

Jens Mohrenweiser\*

## Recruitment and apprenticeship training\*\*

**Abstract** – The paper assesses non-training firm's potential for free-riding on the training efforts of firms that train apprentices. In order to assess potential free-riding, the paper analyses whether training or non-training firms are more likely to recruit apprenticeship graduates that have been trained elsewhere. Firms without apprentices are less likely to hire apprenticeship graduates trained elsewhere than training firms. If these firms do hire apprenticeship graduates, they hire a smaller proportion compared to all new-hired skilled workers who have an apprenticeship degree than training firms. The paper discusses three potential explanations for this finding: lower demand for apprenticeship graduates, information disadvantage and apprentices' preferences.

Key words: **company-sponsored training, training participation, recruiting, apprenticeship, employer coordination**  
(JEL: J24, M51, M53)

---

\* Jens Mohrenweiser, Bournemouth University, 89 Holdenhurst Road, BH8 8EB, Bournemouth, UK. E-Mail: mohrenweiserj@bournemouth.co.uk.

\*\* I thank Felix Noth, Robert Wagner, Felix Wenzelmann, Thomas Zwick, the participants at the GEABA 2011 in Zurich, the editor and referees for helpful comments and the Research Data Centre (FDZ) of the Federal Employment Agency at the Institute for Employment Research for the data access and the support with analysis of the LIAB data. Data access was granted via guest research spells at FDZ and afterwards via controlled data remote access at the FDZ.

Artikel eingegangen: 21.1.2014

revidierte Fassung akzeptiert nach doppelt-blindem Begutachtungsverfahren: 15.7.2015.