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TRAINING IN THE WORKPLACE

Critical Perspectives on Learning at Work

Edited by
Helen Rainbird

First published in Great Britain 2000 by
MACMILLAN PRESS LTD
 Houndmills, Basingstoke, Hampshire RG21 6XS and London
 Companies and representatives throughout the world

A catalogue record for this book is available from the British Library.

ISBN 978-0-333-61672-7 ISBN 978-0-230-21276-3 (eBook)

DOI 10.1007/978-0-230-21276-3

First published in the United States of America 2000 by
ST. MARTIN'S PRESS, INC.,
 Scholarly and Reference Division,
 175 Fifth Avenue, New York, N.Y. 10010

Library of Congress Cataloging-in-Publication Data

Training in the workplace / edited by Helen Rainbird.
 p. cm.

Includes bibliographical references and index.

1. Employees—Training of. I. Rainbird, Helen.

HF5549.5.T7 T682 2000

00-030583

658.3'124—dc21

Selection, editorial matter and chapter 1 © Helen Rainbird 2000
 Individual chapters (in order) © Sonia Carey; Elena P. Antonacopoulou;
 Bitten Hansen; Paul Marginson; Helen Newell; Chris Rees; Jason Heyes;
 Susan Hoddinott; Jim Sutherland and Helen Rainbird; Prue Huddleston;
 Peter Senker; Peter Caldwell; Lesley Holly and Helen Rainbird 2000.

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Copy-edited and typeset by Povey-Edmondson
 Tavistock and Rochdale, England

*In memory of Frank and Esmé Rainbird,
Christine Smith, Ernesto Salazar and Rosa Jara*

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Acknowledgements

This book has been a long time in the making and I am grateful to all the people who have encouraged its conception and endured its delays. I am particularly grateful to Stephen Rutt who was my initial contact at Macmillan and to Gibson Burrell at Warwick Business School with whom the first discussions took place about the possibility of a book on this subject for the series 'Management, Work and Organisations'.

There are several people who have contributed to this collection in many ways. The idea for an edited collection as opposed to a single-authored text emerged from a discussion with Prue Huddleston, Helen Newell and Paul Marginson one summer's evening. Each author has contributed insights in their own way to the whole. Nevertheless it is the tradition of theoretically informed empirical research of the Industrial Relations Research Unit (IRRU) at the University of Warwick which has played a decisive role in shaping the development of a critical approach to understanding the context of workplace training and learning. I am grateful to colleagues from the Warwick Vocational Education and Training Forum, the Working to Learn network and those who participated in the Economic and Social Research Council (ESRC) seminar series on 'Apprenticeship in education and work' for opening up many different disciplinary perspectives on vocational education and training. In addition, I have enjoyed the support of colleagues at University College Northampton, especially Lesley Holly and Anne Munro who have worked with me on a number of projects at the Centre for Research in Employment, Work and Training. I am grateful to Charlotte Spokes at the Research Centre for preparing the manuscript for publication with her usual professionalism. Thanks are also due to Peter Senker and Jim Sutherland for their insistence that 'learning' should appear in the title as well as 'training'.

As always, Francisco Salazar has been a great source of support to me, especially through the life cycle crises which marked the progress of the book.

HELEN RAINBIRD

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List of Abbreviations

ABE	Adult Basic Education
AFL-CIO	American Federation of Labor-Congress of Industrial Organizations
ALBSU	Adult Literacy and Basic Skills Unit
BCEL	Business Council for Effective Literacy
CBI	Confederation of British Industry
CBTFL	Canadian Business Task Force on Literacy
CEC	Commission of the European Communities
CEDEFOP	European Centre for the Development of Vocational Training
CEI	Centre for Education and Industry
CIM	computer integrated manufacturing
CLMPC	Canadian Labour Market and Productivity Centre
CVT	continuing vocational training
DES	Department of Education and Science
DfEE	Department for Education and Employment
DTI	Department of Trade and Industry
EDAP	Employee Development and Assistance Programme
EIRO	European Industrial Relations Observatory
ESRC	Economic and Social Research Council
EWC	European Works Council
HR	Human Resources
HRD	human resource development
HRM	Human Resource Management
ICT	Information and Communication Technology
ID	individual development
IIP	Investors in People
ILAs	Individual Learning Accounts
ILO	International Labour Office
IRRU	Industrial Relations Research Unit
JIT	just-in-time
LEA	local education authorities
MBO	Management by Objectives

MD	management development
MNCs	multinational companies
NAGCELL	National Advisory Group on Continuing Education and Lifelong Learning
NALS	National Adult Learning Survey
NIESR	National Institute for Economic and Social Research
NUPE	National Union of Public Employees
NVQs	National Vocational Qualifications
OD	organisational development
OECD	Organisation for Economic Co-operation and Development
PDPs	Personal Development Plans
PEL	paid educational leave
PRP	performance related pay
QCA	Qualifications and Curriculum Authority
QWL	quality of working life
R2L	Return to Learn
SMEs	small and medium-sized enterprises
SNVQs	Scottish National Vocational Qualifications
TECs	Training and Enterprise Councils
TGWU	Transport and general Workers' Union
TQM	Total Quality Management
TUC	Trades Union Congress
Ufi	University for Industry
ULF	Union Learning Fund
UNESCO	United Nations Educational, Scientific and Cultural Organisation
USDAW	Union of Shop, Distributive and Allied Workers
VEAs	voluntary education advisers
VET	vocational education training
WEA	Workers' Educational Association