

**Table 1**  
Informal Training Information in Existing Surveys

**Current Population Survey, January 1991<sup>a</sup>**

Since you obtained your present job did you take any training to improve your skills?

Mean training incidence is 42.43%

Did you take the training in

- a) school,
- b) a formal company training program,
- c) informal on-the-job,
- d) other

Mean incidence of informal on-the-job training is 16.27%. Conditional on a yes response to the previous question, the mean is 38.35%.

**NLSHS72<sup>b</sup>**

Considering the most recent full time job you have held, did you receive or participate in any type of employer-provided training benefits or training programs?

Mean Incidence of training is 45.7%

(Indicate each type) of training benefit or program you participated in. Then record the number of hours per week and the total number of weeks:

Formal registered apprenticeship  
(your state or labor union)

Employer-provided job training during  
hours on employer premises

Informal on-the-job training  
(e.g., assigned to work with someone  
for instruction or guidance, etc.)

Employer-provided education or training  
during working hours away from  
employer premises

Tuition aid and/or financial assistance for  
attending educational institutions  
after working hours

Other

Mean Incidence of informal training is 19.7%. Conditional on a yes response to the previous question, the mean incidence of informal training is 43.1%. Conditional on receiving informal training, the mean number of weeks is 11.3, the mean number of hours per week is 22.2, and the mean number of total hours is 233.

**Table 1 (continued)**

**Employer Opportunity Pilot Project<sup>c</sup>**

In the first three months of employment, approximately how many total hours does a typical new employee in ...'s position spend away from normal work activities filling out forms and being told about the company history, benefits, and rules?

During the first three months, how many total hours does the average new employee spend in training activities in which he or she is watching other people do the job rather than doing it himself?

The mean incidence of "watching others" is 79%. Conditional on receiving training, the mean number of hours watching others is 50.8.

Is there formal training, such as self-paced learning programs or training done by specially trained personnel, for people hired in ...'s position, or is all the training done as informal on the job training?

During the first three months of work what was the total number of hours spent on formal training such as self-paced learning programs or training done by specially trained personnel of your typical worker in ...'s position?

...during their first three months of work, what was the total number of hours management and line supervisors spent away from other activities giving informal individualized training or extra supervision to your typical worker in in ...'s position?

The mean incidence of "informal training by supervisors" is 87%. Conditional on receiving training, the mean number of hours of informal training by supervisors is 52.4.

During the first three months of work what was the total number of hours co-workers who are not supervisors spent away from their normal work giving informal training or extra supervision to your typical worker in ...'s position?

The mean incidence of "co-workers' informal training" is 61%. Conditional on receiving training, the mean number of hours of co-workers' informal training is 25.3.

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<sup>a</sup>Means are obtained from Loewenstein and Spletzer (1993a).

<sup>b</sup>Means are obtained from Altonji and Spletzer (1991).

<sup>c</sup>Means are obtained from Barron, Black and Loewenstein (1987).