

KATJA GÖRLITZ

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CONTACT INFORMATION

HdBA (Hochschule der Bundesagentur für Arbeit)
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RESEARCH INTERESTS

Labor economics, economics of education, personnel economics, applied econometrics

PROFESSIONAL EXPERIENCE

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| 2019 | Professor of economics, HdBA Mannheim |
| 2013 – 2019 | Assistant professor of labor markets and social policy (“Juniorprofessur”), Freie Universität Berlin |
| 2018 – 2019 | Research associate, Deutsches Institut für Wirtschaftsforschung (DIW) in Berlin |
| 2006 – 2012 | Research associate, RWI - Leibniz Institute for Economic Research in Essen |
| 2005 – 2006 | Associate, Institut für Arbeitsmarkt- und Berufsforschung (IAB) in Nuremberg |

EDUCATION

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| 2010 | Ph.D. in economics, Ruhr-Universität Bochum,
Supervisor: Christoph M. Schmidt, Title of thesis: “Determinants and Effects of Further Training Investments in Germany” |
| 2001 – 2006 | Diploma in economics, Technical University Berlin |
| 2004 – 2005 | Studies in economics, Lund University, Sweden |

AFFILIATIONS

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| Since 2014 | Member of the Committee for the Economics of Education (Bildungsökonomischer Ausschuss), Verein für Socialpolitik |
| Since 2013 | Research fellow at the RWI Leibniz-Institut für Wirtschaftsforschung |
| Since 2013 | Research fellow at the Institute of Labor Economics (IZA) |
| 2015-2017 | Member of the scientific committee of experts of the 5th Report on Poverty and Wealth of the German Federal Government |

PUBLICATIONS

Articles in Refereed Journals

Görlitz, K., P. Heß and M. Tamm (2025), Should states allow early school enrollment? An analysis of individuals’ long-term labor market effects. *Empirical Economics* (2025).

Dorner, M., K. Görlitz and E. Jahn (2024), The impact of a missing school graduation cohort on the training market. *Economics of Education Review* 103: 102580.

- Görlitz, K., M. Penny and M. Tamm (2022), The long-term effect of age at school entry on cognitive competencies in adulthood. *Journal of Economic Behavior and Organization* 194: 91-104.
- Görlitz, K. and M. Tamm (2020), Parenthood and smoking. *Economics & Human Biology* 38: 100874.
- Görlitz, K. and M. Tamm (2020), Parenthood, risk attitudes and risky behavior. *Journal of Economic Psychology* 79: 102189.
- Görlitz, K. and C. Gravert (2018), The effects of a high school curriculum reform on university enrollment and the choice of college major. *Education Economics* 26 (3): 321-336.
- Görlitz, K. and S. Rzepka (2017), Does Regional Training Supply Determine Employees' Training Participation? *The Annals of Regional Science* 59 (1): 281-296.
- Görlitz, K. and M. Tamm (2017), Information, financial aid and training participation: Evidence from a randomized field experiment. *Labour Economics* 47: 138-148.
- Görlitz, K. und M. Tamm (2017), Panel data on training activities – Voucher recipients and eligible employees of the program Bildungsprämie. *The Journal of Economics and Statistics* 237(4): 365-371.
- Görlitz, K. and C. Gravert (2016), The effects of the high school curriculum on school dropout. *Applied Economics* 48 (54): 5314-5328.
- Görlitz, K. and M. Tamm (2016), The returns to voucher-financed training on wages, employment and job tasks. *Economics of Education Review* 52: 51-62.
- Görlitz, K. and M. Tamm (2016), Revisiting the complementarity between education and training– the role of job tasks and firm effects. *Education Economics* 24 (3): 261-279.
- Burgard, C. and K. Görlitz (2014), Continuous Training, Job Satisfaction and Gender. An Empirical Analysis Using German Panel Data. *Evidence-based HRM: a global forum for empirical scholarship* 2 (2): 126-144.
- Fertig, M. and K. Görlitz (2013), Missing Wages: How to Test for Biased Estimates in Wage Functions? *Economics Letters* 118 (2): 269-271.
- Görlitz, K. and B.S. Grave (2012), Wage Differentials by Field of Study – The Case of German University Graduates. *Education Economics* 20 (3): 284-302.
- Görlitz, K. (2011), Continuous training and wages: An empirical analysis using a comparison-group approach. *Economics of Education Review* 30 (4): 691-701.
- Görlitz, K. and J. Stiebale (2011), The Impact of Product Market Competition on Employers' Training Investments. Evidence from German Establishment Panel Data. *De Economist* 159 (1): 1-23.
- Görlitz, K. (2010), The Effect of Subsidizing Continuous Training Investments – Evidence from German Establishment Data. *Labour Economics* 17 (5): 789-798.
- Görlitz, K. (2010), The Development of Employers' Training Investments Over Time – A Decomposition Analysis Using German Establishment Data. *The Journal of Economics and Statistics* 230 (2): 186-207.
- Bender, S., M. Fertig, K. Görlitz, M. Huber and A. Schmucker (2009), WeLL – Unique Linked Employer-Employee Data on Further Training in Germany. *Schmollers Jahrbuch* 129 (4): 637-643.

Articles in Non-Refereed Journals

- Görlitz, K. and M. Tamm (2012), Mobilisierung von Erwerbstätigen zur Teilnahme an beruflicher Weiterbildung durch die “Bildungsprämie”. *BWB (Berufsbildung in Wissenschaft und Praxis)* 1: 27-30.

Monographs

- Görlitz, K., Rzepka, S. und M. Tamm (2023), Regional Factors as Determinants of Employees' Training Participation. In: Weinert, S., Blossfeld, G. J. und H. B. Blossfeld (eds.), *Education, Competence Development and Career Trajectories. Methodology of Educational Measurement and Assessment*. Springer.
- Dehos, F., K. Görlitz, S. Schiel, H. Schröder und M. Tamm (2016), *Datenbeschreibung Bildungsprämie: Programmteilnehmer und Anspruchsberechtigte*. RWI Materialien 108. Essen: RWI.

Bender, S., M. Fertig, K. Görlitz, M. Huber, S. Hummelsheim, P. Knerr, A. Schmucker and H. Schröder (2010), WeLL – Berufliche Weiterbildung als Bestandteil Lebenslangen Lernens – Bisherige Arbeiten und Perspektiven. RWI: Materialien 61. Essen.

Bender, S., M. Fertig, K. Görlitz, M. Huber, S. Hummelsheim, P. Knerr, A. Schmucker and H. Schröder (2008), WeLL – Berufliche Weiterbildung als Bestandteil Lebenslangen Lernens. RWI : Materialien 45. Essen.

Policy Reports and Publications

Görlitz, K. and M. Tamm (2019), Keine Angst vor der Einschulung: Die Jüngsten in der Klasse holen auf. RWI Impact Note.

Görlitz, K., C. K. Spieß and E. Ziege (2018), Fast jedes zehnte Kind geht auf eine Privatschule – Nutzung hängt insbesondere in Ostdeutschland zunehmend vom Einkommen der Eltern ab. DIW Wochenbericht 51.

RWI, GIB and infas (2012), Datenmonitoring und Evaluation des Programms “Bildungsprämie”, Endbericht 2012. Projekt für das Bundesministerium für Bildung und Forschung. (Team: Tamm, M., K. Görlitz, C. Becker, T. Lübbers, S. Schiel und H. Schröder). RWI: Projektberichte. Essen.

RWI, GIB and infas (2012), Datenmonitoring und Evaluation des Programms “Bildungsprämie”, Zwischenbericht 2012. Projekt für das Bundesministerium für Bildung und Forschung. (Team: Tamm, M., K. Görlitz, T. Grebe, S. Popp, S. Schiel und H. Schröder). RWI: Projektberichte. Essen.

RWI, GIB and infas (2011), Datenmonitoring und Evaluation des Programms “Bildungsprämie”, Zwischenbericht 2011. Projekt für das Bundesministerium für Bildung und Forschung. (Team: Tamm, M., K. Görlitz, T. Grebe, S. Popp, S. Schiel und H. Schröder). RWI: Projektberichte. Essen.

RWI, GIB and infas (2010), Datenmonitoring und Evaluation des Programms “Bildungsprämie”, Zwischenbericht 2010. Projekt für das Bundesministerium für Bildung und Forschung. (Team: Tamm, M., K. Görlitz, C. Becker, T. Bleikertz, T. Grebe, S. Schiel und H. Schröder). RWI: Projektberichte. Essen.

RWI (2009), Innovationsbericht 2009: Zur Leistungsfähigkeit des Landes Nordrhein-Westfalen in Wissenschaft, Forschung und Technologie. Projekt im Auftrag des Ministeriums für Innovation, Wissenschaft und Forschung des Landes Nordrhein-Westfalen. (Team: M. Fertig, K. Görlitz, M. Peistrup, C.M. Schmidt und B. Winter). RWI: Projektberichte. Essen.

RWI (2008), Innovationsbericht 2008: Zur Leistungsfähigkeit des Landes Nordrhein-Westfalen in Wissenschaft, Forschung und Technologie. Projekt im Auftrag des Ministeriums für Innovation, Wissenschaft und Forschung des Landes Nordrhein-Westfalen. (Team: M. Fertig, K. Görlitz, M. Peistrup, C.M. Schmidt und B. Winter). RWI: Projektberichte. Essen.

Recent Discussion Papers

Dufwenberg, M., K. Görlitz, C. Gravert (2023). Peer Evaluation Tournaments. Economics Working Papers 23-01, The University of Arizona.

Görlitz, K. and T. Sels (2021), The Effect of Age Diversity in Groups on Peer Evaluations and Individual Performance. IZA Discussion Paper No. 14922.

EXTERNALLY FUNDED RESEARCH PROJECTS

2015 – 2017 “Schooling and regional factors as determinants of employees' participation in further education” financed by the “Research Network of the German Research Foundation” (DFG) within the 2nd funding period of the priority program 1646 “Education as a Lifelong Process”.

2012 – 2014 “Schooling and regional factors as determinants of employees' participation in further education” financed by the “Research Network of the German Research Foundation” (DFG) within the 1st funding period of the priority program 1646 “Education as a Lifelong Process”.

- 2009 – 2012 “Monitoring and Evaluation of the Training Subsidy *Bildungsprämie*” on behalf of the Federal Ministry of Education and Research.
- 2007 – 2010 “Discrepancies between Market and Firm Wages: An Analysis of Earnings and Worker Mobility” financed by the DFG within the program “Flexibility in Heterogeneous Labour Markets”.
- 2007 – 2009 “WeLL – Further Training as a Part of Lifelong Learning” financed by the Leibniz-Gemeinschaft.
- 2009 “Report on Innovation Activities in the German Federal State *Nordrhein-Westfalen* 2009” (Innovationsbericht 2009) on behalf of the State Ministry of Innovation, Science, Research and Technology of North Rhine-Westphalia.
- 2008 “Report on Innovation Activities in the German Federal State *Nordrhein-Westfalen* 2008” (Innovationsbericht 2008) on behalf of the State Ministry of Innovation, Science, Research and Technology of North Rhine-Westphalia.

MEDIA ACTIVITIES

Interview for the „Stiftung flexible Arbeitswelt“ (2021, June)

Newspaper Welt am Sonntag (2020, July, 7), topic: “Training, Wages and a Missing School Graduation Cohort”

Newspapers Westdeutsche Allgemeine Zeitung, Stuttgarter Zeitung, Ärzteblatt (2020, July, 20), Podcast interview in „ÄrzteTag, Podcast der Ärzte Zeitung“ (2020, July, 7), topic: “Parenthood and smoking“

Newspapers Zeit (2019, February, 7) and Welt (2019, February, 16); Radio interview: rbb kulturradio (live at 2019, February, 13), topic: „The long-term effect of age at school entry on competencies in adulthood“

Newspaper Süddeutsche Zeitung (2018, December, 19), topic: „Fast jedes zehnte Kind geht auf eine Privatschule – Nutzung hängt insbesondere in Ostdeutschland zunehmend vom Einkommen der Eltern ab“

Tip Berlin (2018, October, 4), topic: Skill shortages in the labor market

AWARDS

- 2015 Outstanding Paper Award of the “Evidence-based HRM: a Global Forum for Empirical Scholarships” for the paper “Continuous training, job satisfaction and gender: An empirical analysis using German panel data”
- 2012 Runner-up prize 2011 of the Swiss Leading House “Economics of Education” at the University of Zurich and the University of Bern for the publication “Continuous training and wages: An empirical analysis using a comparison-group approach”
- 2012 Publication award of the “Freunde und Förderer des RWI e.V.” (2nd place) for the publication “Continuous training and wages: An empirical analysis using a comparison-group approach”
- 2011 Best Paper Award 2010 of the Swiss Leading House “Economics of Education” for the publication “The Effect of Subsidizing Continuous Training Investments – Evidence from German Establishment Data”
- 2011 Publication award of the “Freunde und Förderer des RWI e.V.” (2nd place) for the publication “The Effect of Subsidizing Continuous Training Investments – Evidence from German Establishment Data”