

Prof. Dr. Samuel Muehleemann

Curriculum Vitae

LMU Munich
LMU Munich School of Management
Geschwister-Scholl-Platz 1
D-80539 Munich
E-mail: muehleemann@lmu.de

March 2023

Academic positions

- 2014– present: University Professor
LMU Munich School of Management, Ludwig-Maximilians-Universität München
- 2015 – present: Guest Lecturer
Faculty of Economics and Management, University of Zurich
- 2011 – 2014: Deputy Head
Centre for Research on the Economics of Education, University of Bern
- 2009 – 2014: Senior Research Associate
Swiss Leading House on the Economics of Education: Firm Behaviour and Training Policies,
University of Bern & University of Zurich

Visiting positions

- 2/2013 – 1/2014: Visiting Scholar
Institute for Research on Labor and Employment, University of California, Berkeley
- 4 –7/2009: Visiting Academic
King's College London, Great Britain

Education

- Dr. rer. oec. (Economics), University of Bern (2008)
- Lic.rer. pol. (Economics and Management), University of Bern (2004)

Fellowships and Committee Memberships

- 2022 – present: Research Fellow
Federal Institute for Vocational Education and Training (BIBB), Bonn, Germany
- 2022 – present: Research Fellow
Research Centre for Education and the Labour Market (ROA), Maastricht University, Netherlands
- 2012 – present: Research Fellow
Institute for the Study of Labor (IZA), Bonn, Germany
- 2021– present: Member
European Expert Network on Economics of Education (EENEE)
- 2020 –2024: Steering Committee Member NRP 77 “Digital Transformation”
Swiss National Science Foundation, Switzerland
- 2012 – present: Member
Research Committee Economics of Education of the German Economic Association (VfS)

- 2014 – Research Affiliate
University of Bern, Centre for Research in Economics of Education
- 2017 – present: Associated Researcher
Swiss Leading House VPET-ECON, University of Bern and University of Zurich.
- 2012 –2014: Member (elected from the Swiss Federal Council)
Federal Commission for Child and Youth Affairs (EKKJ)
- 2012/2013: Member of review group “University dropouts”
Danish Clearinghouse for Educational Research, Copenhagen

Awards

- Leading House Best Paper Award 2018
Runner-up prize for the paper “Hiring costs and labor market tightness” (joint with Miriam Strupler Leiser)
- Leading House Best Paper Award 2016
1st prize for the paper “The Structure of Hiring Costs in Germany” (joint with Harald Pfeifer)
- Leading House Best Paper Award 2015
1st prize for the paper “Hiring Costs for Skilled Workers and the Supply of Firm-Provided Training” (joint with Marc Blatter, Samuel Schenker and Stefan C. Wolter).
- Leading House Best Paper Award 2014
Runner-up prize for the paper “Works councils, collective bargaining, and apprenticeship training: Evidence from German firms” (joint with Ben Kriechel and Harald Pfeifer).
- Leading House Best Paper Award 2013
1st prize for the paper “Monopsony Power, Pay Structure, and Training” (joint with Paul Ryan and Stefan C. Wolter).
- Highly Commended Paper Winner 2013
Evidence-based HRM: a Global Forum for Empirical Scholarship, 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”.
- Refereed Paper competition 2012, Labor and Employment Relations Association (LERA)
Winner for the paper “Works councils, collective bargaining and apprenticeship training” (joint with Ben Kriechel and Harald Pfeifer).
- 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” (joint with Romy Brändli and Stefan C. Wolter).
- Leading House Best Paper Award 2011
1st prize for the paper “The Costs of Hiring Skilled Workers” (joint with Marc Blatter and Samuel Schenker)
- Leading House Best Paper Award 2011
Runner-up prize for the paper “Firm-sponsored Training and Poaching Externalities in Regional Labor Markets” (joint with Stefan C. Wolter)
- Leading House Best Paper Award 2010
Runner-up prize for the paper “The Financing of Apprenticeship Training in the Light of Labor Market Regulations” (joint with Harald Pfeifer, Günter Walden, Felix Wenzelmann and Stefan C. Wolter)

Grants

- Research grant “Quality of work-based training in firms” (2016-2018) Hans-Boeckler-Foundation (Germany), joint with the Federal Institute for Vocational Education and Training (BIBB).
- Research grant “Apprenticeship training in Spain – a cost-effective model for firms?” (9/2014 – 7/2015). Bertelsmann Foundation, joint project with University of Bern
- Research grant “The impact of internationalization on labor market-oriented education” (11/2011 – 5/2013). Swiss Federal Office for Professional Education and Technology.
- Grant from the Fund for the Promotion of Young Researchers to organize International Workshop on Labor Adjustment Costs. University of Bern (2012).
- International short research visits grant, Swiss National Science Foundation Visiting academic position (4 – 7/2009), King’s College London

Journal publications (refereed)

- Muehlemann, S. and H. Pfeifer (2023). Evaluating apprenticeship training programs for firms. *IZA World of Labor* 2023: 506 doi:10.15185/izawol.506
- Muehlemann, S., H. Dietrich, G. Pfann and H. Pfeifer (2022). Shocks in the Market for Apprenticeship Training. *Economics of Education Review* 86 (February 2022), 1-18.
- Muehlemann, S. and S. C. Wolter (2021). Business Cycles and Apprenticeships. *Oxford Research Encyclopedia of Economics and Finance*. <https://doi.org/10.1093/acrefore/9780190625979.013.655>
- Muehlemann, S., H. Pfeifer 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.
- Koch, B., S. Muehlemann 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.
- Moretti, L., Mayerl, M., Muehlemann, S., Schlögl, P., & Wolter, S. C. (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* 7(2), 229-246.
- Muehlemann, S. and M. Strupler Leiser (2018). Hiring costs and labor market tightness. *Labour Economics* 52, 122-131.
- Muehlemann, S. and Wolter, S.C. (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* 5(1), 107-118.
- Wenzelmann, F., Muehlemann, S., & Pfeifer, H. (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 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. (2016). Making Apprenticeships Profitable for Firms and Apprentices: The Swiss Model. *Challenge* 59, Special Issue: The Apprenticeship Issue, 390-404. doi:10.1080/05775132.2016.1226096
- 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., Braendli, R. and Wolter, S.C. (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* 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.
- Muehlemann, 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.
- Muehlemann, S. (2010). The Costs and Benefits of Apprenticeship Training: Evidence from Swiss Firms. *Canadian Apprenticeship Journal* 1(Winter 2010), 45-55.
- Muehlemann, 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. Muehlemann, 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. Muehlemann, 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.
- Muehlemann, 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.
- Muehlemann, S. and S. C. Wolter (2007): Regional Effects on Employer Provided Training: Evidence from Apprenticeship Training in Switzerland. *Journal for Labour Market Research* 40(2+3): 135-147.
- Wolter, S. C., S. Muehlemann and Juerg Schweri (2006). Why some firms train apprentices and many others do not. *German Economic Review* 7(3): 249-264.

Handbook articles

- Muehlemann, S. (2024). Supply and Demand Shocks in Apprenticeship Markets and the Role of Institutions. In: Róbert, P. and Saar, E. (eds.). *Handbook on Education and the Labour Market*, Edward Elgar Publishing, forthcoming.
- Muehlemann, S. and S. C. Wolter (2020). The Economics of Vocational Training. In: Bradley, S. and C. Green (eds.). *Economics of Education*. 2nd Edition, Elsevier.
- Muehlemann 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.

Monographs

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

Book contributions

- Muehlemann, S. and S. 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.
- Muehlemann, S., S. C. Wolter, M. Fuhrer and A. Wüest (2007). *Lehrlingsausbildung - ökonomisch betrachtet*. Rüegger Verlag, Zürich/Chur.
- Muehlemann, S., J. Schweri and S. C. Wolter (2007). Warum einige Firmen Lehrlinge ausbilden - viele aber nicht. In: Chaponnière, M. et al. (eds.), *Bildung und Beschäftigung - Beiträge der internationalen Konferenz in Bern*, Rüegger Verlag, Zürich/Chur, S. 317-330.
- Schweri, J., S. Muehlemann, Y. Pescio, B. Walther, S. C. Wolter and L. Zürcher (2003). *Kosten und Nutzen der Lehrlingsausbildung aus der Sicht Schweizer Betriebe*. Chur/ Zürich: Rüegger Verlag.

Other publications (non refereed)

- Muehlemann, S. (2021). The Impact of COVID-19 on Apprenticeship Markets. EENEE Ad hoc Report 1, 2021.
- Muehlemann, S., H. Pfeifer and B. Wittek (2020). Auswirkungen der Coronakrise auf den Ausbildungsstellenmarkt: Was die Politik tun kann. ifo Schnelldienst 09/2020, 19–22.
- Muehlemann, S. and S. C. Wolter (2020). *Ausbildung ökonomisch betrachtet. Sieben Lektionen zu Kosten und Nutzen beruflicher Bildung aus Sicht von Unternehmen*. Gütersloh: Bertelsmann Stiftung.
- Muehlemann, S. and S. C. Wolter (2019). *The Economics of Apprenticeship Training, Seven lessons learned from cost-benefit surveys and simulation*. London & Gütersloh: JP Morgan Foundation & Bertelsmann Stiftung.
- Muehlemann, S., S. C. Wolter and E. 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.
- Muehlemann, S. (2016). The costs and benefits of work-based learning. OECD Education Working Papers 143. <https://doi.org/10.1787/19939019>.
- Wolter, S. C. and S. Muehlemann (2016). *Lehrlingsausbildungen nach Schweizer Vorbild als Weg aus der Jugendarbeitslosigkeit für Spanien*. Die Volkswirtschaft 1–2/2016, 49-52.
- Wolter, S. C. and S. Muehlemann (2015). *Apprenticeship training in Spain – a cost-effective model for firms? Gütersloh: Bertelsmann Stiftung*.
- Muehlemann, S. (2013). *Der Einfluss der Internationalisierung auf das Ausbildungsverhalten der Betriebe in der Schweiz*. *Wirtschaft und Beruf* 06.2013, 54-55.
- Muehlemann, S. and S. 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>.
- Muehlemann, S. (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 S. and S. C. Wolter (2013). Personenfreizügigkeit dämpft den Fachkräftemangel in der Schweiz, *Die Volkswirtschaft*, 6, 16-19.
- Muehleemann, S. (2012). Die duale Berufslehre in Zeiten des demografischen Wandels. *Wirtschaft und Beruf* 09-10, 51-53.
- Muehleemann, S. and S. C. Wolter (2011). Vollkommener Wettbewerb auf dem Schweizer Arbeitsmarkt? *Die Volkswirtschaft* 3-2011, 47-50.
- Muehleemann, S. and S. C. Wolter (2009). Ausgebliebene Krise auf dem Schweizer Lehrstellenmarkt. *Neue Zürcher Zeitung* 238/2009, 30.
- Fuhrer, M., S. Muehleemann and S. C. Wolter (2009). Schulische Qualifikationen von Auszubildenden und das Ausbildungsverhalten der Betriebe. *Wirtschaft und Berufserziehung* 12/09, 20-21.
- Muehleemann, S. (2008). Deutsche Lehrlinge weniger produktiv als schweizerische. *Panorama Sondernummer Leading House "Bildungsökonomie: Betriebliche Entscheidung und Bildungspolitik"*, 14-15.
- Muehleemann, S. and S. C. Wolter (2007). Lehrlingsausbildung lohnt sich. *Die Volkswirtschaft*, 10/2007, 44-47
- Muehleemann, S. and S. C. Wolter (2007). Bildungsqualität, demographischer Wandel, Struktur der Arbeitsmärkte und die Bereitschaft von Unternehmen, Lehrstellen anzubieten. *Wirtschaftspolitische Blätter* 54(1), 57-71.
- Wolter, S. C. and S. Muehleemann (2006): Der Übergang von der Schule in die Lehre aus systemischer Sicht. *ph-akzente* 3/2006, 7-8.
- Muehleemann, S., J. Schweri and S. C. Wolter (2004). Warum Betriebe keine Lehrlinge ausbilden - und was man dagegen tun könnte. *Die Volkswirtschaft* 9/2004, 43-48.

Teaching experience

- Quantitative Methods (2020 – present)
LMU Munich, PhD core course, Master of Business Research MBR
- Apprenticeship Training: Institutions and Markets (2018, 2019, 2022)
Swiss Leading House VPET-ECON, University of Zurich
PhD core course, Course Program for Doctoral Students in Economics of Education
- Empirical methods in Human Resource Education and Management, (2015 – present)
LMU Munich, graduate level
- Advanced Human Resource Development (2015 – present)
LMU Munich, graduate level
- Managing Education and Training in Firms/for Firms (2015 – present)
University of Zurich, graduate level
- Institutionen und Berufsbildungspolitik HRE&M III, (2014 – present)
LMU Munich, undergraduate level
- Human Resource Development: A Global Perspective (2021, 2022)
LMU Munich, graduate level, seminar
- Recent Topics in Human Resource Development (2017-2020)
LMU Munich, graduate level, seminar
- Workshop in Human Capital Theory, 2015
LMU Munich, PhD seminar, Master of Business Research MBR
- Selected Topics in Human Resource Education and Management (2014)
LMU Munich, graduate level, seminar

- Recent Topics in Economics of Education and Personnel Economics (2010 – 2011)
University of Bern, graduate level
- Economics of Personnel and Training (2010 – 2011)
University of Bern, undergraduate level
- Labour Economics (2010)
Swiss Federal Institute for Vocational Education and Training, MSc in Vocational Education and Training

Academic services

- 2019 – present: Member of the Editorial Advisory Board
Empirical Research in Vocational Education and Training, Springer
- 2020/21: Lead Guest Editor, Special Issue “The Economics of Vocational Education and Training” in Empirical Research in Vocational Education and Training (joint with Harald Pfeifer).
- 2017: Guest Editor Special Issue “Personnel Economics and Vocational Education & Training” in the journal Evidence-based HRM: a Global Forum for Empirical Scholarship (joint with Stefan C. Wolter)

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