

Swiss Leading House

Economics of Education • Firm Behaviour • Training Policies

**„Economics of Education,
Firm Behaviour and Training Policies“**
(Berufsbildungsökonomie)

*Prof. Dr. Uschi **Backes-Gellner**, Zurich University, Switzerland*

***Conference of Research on Vocational Education and Training for International
Comparison and as International Comparison***

DGfE-Conference

„Seminar für Wirtschaftspädagogik der Georg-August-Universität Göttingen“, 25. – 28. September 2007

Leading House

Economics of Education, Firm Behaviour and Training Policies

Aims and Purpose

- Joint programme under the direction of Prof. Dr. Uschi Backes-Gellner (University of Zurich) and Prof. Dr. Stefan Wolter (University of Bern).

Three Fields of Activities

- Research projects on the economics of vocational education and training (particularly apprenticeship training), firm behaviour and training policies
- Creation of an advanced study programme for young researchers (PhD students).
- Infrastructure-building for network activities.

Leading House

Economics of Education, Firm Behaviour and Training Policies

Organisational Features

- Financed by Swiss Federal Office for Professional Education and Technology (OPET) (→ 3 years)
- International evaluation after 3 years; extension subject to positive evaluation results

International Advisory Board (meetings at least once a year):

- Prof. Dr. Ludger Wössmann, University of Munich and ifo institute (Chairman)
- Prof. Stephen Machin, University College London
- Prof. Paul Ryan, King`s College London, University of London
- Prof. Catherine Sofer, Université der Paris - Sorbonne

Start

- November 1, 2005

Swiss Leading House

Economics of Education • Firm Behaviour • Training Policies

I. Research Projects

6 internal

3 external



Universität Zürich

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UNIVERSITÄT
BERN

Overview: Research Projects and Researchers

- Project 1 -

Vocational Training and Firm Productivity

➤ **Aims and purpose:**

- study the effects of vocational education (apprenticeship training) on the productivity of enterprises
- Productivity gains (immediate or long-term) are crucial for companies willingness to supply apprenticeships
- Productivity effects depend on different training motives (substitution vs. investment motive)

➤ **Data and Methods**

- Development of an identification strategy of training motives in a linked employer-employee-data set (LIAB)
- Analysis of (short-term and long-term) effects of training on productivity depending on training motive

➤ **Results so far**

- 33% of companies train with pure substitution motive,
- 40% with a pure investment motive
- both seem to have positive productivity effects
- Although multinational companies train less than domestic firms, their probability to train is higher if it is for investment motives (compared to substitution motive).

Overview: Research Projects and Researchers

- Project 1 -

Vocational Training and Firm Productivity

Researchers

- **Uschi Backes-Gellner**, *University of Zurich*
- **Jens Mohrenweiser**, *University of Zurich*
- **Thomas Zwick**, *ZEW Mannheim (external senior researcher)*

Publications and Working Papers on the topic:

- **Backes-Gellner, Uschi (2006)**: Der Beitrag der Berufsbildung zum Unternehmenserfolg und die Entwicklung des beruflichen Qualifikationsbedarfs. In: *Berufsbildungsökonomie: Stand und offene Fragen*, (2006), Eds. Andres Frick, Annela Wirz. Bern: h.e.p. verlag ag, 107-157.
- **Mohrenweiser, Jens and Uschi Backes-Gellner (2006)**: Distinguishing Companies with Different Apprenticeship Training Motivations – Evidence from German Establishment Data. ISU-Working Paper Series, Zurich, November 2006.
- **Backes-Gellner, Uschi and Simone Tuor (2006)**: Avoiding Labor Shortages by Employer Signaling – On the Importance of Good Work Climate and Labor Relations.
 - analyzes signaling effect of apprenticeship training
 - significant positive effect
 - economically important

Overview: Research Projects and Researchers

- Project 2 -

Quality of Apprentices and Effect on Net Cost of Training – The Firm's Perspective

Aims and purpose

- study the effects of differences of the quality of apprentices on cost-benefit ratio.
- Quality differences are measured by
 - formal indicators like
 - school marks before entering the apprenticeship training and
 - school marks at the final exams of the apprenticeship training
 - and subjective measures like the motivation or vocational skills of apprentices.
- All data are gathered at the firm level and the source of all information are the employers.

Results so far

- Differences in motivational and vocational skills of apprentices explain differences in the cost-benefit ratio between firms to a high degree
- Importance of apprentice selection.

Overview: Research Projects and Researchers

- Project 2 -

Quality of Apprentices and Effect on Net Cost of Training – The Firm's Perspective

Researchers

- **Stefan C. Wolter**, *University of Bern*.
- **Samuel Mühlemann**, *University of Bern*.
- **Marc Fuhrer**, *University of Bern, Junior Assistant*.

Publications and Working Papers on the Topic:

The project started at the beginning of 2007

Mühlemann, Samuel and Stefan C. Wolter (2007a): Bildungsqualität, demographischer Wandel, Struktur der Arbeitsmärkte und die Bereitschaft von Unternehmen, Lehrstellen anzubieten, *Wirtschaftspolitische Blätter*, 53(1), pp. 57-71.

Mühlemann, Samuel, Juerg Schweri, Rainer Winkelmann and Stefan C. Wolter (2007a): An Empirical Analysis of the Decision to Train Apprentices. *LABOUR: Review of Labour Economics and Industrial Relations* 21(3), pp. 419-441.

Mühlemann, Samuel, Wolter Stefan C., Fuhrer Marc and Wüest Adrian (2007c): Lehrlingsausbildung – ökonomisch betrachtet, Chur&Zürich: Rüegger Verlag.

Overview: Research Projects and Researchers

- Project 3 -

Regional Mismatches in the Demand for Apprentices

Aims and purpose

- use information on regional labour markets, the industry structure and the educational system to better explain the training decisions of firms and make statements about the future of the apprenticeship system.
- first papers uses cost-benefit-survey (2000) of the University of Bern.
- In a second phase we use matched data from 2000 and 2004 to replicate the findings, also with extensions in the econometric modelling.

Results so far

- firms are less likely to offer training if the number of competing firms situated in the same geographical area is high.
- much more important is
 - expected quality of potential apprentices,
 - development of full-time schooling options at upper secondary level and
 - quantitative supply of potential apprentices.

Overview: Research Projects and Researchers

- Project 3 -

Regional Mismatches in the Demand for Apprentices

Researchers

- **Stefan C. Wolter**, *University of Bern*.
- **Samuel Mühlemann**, *University of Bern*.

Publications and Working Papers on the Topic:

- **Mühlemann, Samuel und Stefan C. Wolter (2007)**: Regional Effects on Employer Provided Training: Evidence from Apprenticeship Training in Switzerland. *Journal for Labour Market Research (ZAF)*, Heft 2+3/2007, *forthcoming* .
- **Mühlemann, Samuel und Stefan C. Wolter (2007)**: Bildungsqualität, demographischer Wandel, Struktur der Arbeitsmärkte und die Bereitschaft von Unternehmen, Lehrstellen anzubieten, *Wirtschaftspolitische Blätter*, 53(1), S. 57-71 .
- **Mühlemann, Samuel und Stefan C. Wolter (2006)**: Regional Effects on Employer Provided Training: Evidence from Apprenticeship Training in Switzerland. CESifo Working Paper No.1665

Overview: Research Projects and Researchers

- Project 4 -

Economic Analysis of Causes and Consequences of Premature Termination of Apprenticeships

Aims and purpose

- study importance of and reasons for (ultimate) dropouts:
 - 10 - 23 % of youths with an early termination stop any educational attainment afterwards (=ultimate dropouts)
- ultimate dropouts often run into long term labour market problems.
- project studies the determinants of *ultimate* dropout behaviour:
 - Individual characteristics
 - Identification of risk groups
 - Impact of regional differences

Results so far

- individual characteristics:
 - ultimate dropouts are more short-term oriented than other apprentices who decide to finish their contract prematurely
 - *current* costs of an apprenticeship (including non-monetary costs like learning stress e.g. due to bad learning experience) seem to be more important than *long-term* benefits
- company and occupation characteristics are important too, but less important than individual characteristics
- in thinner labour markets there are fewer incentives to follow through with an apprenticeship (due to poorer expected match qualities after the apprenticeship)

Overview: Research Projects and Researchers

- Project 4 -

Economic Analysis of Causes and Consequences of Premature Termination of Apprenticeships

Researchers

- *Uschi Backes-Gellner, University of Zurich*
- *Donata Bessey, University of Zurich*

Publications and Working Papers on the Topic:

Bessey, Donata and Uschi Backes-Gellner (2007): Premature Apprenticeship Terminations: An Economic Analysis. ISU-Working Paper Series, Zurich, Mai 2007.

Overview: Research Projects and Researchers

- Project 5 -

Returns to Training in Individual Employment Histories

- **Comparison of individual outcomes of different paths of education**
 - study *lifelong education paths* and the associated differences in returns between individuals with different educational backgrounds.
 - first results: individuals switching from vocational education back to general education (or vice versa) are *not disadvantaged* in terms of lifetime income (in comparison to people choosing a straight vocational or a straight general education path).
- **Effects of specificity of human capital-investments on employer incentives to train and employee mobility**
 - Analysis based on Skill-Weights Approach, Lazear (2004)
 - first results: 1. specificity of the firm's and 2. the industry's skill combinations and 3. external labour market thickness significantly affect (a) firm's incentive to invest and (b) life long mobility of skilled workers
- **Vintage Effects in Human Capital Investments (Apprenticeships and Vocational Training)**
 - study changes in skill demand and supply over time (vintage effects) and its labour market consequences.
 - are there vintage effects in returns to skills acquired in different occupations with different types of technology at different times?

Overview: Research Projects and Researchers

- Project 5 -

Returns to Training in Individual Employment Histories

Researchers

- **Uschi Backes-Gellner**, *University of Zurich*
- **Simone Tuor**, *UCLA and University of Zurich*
- **Simon Janssen**, *University of Zurich*
- **Johannes Mure**, *University of Zurich*

Publications and Working Papers on Topic 5:

- **Mure, Johannes (2006)**: The Skill-Weights Approach and Job Mobility: Empirical Results for Germany. ISU-Working Paper Series, Zurich, January 2006.
- **Backes-Gellner, Uschi and Johannes Mure (2006)**: The Skill-Weights Approach on Firm Specific Human Capital: Empirical Results for Germany. ISU-Working Paper Series, Zurich, March 2006.
- **Backes-Gellner, Uschi, Johannes Mure and Simone N. Tuor (2006)**: The Puzzle of Non-Participation in Training - An Empirical Study of Permanent vs. Occasional Non-Participation. ISU-Working paper Series, Zurich, August 2006.
- **Mure, Johannes (2006)**: Weiterbildungsfinanzierung und Fluktuation. Theoretische Erklärungsansätze und empirische Befunde auf Basis des Skill-Weights Approach. Hampp, München-Mering, forthcoming.

Overview: Research Projects and Researchers

- Project 6 -

Analysis of Governmental Expenditures on Education

Research question, data problems and research design

- Question: What determines public investments in (vocational) education?
- previous research with data on compulsory schooling showed a large negative impact of proportion of elderly in a population on the willingness to spend public money on education
 - In light of the demographic changes ahead, the results are of high relevance for policy makers in the field of education.
- Research design: large scale, representative survey of Swiss voters is analyzed to assess the importance of socio-economic factors for the willingness to spend money on (vocational) education
- depends on conservatism of elderly (minimize public spending in general)

Overview: Research Projects and Researchers

- Project 6 -

Analysis of Governmental Expenditures on Education

Researchers

- **Stefan C. Wolter**, *University of Bern*.
- **Maria A. Cattaneo**, *SKBF and University of Zurich*.

The survey starts in June 2007.

Publications and Working Papers on Topic 6:

- **Grob, Ueli and Stefan C. Wolter (2007)**: Demographic Change and Public Education Spending: A Conflict between Young and Old? *Education Economics*, pp. 277-292.
- **Cattaneo, Alejandra M. and Stefan C. Wolter (2007)**: Are the Elderly a Threat to Educational Expenditures, *CESifo Working Paper*.

External Projects

Overview: Research Projects and Researchers

- Project 7 -

Supply of Apprenticeships in Start-ups and Innovative Industries

- Call for Tender launched in fall 2006; project started spring 2007

- study what type of young (start-up) companies currently offer apprenticeship training and for what reasons.
- The project is run the by Konjunkturforschungsstelle (KOF) of ETH Zürich.
- The project started February 2007 and ends July 2008.
- First interim report in July 2007.

Results so far

- probability to train apprentices is positively correlated with complementarities between academically educated employees (ratio) and apprenticeship supply;
- firm size does not seem to have its own impact

Overview: Research Projects and Researchers

- Project 8 -

- **Project 8: Individual Returns to Vocational Education and Training – returns to changing occupations**

- study individual benefits of vocational training while changing occupations (uses panel data: SAKE).
- The project is run by Eidgenössisches Hochschulinstitut für Berufsbildung (EHB), Zollikofen
- Senior Researcher: **Jürg Schweri**.
- The project started February 2007 and ends August 2008.
- First interim report in July 2007.

Results so far

- Occupational mobility of apprentices is widespread
- Occupational mobility is increasing
- is not generally negative for longterm prospects

Overview: Research Projects and Researchers

- Project 9 -

Apprenticeship Training and HRM Strategies in Swiss, German and British Companies - an International Comparison

➤ **Aims and purpose**

➤ **Study alternative sources of skills on an intermediate skill level**

- Apprenticeships
- Recruitment of recent graduates
- Upgrade training of less skilled employees

➤ **Study the effect of HRM-strategies, corporate ownership, finance on training activities**

- Hierarchy and Career Ladders
- budgeting rules of firm and spending on (apprenticeship) training
- host country versus home country „company cultur“-effects

➤ **Data**

- **min. 20 case studies** in two industries in three countries (=60 cases).

➤ **Industries**

- Mechanical Engineering, ICT, Banking, Retailing, Telecommunication services

Overview: Research Projects and Researchers

- Project 9 -

Apprenticeship Training and HRM Strategies in Swiss, German and British Companies - an International Comparison

Start: May 2007, End: April 2008

Researchers

- **Uschi Backes-Gellner**, University of Zurich
- **Johannes Mure**, Senior Researcher, University of Zurich
- **Paul Ryan**, University of London, Advisory Board Member.
- **Karin Wagner**, Wissenschaftszentrum Berlin, FHTW Berlin.
- **Regula Geel**, University of Zurich, Junior Assistant.

Latest development in the project: extension to Japan

- **Guest Professor: Prof. Shiho Futagami**, Japan

Additional Projects of the Leading House financed by OPET

- 2nd „Cost-Benefit Survey“ (4500 training and non-training companies; 2004 – results expected for September 2007; Collaboration with Germany. BiBB will launch a new survey in 2008)
- Experimental test of vouchers for adult education (2006-2008)

Swiss Leading House

Economics of Education • Firm Behaviour • Training Policies

Course Programme for Doctoral Students



Universität Zürich



Course Programme for Doctoral Students

| Core Courses | | | |
|---------------------------|--|---|-------------------|
| Winter Term 2006/07 | Microeconomic Foundations of Economics of Education | <i>Prof. Dr. Ludger Woessmann,</i> CESifo and Munich University | Nov 20-23, 2006 |
| | Econometric Analyses in Economics of Education | <i>Prof. Dr. Rainer Winkelmann,</i> UCLA and University of Zurich | Jan 22-26, 2007 |
| Summer Term 2007 | Economics of Education and the Labour Market | <i>Prof. Niels Westergaard-Nielsen</i> & <i>Prof. Paul Bingley,</i> Aarhus School of Business | April 16-20, 2007 |
| | Personnel Economics for Education Economists | <i>Prof. Tor Eriksson,</i> Aarhus School of Business | May 21-25, 2007 |

Course Programme for Doctoral Students

| Electives | | | |
|------------------------|--|--|--------------------------|
| Winter Term 2006/07 | Lecture Introduction to the Economics of Education | <i>Prof. Dr. Stefan C. Wolter,</i> University of Bern | Oct 24 - Jan 23, 2007 |
| | Literature Seminar: Empirical Analysis of Rates of Return to Education | <i>Prof. Dr. Uschi Backes-Gellner,</i> University of Zurich | Oct 23 - Feb 05, 2007 |
| Summer Term 2007 | Scholarly Writing | <i>Prof. Dr. Uschi Backes-Gellner,</i> Guest lectures by Prof. Dr. Ernst Fehr, Prof. Dr. Josef Zweimüller, Zurich | June 18 - 21, 2007 |

Course Programme for Doctoral Students

| Electives | | | |
|---------------------|---|---|---------------------------|
| Fall Term 2007 | Programme Evaluation | <i>Prof. Guido Imbens, Harvard University</i> | September 10-13, 2007 |
| | Literature Seminar on Economics of Education | <i>Prof. Dr. Uschi Backes-Gellner, University of Zurich</i> | Sept 17- Dec 17, 2007 |
| | Proposal Writing and Proposal Presentation | <i>Prof. U. Backes-Gellner and Prof. Dr. Kerstin Pull, University of Tübingen</i> | November 12-16, 2007 |
| Spring Term 2008 | Vocational Education and Training Institutions: Theories and Evidence | <i>Prof. Paul Ryan, University of London</i> | March 31 - April 04, 2008 |
| | Vocational Education in Switzerland: Institutions and Data | <i>Prof. Dr. Stefan C. Wolter, University of Bern</i> | <i>tba.</i> |
| | Research Colloquium | <i>Prof. Dr. Uschi Backes-Gellner and Prof. Dr. Stefan C. Wolter</i> | April 2008 |

Course Programme for Doctoral Students

Participants from Leading House, from other Swiss Institutions and from Abroad

| | | | | | |
|--------------------------------|--|---------------------------------|-----------------------------|---------------------------|--------------------------------|
| Ammann, Carolin | TU München | Prof. Dr. Robert von Weizsäcker | Mahler, Philippe | Universität Zürich | Prof. Dr. Rainer Winkelmann |
| Bessey, Donata | Universität Zürich | Prof. Dr. Uschi Backes-Gellner | Mohrenweiser, Jens | Universität Zürich | Prof. Dr. Uschi Backes-Gellner |
| Birkenfeld, Florian | Universität Passau | Prof. Dr. Gerhard Kleinherz | Mühlemann, Samuel | Universität Bern | Prof. Dr. Stefan Wolter |
| Dr. Bossi, Fabio | Instituto di Ricerche Economiche / KOF | Dr. Spyros Arvanitis | Mühler, Grit | ZEW Mannheim | Prof. Dr. Manfred Weiß |
| Brandenburg, Bianca | IFW Halle | Prof. Michael Burda, Ph.D. | Müller, Barbara | EHB | Prof. Dr. Stefan Wolter |
| Coneus, Katja | ZEW Mannheim | PD Dr. Alexander Kemnitz | Mure, Johannes | Universität Zürich | Prof. Dr. Uschi Backes-Gellner |
| Denzler, Stefan | SKBF | Prof. Dr. Stefan Wolter | Myrup Jensen, Vibeke | Aarhus School of Business | Prof. Dr. Peter Jensen |
| Eisenkopf, Gerald | Universität Konstanz | Prof. Dr. Uschi Backes-Gellner | Olivares, Maria Alejandra | HU Berlin | Prof. Dr. Bengt-Arne Wickström |
| Foureaux Koppensteiner, Martin | Queen Mary University of London | Ass.-Prof. Dr. Imran Rasul | Pfeifer, Christian | Universität Hannover | Prof. Dr. Knut Gerlach |
| Görlitz, Katja | RWI Essen | Prof. Dr. Christoph Schmidt | Sauermann, Jan | University of Maastricht | PD Dr. Alexander Kemnitz |
| Hyll, Walter | Universität Klagenfurt | Prof. Dr. Bodenhöfer | Stützle, Philipp | Universität Konstanz | Prof. Dr. Heinrich Ursprung |
| Janßen, Simon | Universität Zürich | Prof. Dr. Uschi Backes-Gellner | Tarazona Velasquez, Mareike | Universität Flensburg | Prof. Dr. Gerd Grözinger |
| Kull, Miriam | SKBF | Prof. Dr. Stefan Wolter | Tuor, Simone | Universität Zürich | Prof. Dr. Uschi Backes-Gellner |
| La Fauci, Manuela | Universität Fribourg | Prof. Dr. Bernard Dafflon | | | |

Swiss Leading House

Economics of Education • Firm Behaviour • Training Policies

Networking



Universität Zürich



Networking: Conference Presentations

Target Group: Scientific Community – Scientific Conference Presentations -

Research has been presented at the following international conferences:

- European Society for Population Economics (ESPE), Verona, Italy
- European Economic Association (EEA), Vienna, Austria
- European Association for Labour Economics (EALE), Prague, Czechia
- Canadian Economics Association, Halifax, Canada
- Scottish Economic Society Annual Meeting (SES), Perth, Scotland
- Society for the Advancement of Socio-Economics (SASE), Trier, Germany
- European Educational Research Association (EERA), Geneva, Switzerland
- Annual Conference of German Economic Association (VfS), Bayreuth, Germany
- Annual Meeting of Economics of Education Session of the German Economic Association (VfS), Konstanz, Ger.
- Annual Conference of German Association of Business Economists (VHB), Dresden, Germany
- Colloquium on Personnel Economics, Zurich
- 12th meeting of the IAB Establishment-Panel Research Group on the Economics of Vocational Training, Zurich
- Spring Meeting of Young Economists, Hamburg, Germany
- European Science Days, Steyr, Austria.
- Colloquium on Personnel Economics, Tübingen, Germany
- Spring Meeting of Young Economists, Sevilla
- IAB Panel Data User Conference, Nuremberg, Germany

Networking: Conference Presentations

Target Group: Scientific Community – Invited Speakers, Guest Lectures –

- Prof. Joshua Angrist (MIT) taught a seminar in January 2006.
- Prof. Edward P. Lazear (Stanford) presented a paper in September 2006.
- Prof. Dr. Ludger Wößmann, CESifo and University of Munich, taught a seminar (Microeconomic Foundations of Economics of Education) in November 2006.
- Prof. Dr. Rainer Winkelmann, UCLA and University of Zurich, taught a seminar (Econometric Analyses in Economics of Education) in January 2007.
- Prof. Paul Ryan guided a workshop for Leading House researchers in April 2007.
- Prof. Niels Westergaard-Nielsen and Prof. Paul Bingley, Aarhus School of Business taught a seminar (Economics of Education and the Labour Market) in April 2007.
- Prof. Tor Eriksson, Aarhus School of Business, teaches a seminar (Personnel Economics for Education Economists) in Zurich in May 2007.
- Prof. Dr. Kerstin Pull, University of Tübingen, Guest Professor October to December 2007
- Prof. Shiho Futagami, Yokohama National University, Guest Professor August 2007 to August 2008 (Comparative Project on Training in Japan, Switzerland, Germany and Great Britain)

Networking: Conference Presentations

Target Group: Practitioners

- Meeting of the Business Colleges Zurich (Kaufmännische Vereinigung (KV), Zürich)
- Annual Meeting of Rectors of Business Colleges (Rolle)
- Meeting of Economic Commission of the Cantonal Parliament of Solothurn
- Annual Conference of the Swiss Metal Union (Berne)
- Annual Conference of the German Institute for Vocational Training (BIBB) on „Costs, Benefits and Financing of Vocational Training“, Bonn, Germany.
- Workshop “Theory meets the World of Work” on “Training Trends in Companies”, Zurich.

Networking: Organization of Conferences and Workshops

The Following Conferences and Workshops have been organized by or in cooperation with the Leading House:

- Colloquium on Personnel Economics, Zurich, March 2006.
- Workshop “Theory meets the World of Work: Training Trends in Companies”, Zurich, June 2006.
- IAB Research Colloquium “Training Companies”, Zurich, September 2006.
- Network Meeting of labour economists, Tübingen, Germany, October 2006
- The Meeting of the Advisory Board took place in November 2006 in Zurich.
- Start of the course programme for doctoral students in economics of education, November 2006.
- Annual meeting of the economics of education session of the German economic association, Bielefeld, Germany, March 2007.
- Colloquium on Personnel Economics, Tübingen, March 2007.
- Workshop guided by Prof. Paul Ryan for the Leading House researchers, April 2007.
- Presentation of the results of the second Cost-Benefit-Survey (national press conference), May 2007.

Further Planning and Scheduled Activities

Further Planning and Scheduled Activities

2007

- Further research presentations at national and international conferences.
- Annual Conference of German Economic Association (VfS), Munich, October 2007:
 - Key note speech Stefan Wolter, and
 - organisation of an “invited panel” on the future of vocational training (Organizer: Uschi Backes-Gellner, Participants: Dr. Ursula Renold, OPET, PD Dr. Thomas Zwick, ZEW and Zurich, Chairmen: Dr. Karen Horn, FAZ).
- Further courses in the study programme for doctoral students.

2008

- Host to the annual meeting of the ‘economics of education session’ of the German Economic Association (VfS) on “vocational education and apprenticeship training”, University of Bern, April 2008.
- Organisation of an International Conference on “Economics of Education, Firm Behaviour and Training Policies”, Zurich, June 25-27, 2008.
- Organisation of an international workshop for young economics of education researchers, Zurich, June 2008 (Pre-Conference to International Conference of Leading House).
- Leading House Lectures (distinguished guest speakers, 2 x per semester)
- Prof. Paul Ryan, King’s College and University of London, will teach a course on Vocational Education and Training Institutions: Theory and Evidence in Zurich in April 2008.
- Workshop of Industrial Relations and Personnel Economists Network, Paderborn, January 2008.

Publication Output of Network Activities


Three Strategies:

1. Special Issues of Established Journals (Conference Output)

- Special Issue of the “Journal of Labour Market Research (Zeitschrift für Arbeitsmarktforschung, ZAF)” on “Socio-Economic Analyses of Apprenticeship and Further Training in Germany and Switzerland”, Fall 2007 (Results of Conference in Fall 2006)
- Special Issue of international Journal on Conference in July 2007

2. Working Paper Series

- Results of Work in Progress
- Leading House Lectures etc.



Swiss Leading House
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Working Paper No. 1

**Regional Effects on Employer Provided
Training: Evidence from Apprenticeship
Training in Switzerland**

Samuel Mühlemann and Stefan C. Wolter



Universität Zürich
ISU – Institut für Strategie und Unternehmensökonomik



Last but not least:

3. Internet

in March 2006 the homepage of the Leading House went online

www.economics-of-education.ch

connecting the Leading House to the international economics of education community.

The screenshot shows the homepage of the Swiss Leading House on Economics of Education. The page features a navigation menu with links for Home, Contact, and a search bar. The main header includes the University of Zurich logo and the text 'Swiss Leading House on Economics of Education: Firm Behaviour and Training Policies' and 'Swiss Leading House "Economics of Education"'. A sidebar on the left contains a list of links: About us, News, Research, Publications, Course Programme, Networking & Events, and Team Members. The main content area has a 'Welcome!' section with a paragraph of text and a link to 'About us'. Below this is another paragraph of text. On the right side, there is a 'News' section with a link to 'New Course Programme for Doctoral Students'. At the bottom, there are logos for BBT, OFFT, and OPET.

Thank you for your attention!