Third sector of social action as VET provider: Two case studies in Spain

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VETNET - Crossing Boundaries in VET

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- Context
- Theory
- Questions
- Method
- Results
- Discussion

1.

Context

Third Sector as VET provider
(Markowitsch et al., 2024; Molpeceres et al. 2024; Montalba-Ocaña et al. 2024)

- Social inclusion
- Vocational training
- Access into the labor market
- (Re)engagement into work
- Accreditation of prior learning

- For vulnerable groups
- For social inclusion

2.

Theory

The decline of the institution
(Dubet, 2006)

- The 'institutional program'
  - Unity and universality
- Working upon others
  - Competence and virtue
  - Socialization and individualization
- Integration policies, social work, VET
  - Motivating
  - Activating

Sociology of conventions
(Bernad et al., 2022
Molpeceres et al., 2024)

- Project convention as frame
- VET
  - Industrial, civic, market
- Social policy
  - Domestic, civic

- Conventions
  - Organizations of the Third Sector
  - Individuals

Organizational identity
(Martínez-Morales, 2021)

- Institutional proposal
- Institutional offer
  - Attracting, selecting and welcoming
  - Training + varied support
  - Follow-up, networking, termination
- Pedagogical device
- Institutional networks
- Crossroads between social and qualification

3.

Question

Organizational mission?

- Own vs SCE model?
- Notions of socio-educational intervention
  - Professionalization
  - Motivation/activation
    - Adaptation, development or transformation?
- Employability instead of employment?
- Participation without citizenship?

4.

Method

Our research

- Population
  - >60 organizations
  - Sample: 12
- Qualitative approach – case study
  - 2 second chance schools
- Interviews and documentation
  - Context and history
  - Organizational dimension
  - Individual/intergenerational dimension
  - Understanding of VET

5.

Results

Case 1
Facts

- Established 1991 – Foundation in 1996
- Pre-vocational workshops for youth
- Preparation for GCSE since 1994
- Founder of the Spanish Association SCE
  - A SCE model of its own
- Funded by the Dep. of Social Affairs + Education
- More recruitment of staff
- 4 managers between 2020-2025

Case 1
Analysis

- Organizational culture
  - Care, support
  - Promotion
- Organizational climate
  - Committment questioned
- Conventions
  - Domestic + civic
- VET
  - Social and education
  - Vocation, work as virtue

Case 2
Facts

- Established 1993 – Association
- VET itineraries for youth
- 3 locations
- Preparation for GCSE since 1994
- Joining the Spanish Association SCE
  - The whole association is SCE
- Funded by the Dep. of Social Affairs + Education
- Staff stability

Case 2
Analysis

- Organizational culture
  - Challenge
  - Becoming professionals
- Organizational climate
  - Homesickness of participation
- Conventions
  - Industrial + civic
- VET
  - Qualification and education
  - Occupational value

6.

Discussion

Between stability and change

- Scope + capacity
- Identification with SCE
- Trainees' profile
- Authoritative / distributed leadership
- Pedagogic/social identity
- VET beyond activation

- Sense of ageing organization
- Adapted/resistance to funding
- Unity/variety of staff

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