

CONTENTS

List of Figures and Tables	8
Acknowledgements	11
1. INTRODUCTION	13
2. SKILL FORMATION in Austria, Germany, and Switzerland in an Era of Europeanization	19
3. THEORETICAL FRAMEWORK: Analyzing Hybridization at the Nexus of Vocational Education and Training and Higher Education	27
3.1 Defining Institutions and Organizations	27
3.2 PART I: Exploring the Rigidity of the Institutional Divide between Vocational Education and Training (VET) and Higher Education (HE)	29
3.2.1 Status Groups and Stratification (Power Explanation)	33
3.2.2 Education as a Legitimation System (Legitimation Explanation) ...	35
3.2.3 Varieties of Capitalism and Institutional Complementarities (Functional Explanation)	37
3.3 PART II: The Puzzle of Hybrid Organizational Forms at the Nexus of VET and HE	43
3.3.1 Laying Out the Puzzle	43
3.3.2 Main Hypothesis: The Hybridization of VET and HE	49
3.3.3 Notes on the Concept of Hybridization	50
3.3.4 Operationalizing Hybridization: Phases, Scenarios, and Criteria ...	52
3.3.5 Expectations Regarding Country Differences	59
4. METHODS AND DATA	71
5. THE EUROPEAN CONTEXT	79
5.1 The History of Europeanization in Skill Formation	79
5.1.1 1957 to 1998: Europeanization prior to Bologna	79
5.1.2 1999 to Present: Europeanization since Bologna and Copenhagen	82
5.1.3 Summary: Historical Periods	84
5.2 Key Instruments in the Bologna and Copenhagen Processes	87

5.2.1	Bologna and Its Key Instrument: The Two-Tiered Study Structure	87
5.2.2	Copenhagen and Its Key Instrument: The European Qualification Framework	88
5.3	Summary	89
6.	GERMANY: Dual Studies and the Transformation of the Dual Principle	91
6.1	Introduction to Skill Formation in Germany	91
6.2	Description of Dual Study Programs	95
6.3	Process Analysis of Hybridization	102
6.3.1	Phase I (Genesis): The Invention of the Dual Study Programs in a Period of Historical Contingency (Early 1970s)	102
6.3.2	Phase II (Further Evolution): The Rise of Dual Studies and the Development of a Hybrid Organizational Field (1970s to Present)	106
6.3.3	Exploring the Impact of Current Europeanization Processes on Hybridization (Late 1990s to Present)	117
6.4	Summary	122
7.	AUSTRIA: The Long-Term Historical Evolution of the <i>Berufsbildende Höhere Schule</i> (BHS)	125
7.1	Introduction to Skill Formation in Austria	125
7.2	Description of the BHS	129
7.3	Process Analysis of Hybridization	133
7.3.1	Phase I (Genesis): The Historical Roots of the BHS (18th Century to 1970s)	133
7.3.2	Phase II (Further Evolution): The BHS as a Key Factor in the Modern Austrian Skill Regime (1970s to Present)	136
7.3.3	Exploring the Impact of Current Europeanization Processes on Hybridization (Late 1990s to Present)	145
7.4	Summary	149
8.	SWITZERLAND: The Development of the Swiss Hybrid Organizational Configuration by Strategic Design	153
8.1	Introduction to Skill Formation in Switzerland	153
8.2	Description of the Swiss Hybrid Organizational Configuration	160
8.3	Process Analysis of Hybridization	170
8.3.1	Phase I (Genesis): The Introduction of the Vocational Baccalaureate and Universities of Applied Sciences as Strategic Layering (Late 1980s to Mid-1990s)	172

8.3.2	Phase II (Further Evolution): The Maintenance of a Hybrid Organizational Configuration through Gradual Adjustments (Late 1990s to Present)	178
8.3.3	Exploring the Impact of Current Europeanization Processes on Hybridization (Late 1990s to Present)	181
8.4	Summary	186
9.	COMPARISON: Hybridization at the Nexus of VET and HE in Austria, Germany, and Switzerland	189
9.1	The Common Challenge in the DACH Countries: Upskilling Despite the Institutional Divide between VET and HE	189
9.2	The Three Hybrid Organizational Forms at a Glance	190
9.3	Three National Patterns of Hybridization	192
9.4	Different Patterns of Capitalist Development	194
9.5	Key Processes in the Genesis and Further Evolution of Hybridization	197
9.6	Exploring the Impact of Current Europeanization Processes	204
9.6.1	Three “Europeanization Challenges” for Skill Formation in the DACH Countries	205
9.6.2	Structural Differences between the Bologna Process and the Copenhagen Process	209
9.6.3	The Paradoxical Impact of Europeanization on Hybrid Organizational Forms	211
10.	CONCLUSIONS	217
11.	APPENDICES	229
11.1	Expert Interviews	229
11.2	Interview Guideline (Example: German Case)	232
11.3	The European Qualification Framework (EQF)	234
11.4	The ISCED Classification	236
11.5	Chapter Appendices	238
11.6	Translation of Key Terms	241
11.7	Abbreviations	246
12.	REFERENCES	251
13.	INDEX	301