

Pilz University of Cologne G.R.E.A.T. Newsletter

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

we hope our mail finds you well.

With the beginning of the summer months in Europe, we would like to inform you about recent activities from G.R.E.A.T.

Successful completion of the project on multinational companies and local knowledge base

The project ‘Multinational companies and local knowledge base – an evolutionary perspective: regional variants of initial vocational education and training activities in Germany’ was successfully completed at the end of May 2022. The project has been able to collect interesting data on the strategies and interventions that subsidiaries from the US, UK, France, Japan and China located in Germany use to ensure that their competence needs are met.

For an overview of project publications see: <https://wipaed.uni-koeln.de/en/forschen/lehrstuhl-fuer-wirtschafts-und-sozialpaedagogik/sonstige/mnu-unterseiten/publications>.

Representation of G.R.E.A.T. at the 5th Crossing Boundaries Conference in Vocational Education and Training, Kaunas, May 25 – 26, 2023

With this year’s special focus on vocational education and training transformations for digital, sustainable and socially fair future at *The Conference Crossing Boundaries in Vocational Education and Training*, the following two papers will be presented by researchers of the G.R.E.A.T.-Team:

1. Li, Junmin, Schlüter, Ekaterina, Hautz, Hannes, Bell, Julián, & Marhuenda, Fernando (2023). Quality management in vocational education and training: a reflection on educational governance in Austria, Germany and Spain. In V. Tütlys, L. Vaitkutė, & C. Nägele (eds.), *Vocational Education and Training Transformations for Digital, Sustainable and Socially Fair Future. Proceedings of the 5th Crossing Boundaries Conference in Vocational Education and Training, Kaunas, May 25 – 26*, pp. 265–272.

This paper analyses which understanding of educational governance is reflected by different conceptions of QM in Austrian, German and Spanish VET systems and how the coordination of actions in these complex multilevel systems is shaped by QM? The first findings of this study indicate that it is not the democratisation of the understanding of quality which is in the focus of current QM systems, but the decentralisation of responsibility of predefined outcomes and the operational realisation of governmental requirements. The findings show that in the formalised VET system, the accountability and performativity function seems to be on the rise. In the non-formal VET system, the marketing function is prevalent.

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

2. Finken, Lena, & Pilz, Matthias (2023). Sitting on the fence: adapt or import? – A study on training activities of foreign multinationals in Germany. In V. Tütlys, L. Vaitkutė, & C. Nägele (eds.), *Vocational Education and Training Transformations for Digital, Sustainable and Socially Fair Future. Proceedings of the 5th Crossing Boundaries Conference in Vocational Education and Training, Kaunas, May 25 – 26*, pp. 155–164.

The paper asks the question how multinational companies, which are socialized in differing skill-formation systems, practice training in their subsidiaries in Germany, where the German dual apprenticeship system is predominant. The focus lies on multinational companies from France, Japan and the United States, as these countries are significant in terms of direct investments in Germany and as the selection follows a ‘most different design’ regarding their respective skill-formation system. Qualitative methods, i.e. expert interviews and a qualitative content analysis, were used in order to adequately reflect the explorative approach of the study. Using neo-institutionalist organisational theory, the study first examines how companies act in the area of training and recruiting on the intermediate skill level and second how they are influenced by the two different country environments. The differing training practices of foreign multinational companies in Germany are presented, and the influence of environmental conditions on adaptation towards local practices is discussed.

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

International Journal of Vocational Education Studies (IJVES) – call for papers

The [International Journal of Vocational Education Studies](#) is aimed at both the academic community and decision-makers in the field of vocational education and training. The aim is to make research results from VET research accessible to a worldwide professional audience and to inform about current developments in VET. The journal takes into account the fact that VET in different countries is not only studied from a perspective of educational studies, but also from other disciplines, e. g. political science, sociology or economics.

The first issue will be published in April 2024 (submission deadline: September 15, 2023), the second issue will be published in October 2024 (submission deadline: January 31, 2024).

For further information please find the full call for papers [here](#).

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

Pilz, Matthias, & Sakano, Shinji (2023). Recruitment and training in Japanese SMEs: a case study concerning lifelong learning in the manufacturing industry at the Tokyo Metropolitan Area. In W. O. Lee et al. (eds.), *International handbook on education development in Asia-Pacific*, pp. 1–20.

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

Pilz, Matthias, Fuchs, Martina, Li, Junmin, Finken, Lena, & Westermeyer, Johannes (2023). Similar or different training cultures? German and Chinese companies in their home and host countries. *Societies*, 13(5), 116: 1–17.

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

Li, Junmin, & Pilz, Matthias (2023). In-company training in a safety-critical industry: lessons from the aircraft industry. *Journal of Workplace Learning*, 13(2): 210–227.

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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