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**ABSTRACT**

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## Shared training: learning from Germany

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The views expressed are the author's, and not necessarily those of the Office of Technology Assessment.

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German employers are more willing than U.S. employers to make systematic, long-term investments in worker training. Federal encouragement would go far toward persuading U.S. industry associations to help member firms with training. This article explores worker training in Germany, finding that German employers are able to pool the costs and benefits of training through strong industry and trade associations.

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