

Skills obsolescence: causes and cures

Jasper van Loo; Andries de Grip; Margot de Steur

+ [Author & Article Information](#)

International Journal of Manpower (2001) 22 (1-2): 121–138.

<https://doi.org/10.1108/01437720110386430>

Until now there has been surprisingly little research on the causes of and the remedies for skills obsolescence. This study tries to fill that gap to some extent by analysing the relation between risk factors and skills obsolescence. Moreover, the role remedies play to counter skills obsolescence is analysed. Four empirical analyses that relate skills obsolescence to risk factors and remedies are presented. We find that most risk factors identified in the literature can be validated empirically. The remedies for skills obsolescence are not effective in all situations: the results show that there is considerable variation in the effectiveness of the remedies across different types of skills obsolescence. Although current available data do not allow a comprehensive analysis, which also takes account of relations between the various types of skills obsolescence, the results obtained are plausible and offer a starting point for further research.

Keywords: [Skills](#), [Risk](#), [Employment](#), [Training](#), [The Netherlands](#)

© MCB UP Limited

You do not currently have access to this content.

Sign in

Don't already have an account? [Register](#)

Client Account

Email address / Username

[Reset password](#)
[Register](#)

ICE Member Sign In

Log in




Access through your institution

Purchased this content as a guest? Enter your email address to restore access.

Email Address

Pay-Per-View Access €35.00

 Buy This Article

Rental

This article is also available for rental through DeepDyve.

