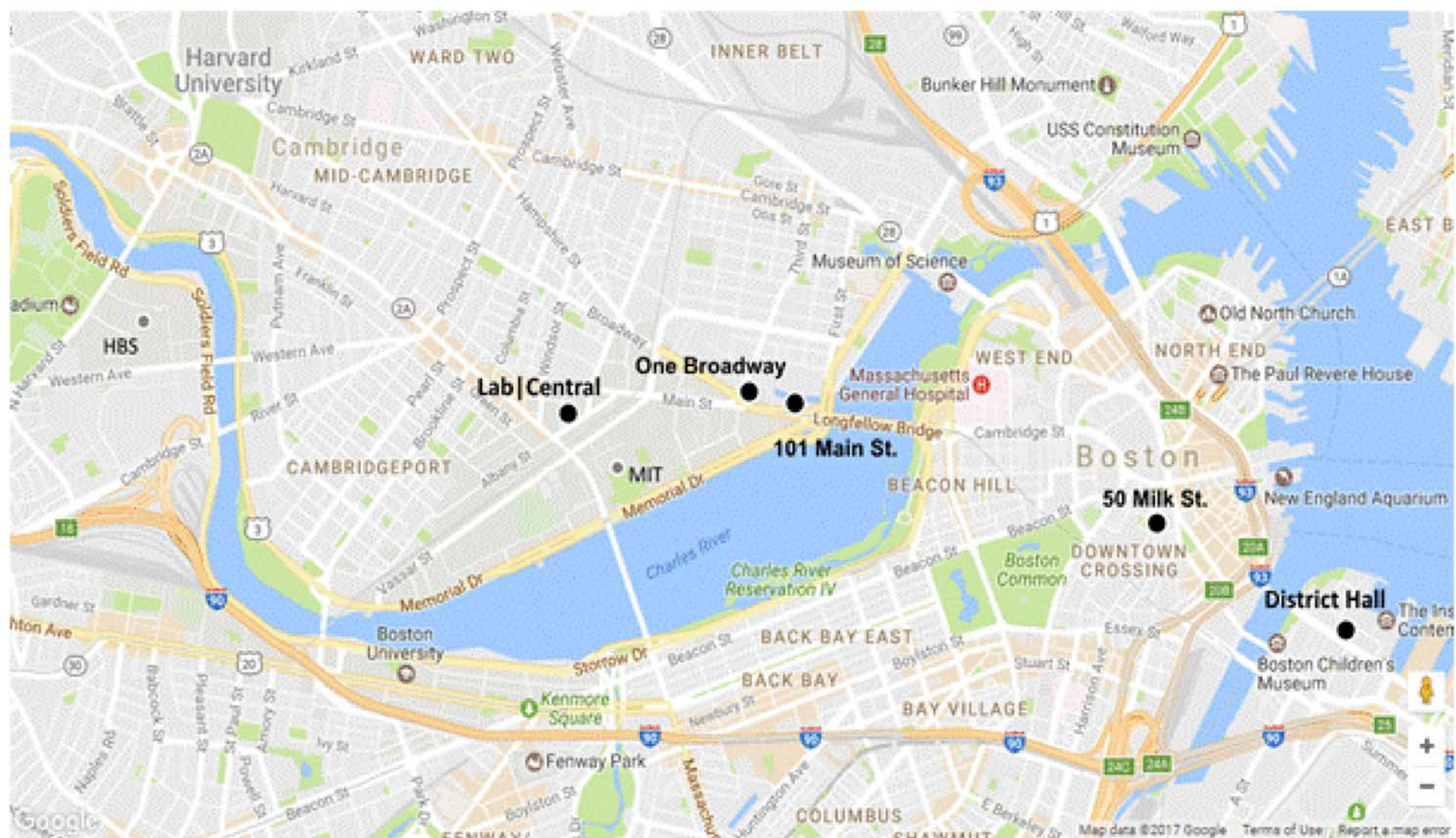


# High-Skilled Immigrant Networking in Dense Co-Working Spaces

Sari Kerr, William Kerr















## New Businesses Registered around MIT, 2008-2012



Source: Company documents; Google Maps; Guzman, J. and Stern, S., "Nowcasting and Placecasting Entrepreneurial Quality and Performance," August 2016.

Table 1. Descriptive statistics for CIC locations

	All	50 Milk	One Broadway	101 Main	St. Louis
<b>Year Opened</b>		2014	2001	2012	2014
<b>Individuals</b>	5,645	1,236	2,467	464	1,478
Heads	1,168	346	577	59	186
non-Heads	4,477	890	1,890	405	1,292
<b>Footprint (sq. ft.)</b>	422,177	93,410	155,147	52,465	121,155
<b>Average firm tenure at CIC in years</b>	2.8	2.3	4.4	4.4	1.6
<b>Average firm size at CIC in employees</b>	4.8	3.6	4.6	4.6	7.9
<b>Percent of firms that are nonprofits</b>	10.5	19.1	7.1	7.1	10.0

Note: One Broadway is the original CIC building at the edge of MIT. Boston-area expansions are 101 Main (one block away from One Broadway) and 50 Milk Street (Boston financial district).

Table 3. Descriptive statistics on survey responses by individual's role

	All	Entrepreneur	Employee	Inventor	non-Inventor
<b>Respondents</b>	1,222	378	844	262	960
<b>Percent of sample</b>	100.0	30.9	69.1	21.5	78.5
<b>Female</b>	40.2	24.2	47.9	18.7	46.0
<b>Immigrant</b>	26.0	24.9	26.6	39.7	22.2
<b>Age</b>					
Under 25	8.7	2.8	11.5	1.9	10.7
25-34	37.2	20.9	45.1	24.8	40.6
35-44	24.5	27.0	23.3	27.6	23.4
45-54	17.4	26.7	12.9	26.2	15.0
Over 55	12.3	22.7	7.2	19.6	10.4
<b>Race and ethnicity</b>					
Asian	12.8	9.6	14.5	20.0	11.1
African American	3.5	5.1	2.8	0.0	4.6
Hispanic/Latino	5.5	5.0	5.7	4.7	5.7
White	73.5	74.3	73.0	70.7	74.7
Other responses	4.6	6.0	4.1	4.7	3.9
<b>Education</b>					
BA/MA	75.3	63.7	81.0	53.5	80.9
PhD	19.0	31.8	12.8	44.2	12.1
Other	5.7	4.5	6.2	2.3	7.0
<b>Field of Education</b>					
STEM	36.0	31.8	38.0	65.0	27.7
Business or economics	29.5	40.8	23.9	18.0	32.2
Other	34.6	27.3	38.1	17.1	40.1

	Immigrant	Native	STEM Immig	STEM Native
Personal patent	41%	26%	56%	57%
Company innovating	68%	59%	78%	78%
"Innovativeness" (trait)	3.72	3.66	3.77	3.72
Education STEM	44%	28%		
Like risks (1-10)	7.91	7.72	7.76	7.64
Like financial risk (1-10)	7.24	6.87	7.12	6.67
Expect financial growth (5X)	54%	51%	53%	68%
Expect empl growth (5X)	33%	32%	25%	51%
Startup: VC funding	35%	32%	56%	46%
Startup: Bank loan	15%	5%	17%	1%
Expansion: VC	28%	28%	39%	40%
Expansion: Profit	34%	24%	33%	22%
Expansion: Bank loan	16%	8%	14%	6%
Age < 35	30%	21%	47%	46%
Age 35-54	54%	53%	48%	40%
Age > 55	15%	25%	5%	14%
Industry experience	71%	80%	63%	65%
Start-up experience	65%	62%	55%	52%
Founder experience	65%	57%	33%	30%
How purposeful network	3.23	3.36	3.11	3.12
Other CIC firms ask me	18%	28%	17%	29%
Informally at V Café	45%	51%	36%	47%
Informally kitchen	63%	61%	72%	57%
Informally other CIC	37%	50%	33%	41%
Why CIC: network	3.79	3.62	3.80	3.45
<b>Number of obs</b>	<b>82</b>	<b>247</b>	<b>36</b>	<b>45</b>



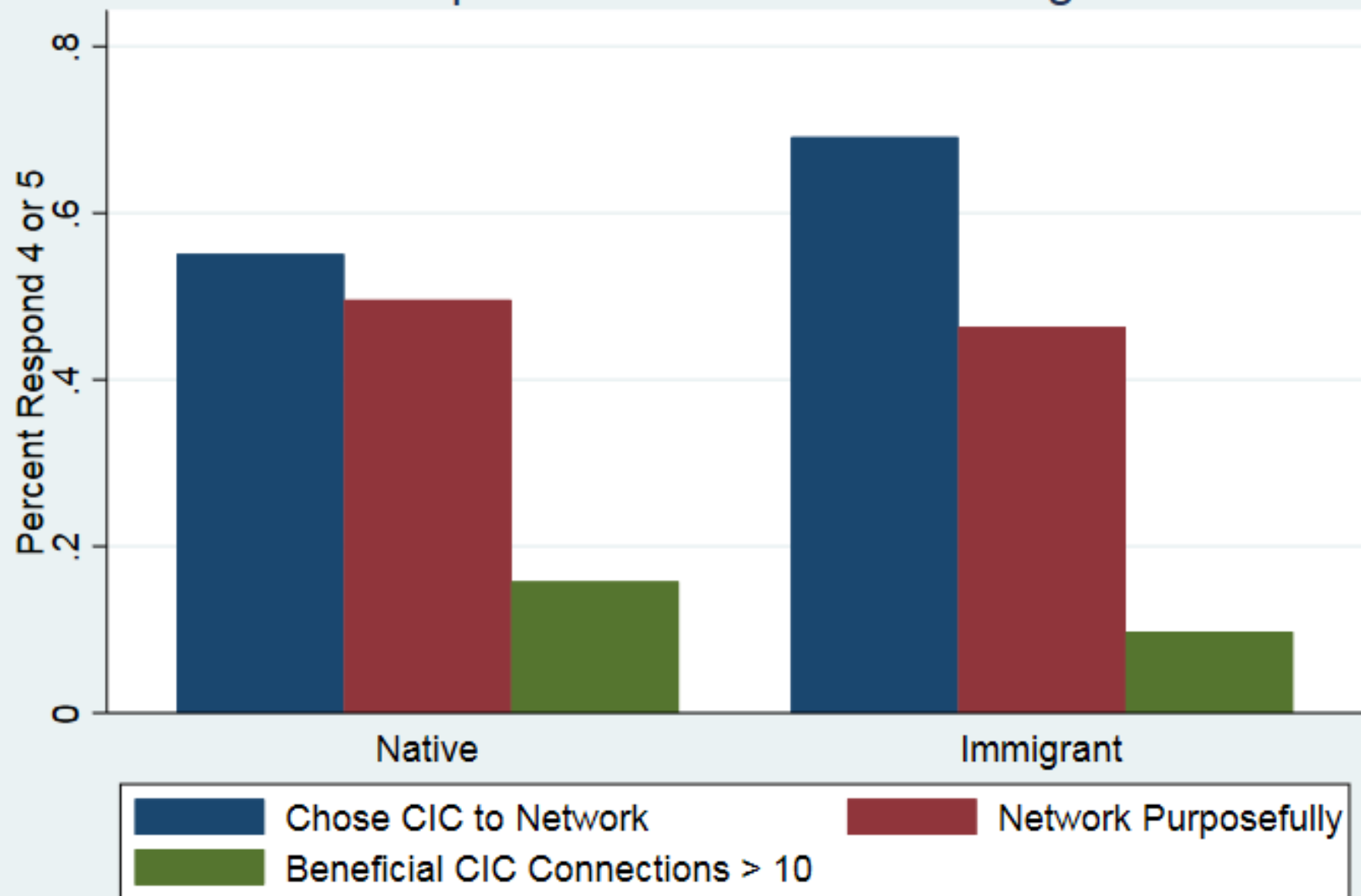
Q2.11 Why did you locate your company at CIC. Please rate the following:  
(1= not at all important; 5= very important)

	1 not at all important (1)	2 (2)	3 (3)	4 (4)	5 very important (5)
Networking opportunities (Q2.11_1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location (Q2.11_2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical space and resources (Q2.11_3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office support (Q2.11_4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Affordability (Q2.11_5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexibility of rental agreements (Q2.11_6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to move office space within CIC (Q2.11_7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q2.14 Outside of the employees of your company, how many persons at CIC do you know well enough to believe that they could be of benefit to your business over the next 6 months?

- ☐ None (1)
- ☐ 1-4 persons (2)
- ☐ 5-10 persons (3)
- ☐ 11-20 persons (4)
- ☐ More than 20 persons (5)

## Importance of CIC Networking



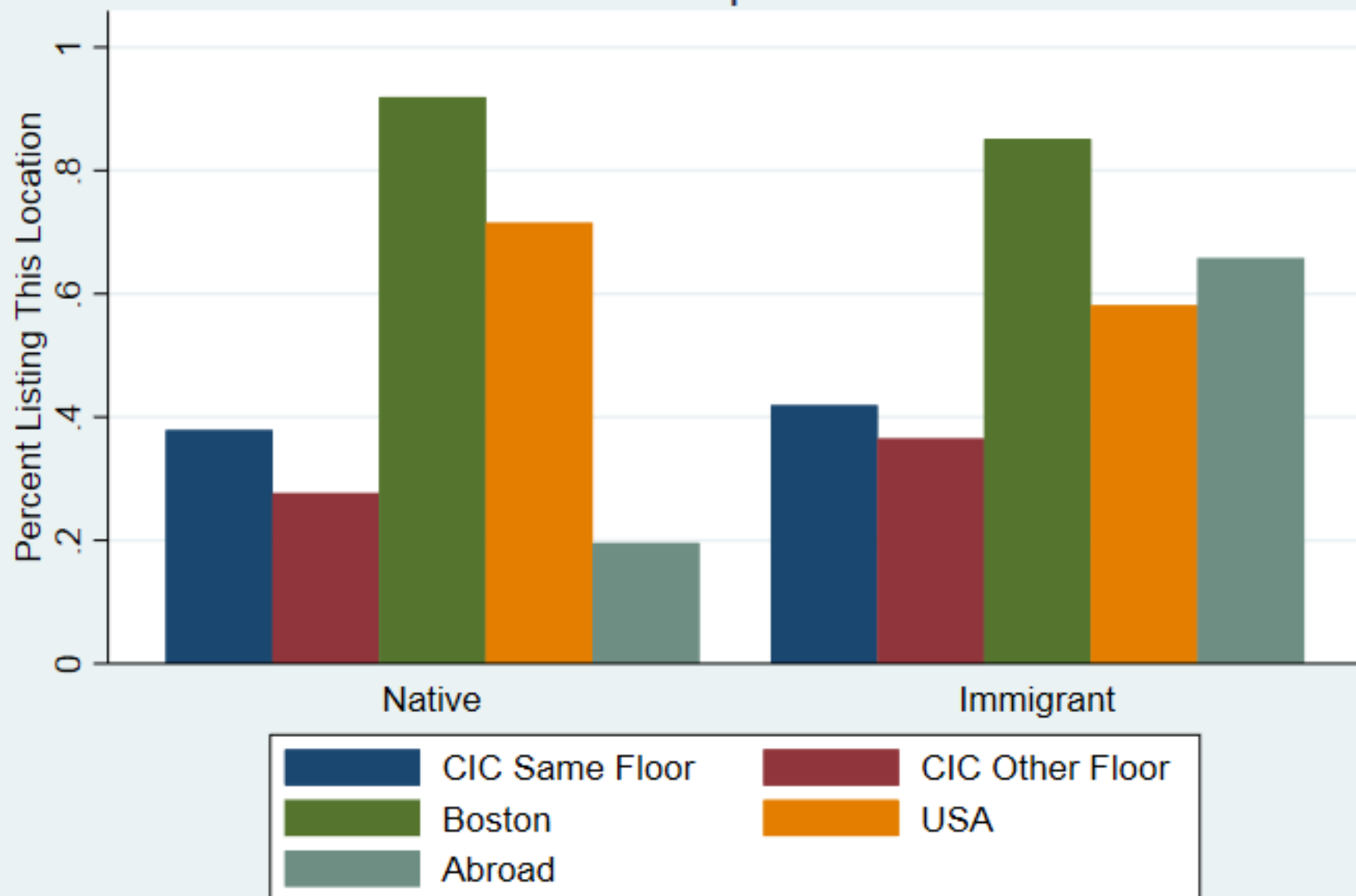


Q2.60 Please think of 5 people not directly connected with your company with whom you have had important conversations related to your business in the last 6 months. These may be family members, friends, former colleagues, instructors or other persons with whom you discussed aspects of your business (e.g. strategy, business development, market conditions, financing) but NOT employees, investors, or clients that have direct stake in the company.

Where are these external colleagues located?

	Same floor at CIC (1)	Another floor at CIC (2)	Boston area (3)	US (4)	Overseas (5)
Person 1 (Q2.60_1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Person 2 (Q2.60_2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Person 3 (Q2.60_3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Person 4 (Q2.60_4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Person 5 (Q2.60_5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Location of Most Important Connections

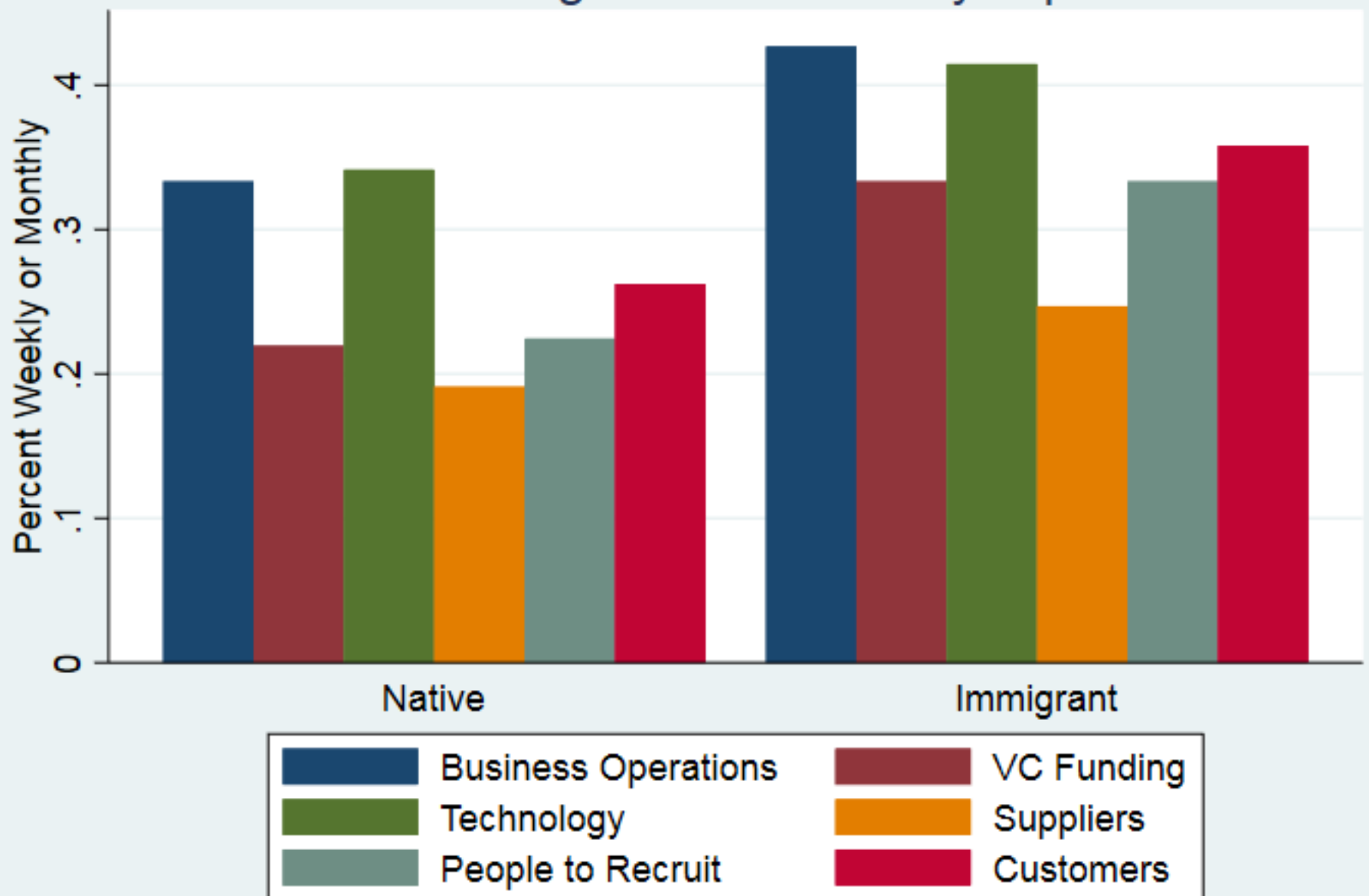




Q2.21 How often do you receive advice on the following topics from people outside of your company at CIC?

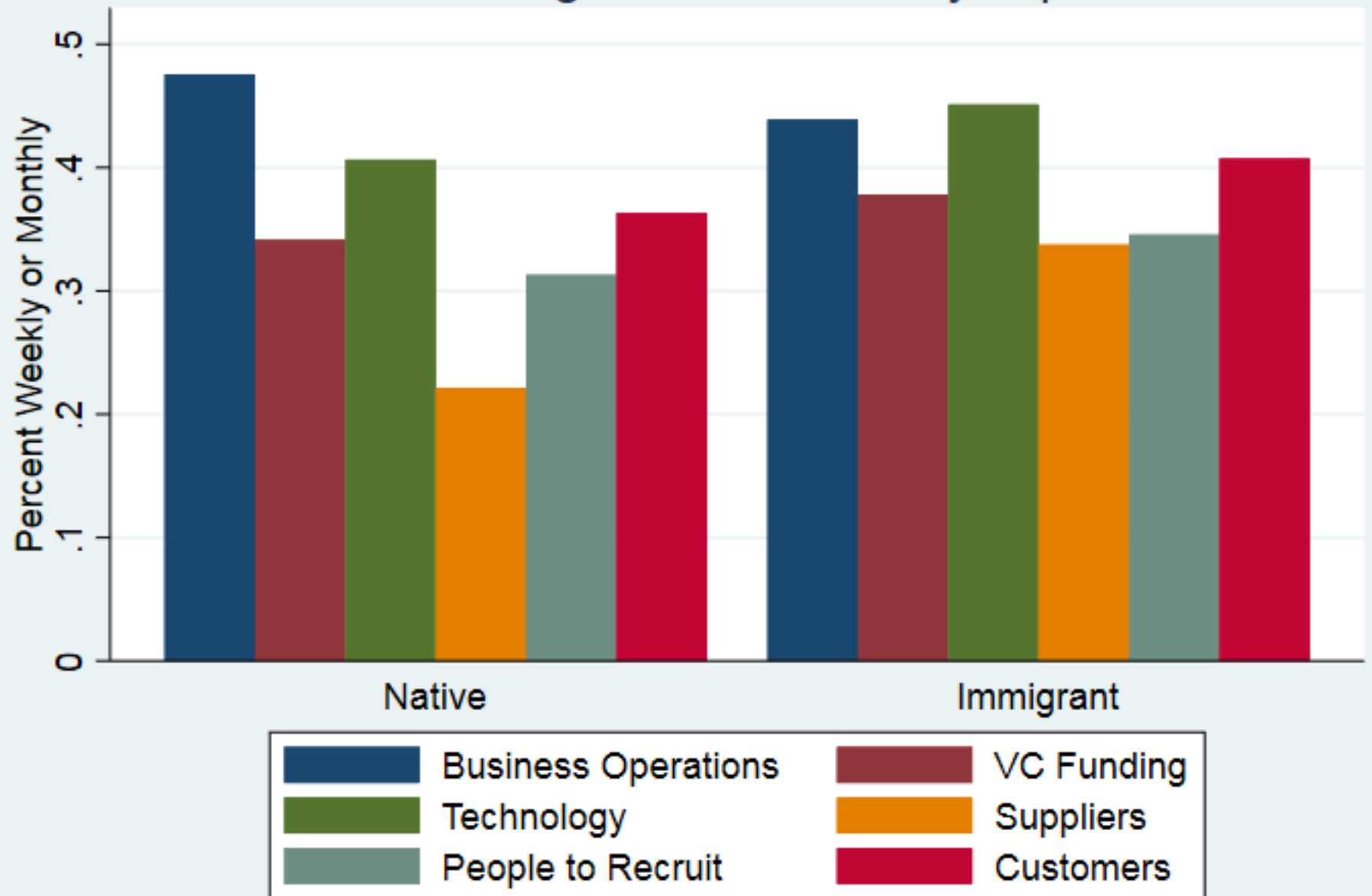
	Never (1)	Infrequent (2)	Monthly (3)	Weekly (4)
Business operations (Q2.21_1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Venture funding (Q2.21_2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technology (Q2.21_3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suppliers (Q2.21_4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People to recruit (Q2.21_5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Customers (Q2.21_6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Receiving Advice at CIC by Topic





## Providing Advice at CIC by Topic



# Potential Paths to Follow

- Personality traits vs. immigrant background
- Environment: CIC floor structures, city traits
- Comparison to employees, within or outside of the same firm
- Interactions on STEM vs. non-STEM backgrounds and company orientation
- Correlations with outcomes like patent quality or diversity of technology inputs into work
- Other suggestions?

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