

Jobs on Trial

Grundtvig Learning Partnership Project
Project no.: 2013-1-FR1-GRU06-49601 7
August 2013-July 2015

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Lifelong
Learning
Programme

This project is funded within the EU Lifelong Learning
Program Grundtvig Learning Partnership,
Project number: 2013-1-FR1-GRU06-49601 7
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JOT Methodology

The "Jobs on trial" activity is the simulation of a trial where a trade is accused not to be attractive enough and not to develop a real equal opportunity policy. It is pedagogical activity giving beneficiaries the opportunity to get in touch with the working world and employment issues. It puts the emphasis on active individual expression as a step forward towards vocational guidance.

The JOT-Job on trial method is inspired by the "personal and vocational development activation" (PVDA) approach. The challenge is not to replicate court procedure but provide an opportunity to argue and exchange.

Pedagogical objectives

- To enable the trainees to explore ignored occupational environments, to broaden and confront their mental concept/idea of a specific trade.
- To make trainees become aware of the subjectivity of choices and of the representations
- To encourage taking into account the less visible aspects of trades accused of being unattractive
- To foster knowledge, capacities and soft skills to be gained to facilitate a setting up of a clear vocational guidance pathway
- To develop self-esteem by undertaking an activity in partnership with professionals, experts, employers and various stakeholders
- To dispel gender prejudices

The objective is not mainly to inspire trainees to join the job or trade which is the object of the session. The Job on trial sessions shall dispel prejudice regarding employment in general and develop awareness over gender equality.

Proceeding

Job on trial session requires the setting up of several groups of "actors and actresses" which will play certain roles close to a court hearing. These might include:

Mr Justice - group presents the trade or job which is considered to be unattractive. He delivers the conduct of the proceeding.

Private party or prosecutors - who argue on drawbacks of the job, this role is often played by trainees or job seekers.

Defence attorneys - composed of professionals and vocational training experts from the specific trade. They give evidence of the trade's advantages and by this try to dispel prejudice and stereotypes.

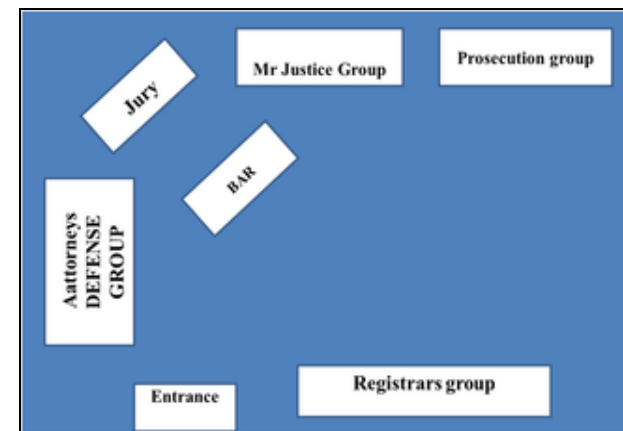
Jury - analysis the arguments and will provide a conclusion drawn from the hearing, trying to close the gap between image and the reality of the trade.

Registrars - they record the trial, making notes on advantages and drawbacks

Reporters - taking snapshots of the JOT session

Receptionist - in charge of registration, receiving audience, stakeholders, professionals.

Example of Job on trial session set-up



What is "Jobs on Trial"?

A specific French approach used in social and occupational guidance for the unemployed called le "tribunal des métiers" ("jobs on trial"), is based on role plays meant to put specific jobs "on trial", fostering the advantages and drawbacks of a trade. It is a method, related to serious games, used to bridge the gap between the employers and the jobless through a collaborative work undertaken in common, involving trade stakeholders, beneficiaries among whom the disadvantaged, people far from employment and training. Some adult beneficiaries play the part of the prosecution, others of the defence, stakeholders of the trade are called to the stand. It is a well appreciated playful way to discuss and discover a trade through fostering the interest of the jobs and a good way of unraveling prejudices with a focus on gender equality and equal opportunities for all in the labour market and develop beneficiaries' self-esteem through a collaborative work undertaken with corporate representatives. JOT will therefore provide several European partners and their regions with an approach to support vulnerable adults through a specific method to bridge the gap between the jobless and trades, boosting beneficiaries' employability, taking into account the various labour market cultural approaches.