

(2004).

(needs assessment)

2)

(relevance)

(spatial flexibility)

(geographical mobility)

(Van Ham and Hooimeijer 2009).

(Schwartz 1973)

(brain drain)

(Ladinsky 1967;

外 2005).

1) 1999

28% 4 7

29

50%

2008

11 5

2005

17

20%

2)

23 2 “

”

”

, ,
(mismatch)
,
(Bodenhöfer 1967; Greenwood
1997).
(Faggian and
McCann 2007; Sjaastad 1962).

(Gordon 1994; Jackman and Savouri 1992; Keith and McWilliams 1999; Linneman and
Graves 1983)

(speculative move)

(contracted move)

, (underemployment)

(work requirements)

mobility),
(wage rates)

(work requirements)

(geographical

ants)

(determin-

II.

1. 지역이동의 원인과 결과에 대한 이론적 기반

1970).

(2002; Harris and Todaro

(local capital, Greenwood 1997)

(investment)

(Rodgers and Rodgers, 2000).

(Bodenhöfer 1967; Goss and Paul 1986).

(Thurow 1975)

(overeducation)

(underemployment)

(Büchel and Van Ham 2003;

Hensen et al. 2009).

(Bodenhöfer 1967; Greenwood 1997).

Roy's model(1951), Borjas (1987),

Borjas et al.(1992)

. Roy's model

(spatial mismatch)

(between-group analysis)

(E)

(sample selection bias)

(Borjas 1992; Roy 1951).

Gabriel and Schmitz(1995)

. Frieze et al.(2006)

. Katz and Stark(1984)

job shopping

2. 고교 재학 중 경험과 지역이동의 관계

. Smits et al.(2003)

(2006)

Smits et al.

(2003)

(Long 1973).

(job specific skills) (外 2006).
 (Parsons 1973) (general skills) (負)
 (Long 1973). (正)
 (transferability)

Mortimer(2003)

(low-skill low-wage trap)

. Marsh and Kleitman(2005)

3. 인구학적 특성과 지역이동의 관계

Weeks(2005) (gender)

(Gordon 1994).

(Markham et al. 1983).

Faggian et al.(2007)

(compensation

mechanism)

(Mushkin 1962).

(Lee 1982).

(Halliday and Kimmitt 2008).

III.

1. 자료 및 표본

2004 3
 2000 2 2005 624
 3), 413
 15 398

2. 종속변수

:

(2004). (migration)
 (commuting) (Lindgren and Westerlund 2003).

: () , 5

3. 독립변수

: 5 4) [(1) -

(5)]

: (=0).

3)

4) (ordinal) (interval)

: , , . ,
 , . (=0).
 :
 (=0).
 :
 (=0).
 : , ,
 (=0).
 :
 (=0).
 :
 5 ,

4. 연구 방법

, , ,
 , , ,
 , (binary logistic regression)
 ,
 (structural equation
 modeling)⁵⁾
 (isolate)
 LISREL

5)

8.80

(sample selection bias)

(endogeneity)

(omitted variables),

(self-selection)

(propensity score matching)

(sensitivity analysis)

Rosenbaum and Rubin(1983)

. Dehejia and Wahba(1999)

(linearity)

(Average effect of Treatment on the Treated: ATT)

(treatment group)

(counterfactual occasion)

$$= E\{Y_1 - Y_0|T=1\} = E\{Y_1|T=1\} - E\{Y_0|T=1\}$$

Y_1, Y_0

$T \in \{0,1\}$

, X

Conditional Independence Assumption(CIA)

Common Support

(control group)

. CIA

(treatment)

(X)

(Rosenbaum and Rubin 1983).

Y_0 T X

(X) (Y_0) (T)
 (Y_1)
 (Y_0)
 (X)

(robustness)

(Nannicini 2007). Common Support

(control group)

$$p(X) = Pr\{T=1|X\}$$

(Becker and Ichino 2002) Nearest Neighbor,

Caliper and Radius, Kernel

Becker and Ichino(2002) STATA Kernel
 (ATT) bootstrap
 (T)
 Covariates(X)

(Rosenbaum and Rubin 1983).

, CIA (ATT)
 (robustness) (sensitivity analysis) 6).
 (observables)

(unobservables)
 (hidden bias)

(bounds) Rosenbaum(2002)
 . Rosenbaum
 (ATT) CIA

(X)
 j j
 , Odds $j/(1-j)$
 (μ_j) j log odds
 ($0 \leq \mu_j \leq 1$).

$$\log\left(\frac{\pi_j}{(1-\pi_j)}\right) = \beta(X) + \gamma\mu_j \quad \frac{\pi_j}{1-\pi_j} = \exp(\beta(X) + \gamma\mu_j)$$

γ 0 . γ 0
 0 . j
 i odds ratio

$$\frac{\pi_j(1-\pi_i)}{\pi_i(1-\pi_j)} = \exp(\gamma(\mu_i - \mu_j))$$

$$= e^{\gamma} \quad \gamma \quad 0$$

6) (unobservables)
 rumental variables)
 2001).

(relevance) (inst-
 endogeneity)
 (Angrist and Krueger

: () 65

=1 0
odds ratio

2
Rosenbaum(2002)
 μ_i
odds ratio

$$\frac{1}{\Gamma} \leq \frac{\pi_j / (1 - \pi_i)}{\pi_i / (1 - \pi_j)} \leq \Gamma$$

Rosenbaum bounds

p (Wilcoxon)

Sign-Rank)

(critical value)

Gangl(2004)

STATA rbounds

1. 지역이동 실태

< 1> . < 1>
(row)

(column)

(geographical mobility) . 398 245

<표 1> 전문고 소재 지역과 졸업생의 취업지역 분포 (n=398)

지역	취업 지역														졸업생	
	서울	인천	경기	강원	부산	울산	경남	대구	경북	충남	대전	충북	전남	광주		전북
고 교 소 재 지 역	서울	54		2						1	1					58
	인천	2	9	1		1				2						15
	경기	5		46						9						60
	강원			1	5			1								7
	부산	1		1		26		1		3	1					33
	울산						8				1					9
	경남					2		12		7						21
	대구								10	2						12
	경북			9		1			7	28	3		3			51
	충남	1		11							11	1				24
	대전								1		4	4	1			10
	충북		1	2					1		2		6			12
	전남	4		14						1	1			5	6	31
	광주										1				5	6
전북	1		18						2	12					16	49
취업자	68	10	105	5	30	8	14	19	43	48	6	10	5	11	16	398

153

38%

< 1>

(道)

)

(, , , , ,)

31

5

49

33

(道)

(,)

)

105

69

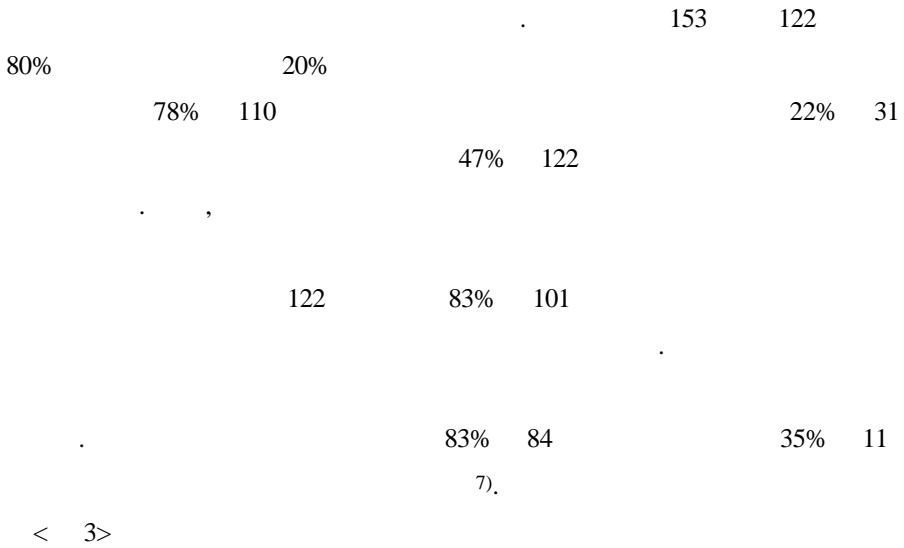
< 2>

(gender)

<표 2> 지역이동을 기준으로 성(gender)과 산업의 분포

	No	Yes	No	Yes	
제조업	28	20	44	101	193
비제조업	82	11	91	21	205
소계	110	31	135	122	398
전체	141		257		

주: No, Yes는 지역이동 여부임.



〈표 4〉 변수의 기술통계, 변수 간 상관관계 및 지역이동 여부에 따른 집단비교

변수	M (SD)	n	1	2	3	4	5	6	7	8	9	10	11	12	지역이동		
															Yes	No	t
1. 지역이동	.38 (.49)	398															
2. 건강	3.59 (.84)	398	.11*												3.72 (.41)	3.52 (.50)	2.28*
3. 성 전문고 계열	.65 (.48)	398	.21**	-.06											.79 (.41)	.58 (.50)	4.24**
4. 상업	.64 (.48)	398	.15**	-.06	.70**										.74 (.44)	.59 (.49)	3.01**
5. 공업	.33 (.47)	398	-.12*	.03	-.65**	-.92**									.25 (.43)	.37 (.48)	-2.37*
6. 기타	.04 (.19)	398	-.09	.10	-.18**	-.26**	-.14**								.01 (.11)	.05 (.21)	-1.76
7. 취업 경험	.73 (.45)	398	-.11*	.03	.03	-.06	.04	.05							.66 (.48)	.76 (.43)	-2.12*
8. 자격증	.53 (.50)	398	.16**	.15**	.11*	.13**	-.16**	.06	-.12*						.64 (.48)	.47 (.50)	3.22**
9. 직업훈련	.12 (.32)	398	.14**	-.03	.12*	.11*	-.10*	-.02	-.03	.08					.18 (.39)	.09 (.28)	2.75**
10. 현장실습	.52 (.50)	398	-.08	.09	-.12*	-.18**	.16**	.05	.18**	.03	.02				.47 (.50)	.55 (.50)	-1.64
11. 기술수준	2.36 (.93)	397	.17**	.15**	.05	.02	-.03	.03	-.08	.18**	.04	-.04			2.58 (.88)	2.25 (.93)	3.37**
12. 교육수준	2.33 (.90)	396	.13*	.17**	.05	-.01	-.03	.09	-.05	.13**	.07	-.07	.84**		2.50 (.84)	2.25 (.92)	2.58**
13. 임금수준	86.39 (25.34)	367	.20**	.14**	-.07	-.15*	.17**	-.03	.07	.03	.03	.06	.13**	.09*	95.86 (19.64)	83.08 (31.10)	4.12**

주: *p < .05, **p < .01. 지역이동(이동하지 않음=0), 성(남성=0), 취업 경험(경험 없음=0), 취업 경력(경험 없음=0), 자격증(없음=0), 직업훈련(경험 없음=0), 현장실습(경험 없음=0), 전문고 선택(선택안함=0).

		t-test	< 4>
		(M=3.72)	
(M=.79)	(M=3.52)		
		(M=.58)	
M=.09)	(M=.64, M=.18)		(M=.47,
(M=2.58, M=2.50)		(M=2.25, M=2.25)	
		(M=.37)	
(M=.25)			
	(M=.76)	(M=.66)	
	(a priori)		

3. 지역이동에 대한 로지스틱 회귀분석 결과

< 5>

(binary logistic regression)

-2 Log Likelihood	(fit)
(odds)	Pseudo R ²
	1
(gender)	
5	
64%[(1.64-1)*100]	
247% [(3.47-1)*100]	2
53%[(.47-1)*100]	
73%[(.17-1)*100]	3 6

〈표 5〉 지역이동에 대한 로지스틱 회귀 분석 결과

변 수	모델 1			모델 2			모델 3			모델 4			모델 5			모델 6			모델 7		
	B	Exp (B)	p	B	Exp (B)	p	B	Exp (B)	p	B	Exp (B)	p	B	Exp (B)	p	B	Exp (B)	p	B	Exp (B)	p
절편	-5.46	.00	.00	-2.43	.09	.00	-2.46	.09	.00	-3.10	.05	.00	-3.21	.04	.00	-3.19	.04	.00	-5.97	.00	.00
건강	.50	1.64	.00													.47	1.60	.01			
성	1.25	3.47	.00													1.24	3.45	.01			
고교 계열 공업계				-.76	.47	.01	-.76	.47	.01	-.74	.48	.01	-.72	.49	.02	-.68	.51	.03	.13	1.14	.78
기타				-1.75	.17	.07	-1.76	.17	.07	-1.92	.15	.06	-1.94	.14	.05	-1.92	.15	.06	-1.54	.21	.17
직업훈련							.66	1.93	.08	.66	1.93	.08	.59	1.81	.12	.60	1.82	.12	.64	1.90	.09
취업 경험										.17	1.19	.55	.17	1.18	.53	.19	1.21	.52	.09	1.09	.79
자격증												.87	2.39	.00	.89	2.42	.01	.78	2.17	.01	
현장실습																-.13	.86	.62	-.17	.84	.54
모델 Fit -2LL	390.47			406.03			403.58			395.19			392.75			392.50			376.59		
Pseudo R ²	.24			.21			.22			.23			.24			.24			.27		

주: 성(남성=0), 고교계열(상업 계열=0), 취업 경험(경험 없음=0), 자격증(없음=0), 직업훈련(경험 없음=0), 현장실습(경험 없음=0)

3

$$93\%[(1.93-1)*100]$$

(p =.07). 4

< 4> (負)

(statistical significance)

4

$$139\% [(2.39-1)*100]$$

6

7 6 ,

< 4>

(gender)

4. 지역이동이 임금에 미치는 영향: 직접효과 및 간접효과

< 6> [1]

(decomposition)

(work requirements)

(latent variable)

, < 4>

(r=.84)

(empirical underidenti-

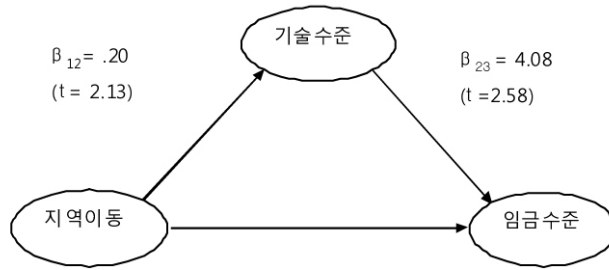
fication)

(manifest variable mediation)

< 6>

[1]

[그림 1] 경로 모형



)
(₁₂) .20 (t=2.13)

(₂₃) 4.08(t=2.58) . MacKinnon et al.(2002)

(t=2.13, t=2.58)

23) .83 < 6> (₁₂*
10.13 (SE=3.02, t=3.35) < 4>

8%[(.83/10.96)*100]

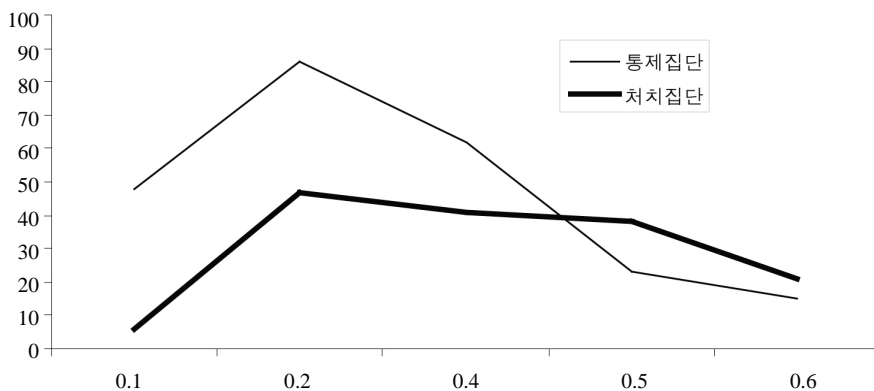
5. 지역이동이 임금에 미치는 효과에 대한 표본선택 편향의 검증⁸⁾

< 6> (sample
selection bias) [₂] < 7>

(ATT)
(robustness) Rosenbaum(2002) (bounds)
(sensitivity analysis)

8) OLS,

[그림 2] 성향점수 분포



(fix)

. [2]

. < 7>

398

387

< 7>

(ATT) 10.10

bootstrap

3.10

(t=3.26)

< 6>

10.13(SE=3.02,

t=3.35)

(observables)

< 8> Rosenbaum(2002)

< 7>

(ATT)

(robustness)

Γ

Γ

Γ

odds ratio

. < 8>

p

(\hat{t})

(CI)

<표 7> 성향점수 매칭을 통한 지역이동이 임금수준에 미치는 영향

	통계치
사례 수(<i>n</i>)	387
통제집단	234
처치집단	153
처치에 대한 효과	
평균적인 임금효과(ATT)	10.10
표준오차	3.10
<i>t</i>	3.26

주: 표준오차는 bootstrap으로 산정됨.

$\Gamma = 1.0$
 $p < 0.05$

$\Gamma = 1.5$ $\Gamma = 1.6$
 odds 150% 160%

Γ

Γ odds ratio

$\Gamma = 1.55$
 odd ratio 2/3

$\Gamma = 1$
 (robustness)

$< 4 >$

〈표 8〉 Rosenbaum의 구간(bounds)을 이용한 민감도 분석

Γ	p^+	p^-	\hat{t}_+	\hat{t}_-	CI+	CI-
1.0	0.000	0.000	10	10	5	15
1.1	0.001	0.000	10	11.5	4	17.5
1.2	0.002	0.000	7.5	12.5	2.5	19
1.3	0.003	0.000	7	15	.5	20
1.4	0.020	0.000	5	15	.00	20
1.5	0.043	0.000	5	15	.00	21.5
1.6	0.080	0.000	5	17.5	-1.5	22.5
1.7	0.134	0.000	3	17.5	-2.5	24
1.8	0.202	0.000	2.5	20	-4	25
1.9	0.282	0.000	1	20	-5	25
2.0	0.371	0.000	0	20	-5	25

주: +, - 는 관찰되지 않은 변수에 의하여 지역이동할 경우(+) 혹은 하지 않을 경우(-)의 해당되는 결과를 나타냄. p는 유의확률, \hat{t} 는 임금효과, CI는 신뢰구간을 나타냄.

,
 \hat{t}_+
 (median)
 $\Gamma=1$,
 10
 Γ 2
 Γ

. , ,
 (正)
 (正)
 . Rosenbaum(2002)
 (bounds) (sensitivity analysis)
 (robustness) .

.
 .

(Burdett 1978).

segregation)

(occupational

(道)

(負)

(gender-segmented labor market)

(Faggian et al. 2007).

5

(Gordon 1994; Jackman and Savouri 1992; Keith and McWilliams 1999; Linneman and

9)

(2004).

Graves 1983). (propensity score matching)

(sensitivity analysis)

Roy's model(1951)

Schwartz(1973, p.1160)

10)

LEHD

OnTheMap, Location Quotient(LQ), Input output analysis, High Priority Jobs

LEHD(Local Employment-Household Dynamics)

OnTheMap

. Location Quotient()

. High Priority Jobs

County

10) : As education increases, the market tends to become geographically wider

Economic Modeling Specialists, Inc.

. , 2 . :

, 2006.

. 『LISREL : 』. : , 2005.

. 『 : 』. : , 2006.

. 『 : 』. : , 2004.

. 『 : 』. : , 2004.

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[1]

(structural equation modeling)

(factor analysis)

(measurement model)

(regression analysis)

(path analysis)

(structural model)

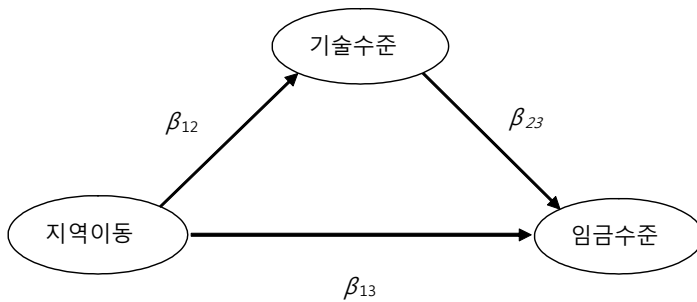
(2005).

(case)

(S)

($\hat{\Sigma}$, model-implied covariance matrix)

(β_{23}) ($\beta_{12} \times \beta_{23}$) (Sobel 1982). (β_{12})



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 (2 3)
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 100
 110
 (efficient)
 (conservative) Type
 Sobel test (Iacobucci et al. 2007; MacKinnon
 error et al. 2002).
 (model fit)
 Full Information Maximum Likelihood
 (missing data)

[2] OLS,

< 1> OLS,

OLS

<부표 1> OLS, 구조방정식 및 성향점수 매칭을 활용하여 추정된 지역이동의 임금효과 비교

	OLS		
	10.46	10.13	10.10
	3.61	3.02	3.10
t	2.89	3.35	3.26

주: 통제변수: 건강, 성, 계열, 취업 경험, 자격증, 직업훈련

Geographical Mobility of Vocational High School Graduates

Kyung-Nyun Kim

Curricula relevant to labor market needs are often designed with the goals of individual employment and regional development at the forefront. This study provided information on regional scope by investigating the extent and determinants of the geographic mobility of vocational high school graduates and the effects of that mobility on first-job wage rates. Geographic mobility was defined as being employed in other provinces in which vocational schools were located. About 38% of graduates were employed in other provinces. Geographic mobility was positively related to gender and human capital such as health, course of study, vocational certificate, and job training. Mobility led to higher wage rates even after controlling for sample selection bias. The implication is that vocational high school curricula which focus excessively on provincial concerns may weaken a workforce's effectiveness

Key Words: Geographical Mobility, Vocational High School Graduates, Regional Scope of Labor Market-related Curricula, Propensity Score Matching, Sensitivity Analysis