

## Supplementary material: Balance graphs of key matching variables and descriptive statistics of institutional indicators

Figure A1-1: Balance in the distribution of ISEI scores before training of training participants (treated) and non-participants (control) before and after matching

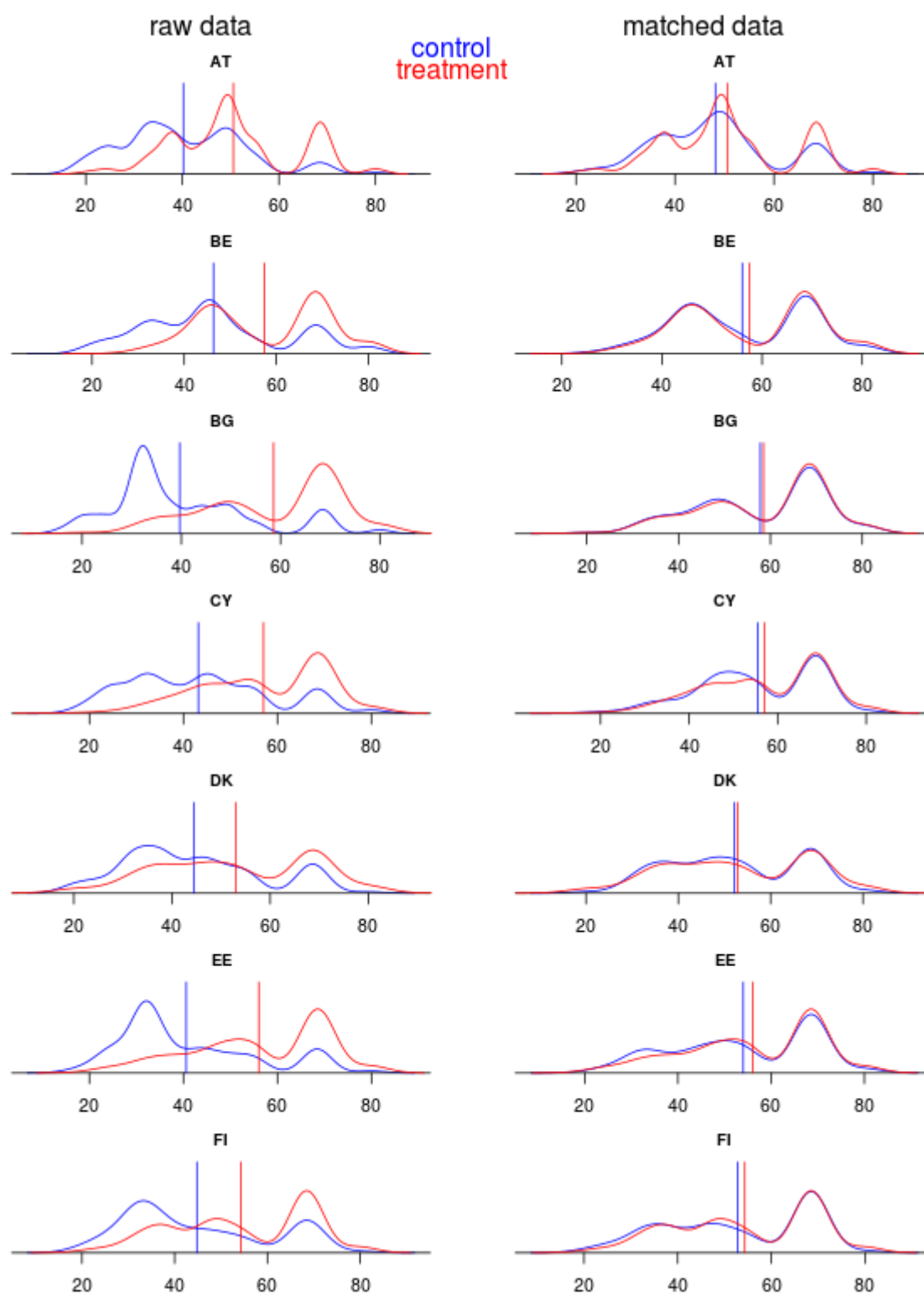
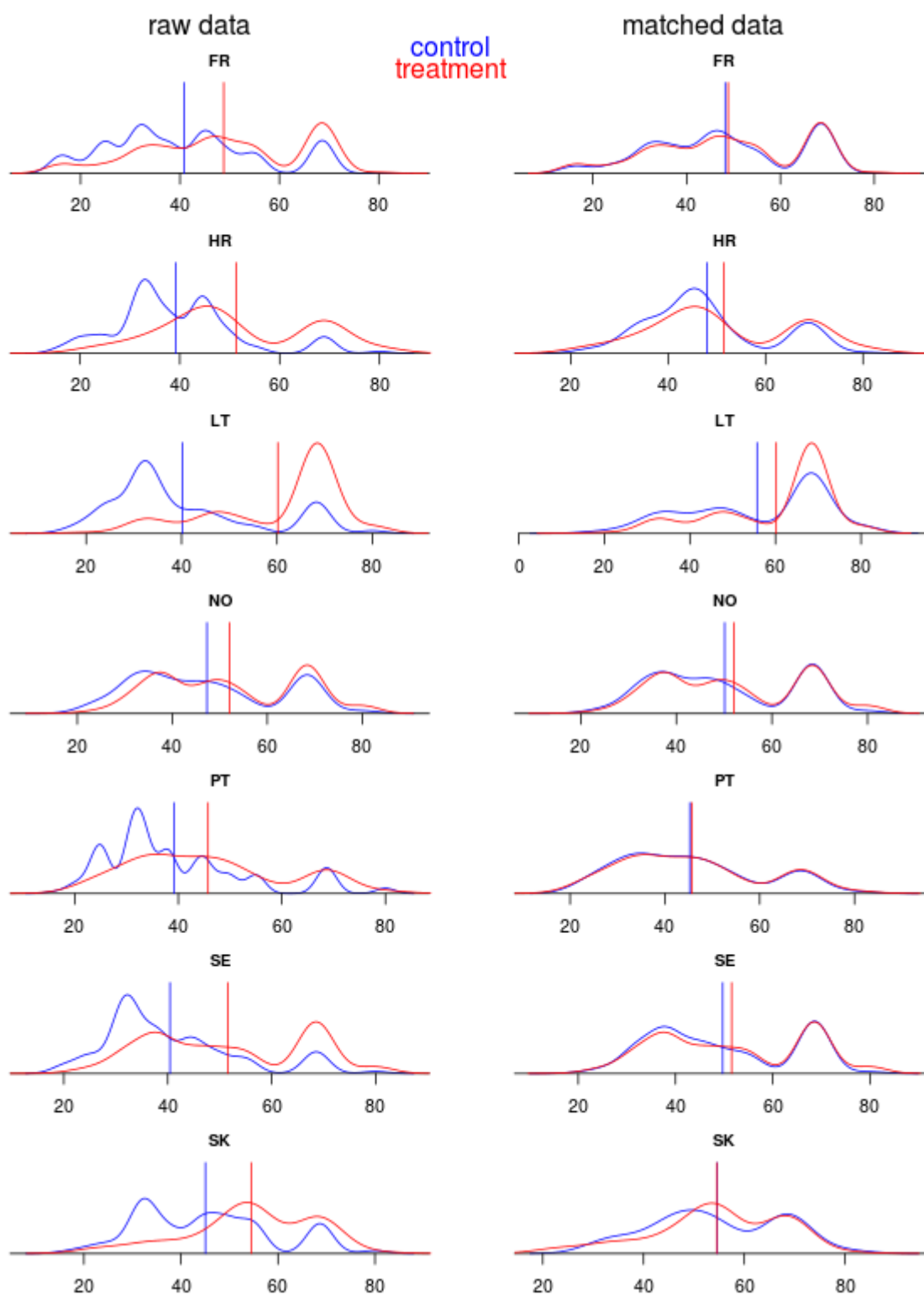
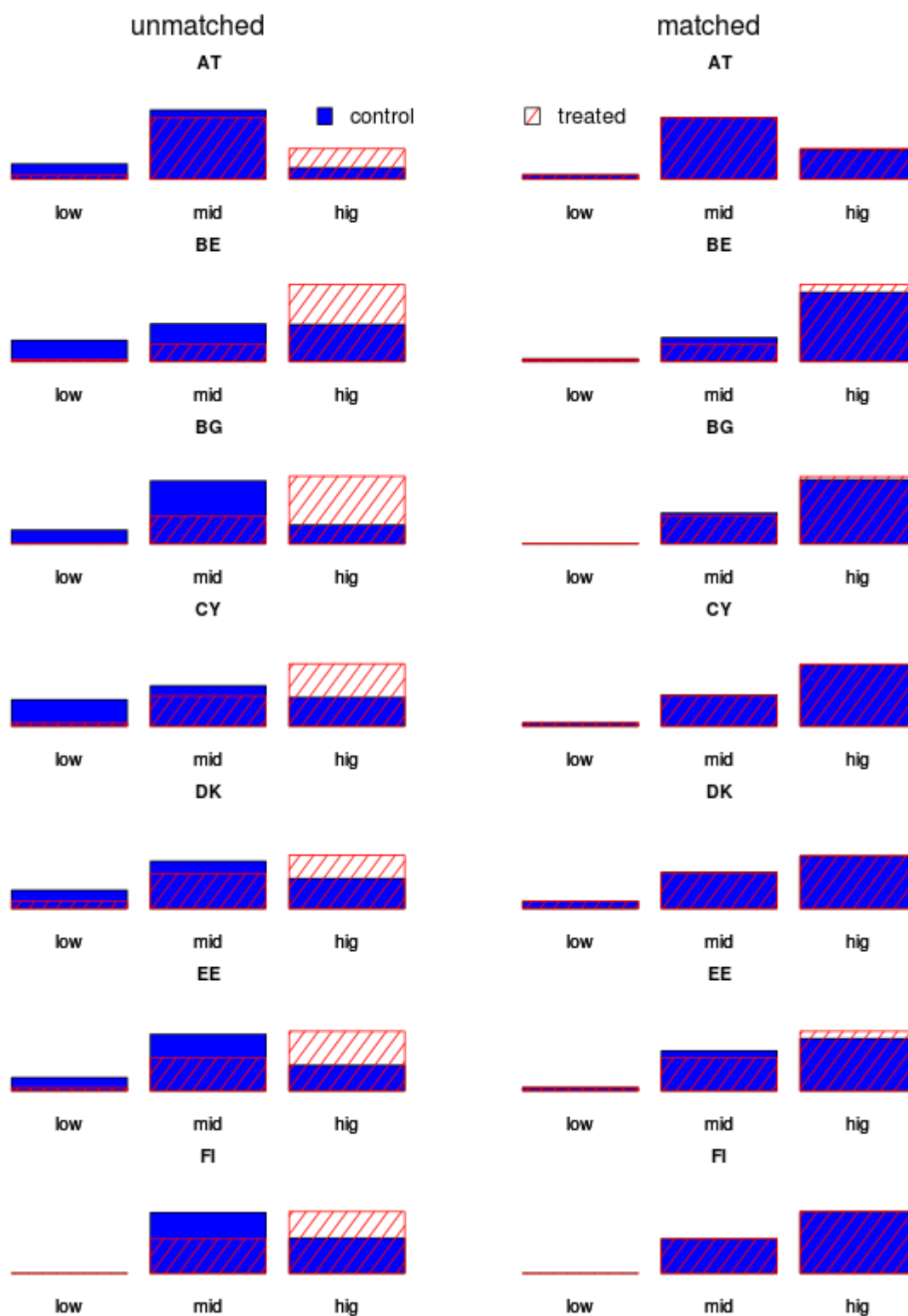


Figure A1-2 Balance in the distribution of ISEI scores before training of training participants (treated) and non-participants (control) before and after matching



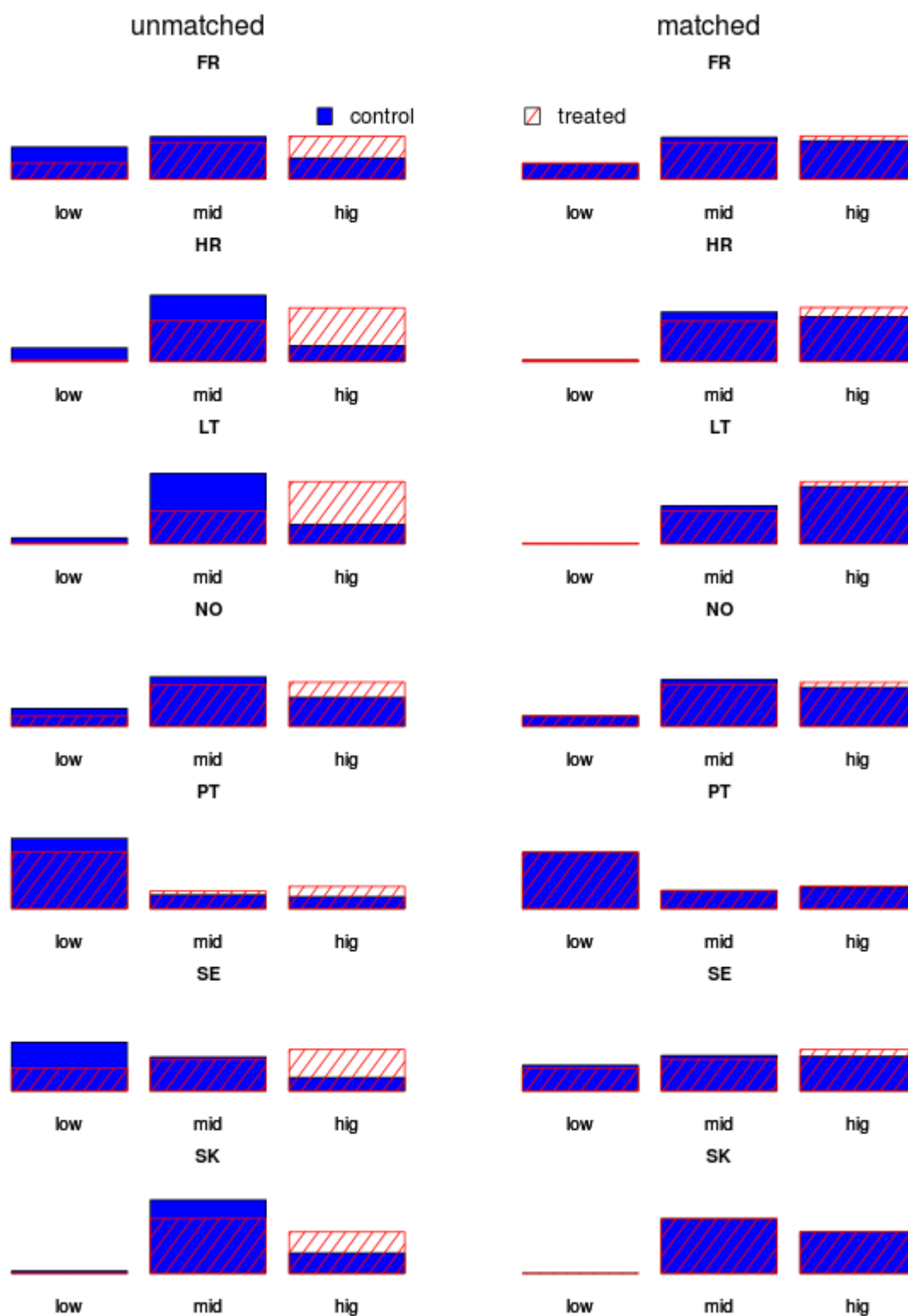
Source: AES 2005-2008.

Figure A2-1: Balance in the distribution of educational attainment levels of training participants (treated) and non-participants (control) before and after matching



Source: AES 2005-2008.

Figure A2-2: Balance in the distribution of educational attainment levels of training participants (treated) and non-participants (control) before and after matching



Source: AES 2005-2008.

Table A1-1: Balance metrics: Standardized mean differences in the matching variables before and after matching per country

	Austria		Belgium		Bulgaria	
	unmatched	matched	unmatched	matched	unmatched	matched
Male	9.04	0.00	1.06	1.17	-38.86	0.00
ISCED 3-4	-17.37	-1.38	-55.94	-19.07	-80.37	-6.56
ISCED 5-6	42.62	1.78	103.87	20.48	111.03	7.35
Migrant	-34.87	0.00	-6.21	0.00	-	0.00
Foreign language speaker	-45.55	-10.70	-5.42	-3.86	-	0.00
Potential labour market experience	-23.64	-1.95	-41.44	2.22	-40.73	-10.39
Tenure in current job	18.19	1.76	-16.04	-0.03	32.35	1.18
Kids aged 0-5	7.56	0.00	10.75	0.00	-17.38	0.00
Pupils aged 6-14	10.30	0.00	13.19	0.00	-8.63	0.00
Persons aged 65+	-8.46	0.00	-12.76	0.00	3.76	0.00
Medium urbanisation	11.25	-2.15	-14.59	-17.20	-0.23	11.00
High urbanisation	-16.73	-10.09	0.72	17.97	-6.80	4.80
ISEI score before training	82.26	19.02	81.98	10.29	137.62	5.33
Medium firm size	-1.56	2.10	-21.51	-2.10	-7.11	-10.52
Large firm size	13.05	-2.32	39.47	1.28	11.86	1.49
Part-time job	-8.24	0.00	-20.12	0.00	-18.84	0.00

	Cyprus		Denmark		Estonia	
	unmatched	matched	unmatched	matched	unmatched	matched
Male	-8.08	0.78	1.33	7.25	-38.88	0.00
ISCED 3-4	-22.92	-1.67	-26.62	-1.25	-51.94	-15.53
ISCED 5-6	72.85	1.63	48.53	0.61	72.72	15.60
Migrant	-13.16	0.00	11.08	0.00	-28.35	0.60
Foreign language speaker	-29.38	0.00	-5.15	-2.47	-37.11	-10.58
Potential labour market experience	-59.12	-0.90	-31.25	-0.49	-32.86	0.61
Tenure in current job	10.37	1.40	-17.89	-0.24	28.07	7.24
Kids aged 0-5	21.78	0.00	10.79	0.00	2.93	0.00
Pupils aged 6-14	14.73	0.00	8.89	0.00	7.25	0.00
Persons aged 65+	-19.84	0.00	-5.40	0.00	10.38	5.53
Medium urbanisation	-1.48	12.09	-5.51	-5.91	7.50	7.13
High urbanisation	-39.11	-7.35	-17.34	2.64	-0.74	-1.89
ISEI score before training	102.97	10.87	54.02	5.14	106.18	14.00
Medium firm size	15.78	0.00	-0.95	5.88	-0.20	-4.95
Large firm size	26.08	-3.11	12.89	-6.79	9.94	3.08
Part-time job	-43.86	0.00	-20.83	0.00	-1.71	0.00

	Finland		France		Croatia	
	unmatched	matched	unmatched	matched	unmatched	matched
Male	-15.71	0.00	7.86	0.00	-39.92	-1.53
ISCED 3-4	-57.16	0.00	-12.72	-11.85	-53.46	-19.55
ISCED 5-6	57.16	0.00	45.56	10.06	78.92	19.47
Migrant	-9.41	0.00	-13.25	0.00	2.65	0.00
Foreign language speaker	-13.32	0.00	-14.13	-0.78	-11.49	0.00
Potential labour market experience	1.39	2.28	-32.26	0.26	-8.27	2.19
Tenure in current job	13.78	4.50	4.65	1.38	20.15	1.10
Kids aged 0-5	-15.66	0.00	6.30	0.00	-28.37	0.00
Pupils aged 6-14	6.76	0.00	11.56	0.00	-30.35	0.00
Persons aged 65+	-6.53	10.27	-10.86	0.00	-2.68	0.00
Medium urbanisation	1.26	6.97	0.77	-1.57	-4.58	-6.98
High urbanisation	-11.05	8.05	-4.74	2.95	-43.20	-26.84
ISEI score before training	64.12	10.54	50.04	3.94	80.39	22.98
Medium firm size	2.86	-1.86	-5.24	-1.33	-8.03	-17.87
Large firm size	14.39	0.90	24.51	-0.59	19.00	8.95
Part-time job	-39.31	0.00	-21.08	0.00	3.02	0.00

Source: AES 2005-2008.

Table A1-2: Balance metrics: Standardized mean differences before and after matching per country

	Lithuania		Norway		Portugal	
	unmatched	matched	unmatched	matched	unmatched	matched
Male	-25.90	0.00	-5.60	1.38	-3.42	0.00
ISCED 3-4	-82.19	-11.42	-16.01	-10.58	9.92	-2.54
ISCED 5-6	93.04	10.76	31.64	10.80	25.42	2.32
Migrant	-5.95	0.00	-4.63	0.00	-14.72	0.00
Foreign language speaker	-24.96	-3.06	-8.68	-5.08	-	0.00
Potential labour market experience	-30.79	-0.85	-12.05	-2.87	-38.34	-1.93
Tenure in current job	44.74	21.40	6.51	6.56	0.49	3.52
Kids aged 0-5	-0.78	0.00	-6.60	0.00	12.12	0.00
Pupils aged 6-14	-3.79	0.00	7.21	0.31	4.82	2.10
Persons aged 65+	1.11	0.00	-9.75	0.00	-4.69	0.00
Medium urbanisation	-7.92	2.68	7.18	7.91	29.86	18.58
High urbanisation	-1.37	0.00	-15.43	-12.15	-7.55	3.39
ISEI score before training	143.59	32.01	32.00	13.02	43.93	3.47
Medium firm size	-7.06	1.29	4.41	-3.18	-7.81	-10.04
Large firm size	14.54	-2.99	10.74	1.66	37.22	2.96
Part-time job	-27.34	0.00	-3.33	-0.39	-42.89	0.00

	Sweden		Slovak Republic	
	unmatched	matched	unmatched	matched
Male	-13.32	1.00	-24.30	0.00
ISCED 3-4	-4.62	-8.03	-39.06	0.00
ISCED 5-6	58.67	13.87	43.90	0.00
Migrant	-19.78	0.00	4.80	0.00
Foreign language speaker	-19.43	-3.25	-5.21	0.00
Potential labour market experience	-26.06	-0.73	-17.09	1.97
Tenure in current job	1.09	1.33	2.26	-5.85
Kids aged 0-5	-10.81	0.00	-1.26	0.00
Pupils aged 6-14	10.38	0.00	-8.92	0.00
Persons aged 65+	-5.43	0.00	-0.72	0.00
Medium urbanisation	6.32	-2.99	-8.49	-6.50
High urbanisation	-7.47	1.66	7.04	2.76
ISEI score before training	72.84	12.08	73.02	0.75
Medium firm size	-4.80	-22.52	1.98	0.00
Large firm size	20.84	19.31	-0.02	0.00
Part-time job	-8.60	0.49	-	0.00

Source: AES 2005-2008.

Table A2: Initial skill formation: school quality (2006), skill demand and supply (2007)

Country	Quality of schooling (PISA 2006)			% employed in	% employed	% population
	Science	Reading	Math	ISCO 1-3	with ISCED 5-6	with ISCED 5-6
AT	511	490	505	39.3	20.4	17.6
BE	510	501	520	45.6	39.0	32.1
BG	434	402	413	29.7	26.9	22.4
CY	473*	460*	459*	32.1	37.0	33.1
DK	496	494	513	48.4	32.9	32.2
EE	531	501	515	41.7	36.5	33.3
FI	563	547	548	47.7	40.7	36.4
FR	495	488	496	41.5	30.8	26.6
HR	493	477	467	31.0	20.7	16.2
LT	488	470	486	37.7	33.7	28.9
NO	487	484	490	47.8	38.0	34.4
PT	474	472	466	26.3	15.8	13.7
SE	503	507	502	48.2	33.6	31.3
SK	488	466	492	36.1	17.4	14.4

\*PISA scores of Greece. Source: OECD, Eurostat.

Table A3: Stratification of secondary schooling (system level)

Country	Age of first tracking	Age of first tracking recorded	No. of tracks available to 15 year olds
AT	10	5	4
BE	12	4	4
BG	13	4	3
CY	15	2	2
DK	16	1	1
EE	15	2	1
FI	16	1	1
FR	15	2	2
HR	14	3	5
LT	14	3	2
NO	16	1	1
PT	15	2	3
SE	16	1	1
SK	11	5	5

\*Values of Greece. Sources: Eurostat, OECD, CEDEFOP, EURYDICE.

Table A4: Financial resources 2007: input and context indicators (system level)

Country	Education expenditure (% of GDP)	Private expenditure (% share)	R&D expenditure (% of GDP)	GDP per capita
AT	5.5	9.2	2.5	30,700
BE	6.5	5.7	1.9	28,900
BG	4.6	12.8	0.5	10,100
CY	7.4	17.3	0.4	23,100
DK	7.8	7.8	2.6	30,600
EE	5.7	5.3	1.1	17,300
FI	6.1	2.6	3.5	29,400
FR	5.6	10.0	2.1	26,900
HR	4.3	7.8	0.8	15,200
LT	4.9	9.9	0.8	14,700
NO	6.5	1.8	1.6	44,700
PT	4.9	9.5	1.2	19,600
SE	6.7	2.7	3.4	31,200
SK	3.6	17.5	0.5	17,000

Sources: Eurostat.

Table A5: Industrial relations indicators (system level)

Country	Union density	Collective bargaining	Competitiveness Indicator (CCI) (2008)	Employment protection legislation (EPL) (2008)
AT	32	98	71	2.41
BE	54	96	76	2.61
BG	20	30	5	2.10
CY	55	75	42	2.97*
DK	67	80	92	1.91
EE	10	33	48	2.39
FI	74	91	91	2.29
FR	8	98	65	3.00
HR	45	50	33	2.76
LT	9	15	30	2.61
NO	53	70	75	2.65
PT	20	90	35	2.84
SE	71	90	83	2.06
SK	20	35	80	2.13

\*EPL score of Greece. Sources: Eurostat, OECD, CEDEFOP, worker-participation.eu, EU-SILC.