

Appendix Table E: Characteristics of Training Firms with High, Medium and Low Average Retention Rates of Trainees at Graduation

	Low Fraction Movers	Medium Fraction Movers	High Fraction Movers
<i>Range of Fraction Moving at Graduation</i>	0-20%	20-60%	60-100%
Average Fraction Moving at Graduation	0.06	0.37	0.79
Median Training Firm Size	264	240	160
Median Number of Graduates	7	7	7
Median Number of Trainees	19	20	20
Average Fraction High School	0.16	0.14	0.12
Average Fraction German	0.90	0.86	0.85
Average Fraction Male	0.58	0.57	0.58
Average Log Real Training Wage	3.96	3.89	3.80
Average Training Duration in Days	944	938	946
Average Training Firm Growth	0.01	-0.01	-0.05
Fraction Manufacturing	0.46	0.44	0.37
Fraction Services and Trade	0.21	0.33	0.45
Fraction FIRE	0.17	0.10	0.05
Average Fraction White Collar Workers	0.54	0.56	0.51
Average Job Duration of Hired Trainees (Stayers)			
One Year of Labor Market Experience	335	325	309
Three Years of Labor Market Experience	756	717	655
Five Years of Labor Market Experience	1157	1084	952
Average Log Real Wage of Hired Trainees (Stayers)			
One Year of Labor Market Experience	4.85	4.81	4.73
Three Years of Labor Market Experience	4.91	4.89	4.83
Five Years of Labor Market Experience	4.97	4.95	4.90

Notes: Characteristics of firms training apprentices by lowest 25%, inter-quartile range, and highest 25% of average fraction of apprentices who leave the firm at graduation. The number of firms is 13009. The relationships of training wages, firm size, firm employment growth, job duration, regular wages and fraction services is linear in the average fraction moving.