

Mapping HRD and VET research across Europe

– A round table discussion on diverse patterns and common concerns

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Barry Nyhan,
Cedefop, Thessaloniki
(bn@cedefop.europa.eu)

'Constructing the European project'

- Creating shared European meanings
- A 'constructivist project' to build a shared working-life culture that is sustainable economically and socially
- Debates about a 'deeper' or merely 'enlarged' Europe

Comparison of VET with HRD – origins of traditions (1)

VET	HRD
Focus on 'public goods'- workers (intermediate and lower skill levels)	Focus on 'the private needs' of an organisation - management
Socio-political system - participation in society - 'industrial democracy'	Efficiency of businesses

Comparison of VET with HRD - origins of traditions (2)

VET	HRD
'Professional identity'	Organisational (company) identity
Close links with educational system	Close links with 'business schools' and private consultants (HRM)
Origins in/close links with trade-union demands	Origins in management efficiency (management development – HRM)
Close links with traditional qualification systems	Promoting change, flexibility and multi-skilling

Strengths and weaknesses of VET and HRD

VET	HRD
Conserves boundaries between disciplinary/occupational contents and contexts	Tends to be 'content-context' free' facilitating boundary crossing
Over-identified with technical education to the neglect of organisational development	Close links with 'organisational development/learning' concerns
Focus on the learning of individuals	Focus on the learning of a social system (organisation)
Knowledge is possessed by individuals	Knowledge is collective