

PROF. DR. SAMUEL MUEHLEMANN
Curriculum Vitae

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AFFILIATION

Ludwig-Maximilians-Universität München, <i>Professor of Human Resource Education and Development</i>	Munich, Germany 4/2014 –
University of Zurich, Faculty of Economics and Management, <i>Guest Lecturer</i>	Zurich, Switzerland 2/2015 –
University of California Berkeley, Institute for Research on Labor and Employment, <i>Visiting Scholar</i>	Berkeley, CA, United States 1/2013 – 02/2014
University of Bern, Centre for Research in Economics of Education, <i>Deputy Head</i>	Bern, Switzerland 2011 – 3/2014
IZA - Institute of Labor Economics, <i>Research Fellow</i>	Bonn, Germany 2012 – present
Research Committee Economics of Education of the German Economic Association, <i>(Bildungsökonomischer Ausschuss)</i>	Germany 2012 – present
European Expert Network on Economics of Education, <i>Member</i>	2021– present

Steering Committee Member NRP 77 "Digital Transformation", Swiss National Science Foundation	Switzerland 2020-2024
Federal Commission for Child and Youth Affairs (EKKJ), <i>Member</i>	Switzerland 2012 – 2014
King's College London, <i>Visiting Academic</i>	London, UK 4/2009 – 7/2009

EDUCATION

University of Bern Dr.rer.oec. (<i>summa cum laude</i>) Supervisors: Prof. Dr. Stefan C. Wolter, Prof. Dr. Robert E. Leu	Bern, Switzerland 2004–2008
University of Bern Lic.rer.pol. (Economics)	Bern, Switzerland 1999-2004
University of British Columbia Visiting Student Honours Undergraduate Programme in Economics	Vancouver BC, Canada 2000 - 2001

RESEARCH INTERESTS

Labor Economics, Personnel Economics, Economics of Education, Industrial Relations, Regional Economics

PUBLICATIONS IN REFEREED JOURNALS

Muehleemann, S., H. Dietrich, G. Pfann and H. Pfeifer (2021). Shocks in the Market for Apprenticeship Training. *Economics of Education Review*, forthcoming.

Muehleemann, S. and S. C. Wolter (2021). Business Cycles and Apprenticeships. *Oxford Research Encyclopedia of Economics and Finance*, forthcoming.

Muehleemann, S., H. Peifer and B. 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(1), 1-30.

Moretti, L., Mayerl, M., Muehleemann, S., Schlögl, P., and S. C. Wolter (2019). So similar and yet so different: A firm's net costs and post-training benefits from apprenticeship training in Austria and Switzerland. *Evidence-based HRM: a global forum for empirical scholarship*, 7(2), 229-246.

Koch, B., S. Muehleemann and H. Pfeifer (2019). Do works councils improve the quality of apprenticeship training? Evidence from German workplace data. *Journal of Participation and Employee Ownership*, 2(1), 47-59

- Muehlemann, S. and M. Strupler Leiser (2018). Hiring costs and labor market tightness. *Labour Economics* 52, 122-131.
- Weber, S., and S. Muehlemann (2018). Berufliche Bildung im Spiegel der Zuwanderung von Geflüchteten und Migranten. *Unterrichtswissenschaft* 46(1), pp 1-5.
- Wenzelmann, F., S. Muehlemann, and H. Pfeifer (2017). The Costs of Recruiting Apprentices: Evidence from German Workplace-Level Data. *German Journal of Human Resource Management*, 31(2), 108-131.
- Muehlemann, S. and S. C. Wolter (2017). Can Spanish firms offer dual apprenticeships without making a net investment? Empirical evidence based on ex ante simulations of different training scenarios. *Evidence-based HRM: a global forum for empirical scholarship*, 5(1), 107-118.
- Muehlemann, S. and H. Pfeifer (2016). The structure of hiring costs in Germany. *Industrial Relations*, 55(2),193–218
- Blatter, M., S. Muehlemann, S. Schenker and S. C. Wolter, S.C. (2016). Hiring Costs for Skilled Workers and the Supply of Firm-Provided Training. *Oxford Economic Papers*, 68(1), 238-257
- Muehlemann, S. and S.C. Wolter (2014). Return on investment of apprenticeship systems for enterprises: Evidence from cost-benefit analyses. *IZA Journal of Labor Policy*, 3(25), 1-22.
- Muehlemann, S. (2014). Training participation of internationalized firms: establishment-level evidence for Switzerland. *Empirical Research in Vocational Education and Training*, 6:5, 1-11.
- Kriechel, B., S. Muehlemann, H.Pfeifer and M. Schuette (2014). Works councils, collective bargaining and apprenticeship training. *Industrial Relations* 53(2), 199-222.
- Muehlemann, S., P. Ryan and S. C. Wolter (2013). Monopsony power, pay structure and training. *Industrial and Labor Relations Review* 66(5), 1095-1112.
- Muehlemann, S., R. Braendli and S. C. Wolter (2013). Invest in the best or compensate the weak? An empirical analysis of the heterogeneity of a firm's provision of human capital. *Evidence-based HRM: a global forum for empirical scholarship*, 1(1), 80-95.
- Blatter, M., S. Muehlemann and S. Schenker (2012). The Costs of Hiring Skilled Workers. *European Economic Review* 56(1), 20-35.
- Muehlemann, S. and S. C. Wolter (2011). Firm-sponsored Training and Poaching Externalities in Regional Labor Markets. *Regional Science and Urban Economics* 41(6), 560-570.

Muehleemann, S., H. Pfeifer, G. Walden, F. Wenzelmann and S.C. Wolter (2010). The Financing of Apprenticeship Training in the Light of Labor Market Regulations. *Labour Economics* 17(5), 751-874.

Muehleemann, S., S. C. Wolter and A. Wüest (2009). Apprenticeship Training and the Business Cycle. *Empirical Research in Vocational Education and Training* 1(2), 173-186.

Dionsius, R., S. Muehleemann, H. Pfeifer, G. Schönfeld, G. Walden, F. Wenzelmann and S. C. Wolter (2009). Ausbildung aus Produktions- oder Investitionsinteresse? *Zeitschrift für Betriebs- und Wirtschaftspädagogik* 105(2): 267-284.

Dionsius, R., S. Muehleemann, H. Pfeifer, G. Walden, F. Wenzelmann and S. C. Wolter (2009). Cost and Benefit of Apprenticeship Training: A Comparison of Germany and Switzerland. *Applied Economics Quarterly* 55(1): 7-37.

Muehleemann, S., J. Schweri, R. Winkelmann and S. C. Wolter (2007). An Empirical Analysis of the Decision to Train Apprentices, *LABOUR: Review of Labour Economics and Industrial Relations* 21(3): 419-441.

Muehleemann, S. and S. C. Wolter (2007): Regional Effects on Employer Provided Training: Evidence from Apprenticeship Training in Switzerland. *Journal for Labour Market Research (Zeitschrift für ArbeitsmarktForschung)* 40(2+3): 135-147.

Wolter, S. C., Samuel Muehleemann and Juerg Schweri (2006). Why some firms train apprentices and many others do not, *German Economic Review* 7(3): 249-264.

MONOGRAPHS

Muehleemann, Samuel (2009): *The Economics of Vocational Education and Training from the Perspective of the Firm*. Berlin: dissertation.de - Verlag im Internet GmbH.

HANDBOOK ARTICLES

Muehleemann, S. and S. C. Wolter (2020). *The Economics of Vocational Training*. In: Bradley, S. and C. Green (eds.). *Economics of Education*. 2nd Edition, Elsevier.

Muehleemann S. (2019). *Measuring performance in vocational education and training and the employer's decision to invest in workplace training*. In: Unwin, L. and Guile, D. (eds), *Wiley Handbook on Vocational Education and Training*, 187-206.

Muehleemann, Samuel and Stefan C. Wolter (2009): *Vale la pena di formare apprendisti*, in: G. Ghisla and L. Bonoli (Eds.), *Lavoro e formazione professionale: nuove sfide. Situazione nella Svizzera italiana e prospettive future*. Bellinzona: Casagrande, p. 203-237.

Muehleemann, Samuel, Stefan C. Wolter, Marc Fuhrer and Adrian Wüest (2007). *Lehrlingsausbildung - ökonomisch betrachtet*. Rüegger Verlag, Zürich/Chur.

Muehleemann, Samuel, Jürg Schweri and Stefan C. Wolter (2007). Warum einige Firmen Lehrlinge ausbilden - viele aber nicht, In: Chaponnière, M. et al. (Hrsg), *Bildung und Beschäftigung - Beiträge der internationalen Konferenz in Bern*, Rüegger Verlag, Zürich/Chur, S. 317-330.

Schweri, Jürg, Samuel Muehleemann, Yasmina Pescio, Belinda Walther, Stefan C. Wolter and Lukas Zürcher (2003). *Kosten und Nutzen der Lehrlingsausbildung aus der Sicht Schweizer Betriebe*. Chur; Zürich: Rüegger Verlag.

OTHER PUBLICATIONS

Muehleemann, Samuel and Stefan C. Wolter (2020). *Ausbildung ökonomisch betrachtet. Sieben Lektionen zu Kosten und Nutzen beruflicher Bildung aus Sicht von Unternehmen*. Gütersloh: Bertelsmann Stiftung

Muehleemann, Samuel and Stefan C. Wolter (2019). *The Economics of Apprenticeship Training, Seven lessons learned from cost-benefit surveys and simulation*. London & Gütersloh: JP Morgan Foundation & Bertelsmann Stiftung

Muehleemann, Samuel, Stefan C. Wolter and Eva Joho (2018). *Apprenticeship training in Italy – a cost-effective model for firms? News Skills at Work J.P.Morgan, Fondazione Giacomo Brodolini, Bertelsmann Stiftung (Eds.)*. DOI 10.11586/2018043.

Muehleemann, Samuel (2016). *Making Apprenticeships Profitable for Firms and Apprentices: The Swiss Model*. *Challenge* Vol. 59, Special Issue: The Apprenticeship Issue, 390-404.

Muehleemann, Samuel (2016). *The costs and benefits of work-based learning*. *OECD Education Working Papers 143*.

Wolter, Stefan C. Samuel Muehleemann (2016). *Lehrlingsausbildungen nach Schweizer Vorbild als Weg aus der Jugendarbeitslosigkeit für Spanien*. *Die Volkswirtschaft* 1–2/2016, 49-52.

Wolter, Stefan C. Samuel Muehleemann (2015). *Apprenticeship training in Spain – a cost-effective model for firms?* Gütersloh: Bertelsmann Stiftung.

Muehleemann, Samuel (2013). *Der Einfluss der Internationalisierung auf das Ausbildungsverhalten der Betriebe in der Schweiz*. *Wirtschaft und Beruf* 06.2013, 54-55.

Muehleemann, Samuel and Stefan C. Wolter (2013). *Return on investment of apprenticeship systems for enterprises: Evidence from cost-benefit analyses*. *EENEE Analytical Report* No. 16, Prepared for the European Commission. Available at <http://www.eenee.de>.

Muehleemann, Samuel (2013). *Der Einfluss der Internationalisierung auf die arbeitsmarktorientierte Bildung*. Final project report for the Swiss State Secretariat for Education, Research and Innovation. Extended version available as *Economics of Education Working*

Paper Series No. 92.

Muehleemann Samuel and Stefan C. Wolter (2013). Personenfreizügigkeit dämpft den Fachkräftemangel in der Schweiz, *Die Volkswirtschaft*, 6, 16-19.

Muehleemann, Samuel (2012). Die duale Berufslehre in Zeiten des demografischen Wandels. *Wirtschaft und Beruf* 09-10, 51-53.

Muehleemann, Samuel and Stefan C. Wolter (2011). Vollkommener Wettbewerb auf dem Schweizer Arbeitsmarkt? *Die Volkswirtschaft* 3-2011, 47-50.

Muehleemann, S. (2010). The Costs and Benefits of Apprenticeship Training: Evidence from Swiss Firms. *Canadian Apprenticeship Journal* 1 (Winter 2010), 45-55.

Muehleemann, Samuel and Stefan C. Wolter (2009). Ausgebliebene Krise auf dem Schweizer Lehrstellenmarkt. *Neue Zürcher Zeitung* 238/2009, 30.

Fuhrer, Marc, Samuel Muehleemann and Stefan C. Wolter (2009). Schulische Qualifikationen von Auszubildenden und das Ausbildungsverhalten der Betriebe. *Wirtschaft und Berufserziehung* 12/09, 20-21.

Muehleemann, Samuel (2008). Deutsche Lehrlinge weniger produktiv als schweizerische. *Panorama* Sondernummer Leading House "Bildungsökonomie: Betriebliche Entscheidung und Bildungspolitik", 14-15.

Muehleemann, Samuel and Stefan C. Wolter (2007). Lehrlingsausbildung lohnt sich. *Die Volkswirtschaft*, 10/2007, 44-47

Muehleemann, Samuel and Stefan C. Wolter (2007). Bildungsqualität, demographischer Wandel, Struktur der Arbeitsmärkte und die Bereitschaft von Unternehmen, Lehrstellen anzubieten. *Wirtschaftspolitische Blätter* 54(1), 57-71.

Wolter, Stefan C. and Samuel Muehleemann (2006): Der Übergang von der Schule in die Lehre aus systemischer Sicht. *ph-akzente* 3/2006, 7-8.

Muehleemann, Samuel, Jürg Schweri and Stefan C. Wolter (2004). Warum Betriebe keine Lehrlinge ausbilden - und was man dagegen tun könnte. *Die Volkswirtschaft* 9/2004, 43-48.

TEACHING

Quantitative Methods, LMU Munich (PhD core course, 2020–)

Apprenticeship Training: Institutions and Markets, LMU Munich (PhD core course, 2018, 2019, joint with Paul Ryan, University of Cambridge, and Ursula Renold, ETH/KOF Zurich)

Recent Topics in Human Resource Development, LMU Munich (Graduate level, seminar, 2017–)

Empirical methods in Human Resource Education and Management (using STATA/R), LMU Munich (Graduate level, 2015–)

Advanced Human Resource Development, LMU Munich (Graduate level, 2015–)

Institutions and Vocational Education and Training Policy (HRE & M III), LMU Munich (Undergraduate level, 2015–)

Workshop in Human Capital Theory, LMU Munich (PhD seminar, 2015)

Managing Education and Training in Firms/for Firms, University of Zurich (Graduate level, 2015–)

Selected Topics in Human Resource Education and Management, LMU Munich (Seminar, graduate level, 2014)

Recent Topics in Economics of Education and Personnel Economics, University of Bern (Seminar, graduate level, 2010, 2011).

Economics of Personnel and Training, University of Bern (Undergraduate level, 2011, 2012).

Labour Economics, MSc in Vocational Education and Training, Swiss Federal Institute for Vocational Education and Training, Zollikofen (Graduate level, fall term 2010).

GRANTS AND AWARDS

Leading House Best Paper Award 2018 (runner-up prize for the paper "Hiring costs and labor market tightness").

Research grant from the Hans-Boeckler-Foundation (Germany), Project "Quality of work-based training in firms", joint with the Federal Institute for Vocational Education and Training (EUR 174,000; 2016-2018)

Leading House Best Paper Award 2016 (1st prize for the paper "The Structure of Hiring Costs in Germany").

Leading House Best Paper Award 2015 (1st prize for the paper "Hiring Costs for Skilled Workers and the Supply of Firm-Provided Training").

Research grant from the Bertelsmann Foundation (Germany), Project "Apprenticeship training in Spain – a cost-effective model for firms?". Joint project with University of Bern (EUR 30,000; 9/2014-7/2015).

Leading House Best Paper Award 2014 (runner-up prize for the paper "Works councils, collective bargaining, and apprenticeship training: Evidence from German firms").

Leading House Best Paper Award 2013 (1st prize for the paper "Monopsony Power, Pay Structure, and Training").

Highly Commended Paper Winner 2013 for the paper "Invest in the best or compensate the weak? An empirical analysis of the heterogeneity of a firm's provision of human capital" published in Evidence-based HRM: a Global Forum for Empirical Scholarship.

Swiss Federal Office for Professional Education and Technology (OPET), research grant "The impact of internationalization on labor market oriented education" (CHF 180,000; 11/2011 - 05/2013).

Grant from the Fund for the Promotion of Young Researchers, University of Bern (2012), to organize International Workshop on Labor Adjustment Costs.

Winner in the Labor and Employment Relations Association (LERA) Refereed Paper competition 2012 for the paper "Works councils, collective bargaining and apprenticeship training".

Leading House Best Paper Award 2012 (runner-up prize for the paper "Invest in the best or compensate the weak? An empirical analysis of the heterogeneity of a firm's provision of human capital").

Leading House Best Paper Award 2011 (1st prize for the paper "The Costs of Hiring Skilled Workers").

Leading House Best Paper Award 2011 (runner-up prize for the paper "Firm-sponsored Training and Poaching Externalities in Regional Labor Markets").

Leading House Best Paper Award 2010 (runner-up prize for the paper "The Financing of Apprenticeship Training in the Light of Labor Market Regulations").

Swiss National Science Foundation, International short research visits (King's College London), 04-07/2009.

REFEREEING

Annals of Public and Cooperative Economics, Applied Economics Quarterly, The B.E. Journal of Economic Analysis & Policy, British Journal of Industrial Relations, Economics of Education Review, Education Economics, Empirical Economics, Empirical Research in Vocational Education and Training, European Journal of Political Economy, Evidence-based HRM, German Journal of Human Resource Management, IZA Journal of Labor Economics, Human Resource Management Journal, Industrial and Labor Relations Review, Industrial Relations, International Journal of Manpower, IZA Journal of Labor Economics, Journal of the European Economic Association, Journal of Economic Behavior & Organization, Journal for Labour Market Research, Journal of Economics and Statistics, Journal of Labor Economics, Journal of Human Resources, Journal of Regional Science, Labour Economics, LABOUR, Oxford Economic Papers, Regional Science and Urban Economics, Regional Studies, Scandinavian Journal of Economics, Schmalenbach Business Review, Scottish Journal of Political Economy, Socio-Economic Review, Swiss Journal of Economics and Statistics