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Skills obsolescence: causes and cures

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Abstract

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

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