

Optimizing the Benefits of Skills Development for Employees Aged 55 and Older in the Danish State Sector

Professor Lars L. Andersen

National Research Centre for the Working Environment

Copenhagen, Denmark

What is "skills development"

3 types of skills development

1. Courses
2. Formal education (e.g. bachelor, diploma, masters)
3. Informal skills development (e.g. networking, peer to peer training)

Good possibilities for skills development increases the likelihood of working to a high age



Original article

Scand J Work Environ Health [Online-first -article](#)

doi:10.5271/sjweh.3904

**Work factors facilitating working beyond state pension age:
Prospective cohort study with register follow-up**

by [Andersen LL](#), [Thorsen SV](#), [Larsen M](#), [Sundstrup E](#), [Boot CRL](#),
[Rugulies R](#)



Scand J Work Environ Health [Online-first -article](#)

<https://doi.org/10.5271/sjweh.4189>

Published online: 30 Sep 2024

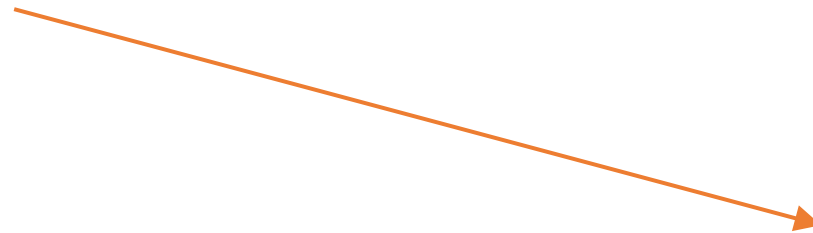
**Facilitators and barriers for working beyond statutory pension
age: A prospective cohort study across 26 European countries**

by [Andersen LL](#), [Calatayud J](#), [Núñez-Cortés R](#), [Polo-López A](#),
[López-Bueno R](#)

Background

In the Danish state sector:

Participation in skills development decreases for employees 55+ years



→ Led to funding for the present research project to determine motives and barriers for participation in skills development for 55+

Aim

- Which factors optimize the benefits* of participating in skills development for 55+?

**Benefits: Ability to apply newly acquired skills in their daily work*

Participants

- Survey sent to 53,673 employees 55+
- Response: 49%

Participation in skills development last 2 years:

47% Courses

8% Formal education (e.g. bachelor, diploma, masters)

46% Informal skills development (e.g. networking, peer to peer training)

→ A range of specific questions about type and duration of skills development, relevance, motivation etc → analyze which factors that increase the likelihood of using the new skills in daily work

Analysis

- Cumulative logistic regression
- Outcome variable

“Have you had the opportunity to apply the new skills in your daily work?”

- 1. To a very high degree*
- 2. To a high degree*
- 3. To some degree*
- 4. To a lesser degree*
- 5. Not at all*

- Explanatory variables

Demographics + 13 specific questions about type, duration, motivation for participating, follow-up after participation etc

Results

Broadly similar results for courses, formal education, and informal skills development. The following increased the likelihood of using the new skills in daily work after participation in skills development:

BEFORE participation:

- 1) Feels a need for the skills development (OR 2.3-3.4)
- 2) Feels motivated to participate in skills development (OR 3.4-4.9)

AFTER participation:

- 3) Talked with manager about applying new skills (OR 3.3-3.9)
- 4) Talked with colleagues about applying new skills (OR 3.3-3.9)

Conclusion and recommendations

Important to conduct needs and motivation assessments BEFORE participation in skills development activities, and ensuring follow-up discussions on how to use the new skills with both managers and colleagues AFTER participation.

Contact

- Professor Lars L. Andersen, lla@nfa.dk