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Research Report

More years of education lead to more work-related training

RWI Impact Notes

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More Years of Education Lead to More Work-Related Training

New findings show that the principle *learning begets learning* does not only apply to early childhood education but also to the duration of schooling

An active participation in work-related training supports career development and reduces the risk of job loss. A pioneering RWI study demonstrates that the duration of schooling and vocational education has a causal impact on how an employee acquires training throughout adulthood. Consequently, public investments in school and college education may have a significant impact on lifelong learning.

Project period: January 2012 – December 2017

Funding: German Research Foundation (Deutsche Forschungsgemeinschaft, DFG)

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KEY FACTS

Research results indicate for the first time that the correlation between education and participation in work-related training is causal: individuals with more years of schooling or vocational education participate more often in work-related training.

This is a long-term effect that also applies to employees in the middle or the higher age groups.

Public investments in schooling and vocational education increase the chance of lifelong learning and thus generate a double return.

Why is work-related training important?

Policy makers have focused on investments in lifelong learning for several years now, e.g. in the Lisbon Strategy for European countries. A higher level of education increases productivity and innovation. This is beneficial for the economy as a whole. Furthermore, each individual takes benefits by actively participating in training activities: the income rises and the risk of losing a job declines. Occupation-specific training includes computer courses, specialist courses or soft skill seminars.

Are all employees equally likely to participate in work-related training?

The answer is no. The basis for educational attainment in life is laid from early childhood on. In fact, numerous studies have proven that learning begets learning. Individuals who have already experienced early childhood education are more successful in school and make different decisions with regard to their education (e.g. whether they leave school after having finished compulsory education or whether they stay longer and qualify for college). So far, it has been unclear if such effects also result from schooling and vocational education and, in addition, how long these effects persist. For the first time, a new RWI study looks at the du-

ration of schooling and vocational education and analyses if these two parameters affect the future participation in work-related training.

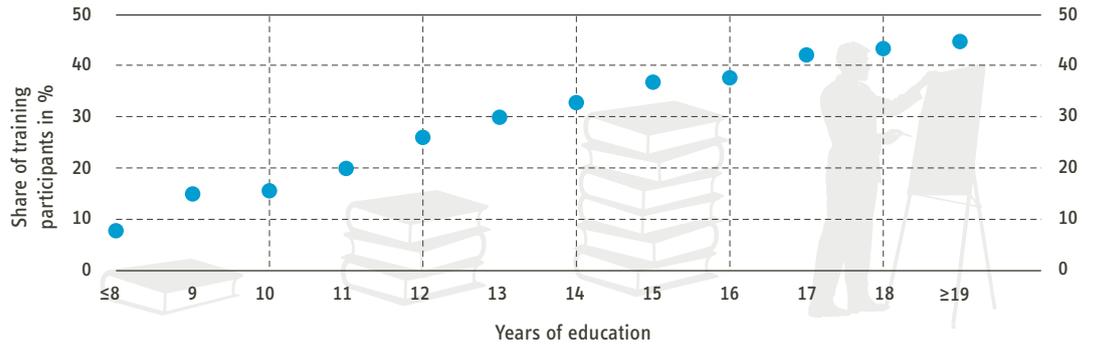
How is the duration of school attendance affecting the participation of work-related training during adulthood?

International data show that a higher educational level is associated with a more frequent participation in work-related training. Yet it remains an open question whether this correlation is causal or whether non-observable parameters, as for example personal characteristics of employees, are responsible for both decisions. By means of an analysis method focusing on a compulsory schooling reform in Germany that had been introduced at different stages between 1946 and 1969, depending on the respective federal state, the latest RWI study bypasses these difficulties. Additionally, it includes varying geographical distances between university and the place of residence of former students. The results show that the duration of schooling and vocational education has a causal impact on training participation. Each year of education early in life raises the training probability within one year by around 3 percentage points. This is a significant effect compared to the average training rate of 33 percent among the total population.

Quelle:

More Years of Schooling Increase the Probability for Work-Related Training Later in Life

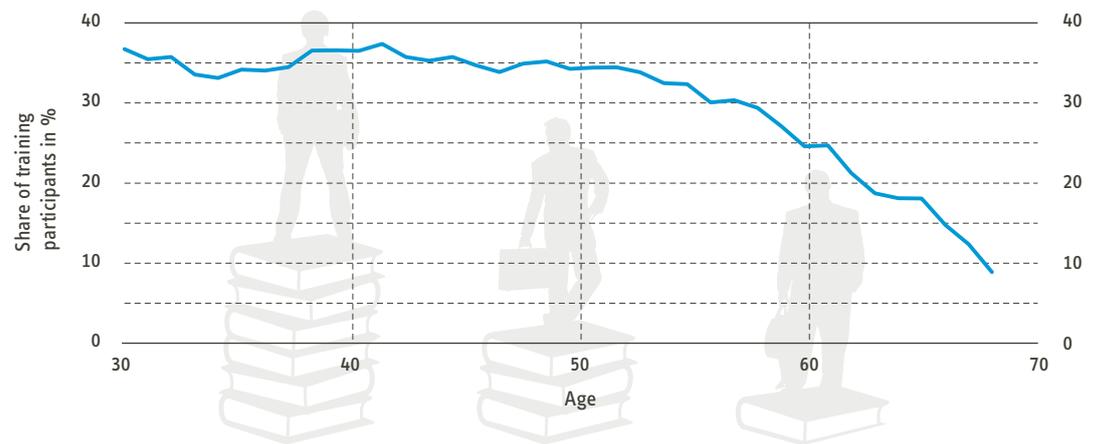
Kramer, A. and M. Tamm (2016):
Does Learning Beget Learning
Throughout Adulthood?
Evidence from Employees' Training Participation.
Ruhr Economic Paper #618.
http://www.rwi-essen.de/media/content/pages/publikationen/ruhr-economic-papers/rep_16_618.pdf



Note: Sample restricted to employed individuals born in West Germany. Training participation in 2009.

Source: Own calculations based on the adult sample of the National Educational Panel Study (NEPS).

The Share of Training Participation Declines with Rising Age



Note: Share of individuals having participated in work-related training during the previous twelve months.

Source: Own calculations based on NEPS.

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