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## Specificity of occupational training and occupational mobility: an empirical study based on Lazear's skill-weights approach

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Mobility skill-weights occupational specificity apprenticeship training

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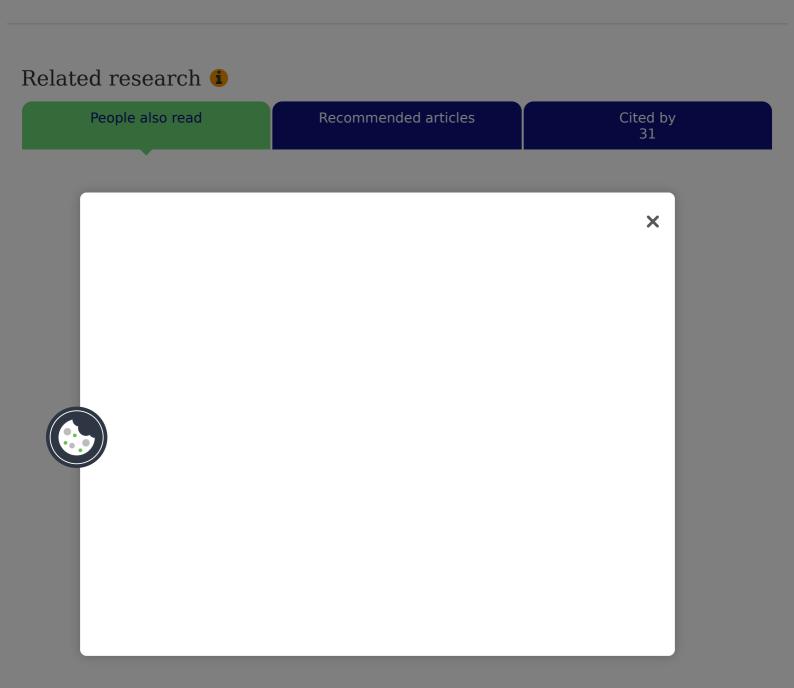


A complete list of all analysed apprenticeship training occupations in this paper can be found in Appendix  $\underline{1}$ , Table A3.

We use ranks instead of relative frequencies to normalise our explanatory variable. The specificity degree must not be distorted by the number of acquired skills in an occupation. If this were the case, we would replicate the (low or high) skill level of an education, instead of the specificity of a skill combination.

We are able to perfectly match 28 training occupations in the 1980s, 11 training occupations in the early 1990s, and 35 occupations in the late 1999s. Overall, this makes 74 cases with different degrees of occupational specificity.

As we use broad classification codes, an employee is in case of upward career mobility (e.g. promotion) nonetheless still classified in the same occupation and therefore no horizontal occupational change occurred despite this career move.



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