

TABLE I

EXAMPLE OF POSITIONS MATRIX

PROBABILITY THAT THE CRITERION IS USED					
TYPES OF POSITIONS	Adaptability (criterion 1)	Productivity (criterion 2)	Indices (criterion 3)	...	Job attachment (criterion 6)
⋮					
Type 5: Security agents; Ticket inspectors...	0,4		0,6		
Type 6: Secretaries; typists; switchboard operators ... (all sectors)	0,1	0,5	0,4		
Type 7: Strategy managers; shop managers; commercial or industrial buyers ...	0,3	0,2	0,2		0,3
Type 8: Sale, cashier ... (all sectors)	0,2	0,7	0,1		
⋮					

TABLE II**EXAMPLE OF CURRICULA MATRIX**

		TRAINING CHARACTERISTICS				
		CURRICULA	Present value of expected net income by year of training	Reputation (Institutional characteristic 1)	Distance (I.C. 2)	...
POSITIONS						
	⋮					
Position C (e.g. Buyer)	⋮					
	Curriculum C3 (e.g. University)	506 300 €	10	10		
	Curriculum C4 (e.g. specialised school)	932 600 €	5	15		
	Curriculum C5 (e.g. distant learning)	506 300 €	10	0		
	Curriculum C6 (e.g. studies abroad)	209 000 €	15	20		
	⋮					
	⋮					
Position G	⋮					
	Curriculum G3	212 500 €	15	5		
	Curriculum G4	228 000 €	10	15		
	Curriculum G5	184 000 €	5	5		
	Curriculum G6	169 000 €	15	20		
	⋮					
	⋮					

TABLE III**DATA FOR THE EXPECTED NET INCOME OF SOME CURRICULA**

POSITIONS	CURRICULA	NUMBER OF YEARS OF TRAINING	TOTAL MATERIAL COST BY YEAR OF TRAINING	EXPECTED ANNUAL WAGE FOR A YOUNG BEGINNER
Position C	Curriculum C3	2	7 600 €	20 000 €
	Curriculum C4	1	7 600 €	18 300 €
	Curriculum C5	2	7 600 €	20 000 €
	Curriculum C6	5	11 500 €	21 400 €
Position G	Curriculum G3	5	7 600 €	21 400 €
	Curriculum G4	4	7600 €	18 300 €
	Curriculum G5	5	4 400 €	18 300 €
	Curriculum G6	6	2 300 €	20 000 €

COMPLEMENTARY ASSUMPTIONS AND EXPRESSION OF THE EXPECTED NET INCOME

Mean annual growth rate of initial wages: 2,3%. Professional life duration: 40 years. Discount rate: 1 %. The annual education cost may be lower when the agent works while studying. The present value of the expected net income of

curriculum m by year of training is $x_m = \frac{1}{d_m} \sum_{t=1}^T \frac{w_{m_t} - c_{m_t}}{(1+r)^t}$ where w_{m_t}

represents the expected annual wage for year t ; c_{m_t} the total material cost of education expected for year t ; r the discount rate; d_m the duration of training in curriculum m ; and T the professional life horizon of the agent.