

Electronic Supplement from: SABINE MOHR, MARGIT EBBINGHAUS: **Role reversal in trainee recruiting. Which firms search applicant profiles in a targeted way?** (German original: Rollentausch im Auszubildenden-Recruiting. Welche Betriebe durchsuchen gezielt Bewerberprofile? In: BWP 53 [2024] 1, pp. 40-42).
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Logistic regression on the relationship between searching in applicant profiles and firm structural and regional labour market characteristics (average marginal effects, AMEs)

	Coefficient	Standard error
Company size		
ref.: Very small firms (1–19 employees)		
Small firms (20–99 employees)	0.039	0.037
Medium-sized firms (100–199 employees)	0.042	0.039
Major firms (200+ employees)	0.002	0.038
Sector		
ref.: Public services		
Primary sector	-0.015	0.052
Manufacturing industry	0.073*	0.037
Construction industry	0.180**	0.061
Trade and repairs	0.108*	0.042
Company-related services	0.128**	0.046
Personal services	0.117*	0.045
Medical/nursing services	-0.025	0.056
Location		
ref.: Eastern Germany		
Western Germany	-0.007	0.030
Craft trades		
ref.: no		
yes	-0.053	0.036
Total number of recruitment pathways used¹	0.040***	0.004
Supply²		
ref.: below demand		
ref.: below demand	0.009	0.023
Proportion of upper secondary leavers³	0.110	0.164
Pseudo R ²	0.0804	
N	1,605	
Significances	* p < .05; ** p < .01; *** p < .001	
Ref: reference category		

¹ The number of other recruitment pathways used relates to 14 recruitment pathways beyond searching in applicant profiles. They include both direct and indirect routes.

² The supply-demand ratio is based on the extended supply-demand ratio for the employment agency district in which the firm is located.

³ Number of upper secondary school leavers as a proportion of the young people registered with the Federal Employment Agency as persons seeking to enter apprenticeship in the employment agency district in which the firm is located.