

CURRICULUM VITAE
Steven Bradley

1. PERSONAL DETAILS

Date of Birth: 20th November 1957
Nationality: British
Marital Status: Married
Sex: Male

2. QUALIFICATIONS

B.A. Honours Degree in Economics and Public Policy (1979), Leeds Polytechnic,
(degree class 2.1)
M.A. Regional Economics (1981), Lancaster University
Ph.D. in Economics (part-time, 1991), Lancaster University
Diploma in Careers Guidance (Parts I and II) (1982)

3. PREVIOUS EMPLOYMENT

Research Assistant, University of Lancaster, Jan - July 1981.

Careers Officer, Lancashire County Council, Jan 1982 - July 1989.

County Specialist Careers Officer, New Technology & Research, Lancashire County
Council, July 1989 - Jan 1992.

ESRC Teaching Fellow / Temporary Lecturer, Department of Economics, Lancaster
University, Jan 1992 – Jan 1996.

Lecturer, Department of Economics, Jan 1996 – Aug 1998.

Senior Lecturer, Department of Economics, The Management School, Lancaster
University, Aug 1998 – Nov 2002.

Head of Department of Economics, 2003-2006.

Associate Dean/Deputy Dean (LUMS), 2006-2010.

4. PRESENT EMPLOYMENT

Professor of Economics, Department of Economics, Lancaster University Management

School, Lancaster

University, Nov 2002 –

Pro-Vice-Chancellor (International), Lancaster University, January 2011 -

Honorary Professor, School of Economics, The University of Queensland, 2004-

5. RESEARCH

5.1 Papers in Refereed Journals

‘Testing theories of labour market matching’, under re-submission, 2011, forthcoming *Journal of the European Economics Association*, (with M. J. Andrews, D. Stott and R. Upward).

‘Quits, separations and worker turnover in the public sector: evidence from a competing risks analysis’, 2011 forthcoming *The Economic Record* (with C Green and J Mangan).

‘Efficiency in the further education sector in England: A subject level analysis’, 2011, forthcoming *Online Statistics Journal* (with J Johnes and A Little).

‘Diversity, choice and the quasi-market: An empirical analysis of secondary education policy in England’, *Oxford Bulletin of Economics and Statistics*, 2010 (with Jim Taylor)

‘The measurement and determinants of efficiency and productivity in the FE sector in England’, *Bulletin of Economic Research*, 2009 (with J. Johnes and A. Little).

‘Successful employer search? An empirical analysis of vacancy duration using micro data’, *Economica*, 2008 (with M.J. Andrews, D. Stott and R. Upward).

‘Worker absence and shirking: evidence from matched teacher-school data’, *Labour Economics*, 14, 319-334, 2007 (with C. Green and G. Leevés).

‘Dropping out of post-compulsory education in the UK: An analysis of determinants and outcomes’, forthcoming *Journal of Population Economics*, 2, 2007 (with P. Lenton).

‘The effect of private schooling on educational outcomes using propensity score matching’, *Bulletin of Economic Research*, 58, 285-307, 2006 (with A. N. Nguyen and J. Taylor).

‘An investigation of the magnitude of educational disadvantage amongst indigenous and non-indigenous minority groups in Australia’, *Journal of Population Economics*, 3, 2007 (with M. Draca, C. Green and G. Leevés).

‘School performance in Australia: Is there a role for quasi-markets?’, *Australian Economic Review*, 37, 271-86, 2005 (with M. Draca and C. Green).

‘Measuring pre- and post-labour market occupational segregation using Careers Service data’, 2004 *Journal of Education and Work* (with M. Andrews and D. Stott).

‘Ethnicity, educational attainment and the school-to-work transition’, 72, 317-346, 2004, *The Manchester School*, (with J. Taylor).

‘Social exclusion and labour market transitions: a multi-state multi-spell analysis using the BHPS’, *Labour Economics*, 10, 659-679, 2003 (with R. Crouchley and R. Oskrochi).

‘Quasi-market forces and the efficiency-equity trade-off’, *Bulletin of Economic Research*, 54, 295-314, 2002 (with J. Taylor).

‘Unemployment, the ‘New Economy’ and EU Economic Performance’, *Industrial Relations Journal*, 33, 392-404 2002.

‘Matching the demand for and supply of training in the school-to-work transition’, *Economic Journal*, 112, C201-C219, March 2002 (with M. Andrews and D. Stott). (reprinted in Green, F. Recent Developments in the Economics of Training, Edward Elgar: Cheltenham, 2007.)

‘The economics of eastern enlargement of the EU’, *Industrial Relations Journal, European Annual Review*, 32, 380-400, 2001 (with R. Read).

‘The effect of competition on the efficiency of secondary schools in England’, *European Journal of Operational Research*, 135/3, 99-122, 2001 (with G. Johnes and J. Millington)

‘Estimating the probability of a match using micro-econometric data for the youth labour market’, *Labour Economics*, 8, 335-357, 2001 (with M. J. Andrews and R. Upward).

‘Testing for quasi-market forces in the secondary education sector in England’, *Oxford Bulletin of Economics and Statistics*, 62, 357-390, 2000 (with R. Crouchley, J. Millington and J. Taylor).

‘Resource utilisation and economies of size in secondary schools’, *Bulletin of Economic Research*, 52, 123-150, 2000 (with J. Taylor).

‘The European Economy, EMU and Britain’s position’, *Industrial Relations Journal*, 31, 261-274, 2000 (with J. Whittaker).

‘Estimating youth training wage differentials during and after training’, *Oxford Economic Papers*, 51, No. 3, 1999 (with M.J. Andrews and R. Upward).

‘The European economy: labour market efficiency, privatisation and minimum wages’, *Industrial Relations Journal, European Annual Review* 1998, 1999 (with D. Sapsford, C. Elliott and J. Millington).

‘The effect of school size on exam performance in secondary schools’, *Oxford Bulletin of Economics and Statistics*, 60, 291-324 1998 (with J. Taylor).

(reprinted in Willis, K., Kerry Turner, R. and Bateman, I. J. (Eds.), *Urban Planning and Management*, Edward Elgar: Cheltenham, 2001.

‘The European economy: regional disparities and social exclusion’, *Industrial Relations Journal, European Annual Review* 1997, 23-48, 1998 (with D. Sapsford and J. Millington).

‘Unemployment in Europe: A comparative analysis of regional disparities in Germany, Italy and the UK’, *Kyklos*, 50, 221-245, 1997 (with J. Taylor).

‘Modelling the transition from school and the demand for training in the UK’, *Economica*, 64, 387-413, 1997 (with M. J. Andrews).

‘Human capital formation and local economic competitiveness’, *Regional Studies*, 30, 1-14, 1996 (with J. Taylor).

‘The Youth Training Scheme: A critical review of the evaluation literature’, *International Journal of Manpower*, 16, 30-56, 1995.

‘Spatial disparities in the impact of the 1990-92 recession: An analysis of UK counties’, *Oxford Bulletin of Economics and Statistics*, 56, 367-382, 1994 (with J. Taylor).

‘Understanding the youth labour market: the Careers Service as a source of labour market intelligence’, *Regional Studies*, 27, 265-270, 1993 (with M. Andrews).

‘Job search by unemployed school-leavers: The use of the Careers Service during a recession’, *International Journal of Manpower*, 14, 23-38, 1993.

‘An evaluation of the Careers Service placement function’, *British Journal of Guidance and Counselling*, 20, 90-107, 1992.

‘An empirical analysis of the duration of school-leaver unemployment’, *Applied Economics*, 24, 89-101, 1991 (with J. Taylor).

‘An empirical analysis of occupational expectations’, *Applied Economics*, 23, 1159-1174, 1991.

‘A proactive approach to school-leaver unemployment’, *Applied Economics*, 22, 439-461, 1990.

‘The Careers Service: past, present and future’, *British Journal of Guidance and Counselling*, 18, 137-155, 1990.

‘Spatial variations in the unemployment rate: A case study of the North West of England’, *Regional Studies*, 17, 113-124, 1983 (with J. Taylor).

5.2 Papers submitted

‘Employment protection, threat and incentive effects on worker effort’, 2010 (with C Green and G Leeves)

‘Occupational differences in the gender wage gap in a public sector’, 2010, (with C. Green and J. Mangan).

‘An evaluation of the impact of funding and school specialisation on student performance using matching models’, February 2010, under revision (with Giuseppe Migali and Jim Taylor).

‘An evaluation of multiple overlapping policies in a multi-level framework: The case of secondary education policies in the UK’, July 2011, (with Giuseppe Migali).

‘The effect of changes in teaching quality on test score gain: An analysis by gender, ethnicity and subject’, **July 2011, (with Jim Taylor)**

5.3 Working papers

‘Do peers matter? Evidence from student mobility data in England’, January 2008 (with J. Taylor)

‘Evaluating the impact of missing data in social research: simulations and applications using the BHPS’, 2007 (with R. Crouchley and R. Oskrochi).

‘The relative effects of pecuniary and non-pecuniary factors on teacher turnover and mobility’, October 2006, (with C. Green and G. Leeves).

‘The evolution and determinants of the educational gender gap in England’, June 2004, (with M. Andrews, D. Stott and J. Taylor).

‘The educational gender gap, catch-up and labour market outcomes’, May 2007 (with M. Andrews, D. Stott and J. Taylor).

‘Why do job-seeker and vacancy hazards slope downwards? Estimating a two-sided search model of the labour market’, 2003, (with M. J. Andrews, D. Stott and R. Upward).

5.4 Work in progress

‘The relationship between training, promotion and wages: Evidence from the BHPS’, December 2006 (with R. Crouchley, R. Simmons and D. Stott).

‘Earning, learning and truanting: a simultaneous equations approach’, 2003 (with R. Crouchley and A. Fagih)

5.5 Chapters in books

‘Efficiency, equity and market forces in English secondary schools’, Adam Smith Institute, 2002 (with J. Taylor).

‘Britain in the world economy’, chapter 3, *Handbook of Employment Relations, Law and Practice*, 4th Edition, B. Towers (Ed.), Kogan Page: London, 2002.

‘The school-to-work transition’, chapter 14, *International Handbook of Education Economics*, G. Johnes and J. Johnes (Eds.), Edward Elgar: Cheltenham, 2004.

‘The economics of secondary education’, chapter 13, *International Handbook of Education Economics*, G. Johnes and J. Johnes (Eds.), Edward Elgar: Cheltenham, 2004.

5.6 Other research output

‘Youth unemployment: A case study’, Report prepared for the Department of Employment development fund project, June, 1991.

‘YT - who participates and what do they do? Evidence from a cross-sectional survey’, mimeo, July 1991, Report prepared for the NW TEC Evaluation Unit (with M.J. Andrews).

‘The consequences of restructuring in the Community's textile and clothing regions - alternative productive and employment situations’, Report prepared for the European Community, May 1993 (with A. Lorbiecki, M. Easterby-Smith and J. Taylor).

‘The Jobs with Training Survey: Findings for the ELTEC area’, Report prepared for East Lancashire Training and Enterprise Council and Lancashire Careers Service, January 1994 & January 1995.

‘The Jobs with Training Survey: Findings for the LAWTEC area’, Report prepared for Central and West Lancashire TEC and Lancashire Careers Service, January 1994 & January 1995.

‘A model of special training needs provision in the LAWTEC area: Final report - phase 1’, Report prepared for the central and west Lancashire TEC, June 1993 (with A. White, D. Mundy and R. Griffiths).

‘Special training needs in YT: Phase 2’, Report prepared for the central and west Lancashire TEC, July 1994 (with A. Barton and R. Griffiths).

‘The competence needs of the North West workforce’, report prepared for the North West Regional Strategy Group, Human Resource Development sub-group, November 1994 (with M. Easterby-Smith and J. Peck).

‘The North West economy: forecasts’, 1994, 1995, 1996 & 1997 for Cambridge Econometrics.

‘The Vocational and Technical Education Mission, Republic of Lebanon, Preliminary Report’, Report prepared for the World Bank, April 1996.

‘The Vocational and Technical Education Mission, Republic of Lebanon, Pre-Appraisal Report’, Report prepared for the World Bank, July 1996.

‘The use of Labour Market Information in Careers Education and Guidance in mainstream schools’, Preliminary Report for DfEE, December 1996 (with L. Kelly).

‘Helping Disadvantaged Youth: A Multi-agency Approach’, Network Directory for LAWTEC, 1997.

‘A Study of Early Leavers in the LAWTEC area’, Report prepared for LAWTEC, June 1998 (with J. Millington).

‘Market forces school’s to improve’, Times Educational Supplement, 25 June 1999 (with Geraint Johnes and Jim Millington).

‘The debate of the age: beyond the millennium’, Report for the North West Regional Development Agency, Age Concern and the NHS (with R. Flowerdew et al), 2000.

‘An econometric evaluation of leadership training programmes: The case of CEL’, Report prepared for the Centre for Excellence in Leadership, London, 2006 (with G. Johnes & V. Ragoobur).

5.7 External Research Funding – academic

1. Nuffield Foundation Small Grants Scheme (1988)
 - a. £3,000

- b. Supervision of a Research Assistant
 - c. Feasibility study of the use of Lancashire Careers data to estimate the impact of YTS on the youth labour market
 - d. with M.J. Andrews, University of Manchester.
2. North West Regional Unit for TEC Evaluation (1991)
 - a. £13,000
 - b. Supervision of a Research Assistant (July 1991-March 1992)
 - c. An evaluation of Training and Enterprise Councils
 - d. with M.J. Andrews, University of Manchester.
3. Nuffield Foundation Small Grants Scheme (1992)
 - a. £4,939
 - b. Supervision of a Research Assistant (April 1992-August 1992)
 - c. Training, the youth labour market and wages
 - d. with M.J. Andrews, University of Manchester.
4. ESRC (1993-1995)
 - a. £140,000
 - b. Two Research Assistants
 - c. An economic analysis of the impact of YTS on the youth labour market
 - d. with M.J. Andrews, (University of Manchester) S.E. Pudney, R.J. Smith, J. Thomas (all University of Cambridge).
5. Leverhulme Trust (1996-1998)
 - a. £44,000
 - b. One Research Assistant
 - c. An empirical analysis of employer search and matching in the youth labour market
 - d. with M.J. Andrews, University of Manchester.
6. ESRC (1996-97)
 - a. £30,000
 - b. One Research Assistant
 - c. Quasi-markets in secondary education: an empirical analysis of the determinants of school performance and school size
 - d. with J. Taylor and R. Crouchley, Lancaster University.
7. Nuffield Foundation (1999-2000)
 - a. £42,000
 - b. One Research Assistant
 - c. Occupational choice, mobility and skill formation in the youth labour market
 - d. with M.J. Andrews, University of Manchester.
8. ESRC (2000-2002)

- a. £101,250
 - b. One Research Assistant
 - c. The stock-flow matching model: micro econometric evidence for a UK labour market
 - d. with M.J. Andrews (University of Manchester) and R. Upward (University of Nottingham).
9. ESRC (2001)
- a. £250,000
 - b. –
 - c. Purchase of high performance computing equipment for Lancaster University
 - d. Co-applicant with R. Crouchley and others, Lancaster University.
10. Nuffield Foundation (2003-2004)
- a. £76,000
 - b. One Research Assistant
 - c. The educational gender gap, catch up and labour market performance
 - d. With M. J. Andrews (University of Manchester) and J. Taylor (Lancaster).
11. Nuffield Foundation (2007-09)
- a. £98,000
 - b. One Research Assistant/Associate
 - c. The effect of the specialist school programme on educational attainment & labour market outcomes
 - d. With Jim Taylor and Colin Green (Lancaster)

5.8 Other External Funding

- 1. Lancashire Area West Training & Enterprise Council (LAWTEC) (August 1992-March 1993)
 - a. £29,500
 - b. –
 - c. Special training needs assessment in YT.
- 2. LAWTEC (March 1993 – April 1993)
 - a. £7,000
 - b. –
 - c. STN endorsement criteria.
- 3. LAWTEC (January 1995 – March 1995)
 - a. £6,000
 - b. –

- c. Implementation of the STN model.
4. North West Human Resource Group (July 1994 – November 1994)
 - a. £6,000
 - b. –
 - c. The competence needs of the North West workforce
 - d. With M. Easterby-Smith (Lancaster University) and J. Peck (University of Manchester).
 5. The World Bank (April 1996 – July 1996)
 - a. –
 - b. Team of consultants
 - c. Vocational and technical education mission, Republic of Lebanon
 - d. World Bank staff and other international experts.
 6. Department for Education and Employment (September 1996 – January 1997)
 - a. £10,000
 - b. –
 - c. The use of labour market information in careers education and guidance
 - d. L. Kelly, consultant.
 7. LAWTEC (April 1997 – October 1997)
 - a. £14,000
 - b. One Research Assistant.
 - c. Helping disadvantaged youth: a multi-agency approach.
 8. LAWTEC (November 1997 – June 1998)
 - a. £24,500
 - b. One Research Assistant
 - c. Reducing the incidence of early leaving in YT.
 9. North West Development Agency (September 2005 – September 2007)
 - a. £300,000
 - b. Two Research Assistants
 - c. An analysis of the efficiency of labour markets in the North West of England.
 - d. With R. Crouchley (Lancaster University).
 10. Centre for Leadership in Further Education
 - a. £58,000
 - b. One Research Associate
 - c. Demographics project: an evaluation of leadership training in the FE sector
 - d. With G. Johnes (Lancaster University)

11. Centre for Leadership in Further Education
 - a. £15,000
 - b. One Research Assistant
 - c. Analysing the efficiency of FE colleges
 - d. With J. Johnes (Lancaster University).

12. North West Development Agency (2004-2007)
 - a. £100,000
 - b. Two Research Assistants
 - c. The efficiency of (North West) labour markets
 - d. With Rob Crouchley (Lancaster)

5.9 Consultation by national and international organisations - previous

- (i) The World Bank
- (ii) Ministry of Education, New Zealand
- (iii) Department for Education and Employment (DfEE)
- (iv) North West Regional Development Agency, Age Concern and the North West Regional Health Service
- (v) Member of Advisory Committee for The Joseph Rowntree Trust on a research project
- (vi) Cambridge Econometrics (consultants)
- (vii) Lancashire County Council
- (viii) ELTEC (Training and Enterprise Council)
- (ix) LAWTEC (Training and Enterprise Council)
- (x) Institute of Careers Guidance
- (xi) Dyfed Careers Service
- (xii) Northumberland Careers Service
- (xiii) Stockport & High Peak Careers Service

5.11 Other research-related awards and activities

- (i) Editor, Education Economics (2001 -)
- (ii) International Journal of Manpower - literati award for article.
- (iii) Joint Convenor (with G Johnes) of the Labour Economics Study Group, DfEE, 1996-98.
- (iv) Referee for ESRC, Austrian research Council, Canadian Research Council, Norwegian Research Council, Leverhulme Trust – viz. grant applications and end of award reports.
- (v) Referee for Journals - Applied Economics, Regional Studies, Oxford Economic Papers, Manchester School, Education Economics, Labour Economics, Journal of the Royal Statistical Society, Scottish Journal of Political Economy.
- (vi) Department for Education and Skills (DfES) – member of Research Advisory Group to the Department.

6. TEACHING

6.1 Current teaching responsibilities

- (i) Principles of Microeconomics (1st year, non A-level) - lectures.
- (ii) Dissertation – 3rd year module
- (iii) Applied Economics (2nd year economics students) - lectures and seminars.
- (iv) Economics of human resource management (postgraduate international business students) - lecture\seminar.
- (v) Economics for Managers (postgraduate course for the MSc in Management).
- (vi) Supervision of BBA students on industrial placement & subsequent dissertation.
- (vii) Supervision of dissertations for students on the MSc in Management.
- (viii) PhD students (1 PhD student – viva stage; 1 current MRes student).

6.2 Previous teaching responsibilities

I have also previously taught:

- (i) Principles of Microeconomics (1st year, non A-level) – workshops and tutorials.
- (ii) Principles of Macroeconomics (1st year non A-level students) – lectures, workshops and tutorials.
- (iii) Managerial Economics (2nd year students) – lectures and tutorials.
- (iv) Business Economics (2nd and 4th year BBA students; Business Studies students) - lectures and seminars.
- (v) Regional & Urban Economics (3rd year economics students) - lectures and seminars.
- (vi) Supervision: MPhil student (passed); 5 PhD students (passed).
- (vii) Internal PhD Examiner (2 students); External PhD Examiner (2 student).

7 ADMINISTRATION/MANAGEMENT

7.1 Departmental/School responsibilities - previous

- (i) Admissions Tutor (1997-2000)
- (ii) Advisor Canada-USA scheme (1998-2000)
- (iii) Careers Advisor (1994-2000)
- (iv) Computer Representative (1995-96)
- (v) Part I Tutor (1995-96)
- (vi) Director, MSc in Management (1998-2003)

- (vii) Deputy Head of Department, (2002-2003)
- (viii) Head of Department (2003 - 2006)
- (ix) Director of IT, Management School (2004-2005)

7.2 Departmental/School responsibilities – recent & current

- (i) Associate Dean for Postgraduate Students\Director of Graduate Management School\Deputy Dean (2005-);
- (ii) Responsible for Centre for e-Science;
- (ii) Chair – Review of IT Communications & Information Management Group;
- (iii) Project Executive, Postgraduate Review (Dec 2007 – March 2008).

7.3 External responsibilities

- (i) External Examiner – UMIST (2002 - 2005)
- (ii) External Examiner – Liverpool John Moores University (2002 - 2006)

The sudden reversal of the previous period of employment growth has set new challenges to policy-making and research. Growth in labour productivity (per person employed) was slightly positive for the EU in 2008 (0.4%), over one percentage point lower than the previous year (Chart 3). This was the result of a substantial slow-down in economic growth while employment levels increased slightly. For Japan the downward trend in labour productivity was even more significant.