CONTENTS

Preface	VII
Introduction and Overview	1
Job Training: Costs, Returns, and Wage Profiles	.15
Firm Financed Education and Specific Human Capital: A Test of the Insurance Hypothesis. Michael J. Feuer, Henry A. Glick, and Anand Desai	.41
On-The-Job Training of New Hires	61
Employee Training Programs in U.S. Businesses	.99
Firms' Propensity to Train	135
Training and Employment Relations in Japanese Firms	153
Market Failure for General Training, and Remedies	185
Nonmarket Failure in Government Training Programs	.215