

- *Curriculum Vitae* -

Prof. Dr. Harald Pfeifer

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PROFESSIONAL EXPERIENCE

- ▶ 1/2018 – *current* Head of Section 'Economics of Vocational Education and Training' at the Federal Institute for Vocational Education and Training (BIBB) in Bonn, Germany
 - ▶ 9/2014 – 7/2015 Visiting Research Fellow at National Centre for Vocational Education Research (NCVER) in Adelaide, Australia
 - ▶ 6/2004 – 12/2017 Researcher at the Federal Institute for Vocational Education and Training (BIBB) in Bonn, Germany
 - ▶ 4/2002 – 05/2004 Researcher at the German Federal Statistical Office (DESTATIS) in Wiesbaden, Germany
 - ▶ 6/2001 – 02/2002 External Collaborator at the International Labour Office (ILO) in Geneva, Switzerland
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ACADEMIC CAREER

- ▶ 6/2018 – *current* Chair of 'Economics of Vocational Education and Training' at the Research Centre for Education and the Labour Market (ROA)/Maastricht University, Netherlands
 - ▶ 9/2008 – 10/2013 Doctoral Degree at Maastricht University/Research Centre for Education and the Labour Market (ROA), Netherlands
 - ▶ 2/2000 – 2/2001 Graduation Master *International Economic Studies* at Maastricht University, Netherlands
 - ▶ 9/1999 – 2/2000 Study abroad at the University Carlos III in Madrid, Spain
 - ▶ 7/1997 – 6/1999 Master *International Economic Studies* at Maastricht University, Netherlands
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PUBLICATION RECORD

► Peer-reviewed journal articles

- Muehleemann, Samuel; Hans Dietrich; Gerard Pfann and Harald Pfeifer (forthcoming Feb 22): Supply Shocks in the Market for Apprenticeship Training. *Economics of Education Review*.
- Muehleemann, Samuel; Harald Pfeifer and Bernhard Wittek (2020): The effect of business cycle expectations on the German apprenticeship market: Estimating the impact of Covid-19. *Empirical Research in Vocational Education and Training* 12(8), pp. 1-30.
- Pfeifer, Harald (2020): Works Councils and Absenteeism of Apprentices – An Empirical Analysis. *Economic and Industrial Democracy* 41(3), pp. 672–692.
- Pfeifer, Harald; Gudrun Schönfeld and Felix Wenzelmann (2019): Firms' motivation to train apprentices – A matter of social responsibility? *Formation Emploi* 146(2), pp. 29-52.
- Koch, Benno; Samuel Muehleemann and Harald Pfeifer (2019): Do works councils improve the quality of apprenticeship training? Evidence from German workplace data. *Journal of Participation and Employee Ownership* 2(1), pp. 47-59.
- Pfeifer, Harald and Uschi Backes-Gellner (2018): Another piece of the puzzle: Firms' investment in training as production of optimal skills inventory. *Empirical Research in Vocational Education and Training* 10(6), pp. 1-17.
- Wenzelmann, Felix; Samuel Muehleemann and Harald Pfeifer (2017): The Costs of Recruiting Apprentices: Evidence from German Establishment-Level Data. *German Journal of Human Resource Management* 31(2), pp. 108-131.
- Jansen, Anika and Harald Pfeifer (2017): Pre-training competencies and the productivity of apprentices. *Evidence-based HRM: a global forum for empirical scholarship* 5(1), pp. 59-79.
- Muehleemann, Samuel and Harald Pfeifer (2016): The Structure of Hiring Costs in Germany: Evidence from Firm-Level Data. *Industrial Relations* 55 (2), pp. 193-218.
- Dietrich, Hans; Holger Alda; Harald Pfeifer; Felix Wenzelmann; Gudrun Schönfeld; Stefan Schiel and Stefan Seth (2014): Linked employer-employee data on firms' training costs: Enriching register based LEE data with firm level data on apprenticeship training. *Journal of Applied Social Science Studies (Schmollers Jahrbuch)* 134 (2), pp. 237-248.
- Kriechel, Ben; Samuel Muehleemann; Harald Pfeifer and Miriam Schütte (2014): Works Councils, Collective Bargaining, and Apprenticeship Training – Evidence From German Firms. *Industrial Relations* 53 (2), pp. 199-222.
- Busemeyer, Marius; Renate Neubäumer; Harald Pfeifer and Felix Wenzelmann (2012): The transformation of the German vocational training regime: evidence from the level of firms' training behavior. *Industrial Relations Journal* 43 (6), pp. 572–591.
- Pfeifer, Harald; Felix Wenzelmann and Gudrun Schönfeld (2011): How large is the firm-specific component of German apprenticeship training? *Empirical Research in Vocational Education and Training* 3 (2), pp. 85-104.
- Muehleemann, Samuel; Harald Pfeifer; Günter Walden; Felix Wenzelmann and Stefan C. Wolter (2010): The Financing of Apprenticeship Training in the Light of Labor Market Regulations. *Labour Economics* 17, pp. 799–809.
- Pfeifer, Harald; Felix Wenzelmann and Gudrun Schönfeld (2010): Ausbildungskosten und das Übernahmeverhalten von Betrieben - Ein Vergleich der BIBB-Kosten- und Nutzenerhebungen der Jahre 2000 und 2007. *German Review of Social Policy (Sozialer Fortschritt)* 59 (6-7), pp. 174-182.
- Dionisius, Regina; Samuel Muehleemann; Harald Pfeifer; Günter Walden; Felix Wenzelmann and Stefan C. Wolter (2009): Cost and Benefit of Apprenticeship Training: A Comparison of Germany and Switzerland. *Applied Economics Quarterly* 55(1), pp. 7-36.
- Dionisius, Regina; Samuel Muehleemann; Harald Pfeifer; Gudrun Schönfeld; Günter Walden; Felix Wenzelmann and Stefan C. Wolter (2009): Ausbildung aus Produktions- oder Investitionsinteresse?

Einschätzungen von Betrieben in Deutschland und der Schweiz. *Zeitschrift für Berufs- und Wirtschaftspädagogik* 5/09, pp.267ff.

► **Working papers (other than already published)**

Wehner, Caroline; Andries de Grip and Harald Pfeifer (2020): Do Recruiters Select Workers with Different Personality Traits for Different Tasks? A Discrete Choice Experiment. IZA Discussion Paper No. 13733. <http://ftp.iza.org/dp13733.pdf>

Christian Rupiotta; Harald Pfeifer and Uschi Backes-Gellner (2017): Firms' knowledge acquisition during dual-track VET: Which sources are important for innovativeness? Economics of Education Working Paper Series Nr. 0131. Institute for Strategy and Business Economics, University of Zurich. http://repec.business.uzh.ch/RePEc/iso/leadinghouse/0131_lhwpaper.pdf

Jansen, Anika; Harald Pfeifer and Julia Raecke (2017): Only the brave? Risk and time preferences of decision makers and firms' investment in worker training. ROA Research Memorandum 2017/2. http://roa.sbe.maastrichtuniversity.nl/roanew/wp-content/uploads/2017/03/ROA_RM_2017_2.pdf

Dietrich, Hans; Harald Pfeifer and Felix Wenzelmann (2016): The more they spend, the more I earn? Firms' training investments and post-training wages of apprentices. Economics of Education Working Paper Series Nr. 0116. Institute for Strategy and Business Economics, University of Zurich. http://repec.business.uzh.ch/RePEc/iso/leadinghouse/0116_lhwpaper.pdf

Pfeifer, Harald (2016): Firms' motivation for training apprentices: an Australian-German comparison. NCVET Occasional Paper. Adelaide, Australia. <https://www.ncver.edu.au/publications/publications/all-publications/firms-motivation-for-training-apprentices-an-australian-german-comparison>

Cörvers, Frank; Hans Heijke; Ben Kriechel and Harald Pfeifer (2011): High and steady or low and rising? Life-cycle earnings patterns in vocational and general education. ROA Research Memorandum 2011/7. http://www.roa.unimaas.nl/pdf_publications/2011/ROA_RM_2011_7.pdf

Pfeifer, Harald (2008): Train to gain – The benefits of employee-financed training in Germany. Economics of Education Working Paper Series Nr. 0037. Institute for Strategy and Business Economics, University of Zurich. http://www.isu.uzh.ch/leadinghouse/WorkingPapers/0037_lhwpaper.pdf

► **Other journal articles**

Muehleemann, Samuel; Harald Pfeifer and Bernhard Wittek (2020): Auswirkungen der Coronakrise auf den Ausbildungsstellenmarkt: Was die Politik tun kann. *ifo Schnelldienst* 73(9), pp. 19-22.

Pfeifer, Harald; Felix Wenzelmann and Stefan C. Wolter (2016): Kostenunterschiede der betrieblichen Ausbildung in Deutschland und der Schweiz. *BWP – Berufsbildung in Wissenschaft und Praxis* 2/2016, pp. 33-37.

Pfeifer, Harald; Günter Walden and Felix Wenzelmann (2014): Reduziert die Einführung eines Mindestlohns die Anreize, eine Berufsausbildung aufzunehmen? *BWP – Berufsbildung in Wissenschaft und Praxis* 2/2014, pp. 48-50.

Pfeifer, Harald and Normann Müller (2009): International indicators on youth education attainment levels - what is Germany's true position? *BWP – Berufsbildung in Wissenschaft und Praxis*, Special Edition 2009, pp.14-17.

Pfeifer, Harald (2008): Weiterbildungsteilnahme in Deutschland und dem Vereinigten Königreich - Eine Frage des individuellen Nutzens? *BWP – Berufsbildung in Wissenschaft und Praxis*, 05/2008, pp. 25-29.

Berger, Klaus and Harald Pfeifer (2008): Bildungssparen - Der richtige Weg zum richtigen Ziel? *BWP – Berufsbildung in Wissenschaft und Praxis*, Volume 01/2008, pp. 19-22.

Pfeifer, Harald (2007): Internationale Indikatoren zum Bildungsstand der Bevölkerung: Wo steht Deutschland wirklich? *BWP - Berufsbildung in Wissenschaft und Praxis*, Volume 36/2007, H. 2, pp. 50-52.

► *Monographs*

- Schönfeld, Gudrun; Anika Jansen; Felix Wenzelmann and Harald Pfeifer (2016): Kosten und Nutzen der dualen Ausbildung aus Sicht der Betriebe. Ergebnisse der fünften BIBB-Kosten-Nutzen-Erhebung. Bielefeld.
- Pfeifer, Harald (2013): Empirical Investigations of the Costs and Benefits of Vocational Education and Training. ROA Dissertation Series No 14. Research Centre for Education and the Labour Market (ROA), Maastricht University.
- Schönfeld, Gudrun; Felix Wenzelmann; Regina Dionisius; Harald Pfeifer and Günter Walden (2010): Kosten und Nutzen der dualen Ausbildung aus Sicht der Betriebe - Ergebnisse der vierten BIBB-Kosten- und Nutzen-Erhebung Berichte zur beruflichen Bildung. Bundesinstitut für Berufsbildung.
- Pfeifer, Harald (2003): German Labour Market Trends. In the Spotlight. Federal Statistical Office (DESTATIS), Wiesbaden.

► *Chapters in books*

- Jansen, Anika and Harald Pfeifer (2013): Productivity of apprentices: the impact of school-developed key competencies. In: Akoojee & Gonon & Hauschildt (eds.), Apprenticeship in a globalised world: premises, promises and pitfalls, pp. 247-250.
- Cörvers, Frank; Hans Heijke; Ben Kriechel and Harald Pfeifer (2010): High and steady or low and rising? Vocational versus general education in life-cycle earnings. In: Mancebón-Torrubia & Ximénez-de-Embún & Gómez-Sancho & Greg (eds.), Investigaciones de Economía de la Educación 5, edition 1, volume 5, chapter 47, pp. 931-948.
- Pfeifer, Harald and Günter Walden (2010): Lohnt sich die Ausbildung für Betriebe? Ökonomische Grundlagen der betrieblichen Ausbildung. In: Werner (ed.), 40 Jahre Bundesinstitut für Berufsbildung: 40 Jahre Forschen - Beraten - Zukunft gestalten, pp. 100-109.
- Schönfeld, Gudrun; Felix Wenzelmann and Harald Pfeifer (2010): Kosten und Nutzen der Betrieblichen Berufsausbildung - Ergebnisse einer Betriebsbefragung 2007. Ausbilder-Handbuch, Aktualisierungslieferung 116.
- Pfeifer, Harald (2006): Welchen Nutzen hat Weiterbildung für Individuen: In Deutschland und in anderen europäischen und nicht-europäischen Ländern? In: Kosten, Nutzen, Finanzierung beruflicher Weiterbildung: Ergebnisse der BIBB-Fachtagung vom 2. und 3. Juni 2005 in Bonn, pp. 232-257.

► *Reports*

- Schönfeld, Gudrun; Felix Wenzelmann; Harald Pfeifer; Paula Risius; Caroline Wehner (2020): Ausbildung in Deutschland – eine Investition gegen den Fachkräftemangel. Ergebnisse der BIBB-Kosten-Nutzen-Erhebung 2017/18. BIBB-Report 1/2020.
- Berger, Klaus; Christiane Eberhardt; Benno Koch; Samuel Mühlemann; Harald Pfeifer and Julia Raecke (2019): Ausbildungsqualität in Betrieben: Welchen Beitrag leistet die betriebliche Mitbestimmung? Reihe: Forschungsförderung Working Paper, Nr. 130. Hans-Böckler-Stiftung.
- Wenzelmann, Felix and Harald Pfeifer (2018): Die Mindestausbildungsvergütung aus betrieblicher Perspektive: Einschätzungen auf Basis von datenbasierten Simulationen. BIBB-Report 4/2018.
- Jansen, Anika; Harald Pfeifer; Gudrun Schönfeld and Felix Wenzelmann (2015): Ausbildung in Deutschland weiterhin investitionsorientiert - Ergebnisse der BIBB-Kosten-Nutzen-Erhebung 2012/13. BIBB-Report 1/2015.
- Schönfeld, Gudrun; Felix Wenzelmann; Harald Pfeifer and Regina Dionisius (2009): Betriebliche Berufsausbildung: Ergebnisse der Kosten- und Nutzenerhebung 2007. Datenreport zum Berufsbildungsbericht 2009, pp. 230-242.
- Wenzelmann, Felix; Gudrun Schönfeld; Harald Pfeifer and Regina Dionisius (2009): Betriebliche Berufsausbildung: Eine lohnende Investition für die Betriebe. Ergebnisse der BIBB-Kosten- und Nutzen-Erhebung 2007. BIBB-Report 8/2009.

Pfeifer, Harald (2007): Berufliche Weiterbildung in technologie- und wissensintensiven Wirtschaftszweigen – Eine europäische Analyse auf der Basis des Ad-hoc-Moduls Lebenslanges Lernen. Gutachten im Rahmen der Berichterstattung zur technologischen Leistungsfähigkeit Deutschlands. Studien zum deutschen Innovationssystem No. 01-2007. BMBF.

SELECTED CONFERENCE PRESENTATIONS

IAB Conference Labour Market Transitions: Challenges for Public Policies and Research: 2020
Conference of the European Association of Labour Economists (EALE): 2018, 2017, 2016, 2012, 2009
Conference of the European Society for Population Economics (ESPE): 2017, 2011, 2009
Conference of the Society for the Advancement of Socio-Economics (SASE): 2021, 2017, 2016, 2010
Conference Autonomy at work and employee involvement: causes and consequences: 2016
Conference of the European Survey and Research Association (ESRA): 2015
International Conference on the Optimal Skill Mix for a Modern Economy: 2013
Annual Meeting of the Labour and Employment Relations Association (LERA): 2012
Conference of the European Economic Association (EEA): 2012
Interdisciplinary Congresses on Research in Vocational Education and Training: 2011, 2009
International Conference on Economics of Education, Firm Behaviour and Training Policies: 2008
European Conference on Educational Research (ECER): 2006

AWARDS

Emerald Literati Awards 2018. Paper: Pre-training competencies and the productivity of apprentices, together with Anika Jansen

Winner of the Best Paper Award 2016 of the Swiss Leading House - Economics of Education. Paper: The Structure of Hiring Costs in Germany: Evidence from Firm-Level Data, together with Samuel Muehlemann

Runners-up Prize of the Best Paper Award 2014 of the Swiss Leading House - Economics of Education. Paper: Works Councils, Collective Bargaining, and Apprenticeship Training – Evidence from German Firms, together with Ben Kriechel, Samuel Muehlemann and Miriam Schütte

2nd Place in the Best Paper Award of the 3rd Congress on Research in Vocational Education and Training in Bern, Switzerland 2013. Paper: The Impact of Firm's Training Investments on Labour Market Outcomes, together with Hans Dietrich and Felix Wenzelmann.

Winner of the LERA (Labour and Employment Relations Association) Refereed Paper Competition for the 64th LERA Conference 2012 in Chicago, USA. Paper: Works Councils, Collective Bargaining, and Apprenticeship Training, together with Ben Kriechel, Samuel Muehlemann and Miriam Schütte.

Runners-up Prize of the Best Paper Award 2010 of the Swiss Leading House - Economics of Education. Paper: The financing of apprenticeship training in the light of labor market regulations, together with Samuel Muehlemann, Günter Walden, Felix Wenzelmann and Stefan C. Wolter

AFFILIATIONS/MEMBERSHIPS

Research Fellow at the Institute of Labor Economics (IZA)

Member of the "Standing Field Committee for Economics of Education" of the German Economic Association (*Verein für Socialpolitik*).

Fellow at the National Centre for Vocational Education Research (NCVER) in Adelaide, Australia

Associated Researcher at the Swiss Leading House "VPET-ECON", University of Zurich and Berne, Switzerland

Auditor of the European Association of Labour Economists (EALE), Maastricht, Netherlands
