

# FIELD TRIALS in GeGS

Different Regions,  
Common (Good-e-  
Guidance Stories)



Co-funded by the  
Erasmus+ Programme  
of the European Union

## FIELD TRIALS: the heart of the GECS

The field trials are at the heart of the GeGS project. They are, in fact, the ground to test, research and evaluate the main hypothesis underpinning the project implementation: the IAG function in the VET system can be effectively improved through a digital cultural shift of IAG managers and staff, and through the introduction of effective e-services with the end-users.

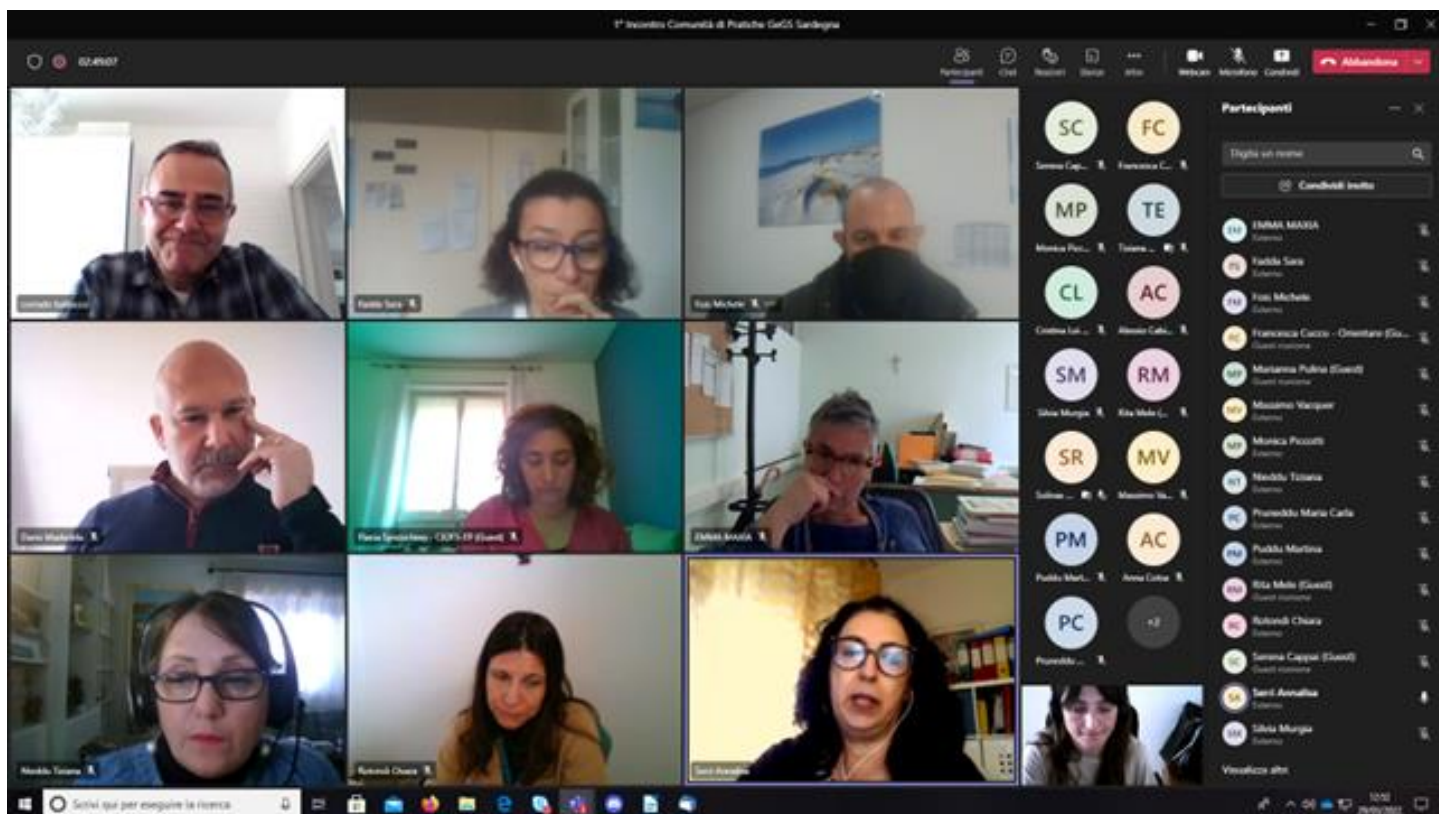
They have been conceived to be carried out in the 3 regions of Thessaly, Sardinia and Berlin, thanks to the direct involvement of the public authorities, partners in the project. The practitioners involved in Ireland, UK and France have played the role of control groups for their colleagues in Italy, Greece and Germany, enriching the transnationality and the Community of Practice dimensions. At the same time, they provide the opportunity to observe what happens in implementation contexts without the active sponsorship of regional public authorities.

The recruitment of the first GeGS practitioners was conducted between June 2021 and January 2022 and each partner addressed organizations working within the IAG, both public and private, professionals working in the youth field, guidance providers, local employment services, youth organizations, adult education providers, education and training boards.

They used different modalities of recruitment according to their needs: from direct mailing to social media channels - such as Facebook and LinkedIn - up to direct contacts and presentation of the project during events, training and in the context of other projects. Thanks to the use of social media, not only thousands of people were informed about the field trials but also about the project, contributing to increase its visibility and dissemination in the partners' countries.

This important networking work made it possible to recruit over 130 people, who, starting from October 2021, were involved in the case study-based training framework on the Moodle Platform.

After the recruitment, all the partners kicked off the first meetings with practitioners, reaching more than thirty-four participants from the multinational Communities of Practice.



Screenshot #1: Example field trial GeGS pilot delivery to Community of Practice: local members from Italy.

Before starting, each participant signed a learning agreement in which they guaranteed full support to the project through participation in the rich program of planned activities. Among these, the coordination meetings with the Communities of Practice to share progress, get feedback, answer questions, and stay in contact with all participants; the pre- and post-training online surveys and the workshops with the research partner Söstra. Furthermore, each practitioner agreed to undertake a competence review through the Competence Analysis Tool to identify their learning needs and inform individual learning journeys through the Moodle Platform/Case Study competence development activities.

When the activities got underway, each professional was invited to study a minimum of 10 case studies, selected for them based on the results of the Competence Analysis Tool. You can check the Case Studies developed in our Library section: <https://goodeguidance.eu/en/library/> and the digitalised version in each partner language on our [GeGS Youtube Channel](#) .

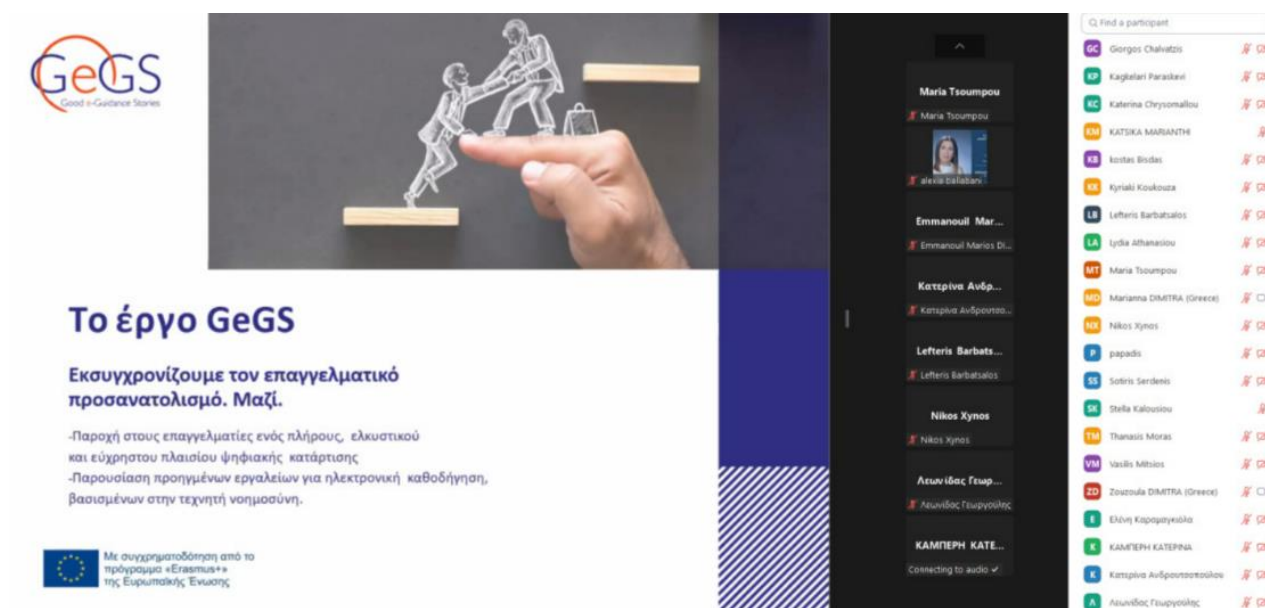
Those case studies were organized within 3 training modules and a repository, where they could find 19 case studies developed reflecting on the CEDEFOP Career Guidance Competence Framework. Find out more information here: [https://www.cedefop.europa.eu/files/5193\\_en.pdf](https://www.cedefop.europa.eu/files/5193_en.pdf)

During the individual and group activities, participants had the opportunity to familiarize with

and use the materials developed for the project. They enrolled in the GoodGuidanceStories Moodle and the GeGS Moodle and studied the contents, benefiting from individual support in performing the different activities.

It is interesting to underline how not all the countries have followed the same procedure for the trials, each of them has in fact developed a different methodology based on its own characteristics and those of its own practitioners.

In some cases, for example, the activities were all carried out directly during the community of practice meetings, while in other cases the materials were studied individually and then discussed in small working groups called Action Learning Sets or with the Community of Practice. Furthermore, in some countries, the whole group of practitioners moved in a homogeneous way from the beginning to the end of the trial, while in other countries, such as Ireland or Italy, several trial groups started at different times. This has shown how, through a wide array of methods, all countries have contributed to define different ways of validating the training materials.



Screenshot #2: Example field trial GeGS pilot delivery to Community of Practice: local members from Greece.

It is worth mentioning that the experimentation phase was particularly useful because it allowed the partners to observe the limits and potential of the tools used, encouraging an in-depth thinking on the next steps to take in our project.

Among the strengths highlighted by the training there are: the richness of the materials

offered, which on the one hand was much appreciated for its completeness and was perceived by the participants as interesting and pursuing, while on the other hand it highlighted the difficulty of some participants in taking the time to study all the materials. To overcome this problem, some partners have prepared some simplified learning path to keep the participants engaged.

Another critical point was the technical difficulties experienced by some of the participants in accessing and using the Moodle Learning Management System, but nevertheless, they really appreciated the possibility to become more and more familiar with the topic of digitalization.



Screenshot #3: Example field trial GeGS pilot delivery to Community of Practice: local members from Ireland.

