

What Drives the Intentions of Crafts Apprentices to Change Their Employer or Occupation? An Empirical Study in the Crafts Sector

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Abstract

This paper estimates the impact of job satisfaction dimensions such as occupational enjoyment, job security, financial attractiveness, working conditions, and social relations on the intention of crafts apprentices to leave their training firm or occupation. We find that occupational enjoyment and job security are the most important drivers for the intention to stay with the training firm and that the intention to leave the training firm or occupation is not financially driven. We also discuss the far reaching implications for training firms' recruiting strategies and institutions in the crafts sector.