

# **Bibliography on Workplace-Based Training**

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Compiled by Hans G. Schuetze,  
Centre for Policy Studies in Higher Education and Training,  
University of British Columbia

with the assistance of  
Azra Dabiri and Claudia Tovilla-Borraz

## **1. Introduction**

There is not only a paucity of research on workplace training in Canada but also a lack of consistent information about training. The former is explained by the fact that academic researchers have little interest in, and regard for, anything that takes place outside of classrooms, and that the training is basically considered to be a matter for practitioners rather than a field of research. Academic research which is conducted on training is fragmented among various fields, especially industrial relations, human resources management, and industrial sociology that focus on some particular aspects of training but not on training as a whole. The latter has to do with the Canadian system of education which leaves all matters regarding education to the provinces, and the fact that the few bodies that have been set up to secure a minimum of inter-provincial coordination are largely ineffective, partly because the federal government is not a member of them, even if it is a major funder. Also, vocational education and training and work-related education have historically a low status in Canada.

The lack of research interest, and provincial coordination has the effect that both the literature and data on training are scattered and difficult to find. This very fact is the reason why this bibliography has been put together. It combines various types of literature - research based reports, policy documents, practitioner information - all together some 700 references. Although primarily compiled for the use of Canadian users, many of these books and reports come from abroad, primarily the United States, where the topic of training has, by and large, found more attention than in Canada (which is for example evidenced by the existence of a federally funded National Centre

for Research in Vocational Education and several Pan-American policy initiatives on training).

This bibliography is not trying to provide a complete listing. In fact, not even all Canadian literature is listed as many titles are in French, which are of little interest and use to majority of anglophone readers. Also, regular reports issued by organizations responsible for training, or specific aspects of it, have not been listed, for example annual reports by ITAC or the various provincial ministries. On the other hand, many of the titles listed cannot be found in regular bibliographies as they are 'grey' literature, i.e. conference or discussion papers, or background materials written for policy bodies or stakeholder groups. As much of the older literature is somewhat out of date, only titles from 1990 on have been included. The only exception are some 'classics', such as Gary Becker's Human Capital (1964), or Klaus Weiermair's book on Apprenticeship Training in Canada (1984).

Each bibliography is, by necessity, somewhat selective, showing the particular interest and bias of the compiler. This one is no exception. Rather than concentrating only on the technical side of training, the list also contains titles that reflect the embeddedness of training in larger thematic fields, for example labour market and employment issues, the transition of young people from school to working life, and the economics of training.

In order for the users to find their way more easily through the bulky bibliography, the titles have been classified by 20 keywords. This should greatly facilitate the search for relevant titles even if such classification by keywords is often less than precise.

Most titles are classified under at least two categories, i.e. a geographic and a thematic one. For example, all titles that focus on Canada, or a particular province, are listed under 'Canada', and under 'United States' or Europe respectively if the title focusses on the US as a whole or a single state, or one of the European countries. They are further listed under either the type of program (e.g. apprenticeship or co-op education), specific user or target group (e.g. youth-at-risk), or a particular thematic issue (e.g. transition from school to work, or economics of training).

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### 3. List of keywords

#### A

- Apprenticeship
- At risk (**see youth at risk**)

#### C

- Canada (incl. individ. provinces)
- Continuing Education and Training
- Co-op Education

#### D

- Disability/ Disabled (**see minorities**)
- drop-outs (**see youth at risk**)

#### E

- Earnings (**see economics**)
- Economics
- Employment (**see jobs**)
- Employers
- Europe

#### F

- Financing (**see economics**)

#### G

- Gender (**see women**)

#### H

- High school drop-outs (**see youth at risk**)

#### I

- Information technology

#### J

- Jobs

#### L

- Labor market (incl. demand, trends, mobility)
- Lifelong learning

#### M

- Minority Groups  
(incl. aboriginal people, persons with disabilities)

#### P

- Post-secondary education (colleges and universities)

#### S

- School-to-work transition (**see transition**)
  
- Skills (incl. development, requirement, employability skills)

#### T

- Training policy
- Transition (**see -School-to-work transition**)

#### U

- US (United States of America)

#### W

- Wages (**see economics**)
- Women
- Workplace learning
- Work-experience

#### Y

- Youth-at-risk

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