

Dr. Caroline Wehner – Curriculum Vitae

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Contact Address

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Research Interest

Education, Labor and Behavioral Economics;
Management Practice related to Recruitment and Training

Additional Affiliations

Institute of Labor Economics (IZA), Bonn, Germany;
Research Center for Education and the Labour Market (ROA) at Maastricht University, Maastricht, The Netherlands;
United Nations University – Maastricht Economic and Social Research Institute on Innovation and Technology (UNU-Merit), Maastricht, The Netherlands

Current Position and Academic Career

04/2017 – present	Research Associate Federal Institute for Vocational Education and Training (BIBB), Division 1.3 - Economics of VET, Bonn, Germany
04/2011 – 03/2017	Resident Research Affiliate IZA – Institute of Labor Economics, Bonn, Germany
11/2008 – 03/2011	Student Research Assistant IZA - Institute of Labor Economics, Bonn, Germany
07/2007 – 10/2008	Student Research Assistant Chair for Empirical Social and Economic Research, University of Cologne, Germany

06/2006 – 06/2007 Student Assistant
GESIS - Data Archive for the Social Sciences, Cologne, Germany

Research Projects (Project Leader)

07/2019 – 12/2024 Firms' Training and Recruitment Decisions (with H. Pfeifer (until 12/2023)):
- Development and Conduction of Data Collection Modules and Vignette Studies in three Surveys interviewing Firm Decision Makers;
- Supervision of two PhD Theses in Cooperation with ROA/Maastricht University and one Bachelor Thesis in Cooperation with Cologne University

Education

08/2012 – 05/2018 Ph.D. in Education Economics and Governance
Maastricht University – School of Business and Economics; UNU-Merit/Maastricht Graduate School of Governance, Maastricht, The Netherlands
Supervisors: L. Borghans, T. Schils
Thesis: "Too Scared to Achieve? The Relation between Neuroticism, Conscientiousness and Socio-Economic Outcomes"

04/2005 – 01/2011 Diplom-Volkswirtin (equ. M.A. Economics),
University of Cologne, Germany
Supervisors: C. Fuest, A. Peichl
Thesis: "Can a Minimum Wage Efficiently Reduce Poverty? A Microsimulation Approach for Germany"

08/2008 – 10/2008 Studies in Sociology and Empirical Research,
Utrecht University, The Netherlands

10/2003 – 03/2005 Studies in Regional Sciences Latin America (Specialization Economics),
University of Cologne, Germany

09/1999 – 01/2002 Apprenticeship as IT-System Merchant
PIRONET-NDH AG, Cologne, Germany

Publications

A. Refereed Journals

Minssen, L., Levels, M., Pfeifer, H. and Wehner, C. (2024): Recruiting mid-qualified workers in product-innovating firms: Which personality traits matter?, *Journal of Behavioral and Experimental Economics*, Vol. 112, 102267.

Open Access: <https://doi.org/10.1016/j.socec.2024.102267>

Caliendo, M., Cobb-Clark, D. A., Pfeifer, H., Uhlenhorff, A. and Wehner, C. (2024): Managers' risk preferences and firm training investments. *European Economic Review*, Vol. 161, 104616.

Open Access: <https://doi.org/10.1016/j.euroecorev.2023.104616>

Rohrbach-Schmidt, D., Wehner, C., Krueger, S. and Ebner, C. (2023): Wage returns to job tasks and personality traits in Germany. *International Journal of Manpower*, Vol. 44 (9), pp. 55-71.

Open Access: <https://doi.org/10.1108/IJM-01-2022-0038>

Wehner, C., de Grip, A. and Pfeifer H. (2022): Do recruiters select workers with different personality traits for different tasks? A discrete choice experiment. *Labour Economics*, Vol. 78, 102186.

Open Access: <https://doi.org/10.1016/j.labeco.2022.102186>

Wehner, C. and Schils, T. (2021): Who are the low educational achievers? An analysis in relation to gender, emotional stability and conscientiousness. *Applied Economics*, Vol. 53 (46), pp. 5354-5368.

Open Access: <https://doi.org/10.1080/00036846.2021.1922592>

Eichhorst, W., Marx, P. and Wehner, C. (2017): Labor market reforms in Europe: towards more flexicure labor markets? *Journal of Labour Market Research*, Vol. 51 (3).

Open Access: <https://doi.org/10.1186/s12651-017-0231-7>

Ritzen, J., Wehner, C. and Zimmermann, K. F. (2016): Euroskepticism, income inequality and financial expectations. *The B.E. Journal of Economic Analysis & Policy*, Vol. 16 (2), pp. 539-576.

Open Access: <https://doi.org/10.1515/bejeap-2015-0052>

B. Books/ Book Chapters

Wehner, C. (2018). Too scared to achieve: the relation between neuroticism, conscientiousness and socioeconomic outcomes. Doctoral Thesis, Maastricht University, Boekenplan Maastricht.

Abstract: <https://doi.org/10.26481/dis.20180525cw>

Eichhorst, W., Tobsch, V. und Wehner, C. (2016): Neue Qualität der Arbeit? In: Badura, B., Ducki, A., Schröder, H., Klose, J., Meyer, M. (eds) Fehlzeiten-Report 2016. Fehlzeiten-Report, Vol. 2016. Springer, Berlin, Heidelberg.

Abstract: https://doi.org/10.1007/978-3-662-49413-4_2

C. Policy Reports

Schönfeld, G., Wenzelmann, F., Pfeifer, H., Risius, P. and Wehner C. (2020): Training in Germany – an investment to counter the skilled worker shortage. Results of the 2017/18 BIBB Cost-Benefit Survey. BIBB report 3. Bonn 2020. Open Access:

https://www.bibb.de/dienst/publikationen/en/16745?from_stage=ID_96240&title=Training-in-Germany-as-investment-to-counter-the-skilled-worker-shortage

Werner Eichhorst, Martin Kahanec, Michael J. Kendzia, Caroline Wehner, et al. (2013): IZA Research Report No. 54: Social protection rights of economically dependent self-employed workers. Report based on a study conducted for the European Parliament, Bonn 2013 (128 pages).

Open Access: <https://www.iza.org/publications/r/156/social-protection-rights-of-economically-dependent-self-employed-workers>

D. Work in Progress

Are recruiters driving gender segregation? Evidence from the German apprenticeship market, joint with L. Minssen, M. Levels, and H. Pfeifer.

Gender differences in employers' promotion decisions: The role of working-time, care obligations, and work-family policies, joint with P. Protsch and A. de Grip.

Do firms with works councils prefer agreeable job applicants? A discrete choice experiment, joint with A. de Grip, J. Kensbock, and H. Pfeifer.

Educational mismatch and locus of control, joint with Ana Santiago Vela.

Migration background and recruiters' hiring preferences for VET applicants, joint with A. Shirshikova, F. Cörvers, R. Montizaan, and H. Pfeifer.

Leadership mobility and risk preference change, joint with D. Becker.

Personality and mental health: The role and substitution effect of emotional stability and conscientiousness, IZA DP No. 10337, joint with T. Schils and L. Borghans.

Conference, Workshop Presentations and Invited Talks

2024	European Consortium for Sociological Research (ECSR), Barcelona, Spain; 26th Colloquium on Personnel Economics (COPE), Zürich, Switzerland
2023	25th Colloquium on Personnel Economics (COPE), Amsterdam, The Netherlands; 7 th International Meeting on Experimental and Behavioral Social Sciences (IMEBESS), Lisbon, Portugal; 6th Edition of the Workshop "Experiments on Social Inequality", Sciences Po Paris, France; BIBB-IAB-ROA Workshop, Maastricht, The Netherlands

European Survey Research Association (ESRA), Milan, Italy

- 2022 7th Congress on Research in Vocational Education and Training at the Swiss Federal Institute for Vocational Education and Training (SFIVET), Zollikofen, Switzerland;
SASE 2022, Amsterdam, The Netherlands
- 2021 Friday Lunch Talk, Swiss Leading House on Economics of Education: Firm Behaviour and Training Policies at University Zurich, Switzerland;
Advisory Board Meeting at BIBB, Bonn, Germany
- 2020 23rd Colloquium on Personnel Economics (COPE), London, UK (cancelled due to Covid-19);
34th Annual Conference of the European Society for Population Economics (ESPE), Barcelona, Spain (cancelled due to Covid-19);
Cedefop, Eurofound and IZA Conference on Workplace and Management Practices, Dublin, Ireland
- 2019 Frühjahrstagung Sektion „Soziale Ungleichheit und Sozialstrukturanalyse“, WZB Berlin, Germany;
SASE 2019, New York, USA
- 2018 3rd International NEPS Conference, Bamberg, Germany;
HEIRS 2018, Naples, Italy
- 2017 UCD PhD Conference in Behavioral Science, Dublin, Ireland
- 2016 HEIRS 2016, Lugano, Italy;
University Tübingen/LEAD Graduate School Retreat, Bad Urach, Germany;
19th IZA Summer School in Labor Economics, Ammersee, Germany;
Stirling PhD Conference in Behavioural Science, Stirling, UK
- 2015 ECPR General Conference, Montréal, Canada
- 2014 3rd Potsdam PhD Workshop in Empirical Economics, Potsdam, Germany;
IZA Brown Bag Seminar, Bonn, Germany

Teaching

Since 2018 (every Spring Term; except 2024)	Bachelor: Practical Seminar on Working Conditions in Germany (Developing a Research Question, Quantitative Analysis with Stata, and Writing a Research Paper) (with D. Rohrbach-Schmidt), Faculty of Management, Economics and Social Science, University of Cologne, Germany
Since 2020	Supervision PhD Thesis (with D. Fouarge and H. Pfeifer), School of Business and Economics, Maastricht University, The Netherlands
Since 2020	Supervision PhD Thesis (with M. Levels and H. Pfeifer), School of Business and Economics, Maastricht University, The Netherlands
2019-2020	Supervision Bachelor Thesis (with M. Jacob), Faculty of Management, Economics and Social Science, University of Cologne, Germany
2019	Master: Practical Seminar in Firms - Economic Case Study (with T. Schils), School of Business and Economics, Maastricht University, The Netherlands
2017	PhD Applicants: Academic Writing and Proposal Presentation, Program: Evidence-Based Policy Research Methods (EPRM), University Maastricht/ Maastricht Graduate School of Governance, The Netherlands
2016	PhD Applicants: Academic Writing and Proposal Presentation, Program: Evidence-Based Policy Research Methods (EPRM), University Maastricht/ Maastricht Graduate School of Governance, The Netherlands

Organization of Seminars and Conferences

11/2019	2 nd BIBB Conference - The Economics of Vocational Education and Training, Siegburg, Germany (with H. Pfeifer and F. Wenzelmann)
06/2016	European Commission/IZA Conference, Brussels, Belgium (with W. Eichhorst)
03/2016	ILO/IZA Conference: Assessing the Effects of Labor Market Reforms - A Global Perspective, Geneva, Switzerland (with W. Eichhorst)
10/2015	IZA/OECD Employment Seminar, Paris, France (with W. Eichhorst)
10/2014 – 03/2017	IZA Policy Seminar: monthly seminar series at IZA, Bonn, Germany

07/2013

IZA/VEF Workshop: A European Labor Market with Full Employment, More Income Security and Less Income Inequality in 2020, Bonn, Germany (with J. Ritzen)