

# A Training Example

Trainees			Non-Trainees		
unit	age	earnings	unit	age	earnings
1	28	17700	1	43	20900
2	34	10200	2	50	31000
3	29	14400	3	30	21000
4	25	20800	4	27	9300
5	29	6100	5	54	41100
6	23	28600	6	48	29800
7	33	21900	7	39	42000
8	27	28800	8	28	8800
9	31	20300	9	24	25500
10	26	28100	10	33	15500
11	25	9400	11	26	400
12	27	14300	12	31	26600
13	29	12500	13	26	16500
14	24	19700	14	34	24200
15	25	10100	15	25	23300
16	43	10700	16	24	9700
17	28	11500	17	29	6200
18	27	10700	18	35	30200
19	28	16300	19	32	17800
Average:	28.5	16426	20	23	9500
			21	32	25900
			Average:	33	20724

# A Training Example

Trainees			Non-Trainees			Matched Sample		
unit	age	earnings	unit	age	earnings	unit	age	earnings
1	28	17700	1	43	20900			
2	34	10200	2	50	31000			
3	29	14400	3	30	21000			
4	25	20800	4	27	9300			
5	29	6100	5	54	41100			
6	23	28600	6	48	29800			
7	33	21900	7	39	42000			
8	27	28800	8	28	8800			
9	31	20300	9	24	25500			
10	26	28100	10	33	15500			
11	25	9400	11	26	400			
12	27	14300	12	31	26600			
13	29	12500	13	26	16500			
14	24	19700	14	34	24200			
15	25	10100	15	25	23300			
16	43	10700	16	24	9700			
17	28	11500	17	29	6200			
18	27	10700	18	35	30200			
19	28	16300	19	32	17800			
Average:	28.5	16426	20	23	9500	Average:		
			21	32	25900			
			Average:	33	20724			

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Trainees		
unit	age	earnings
1	28	17700
2	34	10200
3	29	14400
4	25	20800
5	29	6100
6	23	28600
7	33	21900
8	27	28800
9	31	20300
10	26	28100
11	25	9400
12	27	14300
13	29	12500
14	24	19700
15	25	10100
16	43	10700
17	28	11500
18	27	10700
19	28	16300
Average:	28.5	16426

Non-Trainees		
unit	age	earnings
1	43	20900
2	50	31000
3	30	21000
4	27	9300
5	54	41100
6	48	29800
7	39	42000
8	28	8800
9	24	25500
10	33	15500
11	26	400
12	31	26600
13	26	16500
14	34	24200
15	25	23300
16	24	9700
17	29	6200
18	35	30200
19	32	17800
20	23	9500
21	32	25900
Average:	33	20724

Matched Sample		
unit	age	earnings
Average:		

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1	28	17700
2	34	10200
3	29	14400
4	25	20800
5	29	6100
6	23	28600
7	33	21900
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12	27	14300
13	29	12500
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15	25	10100
16	43	10700
17	28	11500
18	27	10700
19	28	16300
Average:	28.5	16426

Non-Trainees		
unit	age	earnings
1	43	20900
2	50	31000
3	30	21000
4	27	9300
5	54	41100
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7	39	42000
8	28	8800
9	24	25500
10	33	15500
11	26	400
12	31	26600
13	26	16500
14	34	24200
15	25	23300
16	24	9700
17	29	6200
18	35	30200
19	32	17800
20	23	9500
21	32	25900
Average:	33	20724

Matched Sample		
unit	age	earnings
Average:		

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Trainees		
unit	age	earnings
1	28	17700
2	34	10200
3	29	14400
4	25	20800
5	29	6100
6	23	28600
7	33	21900
8	27	28800
9	31	20300
10	26	28100
11	25	9400
12	27	14300
13	29	12500
14	24	19700
15	25	10100
16	43	10700
17	28	11500
18	27	10700
19	28	16300
Average:	28.5	16426

Non-Trainees		
unit	age	earnings
1	43	20900
2	50	31000
3	30	21000
4	27	9300
5	54	41100
6	48	29800
7	39	42000
8	28	8800
9	24	25500
10	33	15500
11	26	400
12	31	26600
13	26	16500
14	34	24200
15	25	23300
16	24	9700
17	29	6200
18	35	30200
19	32	17800
20	23	9500
21	32	25900
Average:	33	20724

Matched Sample		
unit	age	earnings
8	28	8800
Average:		

# A Training Example

Trainees		
unit	age	earnings
1	28	17700
2	34	10200
3	29	14400
4	25	20800
5	29	6100
6	23	28600
7	33	21900
8	27	28800
9	31	20300
10	26	28100
11	25	9400
12	27	14300
13	29	12500
14	24	19700
15	25	10100
16	43	10700
17	28	11500
18	27	10700
19	28	16300
Average:	28.5	16426

Non-Trainees		
unit	age	earnings
1	43	20900
2	50	31000
3	30	21000
4	27	9300
5	54	41100
6	48	29800
7	39	42000
8	28	8800
9	24	25500
10	33	15500
11	26	400
12	31	26600
13	26	16500
14	34	24200
15	25	23300
16	24	9700
17	29	6200
18	35	30200
19	32	17800
20	23	9500
21	32	25900
Average:	33	20724

Matched Sample		
unit	age	earnings
8	28	8800
14	34	24200
Average:		

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Trainees		
unit	age	earnings
1	28	17700
2	34	10200
3	29	14400
4	25	20800
5	29	6100
6	23	28600
7	33	21900
8	27	28800
9	31	20300
10	26	28100
11	25	9400
12	27	14300
13	29	12500
14	24	19700
15	25	10100
16	43	10700
17	28	11500
18	27	10700
19	28	16300
Average:	28.5	16426

Non-Trainees		
unit	age	earnings
1	43	20900
2	50	31000
3	30	21000
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5	54	41100
6	48	29800
7	39	42000
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11	26	400
12	31	26600
13	26	16500
14	34	24200
15	25	23300
16	24	9700
17	29	6200
18	35	30200
19	32	17800
20	23	9500
21	32	25900
Average:	33	20724

Matched Sample		
unit	age	earnings
8	28	8800
14	34	24200
17	29	6200
Average:		

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Trainees			Non-Trainees			Matched Sample		
unit	age	earnings	unit	age	earnings	unit	age	earnings
1	28	17700	1	43	20900	8	28	8800
2	34	10200	2	50	31000	14	34	24200
3	29	14400	3	30	21000	17	29	6200
4	25	20800	4	27	9300	15	25	23300
5	29	6100	5	54	41100			
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13	29	12500	13	26	16500			
14	24	19700	14	34	24200			
15	25	10100	15	25	23300			
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Average:	28.5	16426	20	23	9500	Average:		
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1	28	17700	1	43	20900	8	28	8800
2	34	10200	2	50	31000	14	34	24200
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4	25	20800	4	27	9300	15	25	23300
5	29	6100	5	54	41100	17	29	6200
6	23	28600	6	48	29800			
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Average:	33	20724

Matched Sample		
unit	age	earnings
8	28	8800
14	34	24200
17	29	6200
15	25	23300
17	29	6200
20	23	9500
Average:		

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6	23	28600	6	48	29800	20	23	9500
7	33	21900	7	39	42000	10	33	15500
8	27	28800	8	28	8800			
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8	27	28800	8	28	8800	4	27	9300
9	31	20300	9	24	25500			
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6	23	28600	6	48	29800	20	23	9500
7	33	21900	7	39	42000	10	33	15500
8	27	28800	8	28	8800	4	27	9300
9	31	20300	9	24	25500	12	31	26600
10	26	28100	10	33	15500			
11	25	9400	11	26	400			
12	27	14300	12	31	26600			
13	29	12500	13	26	16500			
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5	29	6100	5	54	41100	17	29	6200
6	23	28600	6	48	29800	20	23	9500
7	33	21900	7	39	42000	10	33	15500
8	27	28800	8	28	8800	4	27	9300
9	31	20300	9	24	25500	12	31	26600
10	26	28100	10	33	15500	11,13	26	8450
11	25	9400	11	26	400			
12	27	14300	12	31	26600			
13	29	12500	13	26	16500			
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8	27	28800	8	28	8800	4	27	9300
9	31	20300	9	24	25500	12	31	26600
10	26	28100	10	33	15500	11,13	26	8450
11	25	9400	11	26	400	15	25	23300
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1	28	17700	1	43	20900	8	28	8800
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8	27	28800	8	28	8800	4	27	9300
9	31	20300	9	24	25500	12	31	26600
10	26	28100	10	33	15500	11,13	26	8450
11	25	9400	11	26	400	15	25	23300
12	27	14300	12	31	26600	4	27	9300
13	29	12500	13	26	16500			
14	24	19700	14	34	24200			
15	25	10100	15	25	23300			
16	43	10700	16	24	9700			
17	28	11500	17	29	6200			
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7	33	21900	7	39	42000	10	33	15500
8	27	28800	8	28	8800	4	27	9300
9	31	20300	9	24	25500	12	31	26600
10	26	28100	10	33	15500	11,13	26	8450
11	25	9400	11	26	400	15	25	23300
12	27	14300	12	31	26600	4	27	9300
13	29	12500	13	26	16500	17	29	6200
14	24	19700	14	34	24200			
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6	23	28600	6	48	29800	20	23	9500
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8	27	28800	8	28	8800	4	27	9300
9	31	20300	9	24	25500	12	31	26600
10	26	28100	10	33	15500	11,13	26	8450
11	25	9400	11	26	400	15	25	23300
12	27	14300	12	31	26600	4	27	9300
13	29	12500	13	26	16500	17	29	6200
14	24	19700	14	34	24200	9,16	24	17700
15	25	10100	15	25	23300			
16	43	10700	16	24	9700			
17	28	11500	17	29	6200			
18	27	10700	18	35	30200			
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9	31	20300	9	24	25500	12	31	26600
10	26	28100	10	33	15500	11,13	26	8450
11	25	9400	11	26	400	15	25	23300
12	27	14300	12	31	26600	4	27	9300
13	29	12500	13	26	16500	17	29	6200
14	24	19700	14	34	24200	9,16	24	17700
15	25	10100	15	25	23300	15	25	23300
16	43	10700	16	24	9700			
17	28	11500	17	29	6200			
18	27	10700	18	35	30200			
19	28	16300	19	32	17800			
Average:	28.5	16426	20	23	9500	Average:		
			21	32	25900			
			Average:	33	20724			

# A Training Example

Trainees			Non-Trainees			Matched Sample		
unit	age	earnings	unit	age	earnings	unit	age	earnings
1	28	17700	1	43	20900	8	28	8800
2	34	10200	2	50	31000	14	34	24200
3	29	14400	3	30	21000	17	29	6200
4	25	20800	4	27	9300	15	25	23300
5	29	6100	5	54	41100	17	29	6200
6	23	28600	6	48	29800	20	23	9500
7	33	21900	7	39	42000	10	33	15500
8	27	28800	8	28	8800	4	27	9300
9	31	20300	9	24	25500	12	31	26600
10	26	28100	10	33	15500	11,13	26	8450
11	25	9400	11	26	400	15	25	23300
12	27	14300	12	31	26600	4	27	9300
13	29	12500	13	26	16500	17	29	6200
14	24	19700	14	34	24200	9,16	24	17700
15	25	10100	15	25	23300	15	25	23300
16	43	10700	16	24	9700	1	43	20900
17	28	11500	17	29	6200			
18	27	10700	18	35	30200			
19	28	16300	19	32	17800			
Average:	28.5	16426	20	23	9500	Average:		
			21	32	25900			
			Average:	33	20724			

# A Training Example

Trainees			Non-Trainees			Matched Sample		
unit	age	earnings	unit	age	earnings	unit	age	earnings
1	28	17700	1	43	20900	8	28	8800
2	34	10200	2	50	31000	14	34	24200
3	29	14400	3	30	21000	17	29	6200
4	25	20800	4	27	9300	15	25	23300
5	29	6100	5	54	41100	17	29	6200
6	23	28600	6	48	29800	20	23	9500
7	33	21900	7	39	42000	10	33	15500
8	27	28800	8	28	8800	4	27	9300
9	31	20300	9	24	25500	12	31	26600
10	26	28100	10	33	15500	11,13	26	8450
11	25	9400	11	26	400	15	25	23300
12	27	14300	12	31	26600	4	27	9300
13	29	12500	13	26	16500	17	29	6200
14	24	19700	14	34	24200	9,16	24	17700
15	25	10100	15	25	23300	15	25	23300
16	43	10700	16	24	9700	1	43	20900
17	28	11500	17	29	6200	8	28	8800
18	27	10700	18	35	30200			
19	28	16300	19	32	17800			
Average:	28.5	16426	20	23	9500	Average:		
			21	32	25900			
			Average:	33	20724			

# A Training Example

Trainees			Non-Trainees			Matched Sample		
unit	age	earnings	unit	age	earnings	unit	age	earnings
1	28	17700	1	43	20900	8	28	8800
2	34	10200	2	50	31000	14	34	24200
3	29	14400	3	30	21000	17	29	6200
4	25	20800	4	27	9300	15	25	23300
5	29	6100	5	54	41100	17	29	6200
6	23	28600	6	48	29800	20	23	9500
7	33	21900	7	39	42000	10	33	15500
8	27	28800	8	28	8800	4	27	9300
9	31	20300	9	24	25500	12	31	26600
10	26	28100	10	33	15500	11,13	26	8450
11	25	9400	11	26	400	15	25	23300
12	27	14300	12	31	26600	4	27	9300
13	29	12500	13	26	16500	17	29	6200
14	24	19700	14	34	24200	9,16	24	17700
15	25	10100	15	25	23300	15	25	23300
16	43	10700	16	24	9700	1	43	20900
17	28	11500	17	29	6200	8	28	8800
18	27	10700	18	35	30200	4	27	9300
19	28	16300	19	32	17800			
Average:	28.5	16426	20	23	9500	Average:		
			21	32	25900			
			Average:	33	20724			

# A Training Example

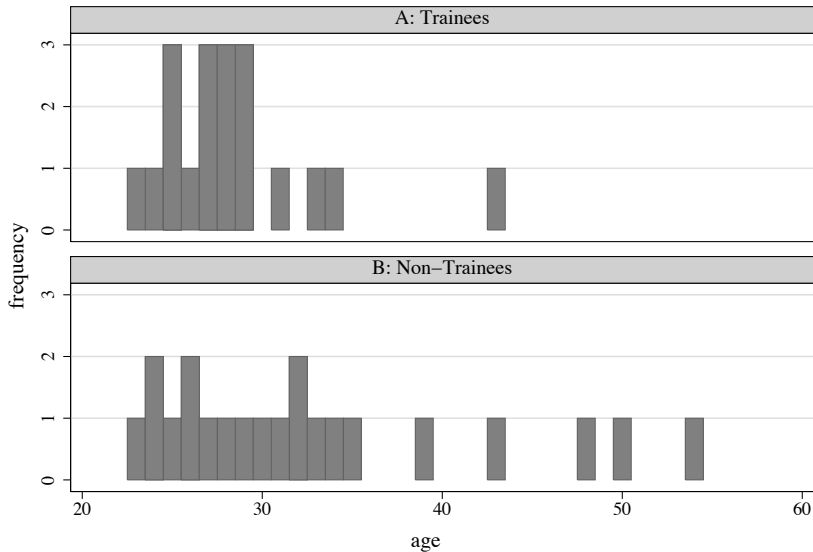
Trainees			Non-Trainees			Matched Sample		
unit	age	earnings	unit	age	earnings	unit	age	earnings
1	28	17700	1	43	20900	8	28	8800
2	34	10200	2	50	31000	14	34	24200
3	29	14400	3	30	21000	17	29	6200
4	25	20800	4	27	9300	15	25	23300
5	29	6100	5	54	41100	17	29	6200
6	23	28600	6	48	29800	20	23	9500
7	33	21900	7	39	42000	10	33	15500
8	27	28800	8	28	8800	4	27	9300
9	31	20300	9	24	25500	12	31	26600
10	26	28100	10	33	15500	11,13	26	8450
11	25	9400	11	26	400	15	25	23300
12	27	14300	12	31	26600	4	27	9300
13	29	12500	13	26	16500	17	29	6200
14	24	19700	14	34	24200	9,16	24	17700
15	25	10100	15	25	23300	15	25	23300
16	43	10700	16	24	9700	1	43	20900
17	28	11500	17	29	6200	8	28	8800
18	27	10700	18	35	30200	4	27	9300
19	28	16300	19	32	17800	8	28	8800
Average:	28.5	16426	20	23	9500	Average:		
			21	32	25900			
			Average:	33	20724			

# A Training Example

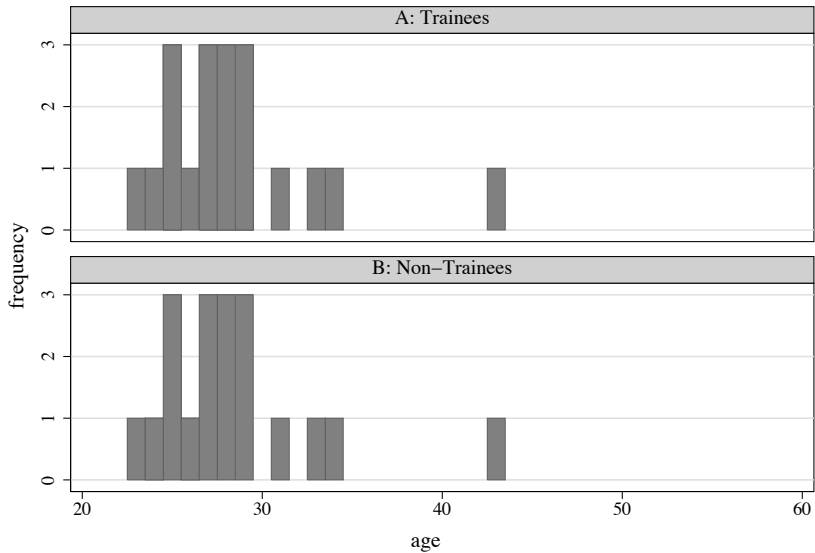
Trainees			Non-Trainees			Matched Sample		
unit	age	earnings	unit	age	earnings	unit	age	earnings
1	28	17700	1	43	20900	8	28	8800
2	34	10200	2	50	31000	14	34	24200
3	29	14400	3	30	21000	17	29	6200
4	25	20800	4	27	9300	15	25	23300
5	29	6100	5	54	41100	17	29	6200
6	23	28600	6	48	29800	20	23	9500
7	33	21900	7	39	42000	10	33	15500
8	27	28800	8	28	8800	4	27	9300
9	31	20300	9	24	25500	12	31	26600
10	26	28100	10	33	15500	11,13	26	8450
11	25	9400	11	26	400	15	25	23300
12	27	14300	12	31	26600	4	27	9300
13	29	12500	13	26	16500	17	29	6200
14	24	19700	14	34	24200	9,16	24	17700
15	25	10100	15	25	23300	15	25	23300
16	43	10700	16	24	9700	1	43	20900
17	28	11500	17	29	6200	8	28	8800
18	27	10700	18	35	30200	4	27	9300
19	28	16300	19	32	17800	8	28	8800
Average:	28.5	16426	20	23	9500	Average:	28.5	13982
			21	32	25900			
			Average:	33	20724			



# Age Distribution: Before Matching



## Age Distribution: After Matching



# Training Effect Estimates

Difference in average earnings between trainees and non-trainees

- Before matching

$$16426 - 20724 = -4298$$

- After matching:

$$16426 - 13982 = 2444$$