

Complementarities between apprenticeship training and firm sponsored continuing training?

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We show that motivations for apprenticeship training are not homogeneous: some firms follow an investment strategy and others follow a substitution strategy. We derive an empirical method to identify different training strategies which can be used with publicly available company data. According to our classification, we find that in Germany 18.5 percent of all companies follow a substitution strategy and 43.75 percent to follow an investment strategy; the rest is mixed or undetermined. In a second step we estimate complementarities between apprenticeship training and firm sponsored continuing training. Thereby we study the different behaviour according to both training motivations.