

BIBB-Kolloquium zur Berufsbildungsforschung

15.12.2025

14.15 Uhr, Bundesinstitut für Berufsbildung, Bonn, Raum 1.325
(**Achtung:** ggf. aktuelle Änderungen im Intranet/Internet beachten)

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zum Thema:

Career Consequences of Training in Frontier Firms

We study the long-term effects of training at a highly productive firm. Our data combines detailed employment biographies of around 100,000 apprentices with firm-level survey data in Germany. We investigate the effect of explicit measures of productivity rather than proxies such as firm size. We estimate marginal treatment effects that account for selection into training. We instrument firm productivity of apprentices with the predicted average productivity of the training firm of competitive peers, leveraging variations in the tightness of the apprenticeship market at the start of the apprenticeship. Our findings show that firm productivity significantly contributes to post-apprenticeship wages and that positive returns vastly exceed those from training at a large firm.