

Old and out? : age, employability, and the role of learning

Citation for published version (APA):

Fröhlich, D. (2015). *Old and out? : age, employability, and the role of learning*. [Doctoral Thesis, Maastricht University]. Datawyse / Universitaire Pers Maastricht. <https://doi.org/10.26481/dis.20150902df>

Document status and date:

Published: 01/01/2015

DOI:

[10.26481/dis.20150902df](https://doi.org/10.26481/dis.20150902df)

Document Version:

Publisher's PDF, also known as Version of record

Please check the document version of this publication:

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Propositions accompanying the dissertation

Old and Out?

Age, employability, and the role of learning

by

Dominik Emanuel Froehlich

1. Chronological age is a flawed estimator of employability – we need to look beyond. (This Dissertation)
2. Learning activities, such as formal learning or informal learning from others, are important means of developing employability. (This Dissertation)
3. Whether you think your future career is full of opportunities or not, you are probably right. (This Dissertation)
4. Employees' feedback-seeking networks at work are a useful source to develop employability, especially if they include colleagues in different roles. (This Dissertation)
5. Focusing on employees' motivation and learning activities to stay employable benefits individuals, organizations, and societies. (This Valorization Addendum)
6. There needs to be greater awareness of the different ways through which people learn in the workplace. (Eraut, 2007)
7. Societal sentiments inhibit the employability of (older) employees, but employees' "opportunities to engage in and contribute to the workplace" may change these sentiments. (Dymock, et al., 2012, p. 185)
8. Constraints on the time horizon affect employees' goals and motivations. (Carstensen, 2006)