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Pathway to →
HOSPITALITY

**JOB S ON TRIAL
HANDBOOK**

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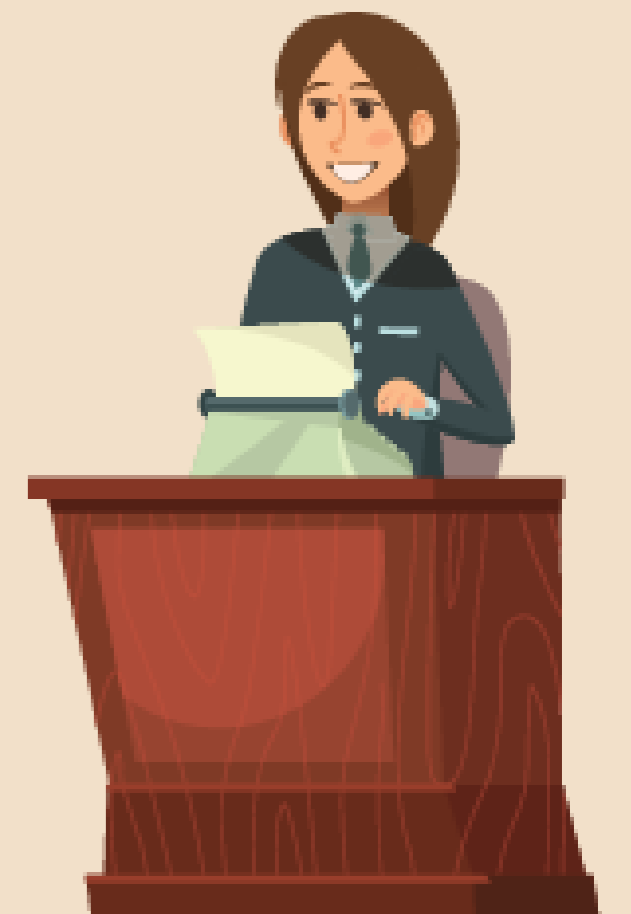


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WHAT IS JOBS ON TRIAL?

A specific French approach used in social and occupational guidance for the unemployed.

Jobs On Trial (JOT), also known by its original name "Le Tribunal des Métiers", is a **French-designed** approach used in social and occupational guidance for the unemployed. As a result of the method's **great pedagogical potential**, it has begun to be applied in other areas such as schools and educational institutions.

It is a method related to **serious games**, originally used to bridge the gap between the employers and the jobless (or employees seeking improvement of their current professional status) through **collaborative work**, involving also the trade stakeholders and other beneficiaries (the disadvantaged people far from employment and training) aimed at **boosting employability** as well as **equal opportunity policy**.

JOT is based on a **role play** of a **court hearing** meant to put specific jobs or entire trades "on trial", presenting their strengths and weaknesses, advantages and drawbacks. Those involved play the part of the **prosecution**, the **defence**, and other participants in the actual court proceedings; stakeholders of the trade and employees are called to the stand to **"give testimonies"** being the pros and cons of the job/trade.

It is a well-appreciated playful way to **discuss and discover a trade** through fostering an interest in the jobs and a good way of overcoming prejudices, ensuring **equality** and **diversity**, developing **self-esteem** through collaborative work undertaken with corporate representatives.



WHO IS IT FOR?

Main addressees of the JOT methodology come from different fields.

Keeping in mind that Pathway to Hospitality project mainly works upstream vocational training, the proposed Jobs On Trial methodology can be successfully implemented in the following range of institutions and organisations:

- 👤 job centres
- 👤 NGOs caring about social and occupational inclusion
- 👤 a comprehensive, basic or secondary schools
- 👤 VET providers
- 👤 stakeholders' organisations dealing with career guidance and orientation
- 👤 training centres
- 👤 your own college
- 👤 any interested institution



JOBS ON TRIAL APPROACH

Inspired by the
Activation of the Vocational
and Personal Development
(ADVP) approach.

The Jobs On Trial method is a **simulation of a court hearing** where a single profession or a collection of professions making a trade (e.g. HORECA in the Pathway to Hospitality project) **is accused of not being attractive** enough and **not ensuring equal opportunities** for its representatives.

It is a **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 methodology is inspired by the **"activation of the vocational and personal development" (ADVP)** approach. The challenge is not to replicate court procedure but provide an opportunity to argue and exchange.

The objective of JOT is not mainly **to inspire learners** to join in the job or trade. It must **dispel prejudice and misconceptions** regarding employment in general and **develop awareness** of both equality and diversity.

Yet the tool is versatile enough to be used for a proper vocational purpose for example in a **recruitment** process to inspire people into a trade.



LEARNING OBJECTIVES

The objective of a JOT session is to inspire trainees to join the job or trade.

The JOT method has the following didactic objectives:

- 👤 to enable learners **to explore avoided occupational environments** thanks to a method facilitating the proces;
- 👤 to enable learners to broaden and **confront their perception** (professional and social) of a specific trade or job;
- 👤 to foster **knowledge**, capacities and **soft skills** to be gained to facilitate the setting up of a clear vocational pathway towards a trade;
- 👤 to encourage taking into account the **less obvious aspects** of the trades accused of being unattractive;
- 👤 to develop learners **awareness** of subjectivity of choices and images;
- 👤 to **develop self-esteem** by undertaking an activity in partnership with professionals, experts, employers and various stakeholders;
- 👤 to **dispel prejudice and misconceptions** about a trade/job.



JOT LEARNING PATHWAY: KEY ACTORS

A Jobs On Trial session requires setting up several groups of "actors" who will play assigned roles.

THE JUSTICE – in a real-life court room called a Judge; he or she delivers the conduct of the proceeding, presents the trade or job which is unattractive to all gathered parties and eventually passes the sentence (note that the sentence is always the **acquittal of the accused**).

PROSECUTORS – they argue the drawbacks and problems of the job as well as possibly little attention paid to equality and diversity; this role is often played by trainees or job seekers, which is very beneficial particularly if the preparation phase was very thorough and effective.

DEFENCE ATTORNEYS and **THE ACCUSED** – as in the real-life courts they go together as they share the same goal i.e. defending the good name and status of a profession or trade; this group is composed of professionals from the trade and vocational training experts; the Defence must give evidence that the trade has advantages and can be as attractive for men as for women. It is the opportunity to present a trade through its values, innovations as well as dispel prejudice and stereotypes.



JOT LEARNING PATHWAY: KEY ACTORS

A Jobs On Trial session requires setting up several groups of "actors" who will play assigned roles.

THE JURY – they are in charge of listening very carefully to the hearing, analysing the arguments as well as delivering the verdict to The Justice over the situation of the trade (e.g. *The accused trade provided all criteria in favour of equality and diversity. or The complainants proved that progress should have been made.*); they should take notes for the discussion; they can ask permission from The Justice to pose complementary questions; together with the verdict, The Jury provides also the lessons drawn from the hearing and the gap between the image one has of a trade and the reality.

REGISTRARS – record the trial, making notes on the pros and cons presented.

REPORTERS – they take snapshots of key moments of the JOT session for further reporting and use.

RECEPTIONIST – a person or a group; they are in charge of welcoming the trial attendees i.e. businesses, prosecutors and attorneys as well as The Jury.



JOT LEARNING PATHWAY: PREPARATORY PHASE

Proper preliminary phase preparations are of paramount importance for the successful execution of the next stage of JOT.

- 🗣️ The learners **must participate** in this initial phase prior to the proper “court hearing”.
- 🗣️ The presentation of the activity to the trainees to grasp all the aspects (trial simulation, **investigation of a trade** including its equality and diversity aspects).
- 🗣️ The preliminary investigation by the group of the trade selected in view of the activity (important for the **commitment of beneficiaries**).
- 🗣️ The deeper the insight during investigation, the better the session will be, with plenty of **arguments** and **examples**.
- 🗣️ Contact with the **trade stakeholders** of paramount importance.
- 🗣️ Assigning roles to actresses and actors to be as close as possible to a “court hearing” (The Justice, The Prosecutors, The Defence Attorneys, The Accused Group, The Jury, Registrars, Reporters, Reception).



JOT LEARNING PATHWAY: COURT HEARING

A step-by-step presentation of the court hearing phase (part 1/2)

* duration time indicated in brackets is only an indication and may differ from the actual time needed to complete the exercise

- 🗣️ **Installation** of participants by the reception group (**10 minutes***)
- 🗣️ **Presentation** of the trade and attendees by The Justice and other magistrates, presentation of the proceedings (**10-15 minutes**)
- 🗣️ **Pros and cons arguments** - the Prosecution present the negative aspects and critics of the trade and the Attorneys present pro arguments; pros & cons are reported on a white board by Registrars (**20 minutes**)
- 🗣️ **The accused and attorneys** leave to prepare the defence (**20 minutes**)
- 🗣️ **The accused and attorneys turn up to the court room.** The defendants make a plea in favour of the trade and strive to convince the audience about the advantages of the trade, including the issues of equality and diversity; the attorneys present closing arguments (**30 minutes**)
- 🗣️ Having all the facts gathered, **the jury** will deliberate (**15-20 minutes**)



JOT LEARNING PATHWAY: COURT HEARING

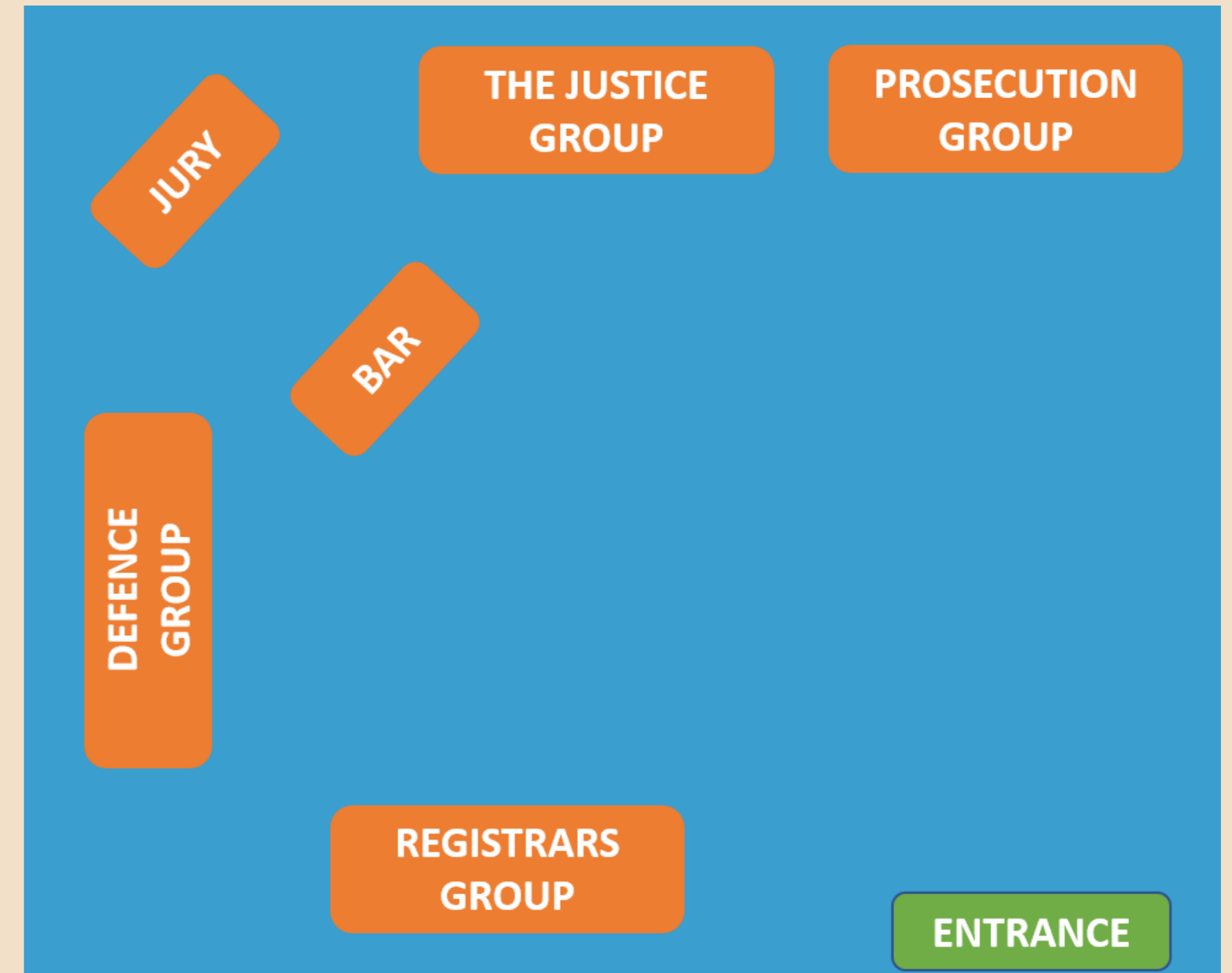
A step-by-step presentation of the court hearing phase (part 2/2)

- 👤 **The jury** delivers its verdict as a conclusion of the activity; the goal is not to deliver an award winner but to put in a nutshell all the elements discussed within the activity:
 - 👤 the evolution of a trade/job
 - 👤 possible efforts still to be madeAll participants of the activity should be committed to feel truly engaged in the session (**15 minutes**)

- 👤 **The Justice** closes the sitting of the court (**5 minutes**)

- 👤 The sentence is always the **acquittal** of the accused

- 👤 Sample court room setup



JOT VIDEO GUIDELINES AND SPECS

It is essential to shoot and publish a proper quality video footage of your JOT activity.

Suggested publishing formats:

- 📹 full length video (document)
- 📹 trailer with English subtitles
- 📹 TikTok short / viral video

In order for a Jobs On Trial activity, that you perform with your trainees, to be sustainable and remain in the educational repository of your institution and P2H, it is advisable to make a video recording of the JOT session. This is also one of the requirements of the Pathway to Hospitality (P2H) project.

Here is the list of guidelines and minimum technical specs for the video:

Camera – smartphone or HDR

File format - .mp4 / .mov / .mpeg4

Resolution – 1920 x 1080 (Full HD)

Aspect ratio – 16:9

Video codec - H.264 / AVC

Sound – external microphone (good quality sound is essential)

Audio codec – AAC / MP3

Video editing software – iMovie, daVinci Resolve, [YouTube Studio](#)

Audio & Music library – [YouTube Studio](#)

For any queries concerning video and upload of the JOT video files to [P2H YouTube channel](#) contact jakub.poteraj@gmail.com



JOT VIDEO GUIDELINES AND SPECS

Please mind the legal issues while shooting your JOT videos.

Disclaimers and EU logos

Since JOT activity videos are developed as a part of the European Union Pathway to Hospitality project, they require proper visual identification and branding of the content. To be compliant with the EU regulations, you need:

🗣️ EU programme logo



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🗣️ Content disclaimer: *„The information contained in this video content does not necessarily represent the views and opinions of its creators or actors. This video content has been made available for educational purposes only.”*

For more info on EU visual identification and branding click [HERE](#).

SAMPLE JOT VIDEOS

Scan the QR code below
for quick access to the
video:



Check how a JOT activity was carried out in a European Union life-long learning project with reference to the job of a **Sales Representative**:



<https://youtu.be/wiWtIRCI9ao>

SAMPLE JOT VIDEOS

Scan the QR code below for quick access to the video:



Check how a JOT activity was carried out by Greta Normandie (a French adult education institution) with reference to the **nuclear industry**:



<https://www.facebook.com/watch/?v=456619801545667>