1. **General vs. specific human capital:**

   “General” or *transferable* human capital are those skills that are valued equally at multiple employers.

   “Specific” (or firm-specific) human capital are skills, typically acquired on-the-job, that are *non-transferable* to other employers. That is, specific skills have value only at the firm in which the skills are acquired and not by other employers.

   Below, briefly state a current or previous job at which you have worked.

   Provide an example of two skills or types of knowledge acquired on your job that are “general” – that is, transferable across firms.

   Provide an example of at least one skill or type of knowledge acquired on your job that is “specific” to your employer – that is, not transferable (valued) to any other firm.

2. Are the skills acquired in college (and in earlier schooling) “general” human capital, “specific” human capital, or approximately an equal mix of both? Explain.