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## Personal Details:

Name: Arne Jonas Warnke  
Nationality: German  
Telephone: +49 (0)176 21 62 52 60  
Website: [www.zew.de/en/team/awa/](http://www.zew.de/en/team/awa/) (ZEW)  
[www.arne-warnke.de](http://www.arne-warnke.de) (private)  
Email: warnke [at] zew.de

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## Education:

Feb. 2013 - May 2017 **Universität Freiburg**, Freiburg, Germany  
PhD at Department of Applied Econometrics (Prof. Bernd Fitzenberger, Ph.D.)  
Apr. 2005 - Oct. 2009 **Universität Karlsruhe (TH)**, Karlsruhe, Germany  
Mathematics (major), Economics (minor)  
Oct. 2009 Completed degree, Diploma in Econometrics (grade: *sehr gut*)  
Oct. 2004 - Mar. 2005 **Christian-Albrechts-Universität**, Kiel, Germany  
Mathematics and Economics

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## Professional Experience:

Sep. 2011 - present **Centre for European Economic Research (ZEW)**, Mannheim, Germany  
Labour Markets, Human Resources and Social Policy Department  
Researcher / (policy) consultant

Consultation and research for projects for clients such as BASF, the Federal Ministry of Education (BMBF), the Federal Ministry of Labour and Social Affairs (BMAS) and the Standing Conference of the Ministers of Education and Cultural Affairs of the Länder (KMK). Coordination of the DFG Priority Programme 1764 *The German Labor Market in a Globalized World: Challenges through Trade, Technology, and Demographics*. Independent research in the fields of labour, education and personnel economics, as well as survey methodology.

Jan. 2010 - Aug. 2011 **Zeppelin University**, Friedrichshafen, Germany  
Consultant

Consulting mandate for the human resources department of Daimler AG in collaboration with Fraunhofer-Institut für Arbeitswirtschaft und Organisation (IAO), Stuttgart. Development of a prospective business model for Daimler's human resources department. Presentation of this model to the steering committee (including Daimler's board member for human resources). Acquisition of third-party funding (successful proposal in the 7th Framework Programme of the European Commission).

Feb. 2011 - May 2011 **Organisation for Economic Co-operation & Development (OECD)**, Paris, France  
Directorate for Education and Skills  
Secondment of The Lisbon Council

Analysis of PIAAC field trial data. Completion and review of empirical analyses on the effects of ageing on various cognitive and non-cognitive skills.

Apr. 2010 - Feb. 2011 **The Lisbon Council**, Brussels, Belgium  
Policy consultant

Consulting project "Human Capital Index of European Regions" on behalf of the European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities. Launch of the study with László Andor (European Commissioner).

2007 - 2009

**Deutschland Denken! e.V.**, Frankfurt, Germany  
Policy consultant

Ex-post evaluation of the European Social Fund (2000-2006) initiated by the European Commission, DG Employment, Social Affairs and Equal Opportunities.

Project management, statistical evaluations, expert interviews and review of active labour market policy evaluations.

Assistance for the publication: *Geschäftsplan Deutschland* [Schaeffer-Poeschel, 2008]. *Geschäftsplan Deutschland* was selected as one of Germany's top ten economics books in 2008 by the Handelsblatt (Germany's leading business newspaper).

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#### **Further Professional Experience:**

Oct. 2013 - present

**University of Heidelberg**, Heidelberg, Germany  
Guest lecturer / teaching assistant

Guest lecturer for *Econometrics*. Previously, teaching assistant for *Statistics I and II*.

2011

**German Institute for International Educational Research**, Frankfurt, Germany  
Policy Consultant

Statistical analyses as part of the evaluation of the KfW-Studienkredit 2011 programme, Germany's largest student loan initiative, for the KfW banking group.

2010 - 2011

**Ethiopian Wind Energy PPP**, Addis Ababa, Ethiopia  
Freelance consultant

Statistical analysis of Ethiopian wind data. Cooperation with meteorologists from EuroWind GmbH, Cologne (company for wind resource- and energy yield assessments).

2010

**Ardea Capital**, Frankfurt, Germany  
Freelance consultant

Statistical analyses and forecasting for M&A advisory.

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#### **Awards:**

2013

**PERSONAL**quarterly Best Paper Award for Young Scientists at the 16th Colloquium on Personnel Economics (prize money 3.000 €) for "Incentivizing Creativity: a Large-Scale Experiment with Tournaments and Gifts" (with Christiane Bradler und Susanne Neckermann).

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#### **Press Coverage:**

2016

**Frankfurter Allgemeine Sonntagszeitung** column "Sonntagsökonom" (28 August 2016, available online at [Fazit - das Wirtschaftsblog](#)) and radio interview (**SWR4**) about the study "Competitive Balance and Assortative Matching in the German Bundesliga" (with Roman Sittl).

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## **Publications:**

### **Working Papers:**

- Bradler, Christiane; Neckermann, Susanne and Warnke, Arne Jonas (2016), *Incentivizing Creativity: a Large-Scale Experiment with Tournaments and Gifts*, ZEW Discussion Paper No. 16-040, Mannheim. [Download](#).
- Sittl, Roman and Warnke, Arne Jonas (2016), *Competitive Balance and the Assortativeness of Player to Clubs*. ZEW Discussion Paper No. 16-058, Mannheim. [Download](#).
- Steffes, Susanne and Warnke, Arne Jonas (2016), *Gender differences in wages and training*. [Download \(Preliminary Version\)](#).
- Steffes, Susanne and Warnke, Arne Jonas (2016), *New evidence on the determinants of firm-based training*. [Download \(Preliminary Version\)](#).
- Warnke, Arne Jonas (2016), *An Investigation of Record Linkage Refusal and Its Implications for Empirical Research*. [Download \(Preliminary Version\)](#).
- Desjardins, Richard and Warnke, Arne Jonas (2012), *Ageing and Skills: A Review and Analysis of Skill Gain and Skill Loss Over the Lifespan and Over Time*, OECD Education Working Papers, No. 72, OECD Publishing, Paris, France. [Download](#).
- Warnke, Arne Jonas; Ederer, Peer and Schuller, Philipp (2012), *Cognitive skills, tasks and job mobility*, Annual Conference 2012 (Goettingen): New Approaches and Challenges for the Labor Market of the 21st Century, Verein für Socialpolitik / German Economic Association. [Download](#).

### **Academic Publications:**

- Warnke, Arne Jonas (2015), *Verzerrung durch selektive Stichproben, Nonresponse Bias - Qualitätssicherung sozialwissenschaftlicher Umfragen*, Jürgen Schupp, Christof Wolf (Hrsg.), Wiesbaden: Springer VS. [Further Information](#).
- Ederer, Peer; Warnke, Arne Jonas; Greiff, Samuel and Schuller, Philipp (2014), *Dynamisches Problemlösen stärkt Innovationskompetenz*, in: Dr. Bernhard Rosenberger, Strategisches Personalmanagement, Springer Gabler, Wiesbaden. [Further Information](#).

### **Policy Reports, Contribution to Newspapers etc.:**

- Sittl, Roman and Warnke, Arne Jonas (2016), *Competitive Balance and Assortative Matching: Data from the German Bundesliga*. [VoxEU.org](#).
- Sittl, Roman and Warnke, Arne Jonas (2016), *Mehr Geld, weniger Spannung: Vor dem Saisonstart der Fußball-Bundesliga*. [Ökonomenstimme.de](#).
- Bonin, Holger; Bradler, Christiane and Warnke, Arne Jonas (2012), *Unternehmensstrategien zur Fachkräftesicherung*, ZEW Mannheim. [Download](#).
- Contribution to: Autorengruppe Bildungsberichterstattung (2012), *Bildung in Deutschland 2012*, W. Bertelsmann Verlag, Bielefeld. [Download](#).
- Castellazzi, Silvia; Ederer, Peer; Schuller, Philipp; Warnke, Arne Jonas and Willms, Stephan (2011), *Human Capital Leading Indicators: How Europe's Regions and Cities Can Drive Growth and Foster Social Inclusion*, Lisbon Council Policy Brief, Vol. V, No. 1. [Download](#).
- Ederer, Peer; Schuller, Philipp and Warnke, Arne Jonas (2010), *Blühende Landschaften für ganz Deutschland!*, bdvb 109. [Download](#).