

- *Curriculum Vitae* -

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ACADEMIC CAREER

- ▶ 6/2018 – *current* Chair of ‘Economics of Vocational Education and Training’ at the Research Centre for Education and the Labour Market (ROA)/Maastricht University, Netherlands
- ▶ 9/2008 – 10/2013 Doctoral Degree at Maastricht University/Research Centre for Education and the Labour Market (ROA), Netherlands
- ▶ 9/1999 – 2/2000 Study abroad at the University Carlos III in Madrid, Spain
- ▶ 7/1997 – 6/2001 Master ‘International Economic Studies’ at Maastricht University, Netherlands

PROFESSIONAL EXPERIENCE

- ▶ 1/2018 – *current* Head of Section ‘Economics of Vocational Education and Training’ at the Federal Institute for Vocational Education and Training (BIBB) in Bonn, Germany
 - ▶ 9/2014 – 7/2015 Visiting Research Fellow at National Centre for Vocational Education Research (NCVER) in Adelaide, Australia
 - ▶ 6/2004 – 12/2017 Researcher at the Federal Institute for Vocational Education and Training (BIBB) in Bonn, Germany
 - ▶ 4/2002 – 05/2004 Researcher at the German Federal Statistical Office (DESTATIS) in Wiesbaden, Germany
 - ▶ 6/2001 – 02/2002 External Collaborator at the International Labour Office (ILO) in Geneva, Switzerland
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PUBLICATION RECORD

► *Peer-reviewed journal articles*

- Neuber-Pohl, Caroline; Damiano Pregaldini; Uschi Backes-Gellner; Sandra Dummert and Harald Pfeifer (2026): Employment Prospects and Firm-based Training: Evidence from Opening the Swiss-German Border. *Labour Economics* 99.
- Weis, Kathrin; Samuel Muehlemann and Harald Pfeifer (2025): Works Councils and Apprenticeship Training: Heterogeneous Works Councils, Heterogeneous Effects? *British Journal of Industrial Relations*.
- Pfeifer, Harald; Caroline Wehner; Andries de Grip and Julia Kensbock (2025): Do firms with works councils prefer agreeable job applicants? A discrete choice experiment. *Industrial Relations: A Journal of Economy and Society* 64(4), pp. 547-579.
- Minssen, Luisa; Mark Levels; Harald Pfeifer and Caroline Wehner (2025): Are recruiters driving gender segregation? Evidence from the German apprenticeship market. *German Journal of Human Resource Management* 39(4), pp. 336-366.
- Minssen, Luisa; Mark Levels; Harald Pfeifer and Caroline Wehner (2024): Recruiting mid-qualified workers in product-innovating firms: Which personality traits matter? *Journal of Behavioral and Experimental Economics* 112.
- Caliendo, Marco; Deborah A. Cobb-Clark; Harald Pfeifer; Arne Uhendorff and Caroline Wehner (2024): Managers' Risk Preferences and Firm Training Investments. *European Economic Review* 161.
- Muehlemann, Samuel and Harald Pfeifer (2023): Evaluating apprenticeship training programs for firms - Cost-benefit surveys of employers help design more effective training policies. *IZA World of Labor* 506.
- Wehner, Caroline; Andries de Grip and Harald Pfeifer (2022): Do recruiters select workers with different personality traits for different tasks? A discrete choice experiment. *Labour Economics* 78.
- Muehlemann, Samuel; Hans Dietrich; Gerard Pfann and Harald Pfeifer (2022): Supply shocks in the market for apprenticeship training. *Economics of Education Review* 86(1).
- Muehlemann, Samuel; Harald Pfeifer and Bernhard Wittek (2020): The effect of business cycle expectations on the German apprenticeship market: Estimating the impact of Covid-19. *Empirical Research in Vocational Education and Training* 12(8), pp. 1-30.
- Pfeifer, Harald (2020): Works councils and absenteeism of apprentices - An empirical analysis. *Economic and Industrial Democracy* 41(3), pp. 672-692.
- Pfeifer, Harald; Gudrun Schönfeld and Felix Wenzelmann (2019): Firms' motivation to train apprentices - A matter of social responsibility? *Formation Emploi* 146(2), pp. 29-52.
- Koch, Benno; Samuel Muehlemann and Harald Pfeifer (2019): Do works councils improve the quality of apprenticeship training? Evidence from German workplace data. *Journal of Participation and Employee Ownership* 2(1), pp. 47-59.
- Pfeifer, Harald and Uschi Backes-Gellner (2018): Another piece of the puzzle: Firms' investment in training as production of optimal skills inventory. *Empirical Research in Vocational Education and Training* 10(6), pp. 1-17.
- Wenzelmann, Felix; Samuel Muehlemann and Harald Pfeifer (2017): The costs of recruiting apprentices: evidence from German establishment-level data. *German Journal of Human Resource Management* 31(2), pp. 108-131.
- Jansen, Anika and Harald Pfeifer (2017): Pre-training competencies and the productivity of apprentices. *Evidence-based HRM: a global forum for empirical scholarship* 5(1), pp. 59-79.
- Muehlemann, Samuel and Harald Pfeifer (2016): The structure of hiring costs in Germany: Evidence from firm-level data. *Industrial Relations: A Journal of Economy and Society* 55(2), pp. 193-218.
- Dietrich, Hans; Holger Alda; Harald Pfeifer; Felix Wenzelmann; Gudrun Schönfeld; Stefan Schiel and Stefan Seth (2014): Linked employer-employee data on firms' training costs: Enriching register-based

LEE data with firm level data on apprenticeship training. *Schmollers Jahrbuch: Journal of Applied Social Science Studies* 134 (2), pp. 237-248.

Kriechel, Ben; Samuel Muehlemann; Harald Pfeifer and Miriam Schütte (2014): Works councils, collective bargaining, and apprenticeship training – Evidence from German firms. *Industrial Relations: A Journal of Economy and Society* 53(2), pp. 199-222.

Busemeyer, Marius; Renate Neubäumer; Harald Pfeifer and Felix Wenzelmann (2012): The transformation of the German vocational training regime: evidence from the level of firms' training behavior. *Industrial Relations Journal* 43 (6), pp. 572-591.

Pfeifer, Harald; Felix Wenzelmann and Gudrun Schönfeld (2011): How large is the firm-specific component of German apprenticeship training? *Empirical Research in Vocational Education and Training* 3(2), pp. 85-104.

Muehlemann, Samuel; Harald Pfeifer; Günter Walden; Felix Wenzelmann and Stefan C. Wolter (2010): The financing of apprenticeship training in the light of labor market regulations. *Labour Economics* 17, pp. 799-809.

Pfeifer, Harald; Felix Wenzelmann and Gudrun Schönfeld (2010): Ausbildungskosten und das Übernahmeverhalten von Betrieben - Ein Vergleich der BIBB-Kosten- und Nutzenerhebungen der Jahre 2000 und 2007. *German Review of Social Policy (Sozialer Fortschritt)* 59 (6-7), pp. 174-182.

Dionisius, Regina; Samuel Muehlemann; Harald Pfeifer; Günter Walden; Felix Wenzelmann and Stefan C. Wolter (2009): Cost and benefit of apprenticeship training: A comparison of Germany and Switzerland. *Applied Economics Quarterly* 55(1), pp. 7-36.

Dionisius, Regina; Samuel Muehlemann; Harald Pfeifer; Gudrun Schönfeld; Günter Walden; Felix Wenzelmann and Stefan C. Wolter (2009): Ausbildung aus Produktions- oder Investitionsinteresse? Einschätzungen von Betrieben in Deutschland und der Schweiz. *Zeitschrift für Berufs- und Wirtschaftspädagogik* 5/09, pp.267ff.

► **Working papers (other than already published in peer-reviewed journals)**

Caliendo, Marco; Deborah A. Cobb-Clark; Katrin Huber; Harald Pfeifer; Arne Uhlendorff and Sophie Wagner (2025, *submitted*): When Managers Choose: Gender Disparities in Employer Training Provision. IZA DP No. 18019.
<https://docs.iza.org/dp18019.pdf>

Zisler, Chiara; Patricia Palffy; Harald Pfeifer; Kerstin Pull and Uschi Backes-Gellner (2025, *submitted*): Boundary Spanning and Team Innovativeness: The Role of Teams' Technology Portfolios. Economics of Education Working Paper Series Nr. 243 Institute for Strategy and Business Economics, University of Zurich.
http://repec.business.uzh.ch/RePEc/iso/leadinghouse/0243_lhwpaper.pdf

Lehnert, Patrick and Harald Pfeifer (2024): Environmental Awareness and Occupational Choices of Adolescents. Economics of Education Working Paper Series Nr. 231. Institute for Strategy and Business Economics, University of Zurich.
http://repec.business.uzh.ch/RePEc/iso/leadinghouse/0231_lhwpaper.pdf

Muehlemann, Samuel; Gerard Pfann and Harald Pfeifer (2024): Apprenticeship Input Demand Cyclicity of R&D and non-R&D Firms. Economics of Education Working Paper Series Nr. 223. Institute for Strategy and Business Economics, University of Zurich.
http://repec.business.uzh.ch/RePEc/iso/leadinghouse/0223_lhwpaper.pdf

Linckh, Carolin; Samuel Muehlemann and Harald Pfeifer (2024, *submitted*): Beggars cannot be choosers: The effect of labor market tightness on hiring standards, wages, and hiring costs. Economics of Education Working Paper Series Nr. 217. Institute for Strategy and Business Economics, University of Zurich.
http://repec.business.uzh.ch/RePEc/iso/leadinghouse/0217_lhwpaper.pdf

Aeppli, Manuel; Samuel Muehlemann, Harald Pfeifer, Jürg Schweri, Felix Wenzelmann and Stefan C. Wolter (2024, *submitted*): The Impact of Hiring Costs for Skilled Workers on Apprenticeship Training: A Comparative Study. IZA DP No. 16919.
<https://docs.iza.org/dp16919.pdf>

- Linckh, Carolin; Caroline Neuber-Pohl and Harald Pfeifer (2023, *submitted*): The employment effects of raising negotiated minimum wages for apprentices. Economics of Education Working Paper Series Nr. 202. Institute for Strategy and Business Economics, University of Zurich.
repec.business.uzh.ch/RePEc/iso/leadinghouse/o202_lhwpaper.pdf
- Christian Rupiotta; Harald Pfeifer and Uschi Backes-Gellner (2017): Firms' knowledge acquisition during dual-track VET: Which sources are important for innovativeness? Economics of Education Working Paper Series Nr. 0131. Institute for Strategy and Business Economics, University of Zurich.
http://repec.business.uzh.ch/RePEc/iso/leadinghouse/o131_lhwpaper.pdf
- Jansen, Anika; Harald Pfeifer and Julia Raecke (2017): Only the brave? Risk and time preferences of decision makers and firms' investment in worker training. ROA Research Memorandum 2017/2.
http://roa.sbe.maastrichtuniversity.nl/roanew/wp-content/uploads/2017/03/ROA_RM_2017_2.pdf
- Dietrich, Hans; Harald Pfeifer and Felix Wenzelmann (2016): The more they spend, the more I earn? Firms' training investments and post-training wages of apprentices. Economics of Education Working Paper Series Nr. 0116. Institute for Strategy and Business Economics, University of Zurich.
http://repec.business.uzh.ch/RePEc/iso/leadinghouse/o116_lhwpaper.pdf
- Pfeifer, Harald (2016): Firms' motivation for training apprentices: an Australian-German comparison. NCVET Occasional Paper. Adelaide, Australia.
<https://www.ncver.edu.au/publications/publications/all-publications/firms-motivation-for-training-apprentices-an-australian-german-comparison>
- Cörvers, Frank; Hans Heijke; Ben Kriechel and Harald Pfeifer (2011): High and steady or low and rising? Life-cycle earnings patterns in vocational and general education. ROA Research Memorandum 2011/7.
http://www.roa.unimaas.nl/pdf_publications/2011/ROA_RM_2011_7.pdf
- Pfeifer, Harald (2008): Train to gain – The benefits of employee-financed training in Germany. Economics of Education Working Paper Series Nr. 0037. Institute for Strategy and Business Economics, University of Zurich.
http://www.isu.uzh.ch/leadinghouse/WorkingPapers/0037_lhwpaper.pdf

► *Other journal articles*

- Kalinowski, Michael and Harald Pfeifer (2023): Junge Menschen ohne Berufsabschluss – durch Stärkung der Ausbildungsbeteiligung zu mehr Fachkräften. *ifo Schnelldienst* 76(12), pp. 1-6.
- Muehlemann, Samuel; Harald Pfeifer and Bernhard Wittek (2020): Auswirkungen der Coronakrise auf den Ausbildungsstellenmarkt: Was die Politik tun kann. *ifo Schnelldienst* 73(9), pp. 19-22.
- Pfeifer, Harald; Felix Wenzelmann and Stefan C. Wolter (2016): Kostenunterschiede der betrieblichen Ausbildung in Deutschland und der Schweiz. *BWP – Berufsbildung in Wissenschaft und Praxis* 2/2016, pp. 33-37.
- Pfeifer, Harald; Günter Walden and Felix Wenzelmann (2014): Reduziert die Einführung eines Mindestlohns die Anreize, eine Berufsausbildung aufzunehmen? *BWP – Berufsbildung in Wissenschaft und Praxis* 2/2014, pp. 48-50.
- Pfeifer, Harald and Normann Müller (2009): International indicators on youth education attainment levels - what is Germany's true position? *BWP – Berufsbildung in Wissenschaft und Praxis*, Special Edition 2009, pp. 14-17.
- Pfeifer, Harald (2008): Weiterbildungsteilnahme in Deutschland und dem Vereinigten Königreich - Eine Frage des individuellen Nutzens? *BWP – Berufsbildung in Wissenschaft und Praxis*, 05/2008, pp. 25-29.
- Berger, Klaus and Harald Pfeifer (2008): Bildungssparen - Der richtige Weg zum richtigen Ziel? *BWP - Berufsbildung in Wissenschaft und Praxis*, Volume 01/2008, pp. 19-22.
- Pfeifer, Harald (2007): Internationale Indikatoren zum Bildungsstand der Bevölkerung: Wo steht Deutschland wirklich? *BWP - Berufsbildung in Wissenschaft und Praxis*, 36/2007, pp. 50-52.

► *Monographs*

Schönfeld, Gudrun; Anika Jansen; Felix Wenzelmann and Harald Pfeifer (2016): Kosten und Nutzen der dualen Ausbildung aus Sicht der Betriebe. Ergebnisse der fünften BIBB-Kosten-Nutzen-Erhebung, Bielefeld.

Pfeifer, Harald (2013): Empirical Investigations of the Costs and Benefits of Vocational Education and Training. ROA Dissertation Series No 14. Research Centre for Education and the Labour Market (ROA), Maastricht University.

Schönfeld, Gudrun; Felix Wenzelmann; Regina Dionisius; Harald Pfeifer and Günter Walden (2010): Kosten und Nutzen der dualen Ausbildung aus Sicht der Betriebe - Ergebnisse der vierten BIBB-Kosten- und Nutzen-Erhebung Berichte zur beruflichen Bildung. Bundesinstitut für Berufsbildung.

► *Chapters in books*

Jansen, Anika and Harald Pfeifer (2013): Productivity of apprentices: the impact of school-developed key competencies. In: Akoojee & Gonon & Hauschildt (eds.), *Apprenticeship in a globalised world: premises, promises and pitfalls*, pp. 247-250.

Cörvers, Frank; Hans Heijke; Ben Kriechel and Harald Pfeifer (2010): High and steady or low and rising? Vocational versus general education in life-cycle earnings. In: Mancebón-Torrubia & Ximénez-de-Embún & Gómez-Sancho & Greg (eds.), *Investigaciones de Economía de la Educación 5*, edition 1, volume 5, chapter 47, pp. 931-948.

Pfeifer, Harald and Günter Walden (2010): Lohnt sich die Ausbildung für Betriebe? Ökonomische Grundlagen der betrieblichen Ausbildung. In: Werner (ed.), *40 Jahre Bundesinstitut für Berufsbildung: 40 Jahre Forschen - Beraten - Zukunft gestalten*, pp. 100-109.

Schönfeld, Gudrun; Felix Wenzelmann and Harald Pfeifer (2010): Kosten und Nutzen der Betrieblichen Berufsausbildung – Ergebnisse einer Betriebsbefragung 2007. *Ausbilder-Handbuch, Aktualisierungslieferung 116*.

Pfeifer, Harald (2006): Welchen Nutzen hat Weiterbildung für Individuen: In Deutschland und in anderen europäischen und nicht-europäischen Ländern? In: *Kosten, Nutzen, Finanzierung beruflicher Weiterbildung: Ergebnisse der BIBB-Fachtagung vom 2. und 3. Juni 2005 in Bonn*, pp. 232-257.

► *Reports*

Wenzelmann, Felix; Gudrun Schönfeld, Carolin Linckh; Harald Pfeifer (2025): Eigene Ausbildung oder externe Fachkräftegewinnung – mit welchen Kosten müssen Betriebe rechnen? Ergebnisse der BIBB-Kosten-Nutzen-Erhebung 2022/2023. *BIBB-Report 2/2025*.

Schönfeld, Gudrun; Felix Wenzelmann and Harald Pfeifer (2024): Struktur und Aufwand des betrieblichen Ausbildungspersonals: Empirische Analysen auf Basis der BIBB-Kosten-Nutzen-Erhebungen. *Wissenschaftliches Diskussionspaper. BIBB*.

Schönfeld, Gudrun; Felix Wenzelmann; Harald Pfeifer; Paula Risius and Caroline Wehner (2020): Ausbildung in Deutschland – eine Investition gegen den Fachkräftemangel. Ergebnisse der BIBB-Kosten-Nutzen-Erhebung 2017/18. *BIBB-Report 1/2020*.

Berger, Klaus; Christiane Eberhardt; Benno Koch; Samuel Mühlemann; Harald Pfeifer and Julia Raecke (2019): Ausbildungsqualität in Betrieben: Welchen Beitrag leistet die betriebliche Mitbestimmung? Reihe: *Forschungsförderung Working Paper*, Nr. 130. Hans-Böckler-Stiftung.

Wenzelmann, Felix and Harald Pfeifer (2018): Die Mindestausbildungsvergütung aus betrieblicher Perspektive: Einschätzungen auf Basis von datenbasierten Simulationen. *BIBB-Report 4/2018*.

Jansen, Anika; Harald Pfeifer; Gudrun Schönfeld and Felix Wenzelmann (2015): Ausbildung in Deutschland weiterhin investitionsorientiert - Ergebnisse der BIBB-Kosten-Nutzen-Erhebung 2012/13. *BIBB-Report 1/2015*.

Schönfeld, Gudrun; Felix Wenzelmann; Harald Pfeifer and Regina Dionisius (2009): Betriebliche Berufsausbildung: Ergebnisse der Kosten- und Nutzenerhebung 2007. *Datenreport zum Berufsbildungsbericht 2009*, pp. 230-242.

Wenzelmann, Felix; Gudrun Schönfeld; Harald Pfeifer and Regina Dionisius (2009): Betriebliche Berufsausbildung: Eine lohnende Investition für die Betriebe. Ergebnisse der BIBB-Kosten- und Nutzen-Erhebung 2007. *BIBB-Report 8/2009*.

Pfeifer, Harald (2007): Berufliche Weiterbildung in technologie- und wissensintensiven Wirtschaftszweigen – Eine europäische Analyse auf der Basis des Ad-hoc-Moduls Lebenslanges Lernen. Gutachten im Rahmen der Berichterstattung zur technologischen Leistungsfähigkeit Deutschlands. Studien zum deutschen Innovationssystem No. 01-2007. BMBF.

SELECTED CONFERENCE PRESENTATIONS

Maastricht Workshop on Applied Economics of the Environment (MAEE): 2024
International Leading House Conference “Economics of Vocational Education and Training”: 2024, 2022
Swiss Leading House VPET-ECON - Opening Keynote at Zurich University: 2021
IAB Conference Labour Market Transitions: Challenges for Public Policies and Research: 2020
Conference of the European Association of Labour Economists (EALE): 2018, 2017, 2016, 2012, 2009
Conference of the European Society for Population Economics (ESPE): 2017, 2011, 2009
Conference of the Society for the Advancement of Socio-Economics (SASE): 2021, 2017, 2016, 2010
Conference Autonomy at work and employee involvement: causes and consequences: 2016
Conference of the European Survey and Research Association (ESRA): 2015
International Conference on the Optimal Skill Mix for a Modern Economy: 2013
Annual Meeting of the Labour and Employment Relations Association (LERA): 2012
Conference of the European Economic Association (EEA): 2012
Interdisciplinary Congresses on Research in Vocational Education and Training: 2011, 2009
International Conference on Economics of Education, Firm Behaviour and Training Policies: 2008
European Conference on Educational Research (ECER): 2006

AWARDS

Emerald Literati Awards 2018. Paper: Pre-training competencies and the productivity of apprentices, together with Anika Jansen

Winner of the Best Paper Award 2016 of the Swiss Leading House - Economics of Education. Paper: The Structure of Hiring Costs in Germany: Evidence from Firm-Level Data, together with Samuel Muehleemann

Runners-up Prize of the Best Paper Award 2014 of the Swiss Leading House - Economics of Education. Paper: Works Councils, Collective Bargaining, and Apprenticeship Training – Evidence from German Firms, together with Ben Kriechel, Samuel Muehleemann and Miriam Schütte

2nd Place in the Best Paper Award of the 3rd Congress on Research in Vocational Education and Training in Bern, Switzerland 2013. Paper: The Impact of Firm’s Training Investments on Labour Market Outcomes, together with Hans Dietrich and Felix Wenzelmann.

Winner of the LERA (Labour and Employment Relations Association) Refereed Paper Competition for the 64th LERA Conference 2012 in Chicago, USA. Paper: Works Councils, Collective Bargaining, and Apprenticeship Training, together with Ben Kriechel, Samuel Muehleemann and Miriam Schütte.

Runners-up Prize of the Best Paper Award 2010 of the Swiss Leading House - Economics of Education. Paper: The financing of apprenticeship training in the light of labor market regulations, together with Samuel Muehleemann, Günter Walden, Felix Wenzelmann and Stefan C. Wolter

AFFILIATIONS/MEMBERSHIPS

Fellow at the Graduate School of Business & Economics (*GSBE*) at Maastricht University since 2023

Research Fellow at the Institute of Labor Economics (*IZA*) since 2021

Member of the “Economics of Education Committee” of the German Economic Association (*Verein für Socialpolitik*) since 2021

Associated Researcher at the Swiss Leading House *VPET-ECON*, University of Zurich and Berne, Switzerland since 2019

Auditor of the European Association of Labour Economists (*EALE*), Maastricht, Netherlands since 2017

Fellow at the National Centre for Vocational Education Research (*NCVER*) in Adelaide, Australia since
2014
