



Dear Colleagues, Partners and Friends of G.R.E.A.T.,

the team from G.R.E.A.T. wishes you a merry and blessed Christmas season and a healthy, happy and peaceful new year!

Heading into the end of the year, we would like to provide you with information about recent activities from G.R.E.A.T.

International Journal of Training and Development (IJTD) – Call for papers for a special issue on “Critical Perspectives on Researching Transfer of Training”

Papers are invited on recent developments in technology-mediated training for a special issue of the [International Journal of Training and Development](#) focusing on “Critical Perspectives on Researching Transfer of Training”. Papers can be based on empirical research (qualitative, quantitative, or mixed methods) or reviews of literature, policy and practice. The contributions can address critical perspectives and reflections of research on transfer of training as well as these perspectives with regard to predictors and outcomes of transfer.

The deadline for the submission of manuscripts is April 28, 2024. For further information please find the full call for papers [here](#).

Special issue on “Informal Learning in Vocational Education and Training” in the International Journal of Training and Development (IJTD)

The papers published in this special issue were selected by the editors of the IJTD from a large number of papers presented at the "4th International G.R.E.A.T. Conference" on "Informal Learning in Vocational Education and Training (VET)" in September 2022 at the University of Cologne. The selection of the contributions represented in this special edition was based on

the criteria of quality, innovative perspective as well as relevance in the context of vocational education and training. The eight contributions published here cover a broad spectrum of aspects of informal learning and include different country contexts as well as different levels, goals and places of informal learning.

The special issue can be found [here](#). Seven of eight contributions are available as open access.

Additional high-quality studies from the conference can be found in the conference proceedings volume, entitled "Informal Learning in Vocational Education and Training: Illuminating an elusive concept" and published by Springer VS.

New publication “Similar or Different Training Cultures? German and Chinese Companies in Their Home and Host Countries” is selected for the journal “Societies” as the cover story

For internationally producing companies, training and recruiting skilled workers is particularly challenging. At various international locations, companies often encounter a “skills ecosystem” that differs to a greater or lesser extent from that of the home country. This article considers this problem and examines German companies in Germany and China and, conversely, Chinese companies in China and Germany. Specifically, it examines (1) how the training cultures of companies differ between the home country and abroad, (2) which influencing factors determine the training cultures realized in each case, and (3) what influence the respective nationally prevailing skills ecosystems specifically exert. The findings from these four perspectives document that German companies in Germany use the formal vocational training system of dual training, whereas German companies in China are strongly influenced by the local training culture of in-company learning. Moreover, Chinese companies in China also use this training, and only cooperate to a limited extent with the formal school-based vocational education and training system. The findings show that Chinese companies in Germany do not adopt the dual training system used in Germany. This article analyses these results and discusses the reasons behind them, drawing of a distinction between institutional logic and internal logic.

This paper (open access) can be found [here](#).

In addition, we would like to share three of our latest publications with you:

Li, Junmin, & Pilz, Matthias (2023). International transfer of vocational education and training: a literature review. *Journal of Vocational Education and Training*, 75(2): 185–128.

This paper (open access) can be found [here](#).

Li, Junmin, Hodge, Steven, & Knight, Elisabeth (2023). The concepts of vocational competence and competency: false friends in international policy learning. In B. Esmond, T. J. Ketschau, J. K. Schmees, C. Steib, & V. Wedekind (eds.), *bwp@ Berufs- und Wirtschaftspädagogik – online, Spezial 19: Retrieving and recontextualising VET theory*, pp. 1–23.

This paper (open access) can be found [here](#).

Finken, Lena, & Pilz, Matthias (2023). Intercultural sensitivity of expatriate human resource managers towards training practices in their host countries. *Human Resource Development International*, online first.

This paper can be found [here](#).

If you want to find more up-to-date information about G.R.E.A.T. and G.R.E.A.T. in India as well as our current projects and activities, please visit our [website](#).

We thank you very much for your support and cooperation. Please don't hesitate to contact us for further information or feedback.

Kind regards from Cologne,

Matthias Pilz and the G.R.E.A.T.-Team

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