

Consequences of Labor Market Careers Without Further Training

The role of further training for occupational mobility in Germany and the UK

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- ▶ Returns to participation: Mixed findings, many find job stability, but not upward mobility
- ▶ Variation between types of courses and labor markets contexts (Dieckhoff 2007; Vogtenhuber 2015; Ehlert 2017)

Research Questions

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2. Does the institutional setup moderate the impact of training on job mobility?

Labor Market Mobility

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- ▶ Four types of labor market mobility:
 1. Firm-internal mobility (internal labor market)
 2. Between-firm mobility within an occupation (occupational labor market)
 3. Between-firm and occupational mobility (secondary labor market)
 4. Transition to unemployment and inactivity

Short further training Training and Mobility: Theoretical Expectations

- ▶ Substitution potential:
 - ▶ H1: Reduced transitions to non-employment, especially in jobs with high substitution risk
 - ▶ H2a: Increased transitions to new jobs, especially in jobs with high substitution risk
 - ▶ H2b: Increased stability of the current job, especially in jobs with high substitution risk

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- ▶ Cross-national:
 - ▶ H3: The effect of further training on changing occupations within and outside the firm is larger in the UK than in Germany, especially in jobs with high substitution risk
 - ▶ H4: The effect of training on job stability is larger in Germany than in the UK, especially in jobs with high substitution risk

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- ▶ Labor market mobility: Questions about job changes
- ▶ Job-related short (non-formal) further training courses: Participation dummy (last two years)
- ▶ Substitution risk: TECHNEQUALITY measure pooled across countries (tasks that will be used less in the next 5 years according to HR experts)

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- ▶ Modeling time to job change with categorized baseline hazard

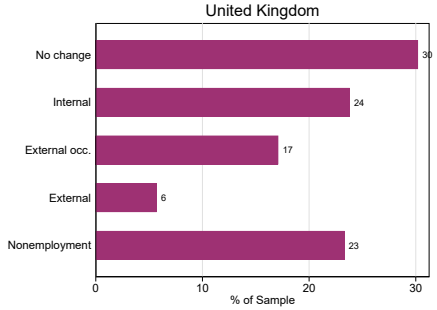
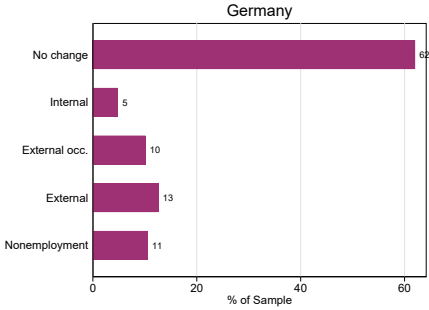
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- ▶ Modeling time to job change with categorized baseline hazard
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- ▶ But there might be unmeasured confounders: Ability, motivation

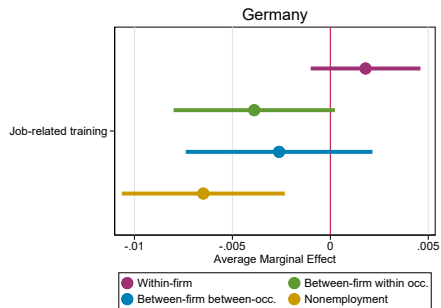
Labor Market Mobility



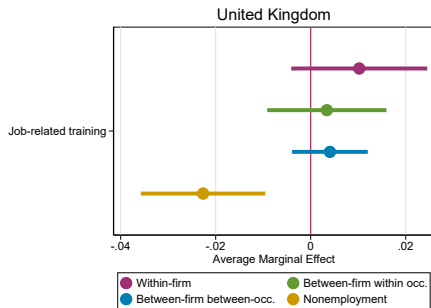
Mobility: at least one event during all waves



Training and Labor Market Mobility

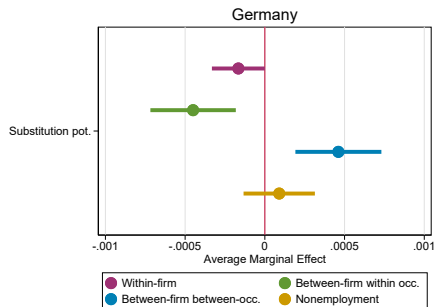


N = 20,563 person years; 5,299 individuals

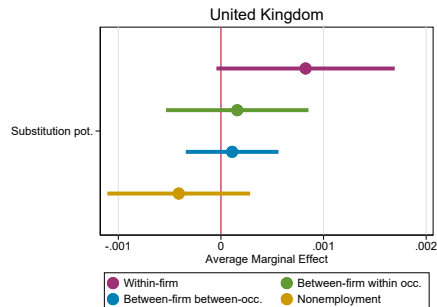


N = 6,081 person years; 1,747 individuals

Substitution Risk and Labor Market Mobility

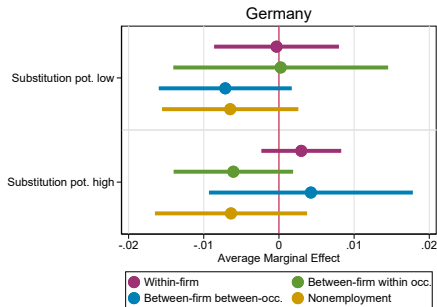


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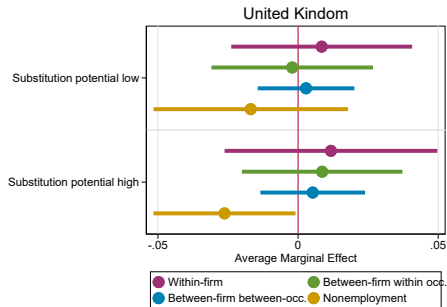


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Interaction Substitution Risk and Training



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→ Either training does not help or training often happens after mobility
- ▶ No (significantly) stronger/different training effects among vulnerable workers in both countries
- ▶ Country differences are small and not substantial
→ Stabilizing effect of training not dependent on institutions
→ Training effect on mobility not even visible on a “fluid” labor market

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- ▶ Training provision and content should be more focused on helping vulnerable groups
 - More provision and support for individual job-related training necessary