Table 1
Employed Males Ages 15 to 59[1]

	Colombia 1994	United States 1991
Population Represented (Millions)	2.9	43.7
Number of Observations	18,144	23,462
<u>Mean (Std. Dev.) among Employed:</u>		
Age in years	34.0 (10.7)	36.3 (10.9)
Schooling in Years	8.7 (4.1)	13.3 (2.8)
<u>Percent of Employed:</u>		
Private Wage Employment	59	75
Public Sector	8	13
Self Employment	33	12
<u>Percent of Private Sector Wage Employees:</u>		
Some school	100	100
Secondary complete	38	84
More than secondary complete	16	47
Aged 15-20	9	6
White Collar	14	36
Manufacturing	32	28
Food, Textiles	12	3
Construction	12	9
Commerce	20	25
Transport,Communication	11	8
Finance, Real Estate	9	14
Services	14	13
Personal Services	8	2
Other	1	2
Large Establishment	63	80
<u>Mean (Std. Dev.) among private sector wage employees:</u>		
Job tenure in years	4.3 (6.3)	6.4 (7.9)

Notes: (1) Calculations employ population weights as supplied by DANE and the CPS. (2) Figure taken from CPS of May 1987.

Table 2
Incidence of Post-School Formal Job Training Since Starting Current Main Job[1]
By Education Level, Occupation and Industry
Male Private Sector Wage Employees Ages 15 to 59

Industry	Occupation	Colombia 1994	United States 1991
All		23.2	24.8
Education Level: Less than Secondary Complete		13.1	6.8
Secondary Complete		29.6	19.4
More than Secondary Complete		55.5	35.3
All	Blue Collar	18.1	16.8
Food, Textiles	"	21.2	8.7
Other Manufacturing	"	20.7	18.7
Construction	"	5.9	12.0
Commerce	"	18.0	12.3
Transport, Commun.	"	13.2	23.7
Finance, Real Estate	"	29.6	23.8
Personal Services	"	18.0	3.8
Other Services	"	24.8	11.8
Other	"	19.9	40.3
All	White Collar	54.0	38.8
Food, Textiles	"	51.4	32.5
Other Manufacturing	"	51.9	45.9
Construction	"	52.8	23.8
Commerce	"	45.2	30.1
Transport, Commun.	"	57.4	44.8
Finance, Real Estate	"	66.4	39.8
Personal Services	"	40.5	23.0
Other Services	"	58.0	36.9
Other	"	69.3	56.9

Notes: (1) See definition for incidence measure TRAIN in appendix Table A.2. Calculations employ population weights supplied by DANE and the CPS, adjusted for non-response on the training questions.

Table 3

Incidence of On Site, Off Site and Government Training[1] Since Starting Current Main Job, by Education Level, Occupation and Employer Size

Private Sector Male Wage Employees Ages 15 to 59

	Colombia 1994				United States 1991			
	Any	On Site	Off Site	SENA	Any	On Site	Off Site	JTPA
Any	23.2	10.8	9.2	4.7	24.7	17.3	11.1	0.4
Education Level:								
Less than Secondary	13.1	6.5	3.3	3.6	6.8	4.4	2.7	0.2
Secondary Complete	29.6	13.3	10.9	7.2	19.4	13.4	7.6	0.5
More than Secondary	55.5	30.6	30.6	5.4	35.3	25.1	16.8	0.4
Blue Collar								
All	18.1	8.7	5.6	4.5	16.4	11.5	6.3	0.4
Small	9.8	3.1	4.2	2.8	.	.	.	.
Large	23.5	12.5	6.6	5.7	.	.	.	.
White Collar								
All	54.0	23.3	30.5	5.5	38.8	27.1	19.1	0.5
Small	36.6	10.1	23.6	4.5	.	.	.	.
Large	58.7	26.9	32.4	5.7	.	.	.	.

Notes: (1) See definitions of incidence measures Company, Institute and Government in Appendix Table A.2. Calculations employ population weights supplied by DANE and the CPS, adjusted for non-response on the training questions.

Table 4
Training Indicator Coefficients in Log Wage Regressions[1]
(Robust Standard Errors in Parentheses)
Private Sector Male Wage Employees Ages 15 to 59

Sample	Estimation Method	Occupation and Industry Controls?	Colombia 1994	United States 1991
All	# obs.		9825	3235
	OLS	NO	.283 (.016)	.210 (.018)
	OLS	YES	.250 (.016)	.149 (.018)
	Median Reg.	NO	.320 (.013)	.182 (.021)
	Selection[2]	NO	.262 (.015)	.200 (.018)
Less than Secondary	# obs.		6413	463
	OLS	NO	.229 (.022)	.179 (.065)
	OLS	YES	.221 (.022)	.164 (.061)
	Median Reg.	NO	.258 (.020)	.166 (.086)
	Selection[2]	NO	.219 (.021)	.173 (.064)
Secondary Complete	# obs.		2152	1160
	OLS	NO	.279 (.025)	.229 (.029)
	OLS	YES	.248 (.024)	.153 (.030)
	Median Reg.	NO	.304 (.024)	.224 (.040)
	Selection[2]	NO	.279 (.025)	.229 (.036)
More than Secondary	# obs.		1260	1621
	OLS	NO	.301 (.040)	.184 (.025)
	OLS	YES	.276 (.039)	.143 (.024)
	Median Reg.	NO	.316 (.050)	.161 (.029)
	Selection[2]	NO	.300 (.038)	.163 (.025)

Notes: (1) Dependent variable is the natural log of average hourly earnings. Regressors include years of schooling, and years of potential labor market experience and its square, as well as the training indicator. (2) Maximum likelihood estimation of joint normal sample selection model. First stage includes years of schooling and its square, years of potential labor market experience at its square, interactions of schooling with experience and its square, as well as numbers of children in household ages 0-5 and 6-14, and numbers of males and females in the age ranges 15-24, 25-59 and 60 and over. Tests of the null hypothesis of independence between wage equation and selection equation errors fail to reject the null for the U.S., except for the More than Secondary subsample (where the correlation is negative). The null is rejected (in favor of positive covariance) for Colombia, except for the Secondary Complete subsample. The selection rule regressors excluded from the wage equation are jointly statistically significant in all cases except that of the U.S. Secondary Complete subsample.

Table 5
Training Indicator Coefficients in Log Wage Regressions[1]
(Robust Standard Errors in Parentheses)
Private Sector Male Wage Employees Aged 15 to 59

Sample	Training Measure	Colombia 1994	United States 1991
All	# Obs.	9825	3235
	Company	.259 (.021)	.188 (.020)
	Institute	.331 (.026)	.118 (.024)
	Government	.112 (.029)	.155 (.098)
Less than Secondary Education Complete	# Obs.	6413	463
	Company	.257 (.031)	.219 (.080)
	Institute	.139 (.044)	-.076 (.115)
	Government	.177 (.041)	.314 (.023)
Secondary Complete	# Obs.	2152	1160
	Company	.212 (.034)	.218 (.031)
	Institute	.274 (.038)	.141 (.045)
	Government	.171 (.043)	.035 (.124)
More than Secondary	# Obs.	1260	1612
	Company	.211 (.042)	.170 (.026)
	Institute	.333 (.047)	.109 (.030)
	Government	.030 (.082)	.447 (.034)

Notes: (1) Dependent variable is the natural log of average hourly earnings. Regressors include years of schooling, and years of potential labor market experience and its square, as well as the three training indicators

Table 6
Incidence of Formal Job Training Acquired on Current Main Job[1]
By Age, Initial Tenure and Schooling Level
Private Sector Male Wage Employees Ages 15 to 59

	Colombia 1994					United States 1991				
	Number of Obs. in Row	All	Less than Second. Complete	Second. Complete	More than Second.	Number of Obs. in Row	All	Less than Second. Complete	Second. Complete	More than Second.
All	10,481	23.3	13.2	29.5	54.5	12,820	25.2	6.9	19.6	35.9
Age Category:										
15-19	1308	8.0	4.7	15.0	35.0	924	5.2	3.4	6.7	6.9
20-29	4352	21.7	11.1	26.0	49.4	3879	21.1	6.2	16.7	28.9
30-39	2792	28.5	16.9	36.0	55.9	3034	29.8	11.4	21.3	39.8
40-49	1421	30.0	17.7	47.3	66.4	2571	33.1	9.0	25.6	43.1
50-59	608	28.6	19.3	46.6	68.3	1412	25.0	4.3	22.9	37.3
Initial Tenure in Years:										
0	3151	13.5	7.7	16.4	42.8	2648	11.4	5.0	6.8	18.9
1-2	2707	21.9	11.9	28.0	49.4	2531	20.2	3.8	15.9	29.5
3-5	1921	26.9	12.4	34.9	59.1	2668	27.2	4.0	20.6	37.7
6-10	1269	31.9	20.3	38.0	61.1	1947	33.1	10.3	24.0	44.7
>10	1433	37.2	25.5	46.9	73.1	3026	37.8	13.9	30.8	50.3

Note: (1) See note on Table 2.

Table 7
Four-Year Job Retention Probabilities by Initial Tenure and Initial Age[1]
Male Private Sector Wage Employees Aged 15 to 59

	Initial Tenure in Years				
Initial Age	All	0	1-2	3-5	6-10
Colombia 1984-88					
Ages 15-59	.41	.19	.39	.36	.63
Ages 15-20	.29	.18	.39	.52	.
Ages 21-30	.35	.19	.35	.35	.72
Ages 31-40	.50	.19	.47	.35	.61
Ages 41-50	.59	.20	.42	.39	.60
Ages 51-59	.42	.15	.42	.15	.37
Colombia 1988-92					
Ages 15-59	.42	.18	.39	.40	.80
Ages 15-20	.24	.15	.36	.37	.
Ages 21-30	.37	.19	.37	.37	.80
Ages 31-40	.57	.21	.46	.47	.89
Ages 41-50	.61	.16	.43	.46	.79
Ages 51-59	.32	.09	.35	.20	.45
United States 1987-91					
Ages 15-59	.52	.31	.52	.39	.65
Ages 15-20	.33	.25	.46	.37	.
Ages 21-30	.46	.30	.52	.38	.69
Ages 31-40	.61	.35	.57	.43	.69
Ages 41-50	.67	.37	.55	.43	.65
Ages 51-59	.38	.24	.35	.29	.40

Notes: (1) In general estimated standard errors are smallest, on the order of .01 (.02) in Colombia (the United States), at low tenures for young ages. The highest standard errors for retention rates in this table are on the order of .08. For details on calculations of job retention probabilities and standard errors, see Schaffner (forthcoming).

Table 8
Coefficient Estimates for Training Linear Probability Models
(Robust Standard Errors in Parentheses)
Private Sector Male Wage Employees Ages 15-59

	Colombia 1994	United States 1991
Initial Tenure in Years (No Category Excluded):		
0	.216 (.011)	.072 (.009)
1-2	.276 (.012)	.133 (.010)
3-5	.301 (.013)	.197 (.011)
6-10	.339 (.015)	.250 (.013)
>10	.411 (.017)	.312 (.013)
Schooling Level (Secondary Complete Excluded):		
Less than Second. Complete	-.167 (.010)	-.097 (.009)
More than Second. Complete	.212 (.016)	.159 (.008)
Age Category (Age 20-29 Excluded):		
15-19	-.058 (.009)	-.029 (.011)
30-39	.042 (.010)	.021 (.010)
40-49	.042 (.013)	.023 (.012)
50-59	.039 (.018)	-.046 (.014)
R-Squared	.336	.337
Number of Obs.	10,260	12,632

Table 9
Estimates of Log Wage Regression Coefficients (Robust Standard Errors in Parentheses)(1)
Private Sector Male Wage Employees Ages 15-59

Sample	Method	Colombia 1994			United States 1991		
		Experience	Experience Squared/100	Implied Effect of First 10 Years of Experience	Experience	Experience Squared/100	Implied Effect of First 10 Years of Experience
All	# Obs.		9834			4362	
	OLS	.033 (.002)	-.037 (.004)	.296 (.015)	.051 (.002)	-.086 (.006)	.428 (.016)
	Median	.033 (.002)	-.041 (.005)	.291 (.016)	.060 (.002)	-.103 (.006)	.497 (.017)
	Selection	.015 (.002)	-.022 (.005)	.125 (.019)	.050 (.002)	-.085 (.006)	.420 (.017)
Age Less than 35 Years and:							
All Schooling Levels	# Obs.		6857			2347	
	OLS	.031 (.005)	-.024 (.017)	.282 (.029)	.067 (.006)	-.138 (.033)	.530 (.026)
	Median	.034 (.004)	-.047 (.015)	.288 (.024)	.078 (.007)	-.176 (.039)	.604 (.034)
	Selection	.018 (.005)	-.029 (.019)	.154 (.033)	.067 (.006)	-.138 (.037)	.529 (.027)
Less than Secondary Complete	# Obs.		4282			403	
	OLS	.036 (.006)	-.067 (.020)	.297 (.038)	.060 (.008)	-.102 (.043)	.498 (.044)
	Median	.027 (.004)	-.054 (.014)	.214 (.024)	.066 (.008)	-.123 (.041)	.541 (.042)
	Selection	.029 (.006)	-.074 (.021)	.220 (.041)	.066 (.009)	-.120 (.044)	.538 (.052)
Secondary Complete	# Obs.		1701			909	
	OLS	.038 (.009)	-.064 (.051)	.312 (.047)	.081 (.012)	-.260 (.065)	.546 (.055)
	Median	.027 (.004)	-.019 (.051)	.246 (.051)	.094 (.014)	-.304 (.076)	.631 (.068)
	Selection	.029 (.006)	-.124 (.061)	.245 (.051)	.081 (.012)	-.261 (.066)	.542 (.055)
More than Secondary Complete	# Obs.		874			1035	
	OLS	.007 (.024)	-.136 (.162)	.204 (.121)	.086 (.012)	-.260 (.079)	.600 (.045)
	Median	.024 (.025)	-.046 (.158)	.288 (.108)	.116 (.014)	-.402 (.096)	.759 (.056)
	Selection	-.028 (.030)	.222 (.180)	-.056 (.136)	.085 (.011)	-.256 (.079)	.588 (.051)

Note: Regressions also include a control for years of schooling.

Table 10
Estimates of Log Wage Regression Coefficients (Robust Standard Errors in Parentheses)(1)
Private Sector Male Wage Employees Ages 15-59

Sample	Method	Colombia 1994			United States 1991		
		Experience	Experience Squared/100	Implied Effect of First 10 Years of Experience	Experience	Experience Squared/100	Implied Effect of First 10 Years of Experience
First year of tenure	# Obs.		2452			790	
	OLS	.027 (.004)	-.032 (.008)	.239 (.028)	.055 (.005)	-.112 (.014)	.440 (.033)
	Median	.025 (.029)	-.034 (.007)	.218 (.024)	.062 (.005)	-.126 (.014)	.491 (.036)
	Selection	.021 (.004)	-.030 (.009)	.181 (.031)	.056 (.005)	-.113 (.014)	.444 (.034)
First year of tenure and Age 35 or Under	# Obs.		2378			593	
	OLS	.022 (.007)	-.009 (.026)	.213 (.046)	.057 (.009)	-.089 (.054)	.480 (.042)
	Median	.025 (.006)	-.036 (.025)	.213 (.040)	.056 (.008)	-.065 (.050)	.497 (.040)
	Selection	.021 (.008)	-.024 (.029)	.189 (.049)	.057 (.009)	-.087 (.054)	.482 (.042)
First year of tenure and Age 35 or Under, Secondary Education or More	#Obs.		709			442	
	OLS	.009 (.020)	.065 (.115)	.150 (.091)	.069 (.015)	-.191 (.109)	.502 (.059)
	Median	.010 (.017)	.056 (.102)	.159 (.076)	.078 (.014)	-.238 (.094)	.544 (.060)
	Selection	.021 (.020)	-.047 (.116)	.162 (.094)	.070 (.015)	-.187 (.109)	.510 (.059)

Note: (1) Regressions also include a control for years of schooling.