS-R - <i>Collaborative Research: An Integrated Analysis of the COVID-19 Crisis on Labor Market Recovery, Mortality, and Racial Inequality</i> |
| 2022 | Smith Richardson Foundation <i>Unemployment Insurance Policy Lab</i> |

2022-2025 Conrad N. Hilton Foundation *California Policy Lab*

2022-2025 The James Irvine Foundation *UCLA - California Policy Lab – Just Prosperity*

2022 CA-California Commission on the Status of Women and Girls (CCSWG) *Economic Impact of the Covid-19 Pandemic on California Women – California Policy Lab*

2022-2024 National Institutes of Health (NIH) *Serious Mental Illness and Incarceration: Piloting the Use of a Multi Sector Linked Administrative Dataset*

2021-2024 University of California Office of the President *California Policy Lab: Data-Driven Solutions to California's Most Complex Issues*

2021 Urban Institute's WorkRise Program *Comparison of Worker Outcomes Under Unemployment Insurance and the Short-Term Compensation Programs*

2021-2024 Ewing Marion Kauffman Foundation *Unemployment Insurance, Entrepreneurship, and the COVID-19 Pandemic*

2021-2024 Conrad N. Hilton Foundation *Predicting and Preventing Homelessness Among Transition-Aged Youth in Los Angeles*

2020-2022 Russell Sage Foundation *Impacts of COVID-19 and the Unemployment Insurance System on Workers, Firms, and Inequality*

2020 Visiting Speaker Award, Office of Interdisciplinary and Cross Campus Affairs, UCLA (Co-PIs Mark Green and Jacob Foster) *Ethical Dimensions of Big Data and AI*

2020-2023 Conrad N. Hilton Foundation *California Policy Lab: Research and Data Analysis to Support Solutions to Homelessness*

2020-2022 Arnold Ventures (dba Laura and John Arnold Foundation) *The California Policy Lab - UCLA*

2019-2021 Smith Richardson Foundation *Creating a UI System for the 21st Century: Lessons from the Great Recession*

2019 Contract from County of Los Angeles *Contract for Temporary Professional Consulting Services to Conduct In-Depth Evaluations of Five Los Angeles County Strategies to Combat Homelessness*

2019-2021 Conrad N. Hilton Foundation *California Policy Lab – Research to Reduce Homelessness*

2019-2021 Conrad N. Hilton Foundation *Race Equity and PSH Retention Work*

2019-2020 Max Factor Family Foundation *Stopping Homelessness Before It Starts: Using Predictive Analytics to Prevent Homelessness in Los Angeles*

2019-2022 Contract from California Workforce Development Board *CAAL-Skills-Evaluation & Assessment*

2019-2021 Multicampus Research Programs and Initiatives (MRPI) Award “*California Policy Lab: Studying Inequality and Homelessness*,” University of California Office of the President

2018-2019 Contract from National Alliance to End Homelessness *Encampments and Unsheltered Homelessness Project*

2018-2020 Russell Sage Foundation *Chronic Employment Instability and the Workforce System*

2018-2022 Los Angeles Homeless Services Authority *Solid Ground Van Nuys Program – Evaluation*

2018-2021 Conrad N. Hilton Foundation *Homelessness Policy Institute: A Partnership Between Home For Good and the USC Price Center for Social Innovation*

2019-2020 The James Irvine Foundation *California Policy Lab*

2018-2020 The Alfred P. Sloan Foundation *Training Opportunities in the Workforce System and Long-Term Labor Force Attachment of Older Workers*

2018-2019 The John Randolph Haynes & Dora Haynes Foundation *Identifying Pathways into and Preventing Family Homelessness*

2018-2019 The Laura and John Arnold Foundation *Funding the California Policy Lab*

2018 Visiting Speaker Award, Office of Interdisciplinary and Cross Campus Affairs, UCLA (Co-PI Randall Kubn) “*Transdisciplinary Homelessness Research: Measure H and Beyond*”

2018 UCLA Clinical & Translational Science Institute (Seed grant) *Reducing Homelessness in LA using Big Data and Predictive Modeling*

2017-2018 Disability Research Consortium, Social Security Administration
“The effect of worker employment history and SSDI program rules on application, benefit receipt, and benefit levels”

2017-2018 Retirement Research Consortium, Social Security Administration
“The Effect of Old Age Survivor Insurance (OASI) program rules and career histories on claiming behavior, benefit levels, and retirement”

2017 Vice Chancellor for Research (Seed Grant) *Predicting Homelessness in Los Angeles*

2017 The Hilton Foundation *Policy Research at the Homelessness Policy Research Institute*

2017 The Laura and John Arnold Foundation *Establishing the California Policy Lab*

2016-2016 The Washington Center for Equitable Growth *“Earnings Inequality, Government Policy, and the Evolution of Young Workers Careers”*

2015-2019 The Laura and John Arnold Foundation *“Monitoring the Effects of the Minimum Wage the Los Angeles Experiment” (Joint with Edward Leamer and Frederic Zimmerman)*

2014-2015 Disability Research Consortium, Social Security Administration
“Assessing the Sources of the Interaction of Unemployment Insurance and Social Security Disability Insurance” (Joint with Andreas Mueller)

2013-2014 Disability Research Consortium, Social Security Administration
“Assessing the Interaction of Labor Demand, Unemployment Insurance and Social Security Disability Insurance” (Joint with Andreas Mueller)

2013-2016 The Alfred P. Sloan Foundation, *“Sustainable Work Conditions and Employment of Older Workers” (Joint with Nicole Maestas)*

2012-2013 Disability Research Consortium, Social Security Administration
“Analyzing the Effect Unemployment Insurance Exhaustions on Social Security Disability Insurance Claims” (Joint with Andreas Mueller)

2012-2015 The Alfred P. Sloan Foundation, *“Understanding the Role of Employers in the Labor Force Transitions of Older Workers: A Comparative Analysis of the United States and Germany” (Joint with David Card and Lars Vilhuber)*

2012-2014 The Alfred P. Sloan Foundation, *“An Audit Study of the Determinants of Reemployment with Special Focus on Older Workers,” (Joint with Henry Farber and Dan Silverman)*

2012 The Alfred P. Sloan Foundation, *“Labor Markets after the Great Recession,” joint NBER Project (PIs David Card and Alex Mas)*

2011 Retirement Research Consortium, Social Security Administration, *“Assessing Systematic Differences in Industry-Award Rates of Social Security Disability Insurance”*

2011-2013 Russell Sage Foundation, *“Is there a ‘Cleansing Effect’ of Recessions: An Analysis of Employment Changes at the Industry and Firm Level” (sole PI)*

2011-2013 The Alfred P. Sloan Foundation, *“Facilitating Work at Older Ages: Approaches and Implications,” joint NBER Project (PI David Wise)*

2010 National Institute of Aging, Pilot Grant *“Effects of Unemployment Insurance on Labor Force Attachment, Earnings, Retirement and Mortality of Older Workers”*

2009-2014 National Institute of Aging, 5 Year Grant (R01), *“The Short and Long-Term Effects of Job and Earnings Losses on Health Outcomes” (sole PI)*

2009 Retirement Research Consortium, Social Security Administration, *“The Effect of Local Unemployment on the Incidence, Timing, and Duration of Applications to Social Security Disability Insurance”*

2009 ISERP Seed Grant *“The Role of Mass-Layoffs in Trends in Instability and Inequality in the Labor Market”*

2008 Retirement Research Consortium, Social Security Administration, *“The Increase in Earnings Inequality and Rising OASDI Rolls: A Cohort-Based Analysis Using the Matched Survey of Income and Program Participation”*

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| 2008-2010 | German Science Foundation, Follow-Up Grant “ <i>Flexibility in Heterogeneous Labor markets: Within Firm Cohort Effects</i> ” (Joint with Stefan Bender and Thomas Bauer) |
| 2007 | Retirement Research Consortium, Social Security Administration, “ <i>The Employment Effects of Changing Social Security Disability Rolls over the Past 25 Years</i> ” |
| 2007 | National Institute of Aging, Pilot Grant “ <i>Mortality, Mass-Layoffs, and Career Outcomes</i> ” |
| 2006 | Steve H. Sandell Grant “ <i>Outsourcing, Deindustrialization, and Technological Change: The Effect of Changes in Labor Demand on Retirement Outcomes of Older Workers</i> ” |
| 2006-2008 | German Science Foundation, Two Year Grant “ <i>Flexibility in Heterogeneous Labor markets: Within Firm Cohort Effects</i> ” (Joint with Stefan Bender and Thomas Bauer) |
| 2006 | ISERP Seed Grant “ <i>Outsourcing, Deindustrialization, and Technological Change: The Effect of Changes in Labor Demand on Older Workers</i> ” |
| 2005 -2009 | National Science Foundation Grant “ <i>Search, Firms, and Human Capital Job Loss and the Shaping of Young Workers’ Careers</i> ” (sole PI) |
| 2004 | PER Seed Grant “ <i>Retirement, Death, and Job Loss in the United States</i> ” |

POLICY RESEARCH RELATED TO COVID-19 CRISIS:

- “Data-Driven Opportunities to Scale Reemployment Opportunities and Social Insurance for Unemployed Workers During the Recovery.” (*Aspen Economic Strategy Group Policy Paper 2021*)
- “An Analysis of Unemployment Insurance Claims in California during the COVID 19 Pandemic”, (*Series of Monthly Policy Briefs, California Policy Lab, Joint with Thomas J. Hedin and Geoffrey Schnorr, 2020*)
- “A Proposal for Scaling Enrollments in Work Sharing (Short-Time Compensation) Programs During the Covid-19 Crisis: The Case of California” (*Memo prepared for Chief Economist of California, 2020*)
- “Proposal for a U.S. National Emergency Short-Time Compensation (STC) Program During the COVID-19 Crisis” (*Memo prepared for circulation among staffers working for U.S. Congress, Joint with Stephen Wandner, 2020*)
- “The Long-Term Effects of the Covid-19 Crisis on Workers: How Scaling Up the Workforce System Can Help” (*Memo prepared for circulation among Federal Reserve Banks, 2020*)

POLICY RESEARCH AND CONGRESSIONAL TESTIMONIES:

- “Testimony on Behalf of Work Sharing Bill AB 1731 (Boerner Horvath)” (*Testimony before California Assembly Insurance Committee, August 31st 2020*)
- “Testimony on Behalf of Work Sharing Bill AB 1731 (Boerner Horvath)” (*Testimony before California Senate Committee Labor, Public Employment and Retirement on August 5th 2020*)
- “A Lost Generation and Other Systemic Impacts of the Crisis” (*Presentation before Economic Equity and Workforce Transition Subcommittee of Taskforce of Governor of California, August 4th 2020*)
- “The California UI System During the Crisis: Initial and Continuing Claims” (*Presentation before California Workforce Transitions Subcommittee of Taskforce of Governor of California, June 20th 2020*)
- “Employment Among LA County Residents Experiencing Homelessness” (*Policy Brief, California Policy Lab, Joint with Nefara Riesch and Geoffrey Schnorr*)
- “Predicting and Preventing Homelessness in Los Angeles” (*Policy Brief, California Policy Lab, Joint with Marianne Bertrand and Harold Pollack*)
- “Unemployment Insurance Reform” (*Annals of the American Academy of Political and Social Science, 2019*)

- “Unemployment Insurance Reform: A primer”
(Washington Center for Equitable Growth, Policy Brief, September 2016)
- “Employment Precariousness and Adverse Household Outcomes”
(United Nations, Background Paper for Human Development Report, August 2013)
- “Job Displacement and Employment and Earnings Outcomes: United States”
(Organization of Economic Cooperation and Development, Fall 2012)
- “Job Displacement and Employment and Earnings Outcomes: Germany”
(Organization of Economic Cooperation and Development, Fall 2012)
- “Variation in the Cost of Job Loss over the Business Cycle”
(Testimony for the Energy and Power Subcommittee of U.S. Congress, October 25 2011)
- “Challenges for the U.S. Economic Recovery”
(Testimony for the Budget Committee of U.S. Senate, February 4 2011)
- “Responding to Long-Term Unemployment”
(Testimony for Subcommittee on Income Security and Family Support of Committee on Ways and Means of U.S. Congress, June 10 2010)
- “Avoiding a Lost Generation: How to Minimize the Impact of the Great Recession on Young Workers”
(Testimony for Joint Economic Committee of U.S. Congress, May 26 2010)
- “The Long-Term Effects of Layoffs and Prolonged Unemployment”
(Testimony for Joint Economic Committee of U.S. Congress, April 29 2010)
- “Implications of the Cost of Job Loss for Measuring the Social Costs of Government Policies”
(Memo prepared for Head Economist of Council of Economic Advisors, 2009)
- “Overview of Mandated Evaluation of German Labor Market Reforms”
(Memo prepared for Chief Economist of Department of Labor, 2009)
- “The Role of Service and Manufacturing Sectors in Cross Country Growth”
(European Central Bank Working Paper No. 50, 2001)

TEACHING EXPERIENCE

International Monetary Fund

Lecture on Human Cost of Recessions (October 2010, June 2013)

Department of Economics, University of California Los Angeles

Fiat Lux Undergraduate Course “Graduating from College in Recessions” (Spring 2013, 2015)

Undergraduate Econometrics (Spring 2014)

Graduate Labor (Spring 2013, 2014, 2015, 2016)

Undergraduate Research Seminar (2016)

Department of Economics, University of Munich

Applied Microeconomics (Short Course, Summer 2010)

Department of Economics, Columbia University

Graduate Labor Economics (Spring 2004, 2005, 2006, 2008, 2009, 2010, Fall 2011)

Undergraduate Econometrics (Spring 2004, 2005, 2006, 2008, 2009)

Department of Economics, LUISS Rome

Applied Microeconomics (Short Course in Italian, Spring 2005)

OTHER RESEARCH EXPERIENCE

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| Visiting Scholar, Board of Governors of Federal Reserve System | May 2014 |
| Visiting Scholar, Chicago Federal Reserve | 2011-2012 |
| Visiting Scholar, Center for Economic Performance, LSE | June 2009 |
| Research Consultant, Linked Employer Employee Data, European Commission, Directorate General Employment | March 2007-January 2008 |
| Bi-Annual Research Visits, German Social Security Administration (Bundesanstalt fuer Arbeit, Forschungsdatenzentrum) | 2002-2007 |
| Visiting Scholar, Center for Health and Well Being, Princeton University | January-May 2007 |
| Visiting Scholar, National Bureau of Economic Research | September-December 2006 |
| Visiting Scholar, Center for Economic Performance, LSE | June 2006 |
| Visiting Scholar, University of Michigan | November-December 2005 |
| Visiting Scholar, German Social Security Administration | Bi-Annual Research Visits |
| Visiting Scholar, Institute for the Study of Labor, University of Bonn | July 2004, 2005 |

OTHER PROFESSIONAL ACTIVITIES:

Expert Advice

- Co-Chair of **National Association of Social Insurers Taskforce on Unemployment Insurance Reform** January 2021 - ongoing
- Member of **National Academies of Sciences, Engineering, and Medicine Strategy Group on COVID and Rental Evictions** from, December 2020-June 2021
- Testimony on behalf of **California Senate Bill 755** on Workforce Development: Training-Related Job Placement and Reporting, September 2022 (Gilbert Martinez)
- Member of **General Accounting Office Expert Roundtable on Economic Adjustment Assistance Programs "Identify Policy Options That Could Better Serve Workers Who Experience Economic Disruption"**, 24-25 August 2020
- Testimony on behalf of **California Assembly Bill AB 1731** (Principal Witness) in California Senate Labor Committee, August 2020
- Economic Adviser to Assemblywoman Tasha Boehner-Horvath for **California Assembly Bill AB 1731** to streamline the Work Sharing Program, passed September 2020
- Economic Adviser to **California Chief Economist, Office of Finance**, during COVID-19 Crisis in the Labor Market, 2020-2021
- GAO Expert Panel on Economic Adjustment Assistance Programs, *National Academies*, August 2020
- Member of Technical Expert Panel for *Evaluation to Advance Reemployment Services and Eligibility Assessments Program Evidence* on behalf of the **U.S. Department of Labor** by Abt Associates and Urban Institute, 2019-2020
- Member of Technical Working Group for *Modernization of Unemployment Insurance* on behalf of the **U.S. Department of Labor** by Urban Institute, 2019-2020
- Member of Technical Working Group for *Family and Medical Leave Act Model* on behalf of the **U.S. Department of Labor** by *Impac Intl.*, 2018-2019
- Technical Assistance for Assembling Data to Study the Effect of the Minimum Wage Ordinance in the City of Los Angeles for the **Council of City of Los Angeles**, 2016

Technical Review of Studies Related to the Citywide Minimum Wage Proposal in the City of Los Angeles for the *Council of City of Los Angeles*, 2015

Advise *Employment and Social Development Canada* on methodology to evaluate effects of province-specific triggers for Employment Insurance duration, 2014

Member of Technical Working Group of evaluation of the Rehabilitation and Eligibility Assessment (REA) Program on behalf of the *U.S. Department of Labor* by Abt Associates, 2013-2015

Advisor to the *U.S. General Accounting Office* on assessing the economic impacts of preventing another financial crisis, 2012

Member of Technical Working Group of evaluation of unemployment compensation provisions American Recovery and Reinvestment Act of 2009 Bill on behalf of the *U.S. Department of Labor* by Mathematica Policy Research and Urban Institute, 2011-2012

Academic Consultant to the *Federal Reserve Bank of Chicago*, 2011-2012

Advisor to the *Organization for Economic Cooperation and Development* on multi-country study of the effects of job displacement, 2011-2012

Advisor to “Restructuring the Supply Chain,” a study commissioned by the *U.S. Department of Labor* (PI Susan Helper) on the impact of 2008 recession on auto suppliers, 2010-2011

Advisor to the *International Monetary Fund* for IMF Background Paper “*The Human Cost of Recessions: Assessing It, Reducing it*”, 2010

Congressional Testimonies:

Testimony before Energy and Power Subcommittee, October 25 2011

Testimony before Budget Committee of Senate, February 4 2011

Testimony before Subcommittee on Income Security and Family Support of Committee on Ways and Means, June 10 2010

Testimony before Joint Economic Committee of Congress, May 26 2010

Testimony before Joint Economic Committee of Congress, April 29 2010

Professional Memberships

National Academy of Social Insurers (by election), as of December 2019

American Economic Association, since 2003

Professional Committees:

Co-Chair of Program Committee, Labor and Employment Relations Association at the Allied Social Science Association, 2018-2020

Society of Labor Economics Meetings, Scientific Committee, 2013, 2015, 2018, 2019

Editorial Board, Journal of Pension Economics and Finance, 2015-2017

All California Labor Economics Conference, Scientific Committee 2015

FDZ/IAB User Conference, Scientific Committee 2015

National Institute of Aging, Review Panel, “Macroeconomic Aspects of Aging,” 2014, 2015

Associate Editor of “Industrial Relations: A Journal of Economy and Society”, 2012

National Institute of Aging, Review Panel, “Data Sets in Aging,” 2012

Employment Policy Research Network, Coordinator of Cluster on Unemployment and Job Growth, 2010

Econometric Society, North American Meeting, 2012, Scientific Committee

European Economic Association Meetings, 2012, Scientific Committee
Comparative Analysis of Enterprise Data (CAED) 2010, 2012, 2019 Scientific Committee
National Tax Association Meetings 2010, 2012, Scientific Committee
Conference “Econometrics of Healthy Human Resources” of Applied Econometrics
Association 2010, Scientific Committee

University Committees:

Health Equity and Translational Social Science (HETSS) Advisory Board, Geffen School of
Medicine 2021-ongoing
Executive Committee, California Center for Population Research, 2020-ongoing
UCLA Research Infrastructure Working Group, 2021-2022
UCLA Future Planning COVID-19 Task Force - Subcommittee on Research, 2020
Temporary Steering Committee, Bedari Kindness Center, 2020
Faculty Advisory Board, Bedari Kindness Center, UCLA 2019-ongoing
UCLA North Campus Leadership Committee, 2019-2022
UCLA Taskforce on Research Infrastructure, 2018-2020
Masters of Applied Economics Committee, Department of Economics, 2014-2020
Executive Committee, California Center for Population Research, 2014-2016
Faculty Advisory Committee, Institute for Research on Labor and Employment, 2014-2017
Placement Committee, Department of Economics, 2013-2015

Policy Presentations:

Presentation at the Labor Market Information Division Advisory Board Meeting,
“The California UI System During the Crisis: Initial and Continuing Claims,” October 2020
Presentation at the Westwood Village Rotary Club, “What is the CARES Act and how did it
impact the UI Situation in California,” Los Angeles, October, 2020
Presentation at the Economic Equity and Workforce Transition Subcommittee, “A Lost
Generation and Other Systemic Impacts of the Crisis,” August 2020
Presentation at the PPIC California Labor Market Recovery Workshop, “Insights from the
CPL Unemployment Insurance Reports for California,” July 2020
Presentation at the California Governor’s Workforce Transition Subcommittee on “The
California UI System During the Crisis: Initial and Continuing Claims,” June 2020
Presentation at the California Democratic Caucus Economic Recovery Working Group, “The
Economy under Lockdown: What we know,” May 2020
Presentation at University of California, Los Angeles Mobile Applications for Homelessness
Research (M4H) Round table discussion of stakeholders
Presentation at the APPA Annual Meeting on Homelessness (Housing, Community
Development, and Urban Policy), Denver, November 2019
Presentation at the All-California Labor Economics Conference, on California Policy Lab
Research, Los Angeles, September 2019
Presentation at the American Economic Association Annual Meeting, Atlanta, “Moving the
Needle: Labor Market Research and the Policy Lab Model”, January 2019
Presentation on Race Equity in the Homelessness System, before the
Los Angeles Homeless Services Authority (LAHSA) Ad Hoc Committee on Black People
Experiencing Homelessness, Los Angeles 2018

Presentation on Competing Economic Assessments of the Proposed Minimum Wage Ordinance before the City Council, Los Angeles, April 2015

Presentation at the Jackson Hole Economic Policy Symposium Federal Reserve Bank of Kansas City, Jackson Hole, August 2014

Presentation at Aspen Institute on the World Economy, Aspen, “Developed Country Labor Markets: Polarization, Mobility, and Inequality?” August 2012

Presentation at the Next American Economy Breakfast Series, New York City, “The Long-Term Effects of Job Displacement,” May 2012

Presentation at Policy Forum at Employment Policy Institute, Washington DC, “The Scarring Effects of Persistently High Unemployment,” November 2010

Presentation at Conference of International Monetary Fund, Washington DC, “The Unemployment Crisis: Costs, Causes and Cures,” October 2010

Presentation at Policy Forum at Employment Policy Institute, Washington DC, “Unemployment Insurance and the Long-Term Effects of Layoffs,” May 2010

Academic Presentations

2024

Invited Presentations: Mill’s Seminar (Milan), Bocconi University, University of Copenhagen, University of Zurich

Conference Presentation: LERA@ASSA Conference, IAB FDZ 20th Anniversary Conference (Keynote)

2023

Invited Presentations: Carnegie Mellon University, Northwestern University, European University Institute

Conference Presentations: IZA 25th Anniversary Conference, OECD Workshop on Homelessness

2022

Invited Presentations: University British Columbia, University of Chicago, Philadelphia Federal Reserve

Conference Presentations: American Economic Associations Annual Meeting, Federal Reserve of Boston Economic Research Conference “Labor Markets During and After the Pandemic,” Bank of Portugal and Bank of Spain Annual Conference, David Card Festschrift

2021

Invited Presentations: New York Federal Reserve, George Washington University, University of California Riverside, IAB Kolloquium

Conference Presentations: American Economic Associations Annual Meeting, LERA@ASSA Conference (*Plenary Session*), U.S. Census Bureau LED/LEHD Conference (*Keynote Speaker*), Joint Statistical Meetings of American Statistical Association (*invited Luncheon Speaker*), NBER Summer Institute (*invited Lunch Panel on impact of COVID-19 crisis on Social Security*), International Pension Research Association Conference (*invited Panel Speaker*), Bank of Italy/CEPR Conference on Labor Economics, Labor Market Information Institute Annual Conference (*Workforce Keynote Speaker*), IAB Minimum Wage Virtual Seminar Series (*Keynote*)

2020

Invited Presentations: University of California Sacramento, University of Massachusetts Amherst

Conference Presentations: Bank of Italy/CEPR Conference on Labor Economics

2019

Invited Presentations: University of Chicago Harris School, University of Notre Dame

Conferences: LERA@ASSA Conference (*Plenary Session*), NBER Aging “Longer Working Lives and Labor Demand” (*invited*), Minnesota Federal Reserve Bank Conference “Inequality and Monetary Policy” (*invited*), Society of Labor Economics, NBER Summer Institute 2019 Aging Program, Stanford SIEPR Working Longer Conference (*invited*), Conference “Models of Linked Employer-Employee Data” (*invited*), 2019 Association for Public Policy Analysis and Management (APPAM) Conference

2018

Invited Presentations: Tulane University, University of British Columbia

Conferences: National Bureau of Economics (NBER) Labor Studies Meeting San Francisco, Bank of Italy/CEPR Conference on Labor Economics (*Keynote Speaker*), American Economic Association Meetings 2018, Retirement Research Consortium Annual Meeting, Disability Research Consortium Annual Meeting, BRIQ Conference University of Bonn (*Keynote Speaker*)

2017

Invited Presentations: Stanford University, Columbia University, University of Tokyo, University of California Berkeley

Conferences: American Economic Association Meetings 2017, National Bureau of Economics (NBER) Summer Institute, All California Labor Conference

2016

Invited Presentations: University of Michigan

Conferences: American Economic Association Meetings 2016, The Bank of Korea International Conference, NBER Summer Institute, Princeton University (Henry Farber Festschrift), NBER Youth Project Conference

2015

Invited Presentations: UC San Diego, University of Western Michigan (*Sichel Lecture*)

Conferences: American Economic Association Meetings 2015, Russell Sage Foundation Conference “The U.S. Labor Market During and After the Great Recession” (Organizer), NBER China Meeting Beijing, IWH Job Displacement Conference (*Keynote Speaker*), Atlanta Federal Reserve Employment Conference, NBER CRIW Meeting

2014

Invited Presentations: University of California Riverside, University of California Santa Barbara, Board of Governors of Federal Reserve System, IZA Bonn, Institute of Industrial & Labor Relations of University of California Berkeley

Conferences: American Economic Association Meetings 2014, Society of Labor Economists Meetings 2014, 2014 Jackson Hole Economic Policy Symposium, ECB/CEPR Conference on “Labour supply in the aftermath of the crisis” (*Keynote Speaker*)

2013

Invited Presentations: Society of Labor Economics Meeting Boston, OECD Project Meeting Paris, Stanford Business School, Stanford Economics Department, “Evidence-Based Policy for the Saudi Labor Market” Conference at Kennedy School, University of California Riverside

Conferences: American Economic Association Meetings San Diego, Econometric Society Winter Meetings San Diego, NBER/Sloan Conference “Labor Markets and the Great Recession”

2012

Invited Presentations:

Aspen Institute on the World Economy, University of Chicago, University of Michigan, University of Chicago Harris School, Northwestern University, Society of Labor Economics Meetings, American Economic Association Meetings Chicago, Labor and Employment Relations Meeting Chicago, Econometric Society Winter Meetings Chicago, “Great Recession” Working Conference Russell Sage Foundation, Trans-Pacific Labor Seminar in Honolulu

Conferences: APPAM, National Tax Association Meetings

2011

Invited Presentations:

Johns Hopkins University, Brown University, Conference IRLE/UCLA “Reconnecting to Work”, Conference “Employment Prospects for Lower Wage Workers: Easing the Implications of a Slow Recovery” Institute for Research on Poverty University of Wisconsin Madison, Harvard University, CUNY Graduate Center, University of California Berkeley, LSE/UCL, University of Munich, (Trans Pacific Labor Seminar in Kyoto-canceled), Bank of Portugal Conference on Labor Markets, UCLA Anderson School of Management, UCLA Economics Department University College London/LSE, NASI Roundtable at APPAM 2011 in Washington DC, MIT Sloan School of Management

Conferences:

American Economic Association Meetings Denver, San Francisco Federal Reserve Bank “Conference on Unexpected Lifecycle Events and Economic Well-Being”, National Bureau of Economic Research Summer Institute, American Public Policy Association Meetings in Washington DC

2010

Invited Presentations:

Chicago Business School, Center for Economic Studies of Census Bureau, University of Mannheim, University of California Berkeley, University of Munich, IFO Institute, University of Michigan, University of Madison, Atlanta Fed “Conference on Employment and the Business Cycle”

Conferences:

American Economic Association Meetings Atlanta, German Science Foundation/ZEW, NBER Public Economics Meeting, NBER Summer Institute Labor Studies, NBER Summer Institute Economics of Aging, Philadelphia Fed “Labor Markets After the Great Recession”, Annual Meeting of National Tax Association Chicago

2009

Invited Presentations:

European Central Bank, Nordic Summer Institute in Labour Economics (*Keynote Speaker*), 2nd Meeting of the Trans-Pacific Labor Seminar in Tokyo, Philadelphia Federal Reserve, University of California Davis, Princeton University, University of Zurich, Wharton Business School, University of California Los Angeles, Comparative Analysis of Enterprise Data (CAED) Tokyo, Osaka University, Bureau of Labor Statistics

Conferences:

American Economic Association (AEA) Annual Meetings in San Francisco, National Bureau of Economic Research Summer Institute, National Bureau of Economic Research Labor Studies Spring Meeting, European Summer Symposium in Labor Economics (ESSLE)

2008

Invited Presentations:

Social Security Administration Washington DC, Swiss National Bank, University St. Gallen, Brookings Institution, CUNY Graduate Center, UC Berkeley Labor Lunch

Conferences:

Southern Economics Conference in Washington, DC, Retirement Research Consortium Annual Conference Washington, DC, European Commission Directorate General Employment Linked Employer-Employee Data (LEED) Conference in Brussels, LEED Research Conference in Brussels, Comparative Analysis of Enterprise Data (CAED) Conference in Budapest

2007

Invited Presentations:

Johns Hopkins University, Harvard University, UC Berkeley Labor Lunch, UC San Diego, UC Santa Barbara, Columbia University Social Work, University of Warwick, Oxford University, University College London Epidemiology, Prague, Milan Catholic University, New York Federal Reserve, Princeton University, University of Texas Houston/Rice, Texas A&M, SUNY Albany, University of Connecticut, Columbia University Economics, RWI Essen

Conferences:

National Bureau of Economics Summer Institute in Cambridge, MA, Retirement Research Consortium Annual Conference in Washington, DC, Association for Public Policy Analysis and Management Meetings in Washington DC, National Bureau of Economic Research Higher Education Conference in Cambridge, MA, American Economic Association (AEA) Annual Meetings in Chicago

2006

Invited Presentations:

University of Florida, Massachusetts Institute of Technology, University of Minnesota, Columbia University, London School of Economics, Humboldt University, Paris I/Sorbonne, INSEE/Crest, Bocconi/IGIER, University College London, Pompeu Fabra, Dartmouth University, Boston University, University of Toronto, Dartmouth, University of Illinois Urbana-Champaign, Tufts University

Conferences:

Society of Labor Economics Annual Meeting in Boston, National Bureau of Economic Research Summer Institute in Cambridge, MA, MILLS Workshop in Milan, Institute for the Study of Labor (IZA) Topic Workshop in Bonn, Comparative Analysis of Enterprise Data (CAED) Conference in Chicago, CAFE Conference at Institute of Employment Research (IAB) in Nuernberg, Association for Public Policy Analysis and Management Meetings in Maddison

2005

Invited Presentations:

University of California Berkeley, Cornell University, University of Maryland, University of British Columbia, University of Michigan, Stanford University, University of

California Los Angeles, Federal Reserve Bank of Chicago, Università Tor Vergata, Bank of Italy

Conferences:

National Bureau of Economic Research Summer Institute in Cambridge, MA, Center for Economic Policy Research (CEPR) Education Meeting in Uppsala, Wharton Business School Careers Conference in Philadelphia

2004

Invited Presentations:

University of California Santa Cruz, Institute for the Study of Labor (IZA)

Conferences:

Society of Labor Economics (SOLE) Annual Meetings in Santa Antonio, European Summer Symposium in Labor Economics (ESSLE) Munich, Center for Economic Policy Research (CEPR) and European Central Bank Labor Market Meeting in Frankfurt a. M., Symposium at Institute of Employment Research (IAB) in Nuernberg

2003

Invited Presentations:

Harvard University, University of Chicago, University of Rochester, University of California Berkeley, Columbia University, Yale School of Management, University of California San Diego, London School of Economics, University College London, University of Oxford, Institute for the Study of Labor (IZA), University of Washington, McMaster University, University of Montreal

Conferences:

European Economic Association (EEA) Meetings in Stockholm, European Economic Association (EALE) Meetings in Sevilla

Affiliations

American Economic Association, European Economic Association, Econometric Society, European Association of Labour Economists, Society of Labor Economists

Referee

National Science Foundation, European Science Foundation, American Economic Review, Quarterly Journal of Economics, Journal of Political Economy, Review of Economic Studies, American Economic Journal Microeconomics, Journal of Labor Economics, Journal of Human Resources, Industrial Labor Relations Review, Review of Economics and Statistics, Journal of Business and Economics Statistics, Economic Journal, European Economic Review, Labour Economics, Labour, German Economic Review, Leibnitz Gemeinschaft

LANGUAGES:

German (native), Italian (native), English (fluent), French (fluent)