

The effects of under-skilling on need for recovery, losing employment and retirement intentions among older office workers: A prospective cohort study / Fleur G. Gommans, Nicole W.H Jansen, Dave Stynen, Ijmert Kant, Andries de Grip

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Abstrak

ABSTRACT

A substantial portion of Germany's workforce will soon retire, making it difficult for businesses to meet their human capital needs; training older workers may help to manage this demographic transition. The authors therefore examine the relationships between employer provided training programmes, wages and retirement among older workers. They find that when establishments offer special training programmes targeted at these workers, women especially low paid women are less likely to retire, possibly because of consequent wage growth. Their results suggest that such targeted training can indeed play an important role in retaining low wage older women and advancing their careers.