



## EINLADUNG ZUR NÄCHSTEN VERANSTALTUNG DES POTSDAM RESEARCH SEMINAR IN ECONOMICS

Wir laden Sie herzlich zur nächsten Veranstaltung des Potsdam Research Seminar in Economics am 18.07.2017 ein.

Das Seminar findet von **14.00 bis 16.00 Uhr** (c.t.) in Raum **3.01.231** statt.

*Referentin:*

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*Thema des Vortrages:*

**How to increase the training participation of low-educated workers?**

Abstract:

We know that low-educated workers train less than high-educated workers (e.g., Bassanini et al. 2007). Literature suggests that this is not due to firms as they do not seem to differentiate in their willingness to train low and high educated workers (Leuven and Oosterbeek 1999; Maximiano 2012). Fouarge, de Grip and Schils (2013) suggest that the training gap might instead be due to differences in economic preferences and personality traits between low and high educated workers. As it is difficult to tune personality through policy measures, they conclude that it will be difficult to increase training participation of low educated workers. In this paper, we make use of a vignette study among workers to analyze how training participation can be made more attractive to low educated workers. Moreover, we analyze to what extent employers' HR practices are effective in stimulating low-educated workers to participate in training.

Making use of a vignette among employers, we find, in line with earlier studies, that employers do not discriminate against low-educated workers in their training provision. Nevertheless, in an employee survey, we find that feedback does not affect training participation of low-educated workers in a similar way as high-educated workers. Whereas feedback from the supervisor is negatively related to training participation of low-educated workers, this is not the case for high-educated workers. However, feedback from colleagues is positively related to training participation among low-educated workers. This suggests that in order to stimulate training participation by low-educated workers firms should create a learning climate in which feedback is more provided via colleagues rather than via supervisors. An employee vignette shows that low-educated workers prefer a training that is focused on technical skills, is fully paid by the employer and takes entirely place during working hours. Based on these findings, employers could stimulate training participation of low-educated workers by facilitating training in terms of money and time. Not surprisingly, it is however exactly these aspects of training which are least popular from an employer's perspective.

Annemarie Künn-Nelen, Davey Poulissen, Didier Fouarge, Andries de Grip

Wir freuen uns auf Ihre Teilnahme.