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**Título:** Workforce Intermediaries For The Twenty-First Century

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**Precio:** \$522.00

**Editorial:**

**Año:** 2003

**Tema:**

**Edición:** 1ª

**Sinopsis**

**ISBN:** 1592132049

Confronted with businesses facing a long-term shortage of skilled workers and evaluations showing that job training for the poor over the past 25 years had produced only meager results, a number of groups throughout the country have sought to find a more effective approach. The efforts of these partnerships, which editor Robert Giloth calls "workforce intermediaries," are characterized by a focus on improving business productivity and helping low-income individuals not just find a job, but advance over time to jobs that enable them to support themselves and their families.