

Output quality of in-company vocational education and training from a stakeholders' point of view

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Output quality constitutes one of the major topics of the current debate on vocational education and training in Germany. Although it is to expect that the stakeholders participating in this debate apply differing degrees of significance to the various aspects of output quality, these positions are only seldom expressed explicitly. This has acted as the background to develop an instrument that is able to reveal the significance of major dimensions of output quality of in-company vocational education and training for various groups of stakeholders. The development of this instrument was based on a theoretical framework which specifies output quality in terms of five dimensions: company, occupation, continuing training, society and personality related results. A brief scale was generated in respect of each dimension and was presented to a sample of a total of 318 experts from five different stakeholder groups in order to evaluate the relevance of the respective dimensions. The verification of the structure and reliability of the five theoretically developed scales proved unsatisfactory. Therefore further calculations were conducted, leading to a structure involving four scales: "world of work related results", "life world related results", "performance related results" and "company related results". The reliability of all four empirically developed scales reached values in excess of $\alpha = .60$. The company related results scale provides the greatest level of potential for differentiation between the stakeholder groups, while the performance related scale provides the lowest degree of potential in this regard. In overall terms, the findings are encouraging in terms of further development of the set of instruments.