

## Favoriser l'acceptation, l'aide des environnements simulés

UK/10/LLP-LdV/TOI-328

<http://www.adam-europe.eu/adam/project/view.htm?prj=6719>

## Information sur le projet

Titre: Favoriser l'acceptation, l'aide des environnements simulés

Code Projet: UK/10/LLP-LdV/TOI-328

Année: 2010

Type de Projet: Projets de transfert d'innovation

Statut: Clôturé

Pays: UK-Royaume-Uni

Accroche marketing: Le projet utilise des technologies PAUSE jeux et des jeux numériques apprentissage basé sur des approches pour éliminer les barrières psychologiques et discriminatoires à l'emploi pour les immigrants (en particulier les nouveaux arrivés) les réfugiés et les minorités ethniques.

Résumé: Rationale:

- West Midlands statistics show that while the worklessness rate for the general population 28%: For the Black/Black British ethnic group it is 44%. For those from the Pakistani/Bangladeshi group it is 57%
- 'Comparing the labour market experiences of refugees/ethnic minorities in the labour market' presented findings on the prevalence of discrimination experienced. At least half of the refugees interviewed had experienced racism or discrimination whilst looking for work or in the workplace.
- In Italy, over 300 cases of hate crime/violence have been reported in the last two years, mainly against the Roma people, Romanians and Africans. Human rights organisations and trade unions expressed serious concerns till the Italian government was called upon to answer accusations of xenophobia and discrimination against foreign workers, either legal or illegal.
- Recent research done by the Swedish Confederation for Professional Employees (TCO) found that people with a foreign background have much lower chances of finding a job appropriate for their education. In 2007, there were a total of 3,536 hate crimes to the police, and Sweden has been criticized for increasing numbers of hate crimes, seldom resulting in criminal charges.

Main Aims and Objectives:

- To remove attitudinal and discriminatory barriers to employment for immigrants (particularly the newly arrived) and refugees
- To produce interactive 3D scenarios to demonstrate and address the key internal and external attitudinal barriers to employment for this target group, allowing the target audience to overcome these issues by their own supported problem solving within these scenarios
- To include stakeholders in producing the narratives for the scenarios to ensure that the real issues for the target group, which are creating the barriers to employment are addressed
- To ensure that end user groups are included throughout each phase of the project.

Consortium:

Nottingham Trent University (UK) - coordinator; GHI (UK); Swedish Telepedagogic Knowledge Centre (STPKC); Province of Parma (IT).

Results:

A robust needs analysis report per partner country; User groups set up in the 3 countries to ensure full target user involvement A set of 4 3D interactive simulations to tackle the barriers to for the target group: A project website that will also host the products: A Trainers manual; A programme of valorisation activities and piloting and evaluation reports.

Description: The PAUSE Project uses games technologies and digital games based learning approaches to remove attitudinal and discriminatory barriers to employment for immigrants (particularly newly arrived) refugees & ethnic minorities.

Thèmes: \*\*\* Marché du travail  
 \*\*\* TIC  
 \*\*\* Formation tout au long de la vie  
 \*\*\* Orientation professionnelle  
 \*\*\* Égalité des chances

Sectors: \*\*\* Enseignement

Types de Produit: CD-ROM

## Information sur le projet

Site Internet  
Enseignement à distance  
Matériel d'apprentissage  
Autres  
Programme/curriculum

Information sur le produit: A range of interactive 3D simulated work environments have been transferred in this project, using an XNA Authoring Environment involving our target audience in the writing of user created content for each scenario. These scenarios have been scoped via real life experiences of our refugees and migrant workers to ensure the scenarios tackle the most relevant issues to our target audiences. They address attitudinal barriers on both sides; including those of employers and the wider community, as it addresses myth busting in relation to the employment of our target audience, in areas relating to displacement of jobs for UK workers, checks against the employment of illegal immigrants etc, which is a factor in their lack of willingness to employ members of our target group. The cooperative approach to identifying the problems and to providing solutions contributes to the removal of these attitudinal barriers on both sides. The project allows both the target group and those who are creating the barriers through discrimination and lack of awareness to utilise the same technology to tackle the problem from both ends – to tackle fears and stress and to tackle discrimination and racism to prevent conflict.

The main four scenarios are:

1. Italian Job Centre: to simulate a first visit to the job centre, its role, and addresses the following attitudinal barriers:
  - knowledge of Italian language, both spoken and written
  - misunderstanding of roles and competences: who makes what or the correct distribution of tasks
  - tendency to replicate rules and conditions of birthplaces regarding working conditions and job search
  - tendency to replicate traditions of birthplaces regarding gender and labour segmentation
2. UK Job Centre: to simulate a first visit to the job centre, its role, and addresses the following attitudinal barriers:
  - Not knowing how or where to look for jobs
  - Fear of being worse off financially (losing benefits)
  - Low levels of confidence and self esteem
  - Lack of understanding of UK employment culture and how to apply for jobs
  - Racism and hostility
  - Not sure what paperwork/identity documents are needed
  - Negative public perception of refugees.
3. Job Interview: to simulate a job interview showing a range of attitudes towards refugees on the interviewing panel, the possibility of counteracting these attitudes, and improving the interviewers' perceptions through the quality of answers. Attitudinal barriers address as in 2.
4. Recruitment Interview: Interview room with four actors in the dialogue. Barriers addressed:
  - Perceptions on inter-professional communication and related workplace skills
  - Issues and definitions of inter-professional communication competences and related workplace skills.

Page Web du projet: <http://pauseforthought.eu/>

## Contractant du projet

Nom: Nottingham Trent University  
Ville: Nottingham  
Pays/Région: East Midlands  
Pays: UK-Royaume-Uni  
Type d'organisation: Institution de recherche  
Site Internet: <http://www.ntu.ac.uk>

## Personne de contact

Nom: David Brown  
Adresse: Computing and Informatics Buidling, Clifton Lane, Clifton  
Ville: Nottingham  
Pays: UK-Royaume-Uni  
Téléphone: + (44) 115 848 8350  
Fax: + (44) 115 848 8429  
E-mail: [david.brown@ntu.ac.uk](mailto:david.brown@ntu.ac.uk)  
Site internet: <http://www.ntu.ac.uk>

## Coordinateur

Nom: Nottingham Trent University  
Ville: Nottingham  
Pays/Région: East Midlands  
Pays: UK-Royaume-Uni  
Type d'organisation: Institution de recherche  
Site Internet: <http://www.ntu.ac.uk>

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Nom: David Brown  
Adresse: Computing and Informatics Buidling, Clifton Lane, Clifton  
Ville: Nottingham  
Pays: UK-Royaume-Uni  
Téléphone: + (44) 115 848 8350  
Fax: + (44) 115 848 8429  
E-mail: [david.brown@ntu.ac.uk](mailto:david.brown@ntu.ac.uk)  
Site internet: <http://www.ntu.ac.uk>

## Partenaire

### Partner 1

Nom: Province Of Parma  
Ville: Parma  
Pays/Région: Emilia-Romagna  
Pays: IT-Italie  
Type d'organisation: Institution publique  
Site Internet: <http://www.provincia.parma.it/>

### Partner 2

Nom: Swedish TelePedagogic Knowledge Centre AB  
Ville: Nykoping  
Pays/Région: Stockholm  
Pays: SE-Suède  
Type d'organisation: Institution de recherche  
Site Internet: <http://www.pedagogic.com>

### Partner 3

Nom: GHI  
Ville: Worcestershire  
Pays/Région: Hereford & Worcestershire, Warwickshire  
Pays: UK-Royaume-Uni  
Type d'organisation: National Agency  
Site Internet: <http://www.greenhat-interactive.co.uk>

## Données du projet

### D6.6 Piloting Report.docx

<http://www.adam-europe.eu/prj/6719/prj/D6.6%20Piloting%20Report.docx>

Piloting Report

### R10 Interactive Technologies and Games Conference 2011.doc

<http://www.adam-europe.eu/prj/6719/prj/R10%20Interactive%20Technologies%20and%20Games%20Conference%202011.doc>

Call for participation at ITAG 11: Interactive Technologies and Games: Education, Health and Disability

### R11 ITAG presentation.pdf

<http://www.adam-europe.eu/prj/6719/prj/R11%20ITAG%20presentation.pdf>

Pause presentation by UK User Group at ITAG 11

### R11 Pause\_Poster\_ITAG.jpg

[http://www.adam-europe.eu/prj/6719/prj/R11%20Pause\\_Poster\\_ITAG.jpg](http://www.adam-europe.eu/prj/6719/prj/R11%20Pause_Poster_ITAG.jpg)

ITAG 11 poster on game development method

### R11 PAUSE project With Video\_ITAG12.pptx

[http://www.adam-europe.eu/prj/6719/prj/R11%20PAUSE%20project%20With%20Video\\_ITAG12.pptx](http://www.adam-europe.eu/prj/6719/prj/R11%20PAUSE%20project%20With%20Video_ITAG12.pptx)

Project Presentation at ITAG12

### R12 PAUSE Usability Evaluation report.docx

<http://www.adam-europe.eu/prj/6719/prj/R12%20PAUSE%20Usability%20Evaluation%20report.docx>

Usability Test Report

### R3 Empirical\_research\_Migrants\_Refugees\_Parma.pdf

[http://www.adam-europe.eu/prj/6719/prj/R3%20Empirical\\_research\\_Migrants\\_Refugees\\_Parma.pdf](http://www.adam-europe.eu/prj/6719/prj/R3%20Empirical_research_Migrants_Refugees_Parma.pdf)

Italian National Research Report: Focus on Migrant Workers and Refugees

### R3 Empirical\_research\_Stakeholders\_Parma.pdf

[http://www.adam-europe.eu/prj/6719/prj/R3%20Empirical\\_research\\_Stakeholders\\_Parma.pdf](http://www.adam-europe.eu/prj/6719/prj/R3%20Empirical_research_Stakeholders_Parma.pdf)

Italian National Research Report: Focus on Stakeholders

### R3 GHI\_Empirical\_research\_results\_summary.docx

[http://www.adam-europe.eu/prj/6719/prj/R3%20GHI\\_Empirical\\_research\\_results\\_summary.docx](http://www.adam-europe.eu/prj/6719/prj/R3%20GHI_Empirical_research_results_summary.docx)

UK National Research Report: Empirical Results

### R3 National\_Report\_SUMMARY Italy.pdf

[http://www.adam-europe.eu/prj/6719/prj/R3%20National\\_Report\\_SUMMARY%20Italy.pdf](http://www.adam-europe.eu/prj/6719/prj/R3%20National_Report_SUMMARY%20Italy.pdf)

Summary of Italian National Research Report in Italian

### R3 National Research Report for Sweden.docx

<http://www.adam-europe.eu/prj/6719/prj/R3%20National%20Research%20Report%20for%20Sweden.docx>

Swedish National Research Report on the attitudinal barriers to employment of migrant workers and refugees.

## Données du projet

### R3 Parma results of empirical research phase.pdf

<http://www.adam-europe.eu/prj/6719/prj/R3%20Parma%20results%20of%20empirical%20research%20phase.pdf>

Italian National Research Report on the barriers to employment for refugee and migrant workers

### R3 PAUSE\_UK\_national\_report.doc

[http://www.adam-europe.eu/prj/6719/prj/R3%20PAUSE\\_UK\\_national\\_report.doc](http://www.adam-europe.eu/prj/6719/prj/R3%20PAUSE_UK_national_report.doc)

UK National Research report on the attitudinal barriers to the employment of migrant workers and refugees.

### R3 SE\_Empirical\_research\_results\_summary.docx

[http://www.adam-europe.eu/prj/6719/prj/R3%20SE\\_Empirical\\_research\\_results\\_summary.docx](http://www.adam-europe.eu/prj/6719/prj/R3%20SE_Empirical_research_results_summary.docx)

Swedish National Research Report: Empirical Results

### R4 PAUSE Game Design Document 13\_12\_11.docx

[http://www.adam-europe.eu/prj/6719/prj/R4%20PAUSE%20Game%20Design%20Document%2013\\_12\\_11.docx](http://www.adam-europe.eu/prj/6719/prj/R4%20PAUSE%20Game%20Design%20Document%2013_12_11.docx)

PAUSE Game Design Document to describe adaption and design of 4 scenarios to tackle the attitudinal barriers to the employment of migrant workers and refugees

### R4 PAUSE Game Design Document\_Final.docx

[http://www.adam-europe.eu/prj/6719/prj/R4%20PAUSE%20Game%20Design%20Document\\_Final.docx](http://www.adam-europe.eu/prj/6719/prj/R4%20PAUSE%20Game%20Design%20Document_Final.docx)

Final Games Design Document

### R9\_Trainers Manual\_EN.doc

[http://www.adam-europe.eu/prj/6719/prj/R9\\_Trainers%20Manual\\_EN.doc](http://www.adam-europe.eu/prj/6719/prj/R9_Trainers%20Manual_EN.doc)

Trainer's Manual In English

### R9\_Trainers Manual\_Italian.docx

[http://www.adam-europe.eu/prj/6719/prj/R9\\_Trainers%20Manual\\_Italian.docx](http://www.adam-europe.eu/prj/6719/prj/R9_Trainers%20Manual_Italian.docx)

Trainer's Manual In Italian

### R9\_Trainers Manual\_Swedish.doc

[http://www.adam-europe.eu/prj/6719/prj/R9\\_Trainers%20Manual%20\\_Swedish.doc](http://www.adam-europe.eu/prj/6719/prj/R9_Trainers%20Manual%20_Swedish.doc)

Trainer's Manual In Swedish

## Produits

- 1 PAUSE Games and Intractive Scenarios

## Produit 'PAUSE Games and Intractive Scenarios'

Titre: PAUSE Games and Intractive Scenarios

Type de Produit: Matériel d'apprentissage

Texte marketing: The games and interactive scenarios tackle the attitudinal barriers to employment of migrant workers and refugees

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- Issues and definitions of inter-professional communication competences and related workplace skills.

Cible: Refugees and New Migrants, HR Departments/Job Centres/Training Organisations providing pre-vocational training; refugee support organisations

Résultat: 4 Interactive Simulations developed using the XNA Authoring Environment and 2 Flash Games

Domaine d'application: To be used in a blended learning environment, and group learning situation and problem solving between employers and migrant workers and refugees

Adresse du site Internet: <http://pauseforthought.eu/resources/>

Langues de produit: anglais  
italien  
suédois