

Subject/Title	Bringing the Structure Back in: Revisiting the Relationship between Schooling and Organization-Based Training
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Abstract	<p>Schooling is an important factor for workers to acquire organization-based job training. An individual with better education has more opportunities being hired by companies that provide on-the-job training, thus education has human capital as well as signaling functions. However, our study shows that, in those companies that provide on-the-job training, there is no significant difference in schooling between those who have and those who have not received on-the-job training, which is different from the findings of previous studies. Our findings indicate that previous researchers might have overlooked the endogenous variable that whether a company provides on-the-job training or not. Thus they might have overestimated the impact of workers' education in the process of acquisition of organization-based training. According to the findings of the relationship between education and on-the-job training, this study provides evidence that Taiwan's labor market has the attribute of competitiveness. Workers who are disadvantaged in education tend to have difficulty in acquiring organization-based job training, and thus are not eligible for the next round of competition in the workplace.</p>
Keyword(s)	On-the-job, Training, Selection Bias, Occupational Mismatch, Labor Market, Human Capital.