

Older employees and further training

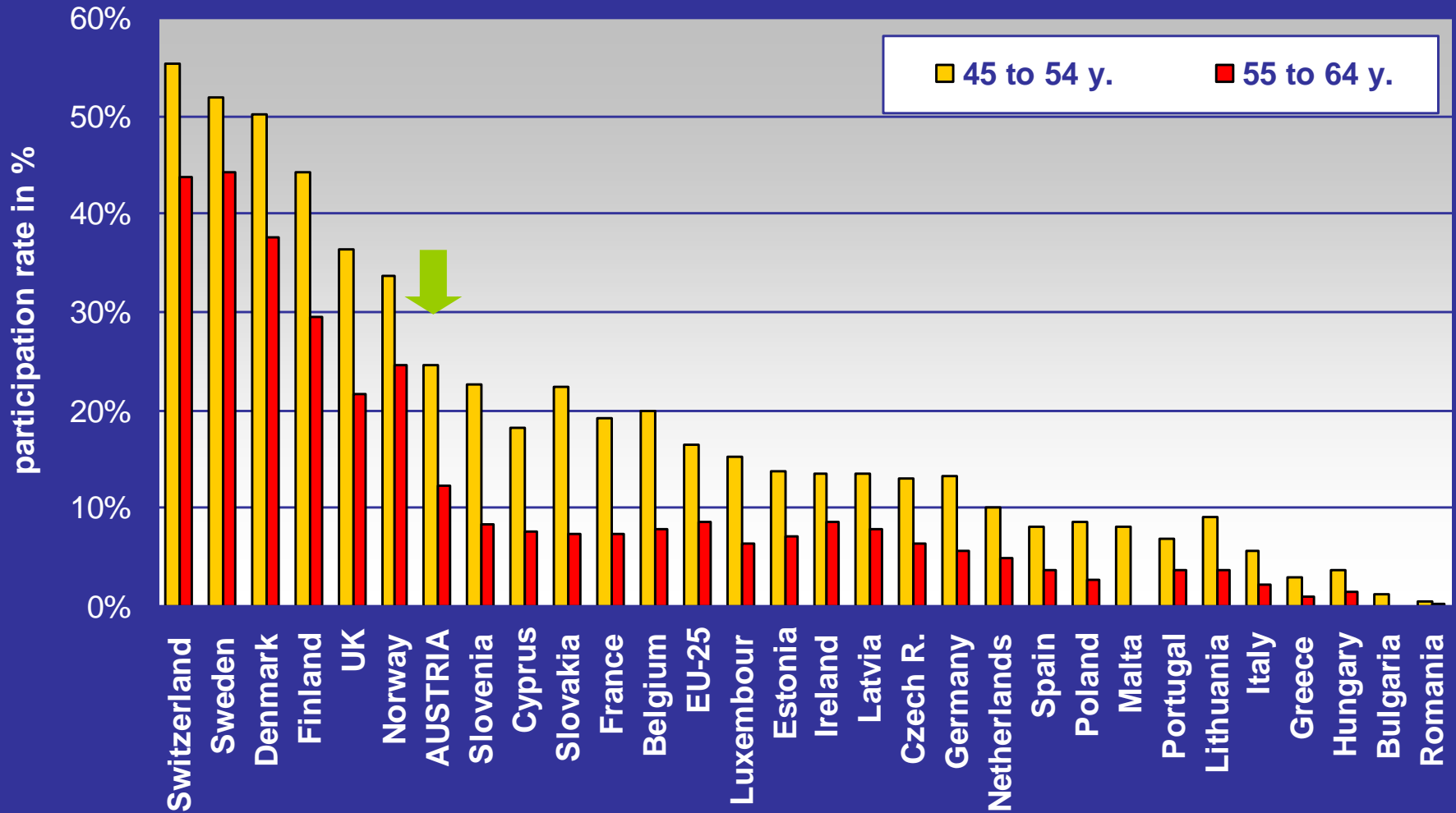
Mag. Kurt Schmid
ibw

Overview

- international comparison
- Austrian results: company & individual perspective

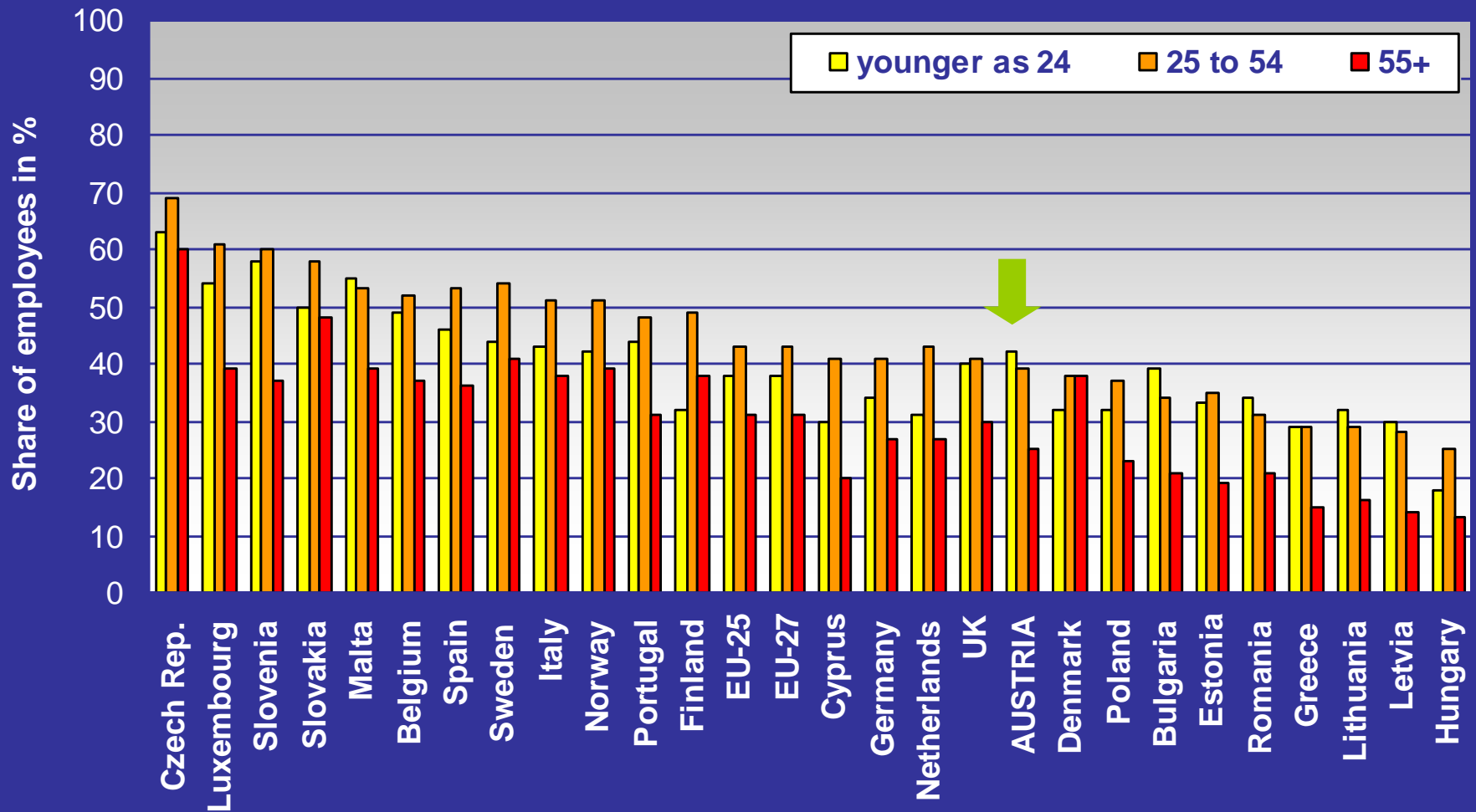
Participation on non-formal training according to age groups

Country ranking

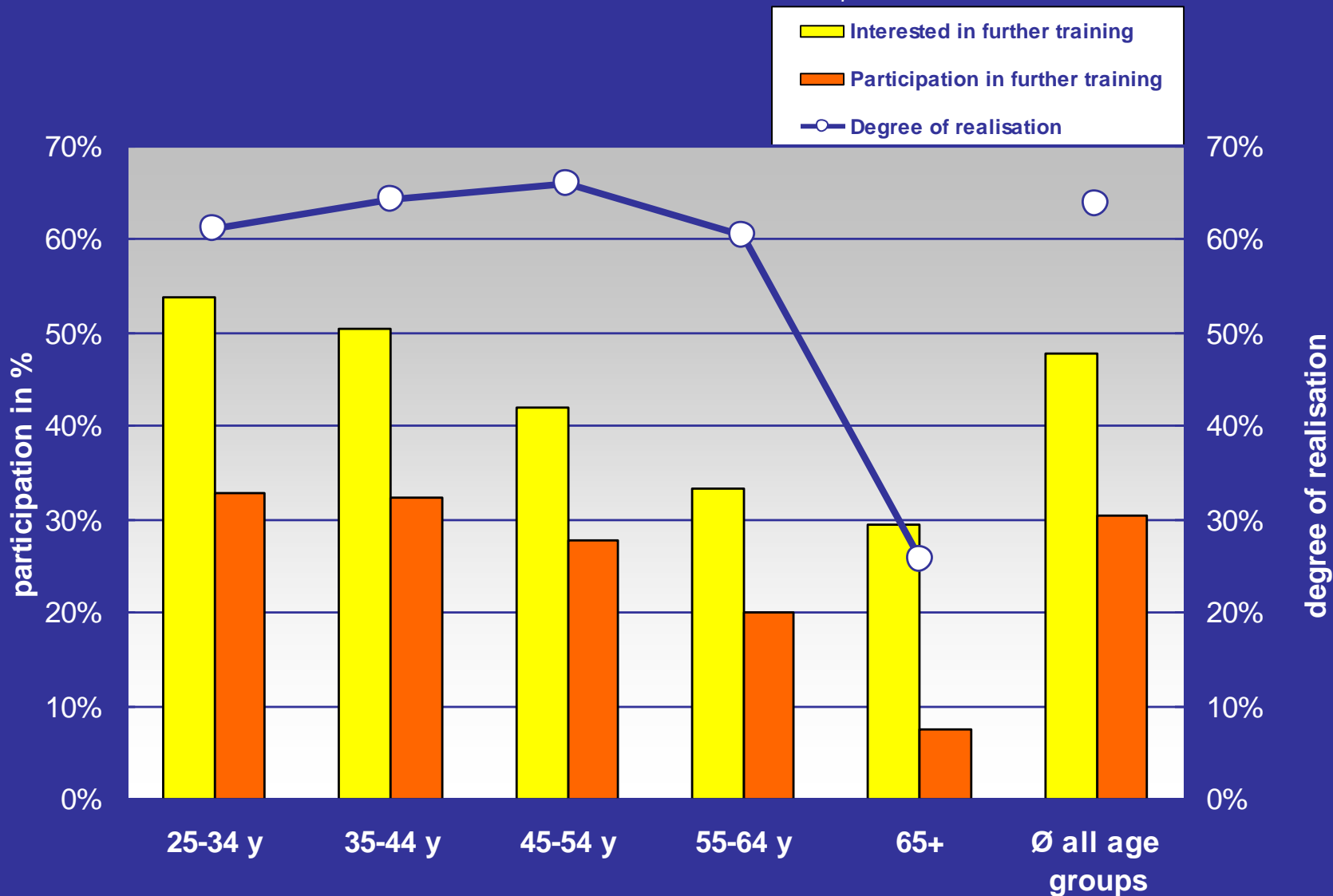


Participation on further training according to age groups

Country ranking



Share of Austrian employees who are interested & participate in further training, according to age groups



Source: Microcensus 2003 according to Schmid & Kailer (2008)

Probabilities for vocational training participation in AUSTRIA

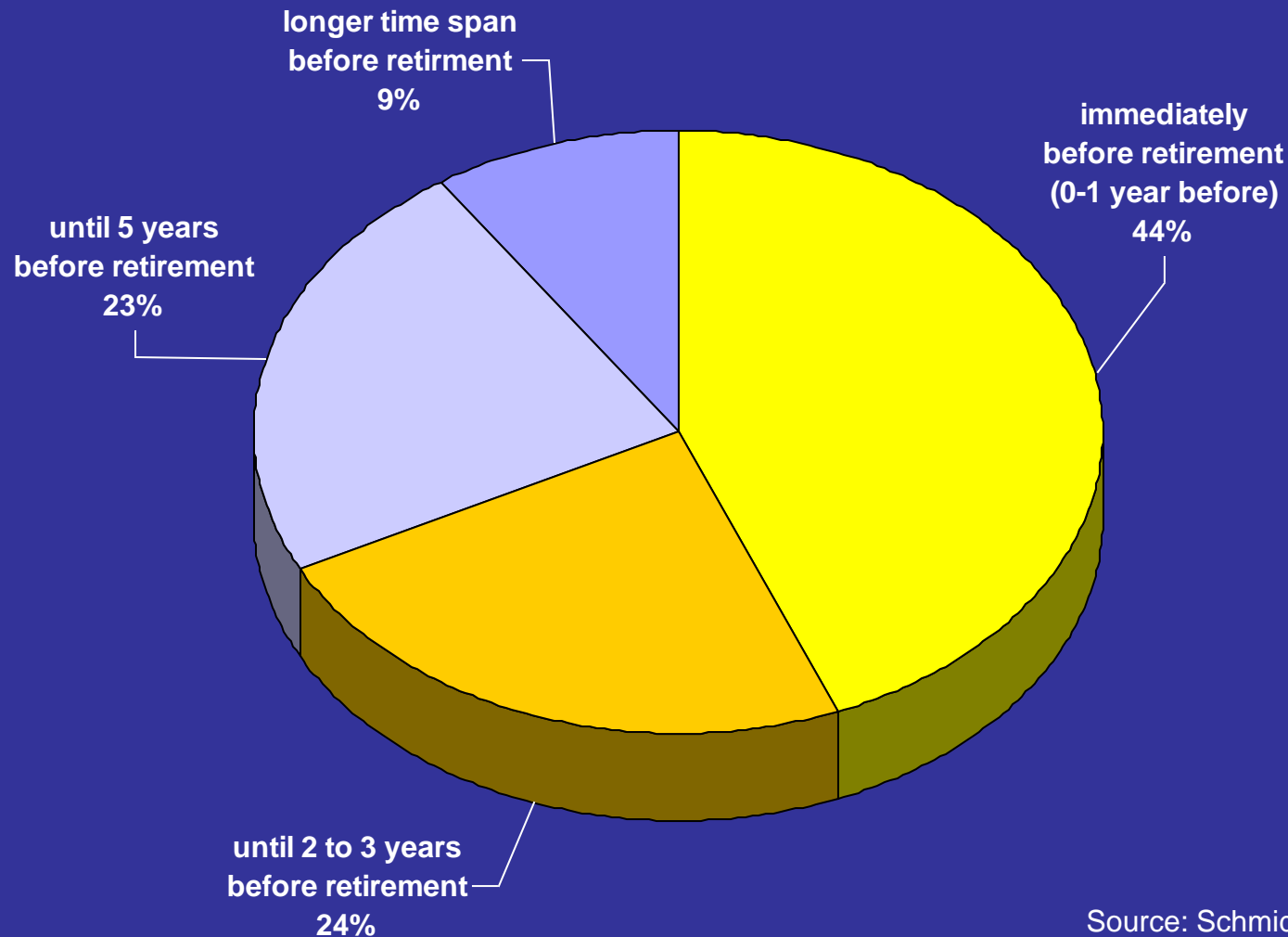
	Exp (β)	Sign.
Female	0,91	***
Part-time work	0,83	***
Occupational group (ref.: other workers)		
white collar worker	2,50	***
civil servant	2,74	***
skilled worker	1,59	***
Formal educational degree (ref.: compulsory edu.)		
apprenticeship	1,42	***
vocational school	1,38	***
higher school	1,59	***
vocational college	1,67	***
university	2,59	***
AGE (ref.: 20-34 y.)		
35-44 y	0,97	***
45-54 y	0,83	***
55-64 y	0,39	***
65+	0,11	***
Non-Austrian citizenship	0,82	***
Company has apprenticeship training	1,02	***
Company has training infrastructure	2,73	***

+ distinctive differences according to business sectors

Company views

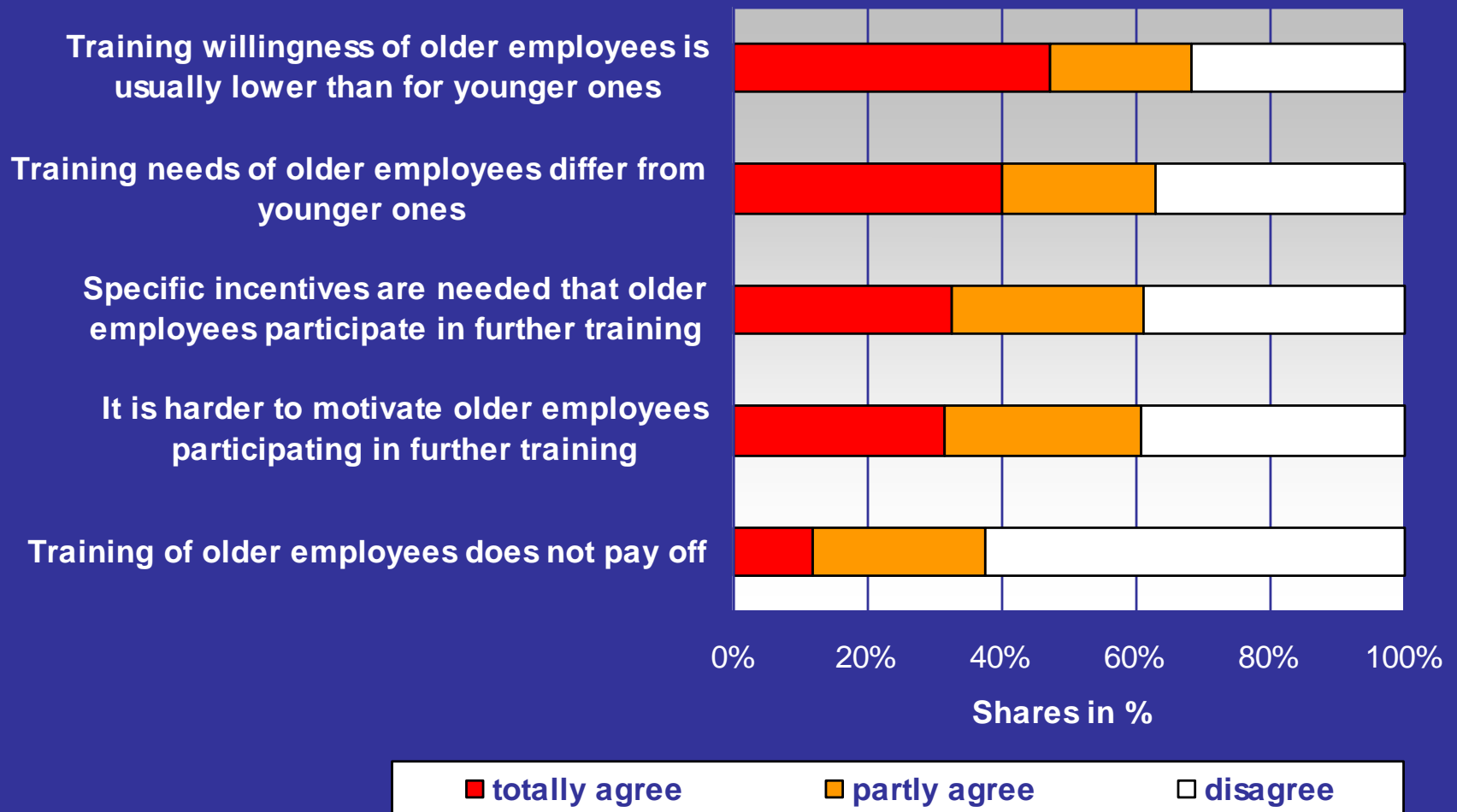
At the age of 50 employees are usually regarded as “older” workers

How long before retirement further training is important / does make sense?



Source: Schmid & Kailer (2008)

Company opinions with respect to further training of older employees



Company opinions with respect to learning aptitude of older employees

55% of companies report no differences between younger and older employees with respect to the learning aptitude.

Large business sector differences which is probably due to different learning demands / requirements

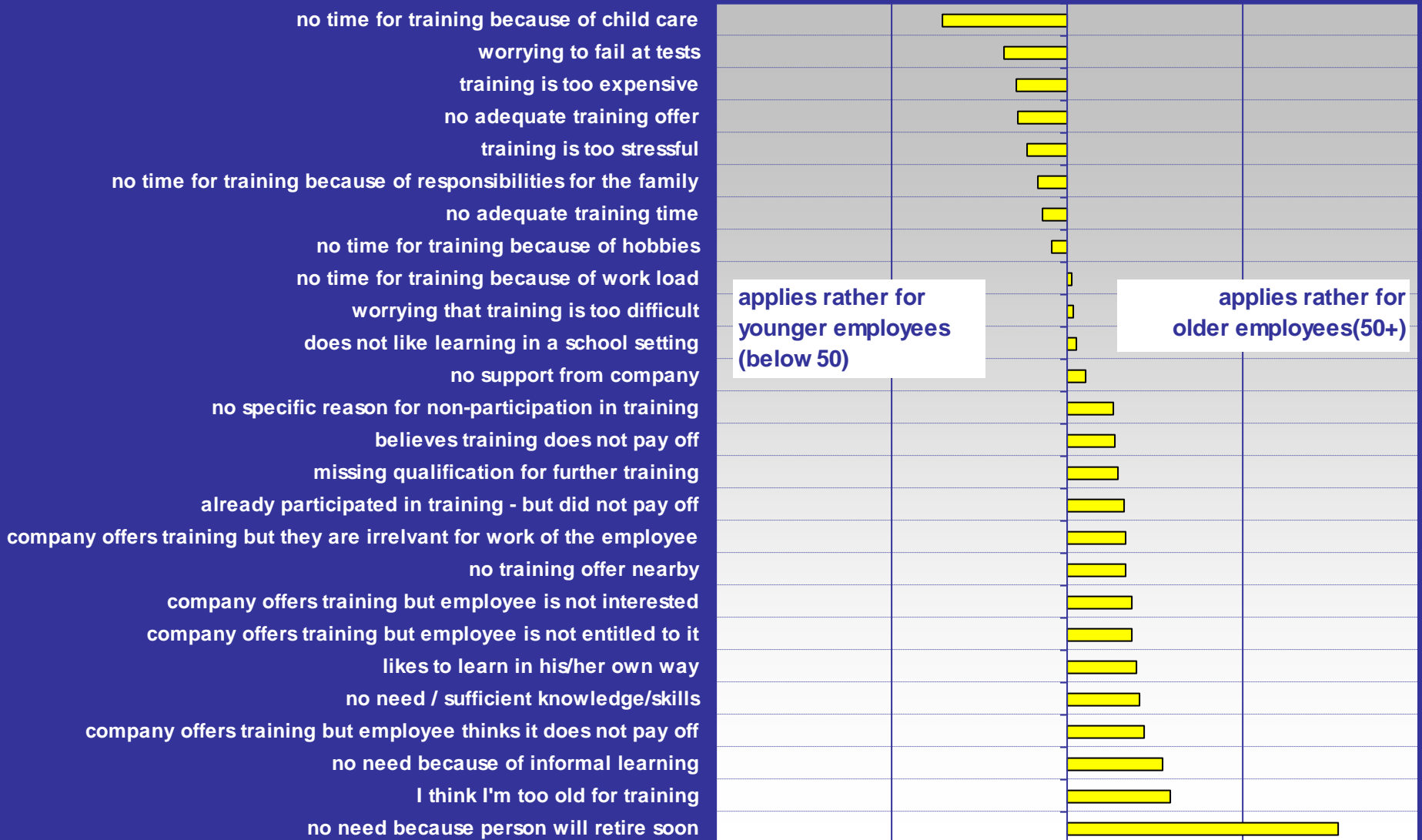
Those companies who think training needs of older employees differ usually report specific training demands for IT & foreign languages

4 reasons for lower training participation of older employees (OE):

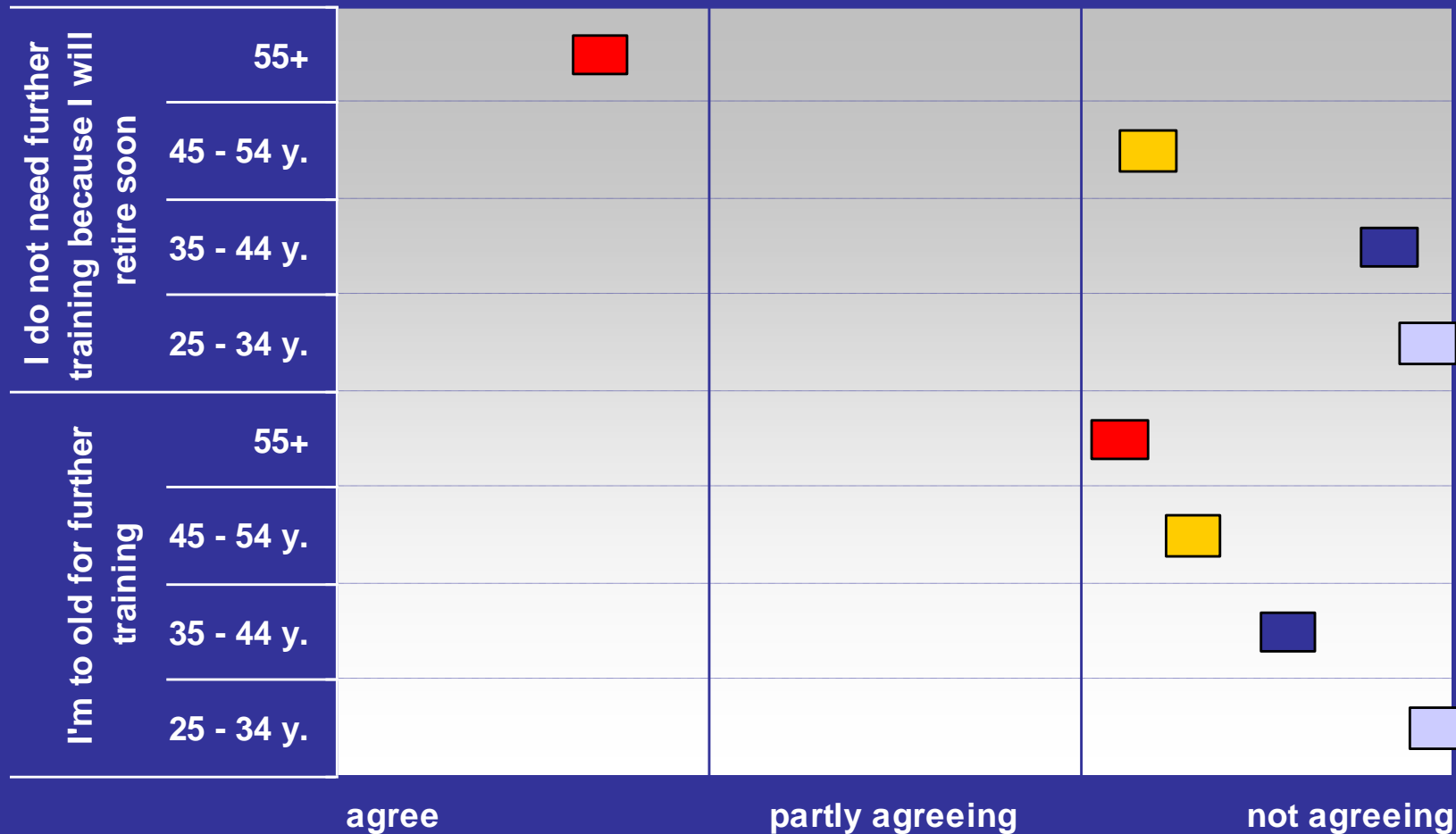
- For OE training does not make sense because they think it is not necessary and/or does not pay off for them
- OE refer to their higher experience – think their knowledge is sufficient
- OE are afraid of failures (esp. in IT)
- Diminishing motivation (because they feel drained)

Employees with no further training during the last 5 years

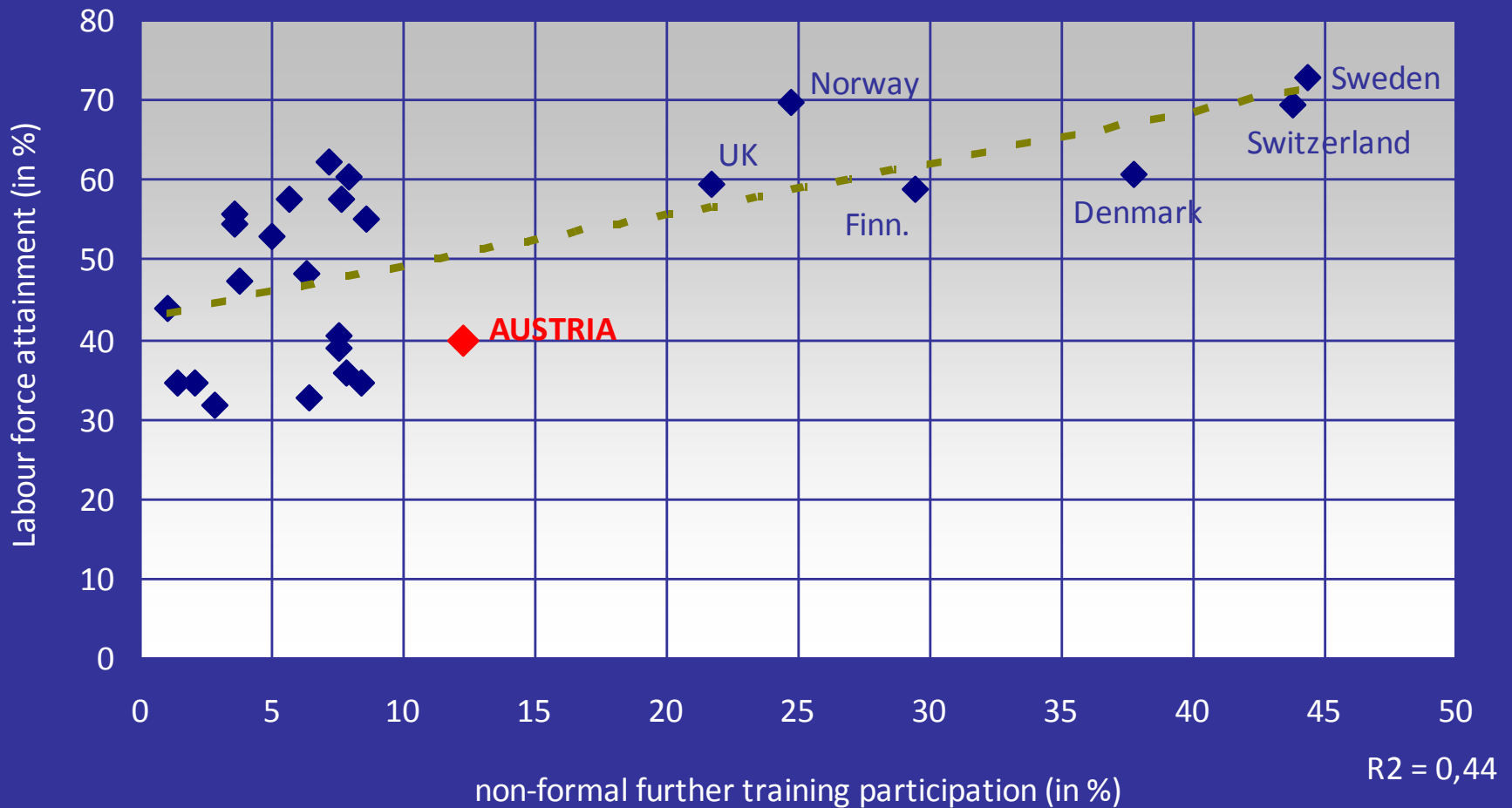
Reasons for not participating in further training



Degree of affirmation to statements about further training according to age groups



labour force & further training participation of older people between 55 and 64 years



ThanX 4 Your Patience !!!