

# Minimum Wages and On-the-job Training

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# Minimum Wages And On The Job Training

**Ronald J. Krumm**



## **Minimum Wages And On The Job Training:**

Minimum Wages and On-the-Job Training Jörn-Steffen Pischke, Daron Acemoglu, 2008 Becker's theory of human capital predicts that minimum wages should reduce training investments for affected workers because they prevent these workers from taking wage cuts necessary to finance training. In contrast, in noncompetitive labor markets, minimum wages tend to increase training of affected workers because they induce firms to train their unskilled employees. We provide new estimates on the impact of the state and federal increases in the minimum wage between 1987 and 1992 on the training of low wage workers. We find no evidence that minimum wages reduce training and little evidence that they tend to increase training. We therefore develop a hybrid model where minimum wages reduce the training investments of workers who were taking wage cuts to finance their training while increasing the training of other workers. Finally, we provide some evidence consistent with this hybrid model. *Minimum Wages and On-the-job Training* Masanori Hashimoto, 1981. Minimum Wages and

On-the-job Training Daron Acemoglu, Jörn-Steffen Pischke, 1999. Becker's theory of human capital predicts that minimum wages should reduce training investments for affected workers because they prevent these workers from taking wage cuts necessary to finance training. We show that when the assumption of perfectly competitive labor markets underlying this theory is relaxed, minimum wages can increase training of affected workers by inducing firms to train their unskilled employees. More generally, a minimum wage increases training for constrained workers while reducing it for those taking wage cuts to finance their training. We provide new estimates on the impact of the state and federal increases in the minimum wage between 1987 and 1992 on the training of low wage workers. We find no evidence that minimum wages reduce training. These results are consistent with our model but difficult to reconcile with the standard theory of human capital. **Minimum Wages and On-the-job Training** Masanori Hashimoto, 1981. Monograph on effects of minimum wages regarding on the job training in the USA considers impacts on employment and unemployment, demonstrates that on the job training increases wages and that minimum wages reduce the extent of training and presents an empirical economic model and wage policy alternatives. Bibliography pp 69 to 72, diagrams and graphs. **Report of the Minimum Wage Study Commission** United States. Minimum Wage Study Commission, 1981. **Hearings on Reform of the Major Federal Job Training, Adult Education, and Literacy Programs** United States. Congress. House. Committee on Education and the Workforce. Subcommittee on Postsecondary Education, Training, and Life-long Learning, 1997.

*Minimum Wages and Training Revisited* David Neumark, 1998. Theory predicts that minimum wages will reduce employer provided on the job training designed to improve workers skills on the current job but may increase the amount of training that workers obtain to qualify for a job. We estimate the effects of minimum wages on the amount of both types of training received by young workers by exploiting cross state variation in minimum wage increases. The evidence provides considerable support for the hypothesis that higher minimum wages reduce training, especially formal training aimed at

improving skills on the current job At the same time there is little or no evidence that minimum wages increase training undertaken to qualify for or obtain jobs Consequently it appears that overall minimum wages substantially reduce training received by young workers     *The Job Training Charade* Gordon Lafer,2002 A comprehensive critique showing that training has been a near total failure Examines the economic assumptions and track record of training policy and provides a political analysis of why job training has remained so popular despite widespread evidence of its failure book jacket     **Hearings on Proposed Amendments to the Job Training Partnership Act** United States. Congress. House. Committee on Education and Labor. Subcommittee on Employment Opportunities,1991 This document records the oral and written testimony of persons testifying at Congressional hearings about proposed amendments to change and improve the Job Training Partnership Act JTPA of 1982 Witnesses testifying and or presenting written testimony at the hearings included several Representatives the Secretary of Labor Lynn Martin and representatives of local JTPA programs Private Industry Councils literacy programs unions and public agencies in the New Jersey and Pennsylvania areas Witnesses said that there is concern about lack of oversight and fraud in the program but that audits have found the actual incidence of fraud to be very small Witnesses also stressed that the program has been successful and that more complicated government regulations could do more harm than good Changes were suggested to allow the program to serve more than the cream of the eligible population and additional funding was proposed to expand JTPA services to more than the 5 percent that are presently being served More stringent and specific performance standards were also advocated KC     **Underinvestment in On-the-job Training?** John Bishop,1991     Handbook of Labor Economics ,2024-12-05 Volumes 5 and 6 of the Handbook of Labor Economics will systematically review the research topics empirical findings and methods that constitute frontier research in the field The focus will be on the most important research advances that have taken place since the publication of the previous Handbook Volume 4 almost 15 years ago How do factors such as trade technology skills immigration crime unions race and gender affect wages and employment in modern labor markets What is the labor market impact of policy interventions such as minimum wages employment and training policies and family policies Recent methodological advances in empirical methods and models of the labor market in the presence of imperfect competition     *Subsidizing On-the-job Training* ,1982     "Code of Massachusetts regulations, 1996" ,1996 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020     **"Code of Massachusetts regulations, 1997"** ,1997 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020     **Southern Economic Journal** ,1927     Job Specifications and Diagnostic Tests of Job Competency Designed for the Auditing Division of a Street Railway Company (a Psychological Study in Industrial Guidance). Morris Simon Viteles,1922     *New York Court of Appeals. Records and Briefs.* New York (State).,     *The Massachusetts register* ,1996     The Impact of the Minimum Wage on Regional Labor Markets Ronald J.

Krumm,1981 The prosperity of the U S economy and the welfare of the population depend critically on the efficient allocation of resources not only in each area of production activity but also among all possible locations Labor plays an essential role in the production process If the trend in increased minimum wages continues in future years the growth and decline of economic activity among regions can be substantially altered The minimum wage impairs the location decisions of employers and employees thereby altering the allocation of resources among regions Regions that offer high amenity levels and low costs of producing consumption goods and services will become high cost of labor areas driving industries to other areas The national minimum wage in this context is a barrier to the workings of a competitive and efficient economy burdening the current and future earning power of low skill workers and distributing economic activity inappropriately among the state

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