

Why should they give me time for interviews or fill in my questionnaires?

The rationale for VET research engagement

Gaining access to practice is critical in most studies and is the major issue for most studies.

On the other hand it is quickly evident that the data collection sites want something in return.

It is not possible to gain confidence and access without a “quid pro quo”.

The rationale for research engagement has many faces and the trick is to select the face that will appeal to your specific industry or institute partner.

Benefits of involvement in the research study could be:

- ❖ The organisation will gain the benefit of *immediate feedback* from leading edge research to maximise the effectiveness of critical strategic investments, gaining access to *national and international best practice* in the chosen area to promote workplace learning and cultural change through the organisation.
- ❖ The organisation will benefit from having *additional capability* to gain and analyse feedback about employee learning needs and barriers underpinning workplace learning and organisational development.
- ❖ The organisation will benefit from having *additional capability* to prioritise options for change in structures supporting workplace learning and organisational development.
- ❖ The organisation will benefit from gaining *increased focus* on leveraging current investment to build organisational learning capability, reducing misdirected learning processes and increasing learning impact.
- ❖ The organisation will benefit from having an ongoing relationship that will act as a generative focus for additional workplace learning initiatives. The research will be a *symbol of commitment* to workplace/ organisational learning.
- ❖ The organisation will benefit from research material that offers a more *independent evaluation* of strategy, implementation and practices within the organisation.
- ❖ The organisation project leaders will benefit from involvement in a *national research project* enhances the profile of the associated internal initiatives and the organisation. At the management level it provides the opportunity to benefit from the emerging issues of the study.

- ❖ The organisation project leaders will benefit by securing an organisational commitment to a *long term development activity* that may be leveraged to secure and develop local resources.
- ❖ The organisation managers will benefit from being involved in cutting edge workplace research and learning, and the opportunity to develop supportive *research links with managers* in similar situations.
- ❖ The organisation staff will benefit from the “*Hawthorn effect*” of interest being shown in their endeavours, and from being linked into the wider picture. At the business level involvement in a national PhD study enhances the profile of the initiative and the organisation.
- ❖ The organisation staff will benefit from having *more opportunities for guided reflection*.
- ❖ At the wider social level it provides the opportunity for managers to have an influence on improving the framework of learning and development in Australian business.