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Looking at how firms define their applicant pools is the first step in understanding who gets hired into elite jobs. Sociologists traditionally distinguish between two methods of allocating high-status career opportunities. In a contest system, competition is open to all; success depends on demonstrated ability.

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Pedigree: How Elite Students Get Elite Jobs By Paul Barrett on August 30, 2016 This is the title of a recent book by Lauren Rivera [1] [2] , who utilised ethnographic and interview information to detail how US elite professional service firms (EPS: think Wall Street) go about the process of hiring new graduate-entry employees.

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"Pedigree: How Elite Students Get Elite Jobs is an academic book with the requisite references to gender theory and Marxist concepts of inequality. But read it carefully and it becomes something far more useful--a guide on how to join the global elite.", Economist "Forget Hollywood. Forget the American Dream.

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We know that even among graduates from the same universities, students from the most elite backgrounds tend to get the highest-paying jobs.⁹But how and why does this happen? To answer this question, I turn to the gatekeepers who govern access to elite jobs and high incomes: employers.

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