

Human Capital Mismatch in the Labour Market

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Propositions accompanying the dissertation

Human Capital Mismatch in the Labour Market

Melline Somers

1. Matching skills to jobs is gaining importance in the light of technological change, increasing global competition, and a changing labour force composition (This dissertation).
2. Whether holding a job that is unrelated to the field-of-study reflects a suboptimal process of skill formation, strongly depends on the extent to which acquired skills are underutilised. Measures of horizontal mismatch should reflect this (This dissertation).
3. The educational upgrading of the Dutch labour force in the past two decades has led to a better worker-job match from the perspective of employers (This dissertation).
4. Engaging students in hands-on-activities related to occupations with favourable labour market perspectives can prevent skill mismatch (This dissertation).
5. Interventions that are designed to ensure a sufficient supply of well-trained STEM workers should be offered at an early stage in the students' trajectory in education (This dissertation).
6. Improving the availability and access to accurate labour market forecasts is a necessary, but not necessarily a sufficient, pre-condition to improve the quality of students' field-of-study choice (This dissertation).
7. Not only the level of skills, but also the type of skills are becoming increasingly important in determining graduates' labour market success (This dissertation).
8. If you use a trick in logic, whom can you be tricking other than yourself? (Ludwig Wittgenstein).
9. Science is the great antidote to the poison of enthusiasm and superstition (Adam Smith).
10. It is better to be roughly right than precisely wrong (John Maynard Keynes).