

Participation in adult education and training in CEE countries

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the original research question:

do educational institutions (in particular: tracking) and educational quality
have an impact on
cross-country differences in skill maintenance (measured by adult education and training)?

assumptions:

1. under-investment of training is stronger in CEE countries
2. under-investment in CEE countries is disproportionately higher for the low-skilled
3. this might be related to the low level of employment

→ can these assumptions be taken from granted?

lessons from the literature:

1. under-investment of training is stronger in CEE countries

1a. the patterns of cross-country differences in participation in adult training:

is there a gap between CEE countries and old EU countries?

compared to the continental countries participation in adult training is

- higher in Nordic countries and the UK
- smaller in Southern Europe

participation in the group of CEE countries is not well documented and analysed

short description: Badescu-Loi, 2010, for few countries: Hámori, 2008

Beblavy et al. 2013: in Central Europe adult education is more about increasing attainment

descriptive statistics from different sources are not always consistent

1b. is there under-investment?

policy context (EU, OECD ...) : more training is better

increasing skills is a key to boost economic growth, innovation, productivity, employment

economic perspective - market failures ? (e.g. Bassanini et al, 2007)

- usually costs and returns can not be fully measured

 - only theoretical argument and indirect evidence

 - e.g.: Brunello-dePaola, 2004:

 - employers provide and pay for general training

 - the provision of skills encourages labour turnover

 - under-investment

- a possible efficiency-equity trade-off in adult training:

the training of the low-skilled may provide low returns (Heckman), though this is often contested (e.g. Ok-Tergeist, 2003)

2. under-investment in CEE countries is disproportionately higher for the low-skilled

- papers using the European Community Household Survey do not include CEE countries (e.g. Bassanini et al 2007)
- no detailed analysis available

some evidence from estimating the effects of demographic characteristics separately for countries:

Hátori, 2008; Biaggetti-Scicchitano, 2009

3. under-investment in CEE countries for the low-skilled might be related to the low level of employment

– is there a room for policy to foster employment by supporting adult education and training?

different forms of adult education and training might have different effects:

- workplace training (provided or organised and/or financed by the employer)
 - usually considered to provide substantial returns, but the evidence is still mixed (e.g. Asplund, 2005)
- government programmes for education and training for the unemployed
 - ambiguous results on returns
- formal education providing a degree at a higher level / in a different field
- other ?

→ **the paper should be re-focused:**

1. detailed descriptive analysis of participation in adult education and training in CEE countries

- different forms of training should be distinguished

economically meaningful categories (workplace training – government programmes – other)

can be measured only indirectly in available data

- the incidence of training should be analysed by individual characteristics (gender, education, age, labour market status, job characteristics for the employed: industry, firm size)

2. collecting and assessing the potential explanations for cross-country differences and potential under-investment in (some) CEE countries

Which data to be used? Comparative data on adult education and training in Europe

1. Adult Education Survey (AES) (2007)
 - covers a longer period (1 year)
 - detailed information for a sample of training activities (1-3 activities / person)
2. Labour Force Survey (LFS)
 - a single question on non formal education
 - covers a short period (past 4 weeks)
 - changes over time can be measured
3. LFS special module on Lifelong Learning (2003)
4. Continuing Vocational Training Survey (2005)
 - firm-level survey
 - not available for this project yet
5. European Community Household Survey (ECHS) and Statistics on Income and Living Conditions (SILC)
 - no CEE countries in ECHS
 - few questions on training
6. International Adult Literacy Survey (IALS) and similar data (ALL)
 - no full coverage, small number of countries
 - relatively small samples

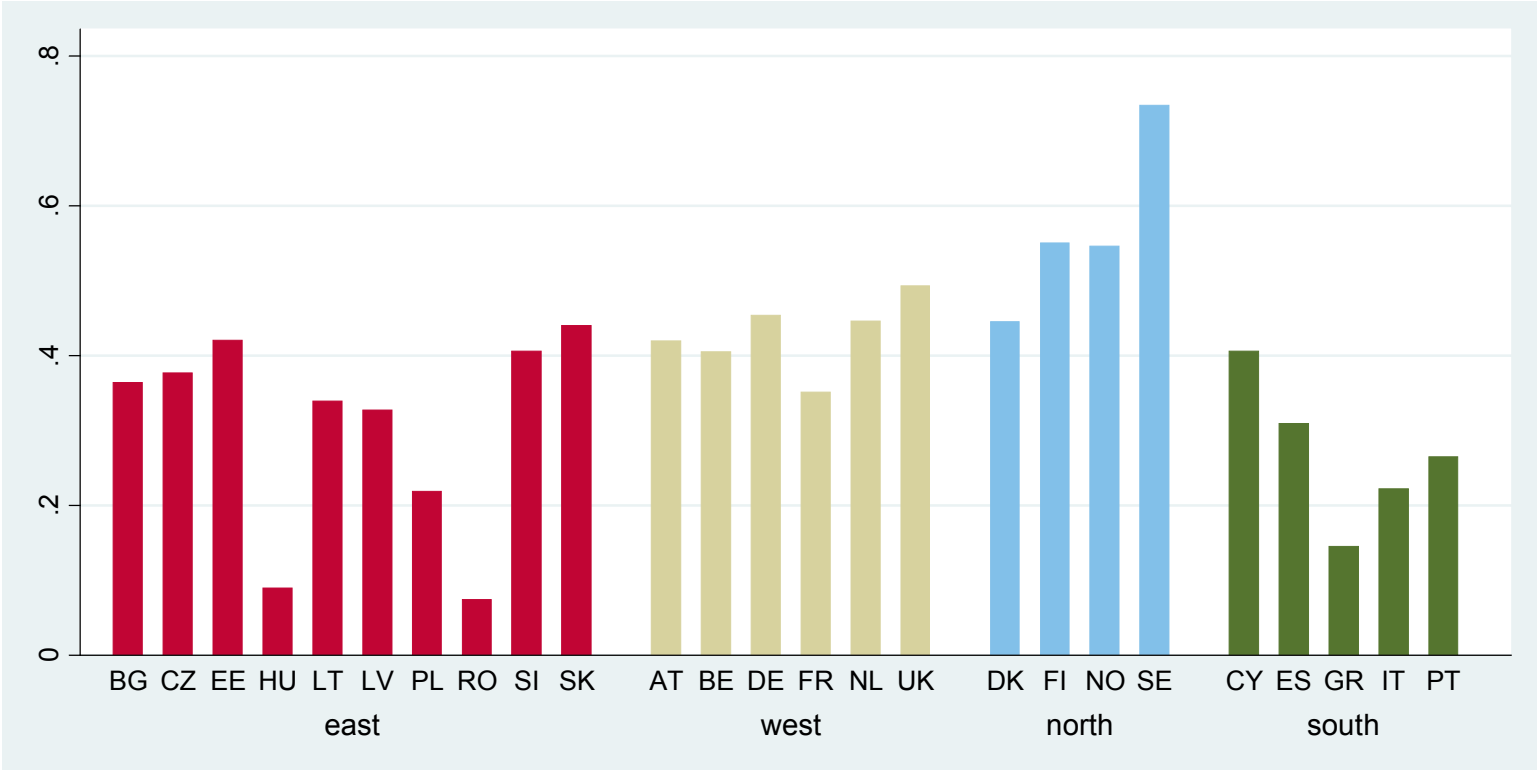
Measuring different forms of adult education and training in the AES:

• formal education – non-formal education and training
~ school based, provides a certificate e.g. on the job training, seminars, workshops, private lessons, distance educ.
(explicit in the questionnaire)

• job related – non-job related / personal
as stated by the respondent OR
reasons for participation are job related OR
on the job training

• workplace related – non-workplace related
job-related AND
takes place in working hours OR
financed by the employer OR
provided by the employer OR
on the job training

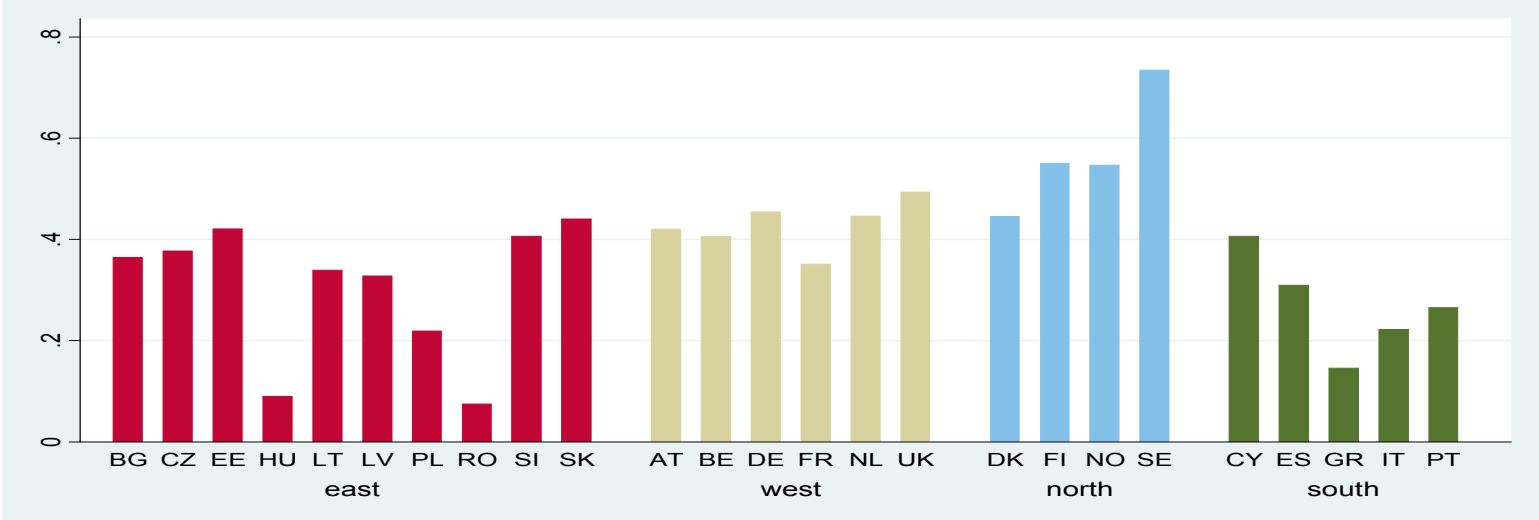
Overall participation in adult education and training



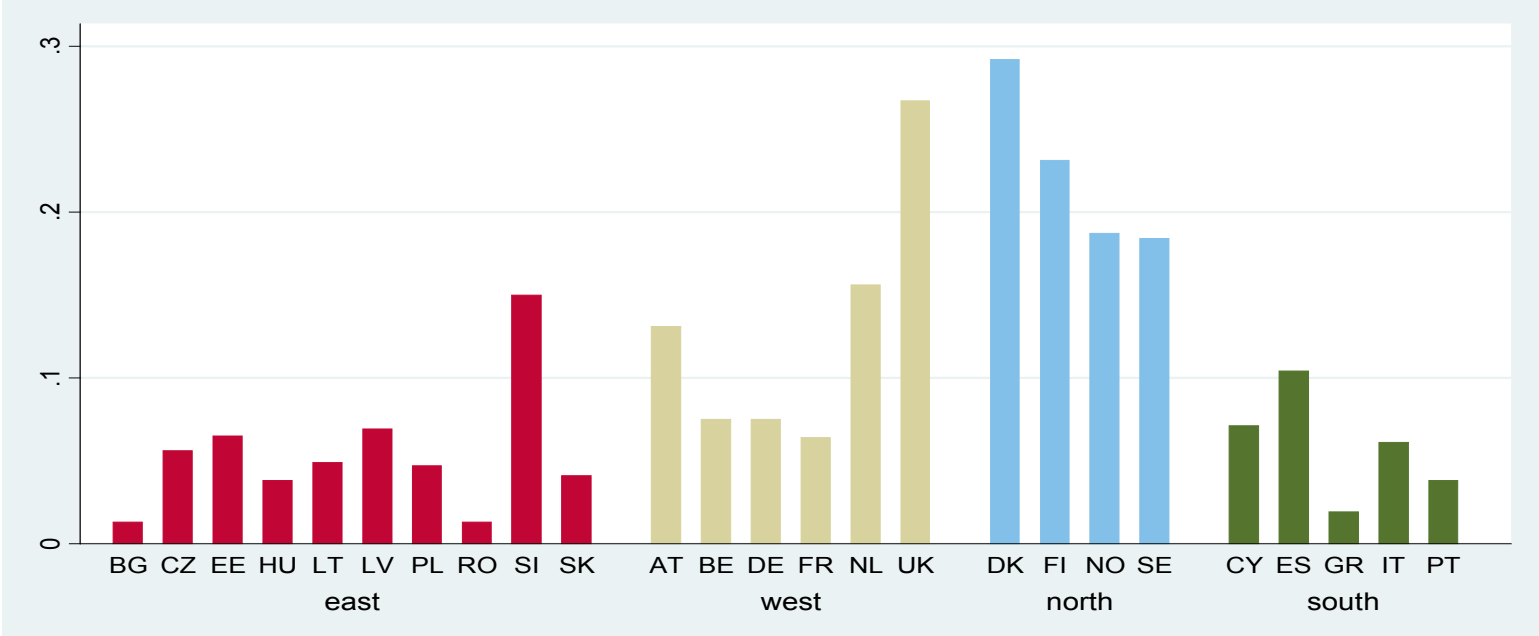
no CEE - old EU gap

substantial heterogeneity within the CEE group

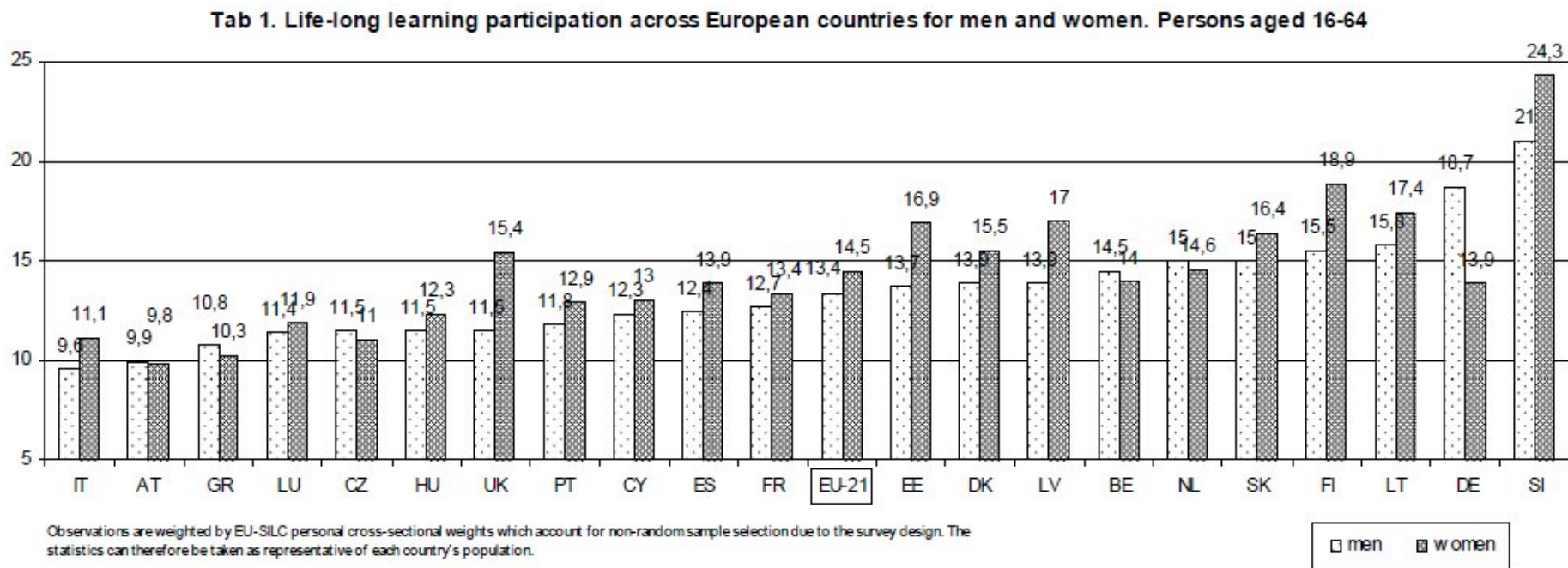
Adult Education Survey, 2007



Labour Force Survey, 2006



Participation in education and training in the SILC (2005) survey (Biaggetti-Scicchitano, 2009)

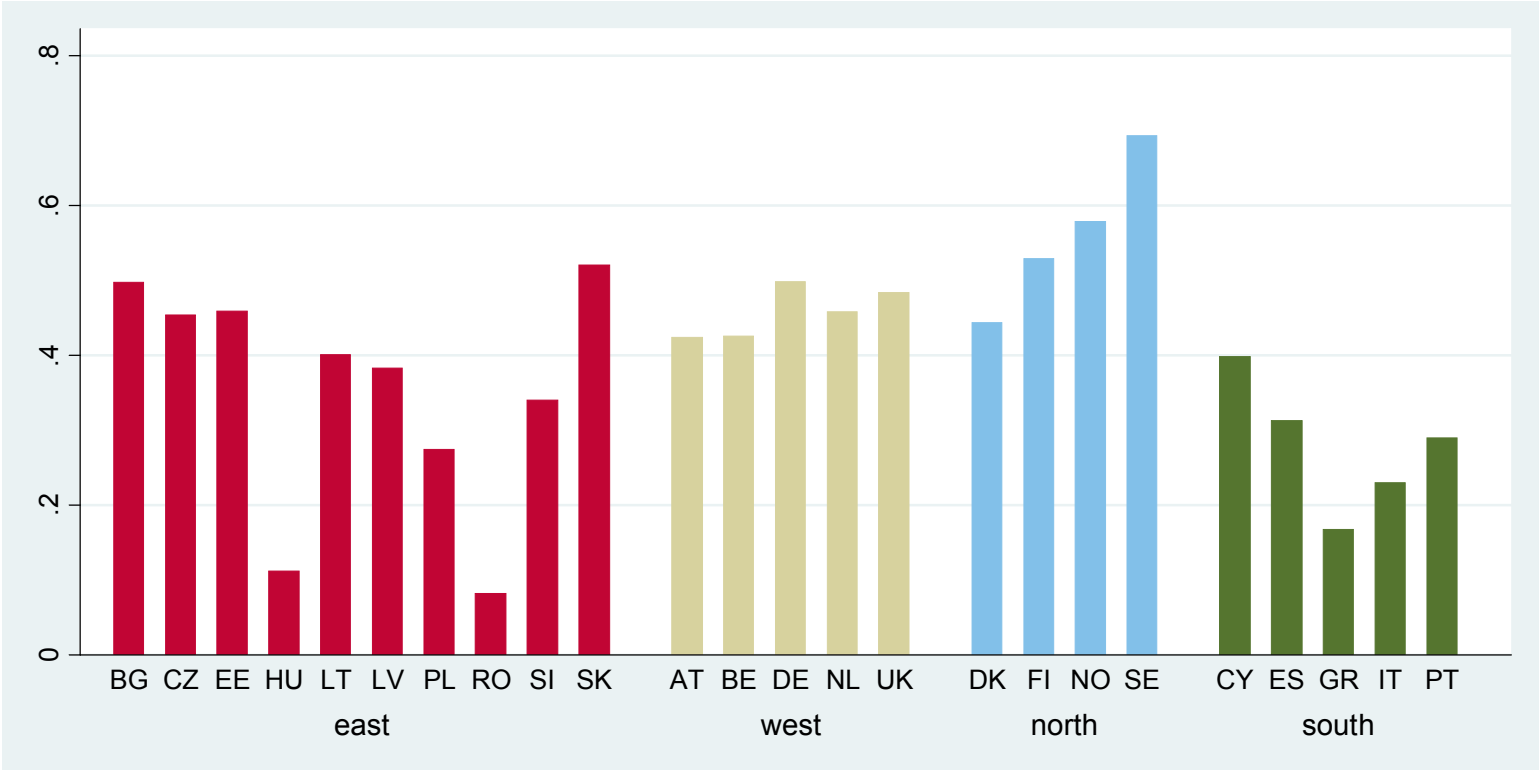


SI and LiT among top performers

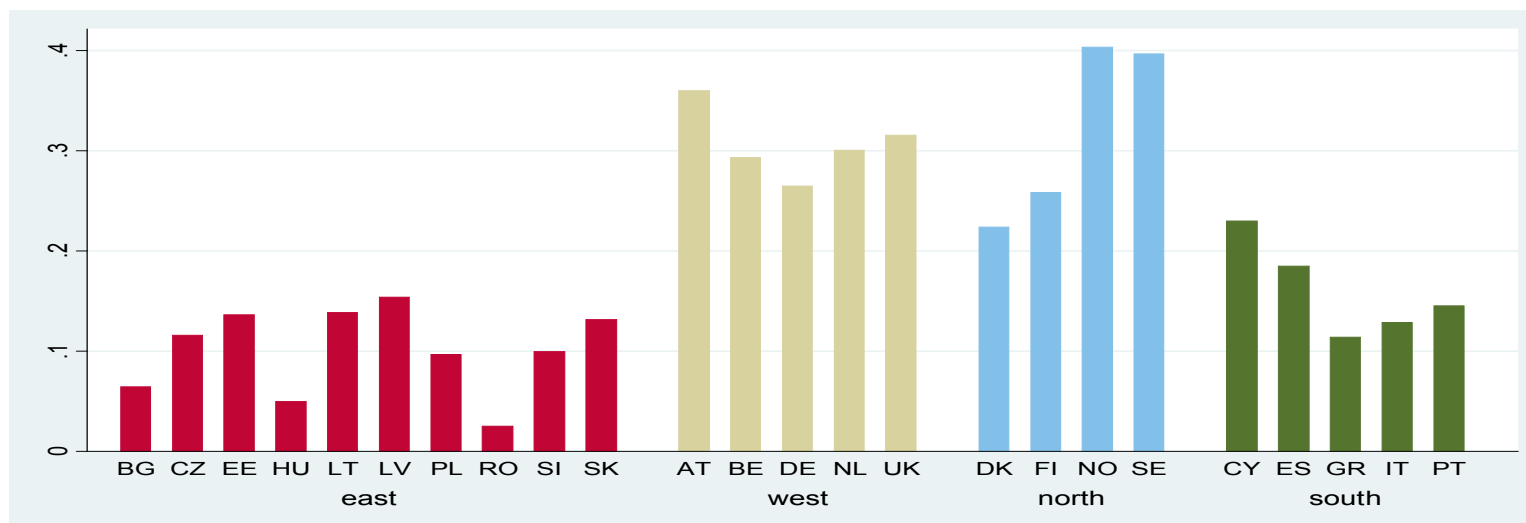
CZ vs SK and Baltic countries

UK, AT

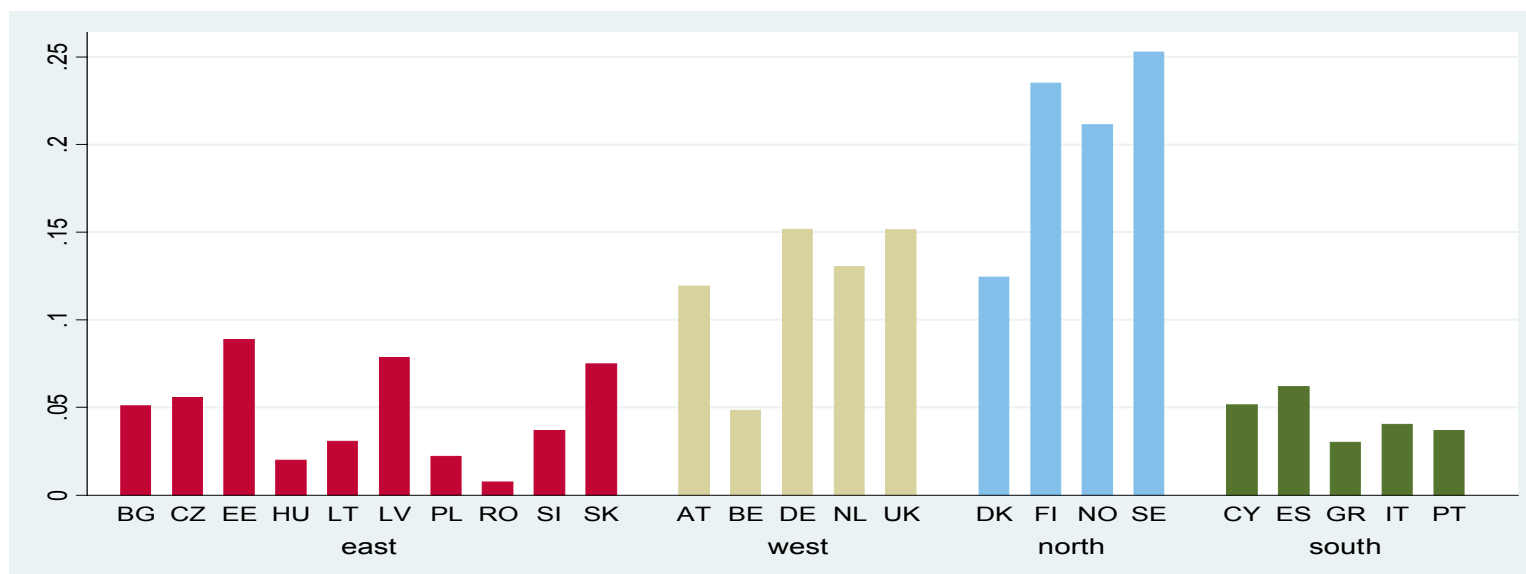
Participation in job related educ. or training by labour market status: **employed**



Participation in job related educ. or training by labour market status: **unemployed**

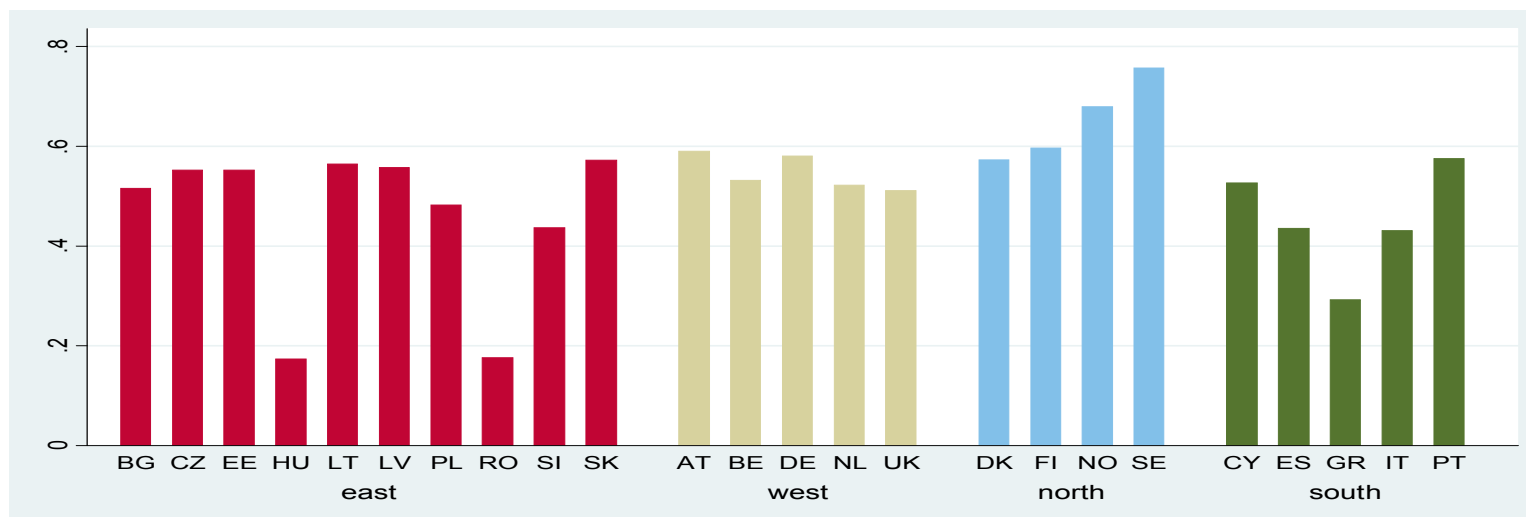


Participation in job related educ. or training by labour market status: **inactive**

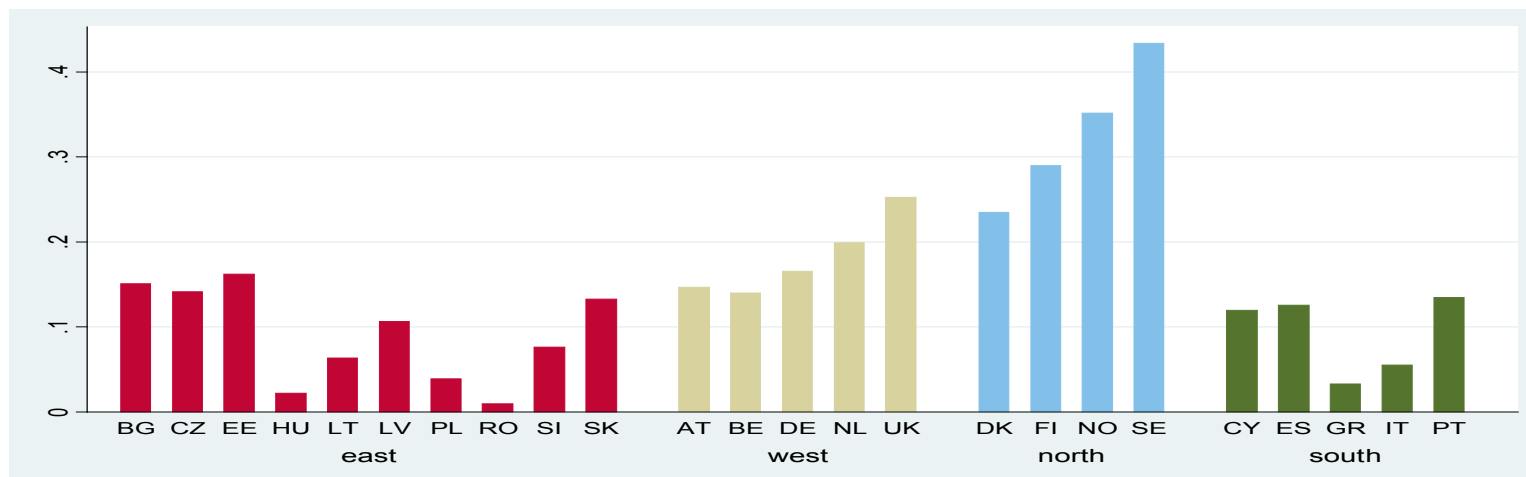


Participation in job related educ. or training by educational attainment:

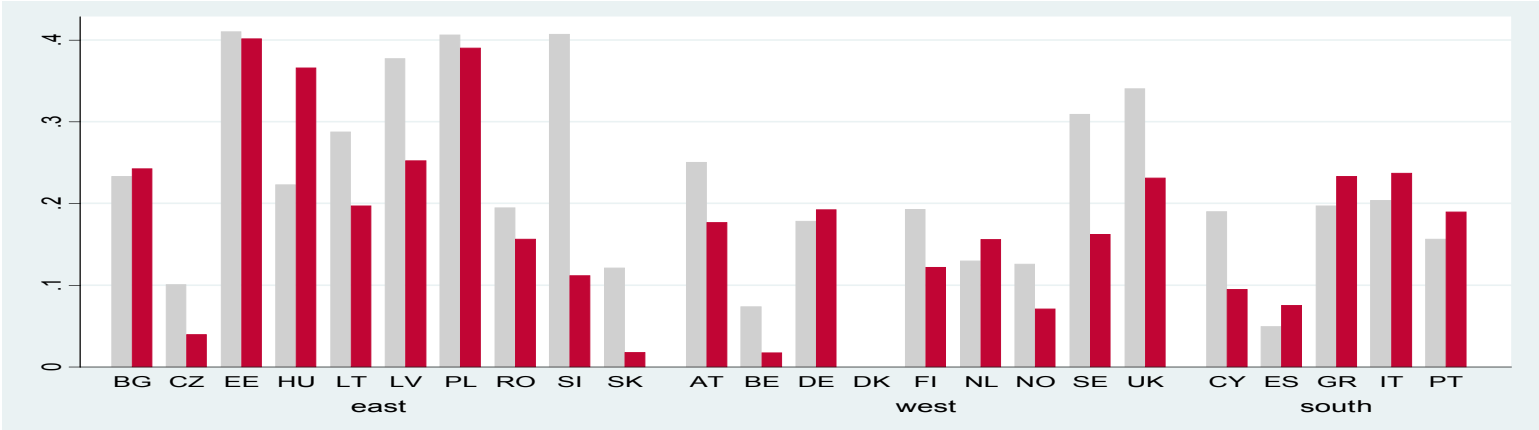
higher education



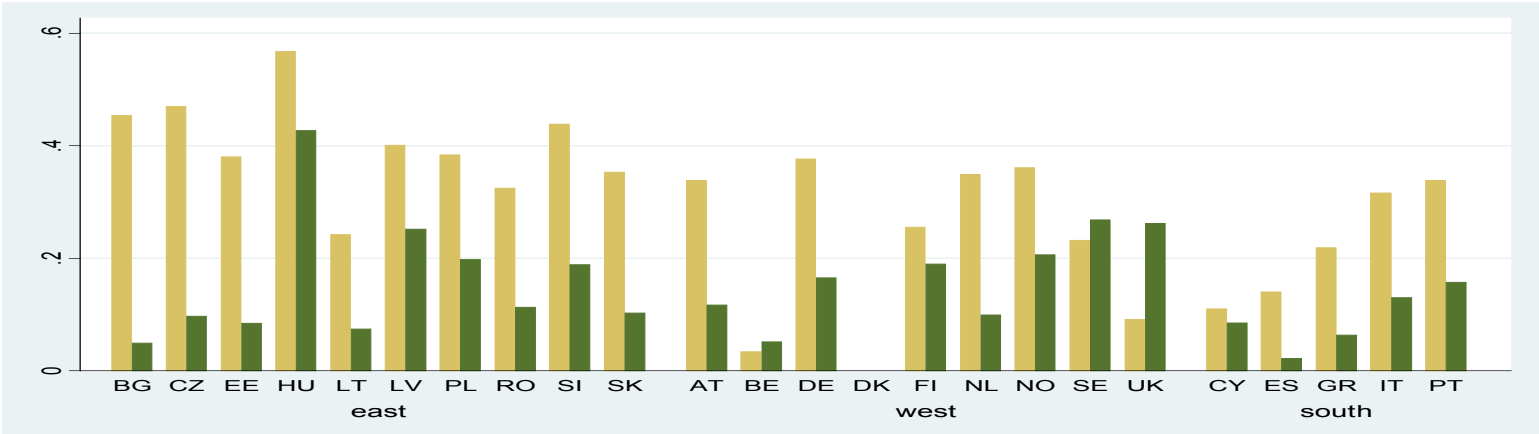
below upper-secondary



Why non-participants did not participate?



Grey bar : too expensive, Red bar : not confident with the idea of going back to something that is like school



Yellow bar : no need for the job, Green bar : lack of employer's support

Individual characteristics and participation in job related adult education and training

	(1)		(2)	
female	-0.0185***	(0.00413)	-0.00648	(0.00430)
educ low	-0.270***	(0.00542)	-0.268***	(0.00574)
educ u.sec.	-0.148***	(0.00452)	-0.144***	(0.00473)
unemployed	-0.177***	(0.00946)	-0.169***	(0.0104)
inactive	-0.289***	(0.00713)	-0.290***	(0.00795)
age 25-35	0.0492***	(0.00515)	0.0517***	(0.00532)
age 46-55	-0.0323***	(0.00511)	-0.0445***	(0.00528)
age 56-65	-0.111***	(0.00606)	-0.144***	(0.00624)
self employed	-0.0817***	(0.00668)	-0.0769***	(0.00690)
firm 0-10	-0.0263***	(0.00610)	-0.0287***	(0.00642)
firm 11-19	0.0245***	(0.00760)	0.0180**	(0.00790)
firm 50-	0.0848***	(0.00554)	0.0706***	(0.00592)
exp at firm 0-2	0.0235***	(0.00649)	0.0130*	(0.00701)
exp at firm 3-5	-0.00218	(0.00539)	-0.0234***	(0.00557)
temporary contr.	-0.0506***	(0.00769)	-0.0265***	(0.00852)
part-time job	0.00353	(0.00728)	-0.0696***	(0.00756)
second job	-0.0397***	(0.00623)	0.0762***	(0.00999)
immig non-EU	-0.0274***	(0.01000)	-0.0731***	(0.0102)
immig EU	0.0865***	(0.00655)	-0.00529	(0.0114)
child	0.0648***	(0.00670)	0.0190***	(0.00702)
child 0-3	-0.0443**	(0.0174)	-0.0584***	(0.0179)
urban (small)	0.0304***	(0.00486)	0.00567	(0.00508)
rural	0.0127***	(0.00446)	-0.00904*	(0.00496)
industry (NACE) FE	yes		yes	
country FE	no		yes	

probit model for participation, marginal effects

Does controlling for individual characteristics reduce differences between country groups?

	(1)		(2)	
BG	-0.00340	(0.00797)	-0.0634***	(0.0119)
CZ	-0.0106*	(0.00639)	-0.0322***	(0.00759)
EE	0.0225**	(0.00959)	-0.0246**	(0.0109)
HU	-0.281***	(0.00519)	-0.437***	(0.00921)
LT	-0.0574***	(0.00864)	-0.130***	(0.0105)
LV	-0.0528***	(0.0132)	-0.0911***	(0.0167)
PL	-0.169***	(0.00478)	-0.246***	(0.00641)
RO	-0.302***	(0.00445)	-0.441***	(0.00767)
SI	-0.104***	(0.00782)	-0.145***	(0.0103)
SK	0.0568***	(0.00797)	0.00595	(0.00896)
north	0.109***	(0.00561)	0.0887***	(0.00693)
south	-0.142***	(0.00452)	-0.153***	(0.00607)
ind. controls	no		yes	

Are the correlations between individual characteristics and participation different across the country groups?

	east	west	north	south		east	west	north	south
female	0.0206*** (0.00674)	-0.0452*** (0.0105)	-0.0137 (0.00967)	-0.0195*** (0.00731)	self employed	-0.0925*** (0.0108)	-0.0241 (0.0167)	-0.0876*** (0.0185)	-0.0546*** (0.0112)
educ low	-0.301*** (0.0101)	-0.295*** (0.0129)	-0.212*** (0.0130)	-0.256*** (0.00983)	firm 0-10	-0.0157 (0.00964)	0.0217 (0.0151)	-0.0351** (0.0147)	-0.0766*** (0.0113)
educ u.sec.	-0.163*** (0.00757)	-0.141*** (0.0104)	-0.109*** (0.01000)	-0.143*** (0.00883)	firm 11-19	0.0323*** (0.0114)	-0.00832 (0.0190)	0.0391** (0.0176)	-0.00490 (0.0156)
unemployed	-0.282*** (0.0148)	-0.0435* (0.0263)	-0.173*** (0.0290)	-0.0893*** (0.0148)	firm 50-	0.0410*** (0.00865)	0.0991*** (0.0134)	0.0637*** (0.0129)	0.121*** (0.0121)
inactive	-0.372*** (0.0120)	-0.274*** (0.0209)	-0.289*** (0.0217)	-0.237*** (0.0112)	exp at firm 0-2	0.0509*** (0.0107)	0.0447*** (0.0157)	0.0492*** (0.0155)	-0.0135 (0.0117)
age 25-35	0.0374*** (0.00835)	0.0412*** (0.0124)	0.0685*** (0.0122)	0.0692*** (0.00882)	exp at firm 3-5	0.00344 (0.00822)	0.0248* (0.0132)	-0.0394*** (0.0116)	-0.00899 (0.0114)
age 46-55	-0.0376*** (0.00819)	-0.0510*** (0.0119)	-0.0256** (0.0125)	-0.0281*** (0.00846)	temporary contr.	-0.0454*** (0.0155)	0.00562 (0.0224)	-0.0533** (0.0213)	0.0240** (0.0107)
age 56-65	-0.0778*** (0.0105)	-0.192*** (0.0143)	-0.148*** (0.0133)	-0.110*** (0.0104)	part-time job	-0.0744*** (0.0162)	-0.0303** (0.0131)	-0.0371** (0.0145)	-0.0708*** (0.0178)
child 0-3	-0.0197 (0.0347)	-0.0770** (0.0336)	-0.0528 (0.0328)	-0.128*** (0.0373)	second job	-0.0595*** (0.00781)	0.0462** (0.0227)	0.0156 (0.0187)	0.136*** (0.0192)