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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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Notes

Since the number of occupations in these cost evaluations is limited, we have to concentrate the empirical analysis in this paper on these particular occupations.

The cost evaluation 1991 includes only training firms from West Germany, while the newest study also includes East Germany. Not only were the labour market structures

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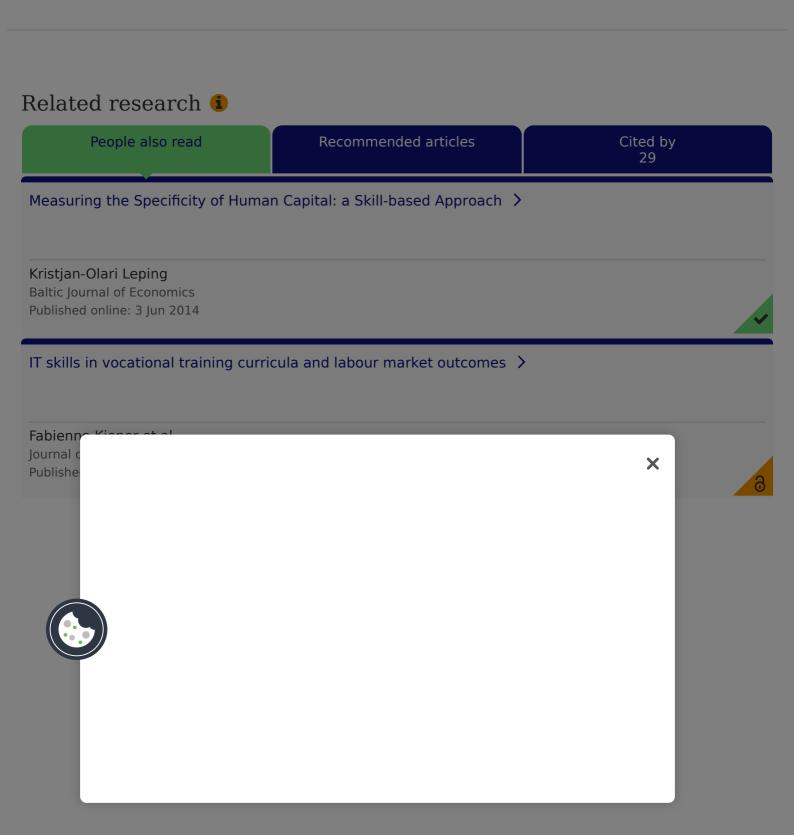
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specificity degree must not be distorted by the number of acquired skills in an

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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