Multiplier Event

Project background, intellectual outputs and upcoming activities for a proactive involvement of relevant stakeholders

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**KA2:** Cooperation for Innovation and the Exchange of Good Practices

**KA202 Strategic Partnerships for VET**

**Call:** 2017

**Duration:** 36 months

**Deadline:** August 30, 2020

**Budget:** € 441,383,00
HERMES Consortium

HERMES adopts a multi-actor approach mirrored in the partnership composition, created by considering the added value generated by the synergy of different perspectives to achieve a common goal. In fact, all partners are consistent with the LAS and express a combination of competences and a difference in the roles they have in the reference community (accreditation body, research institutions, universities, education and training providers). They belong to 5 different EU countries and their alliance represents a step forward and a significant contribution to the fragmented experiences in the European landscape to fulfil the requirements of Directive 2010/63/EU.

1. Istituto Zooprofilattico Sperimentale dell’Abruzzo e Molise «G. Caporale» (Italy)
2. Istituto Superiore di Sanità (Italy)
3. Sveriges Lantbruksuniversitet (Sweden)
4. Veterinary Continuous Education in Europe – VETCEE (Belgium)
5. Hellenic Agricultural Organisation – DEMETER (Greece)
6. Universidad de Murcia (Spain)
The context

The Directive 2010/63/EU on the protection of animals used for scientific purposes establishes that “Member States should ensure through authorisation or by other means that staff are adequately educated, trained and competent”.

Since the minimum requirements regarding higher education or training for the acquisition, maintenance or improvement of vocational skills in Laboratory Animal Science (LAS E&T) are at discretion of the EU Member States, different regulatory scenarios are found on LAS E&T in Europe. This fragmentation hinders mutual recognition of training and free movement of professionals in the EU.

Need for ...
HERMES general purpose

Contribute to the harmonisation and mutual recognition of LAS education and training in the EU MS.

First tentative cooperation among relevant stakeholders in the framework of a EU funded programme.
HERMES goal

Promotion of staff free movement in the EU, thanks to innovative solutions for the recognition and validation of relevant learning outcomes, in compliance with the Directive 2010/63/EU and according to the Working document on the development of a common education and training framework to fulfil the requirements under the Directive 2010/63/EU.
HERMES goal

Set a scheme for Continuing education and training (C-VET) in LAS organised in a flexible and open way, also adopting eLearning as an appropriate methodology to standardise the knowledge and skills of a huge number of beneficiaries in a shortened time.
How?

- Definition of quality standards for LAS E&T Providers
- Assessment of LAS E&T Providers and their training offer in relation to the quality standards
- Harmonisation of the VET programmes on LAS in the EU
- Promotion of a common certification scheme to facilitate free movement of qualified personnel in the EU
IO1: LAS E&T Quality Standard

LAS E&T Quality Standard is a document that provides requirements, specifications, guidelines and/or characteristics that can be used consistently to ensure that LAS education and training in Member States are fit for the purpose of the Directive 2010/63/EU.

It aims at guaranteeing that programmes, tutors/teachers/experts, training materials and services are reliable and of good quality in Europe. At the same time, it stimulates fair global competition and harmonisation.

IO1 is relevant to different audiences: National Competent Authorities, LAS Education & Training Providers, Accreditation bodies/organisations
Task 1: State of the art analysis

Expected outcome: a narrative, tabular summary of similar standards available, for giving evidence of what is already applied and providing recommendations for the following development phase. The indication of the main areas to consider is expected, together with the principles to be applied, the topics to deal with, and the main indicators for measuring the uptake.
IO1: tasks (2/3)

Task 2: LAS E&T Quality Standard design


IO1: tasks (3/3)

Task 3: LAS E&T Quality Standard validation

Validation - intended as an external process – aims to ensure that the LAS E&T Standard meets the operational stakeholders’ needs.

A group of 3 independent experts (stakeholders) will implement such activity. Also in this case, consensus will be achieved through the Delphi method.

Expected outcome: validation report
This tool intends to provide guidelines for evaluating on a common ground the different paths offered in MS for each function described in Art. 23 of the Directive 2010/63/EU.

This tool, reflecting the requirements of the LAS E&T Standard (IO1), represents the basis for mutual recognition of courses between Member States.

It establishes benchmark qualitative and quantitative indicators to facilitate self-assessment, essential for the scope.
The manual could:
• aid programme providers in setting up future courses in this field
• support both the approval and accreditation processes at country level by the designated bodies/organisations
• allow the recognition of the programmes in all the EU Member States by the Competent Authorities.

Indirectly, beneficiaries of such intellectual output are also participants in LAS E&T initiatives.

This is an unprecedent outcome deriving from interdisciplinary and inter-European cooperation in the LAS, for the mutual recognition of the training path in compliance with the legislative framework.
Task 1: Background analysis
Aim of this task is to take inspiration from the best practices adopted in other sectors, and individuate the pillars on which this manual has to be based. A team of pedagogical experts, supported by technical profiles, is in charge of this task.

Expected outcome: A summary report containing recommendations for the design of the manual.
Task 2: LAS E&T Assessment Manual design
A dedicated interdisciplinary pool of experts designs an original tool to assess LAS education and training.

**IO2: tasks (3/3)**

**Task 3: LAS E&T Assessment validation**

The external validation shall be intended as a participatory process to ensure that the LAS E&T Assessment Manual meets the stakeholders' expectations.

A set of validation criteria may then be used as a basis for qualifying the verification flow to provide a high degree of assurance that the manual accomplishes its intended scope. A group of independent experts (7 stakeholders) is entrusted to implement such activity.

**Expected outcome:** a validation report. After the validation, the Manual will be localised in Italian, Greek, French, Spanish and Swedish.
IO3: Self-assessment tool for LAS E&T providers

This tool offers the LAS E&T providers the possibility to assess internal resources, performances and services, and also to measure them towards ideal parameters, in order to guarantee consistency among this typology of business operators in Europe.

This tool is a virtual road map divided in three sections, where organisations measure the present and plan the future quality of their services in the framework of the Directive 2010/63/EU.
IO3: Self-assessment tool for LAS E&T providers

The first section, based on ad hoc criteria and indicators, allows the organisations assessing the current quality.

The second section support the definition of future improvements. The profile of an “ideal LAS E&T provider” is described in it. After the initial self-assessment – they can benchmark themselves to the “ideal” provider.

In the third section each organisation can define the steps forwards to achieve the minimum parameters, if the obtained score do not satisfy the established criteria. If they result above the minimum thresholds, they can plan improving actions to enhance the score towards the ideal, and come back to self-assessment after a reasonable period. The deadline for such review is set by each organisation autonomously.

From this perspective, such manual represents a dynamic resource to increase the quality level of the LAS E&T services in Europe, but also fair play for the economic operators in this market.
IO3: tasks (1/2)

Task 1: Definition of the E&T provider self-assessment methodology
A multi-disciplinary team of experts is in charge of this crucial task (economists, pedagogists, scientists and statisticians). They defines a self-assessment method for E&T training providers in Europe.

Expected outcome: A draft manual divided in three parts 1) self-assessment, 2) benchmarking analysis, 3) strategies for future improvement.
It becomes a WEB-based resource offered to LAS E&T providers, releasing printable outputs at end of each section, for the necessary review.
IO3: tasks 2/2

Task 2: Testing and validation
Each Consortium partner will involve LAS E&T providers in their own countries and in their own network (as in the case of VETCEE) to test the tool above described.

Methodology/ies: a stratified sample is extracted in Europe. The main advantage of the stratified sampling is the possibility to capture key population characteristics in the sample. The test is done online with the LimeSurvey platform.

Expected outcome: validation report.

After the validation, the self-assessment tool will be localised in Italian, Greek, French, Spanish and Swedish.
IO4: eLearning module

With the aim to inspire a blended approach to LAS E&T activities, this IO is intended to design, test and evaluate an eLearning tool on:

Recognition of pain, suffering and distress and its application in the evaluation of severity of the procedures (species specific: mice and rats).

It is designed for maximising the interactivity, through videos, serious games, animations, and self-assessment exercises.

In line with ECVET system, it is structured in learning outcomes (Units) facilitating the assessment, validation and recognition of the acquired skills.

The course is designed using Articulate for Moodle, an open source and collaborative platform, responsive to all kind of devices (including mobile).

Upon request, it can be transferred to LAS E&T providers compliant with the HERMES Quality Standard for localising it the official languages of the EU.
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IO4: tasks (1/5 – 2/5)

Task 1: Authoring and storyboarding

Expected output: the storyboarded training programme, articulated in training units species specific (mice and rats).

In order to transfer to the selected experts the necessary skills for a professional authoring and a proper use of storyboarding tools, a short-term training staff event is foreseen.

Task 2: Peer-review

Before the multimedia production, the storyboards of each training units is subject to a crossed peer-review for validation.

Expected output: a revised and validated version of the module storyboards.
IO4: tasks (3/5)

Task 3: eLearning module implementation
Storyboards are ready to be implemented and transformed into a course prototype. This task foresees:

a) media production (it involves the implementation of the raw multimedia assets like audio, video, images and animations);

b) course packaging (the media and the textual materials are assembled inside the course structure);

c) test & debug.

Expected output: the assembled Learning Objects (i.e. a SCORM package).
IO4: tasks (4/5)

Task 4: Pilot delivery

Project partners select 1,000 LAS professionals not only at country level but also at European level, in connection with its own network. Priority is given to people currently working on “A” and “B” functions. The pilot delivery phase remains open for 4 months and a help-desk service is activated to support participants for any IT difficulties. At the end of this trial, a customer satisfaction analysis is done within the Moodle platform. Information are collected via web.

Expected outcome: A final report.
Task 5: eLearning module validation
The partnership invites a group of European LAS E&T providers to validate the eLearning module.

Expected output: validated eLearning module on “recognition of pain, suffering and distress in animals used for scientific purposes”
IO5: Digital certificate generator

A common certification standard is designed. Its main aim is to provide an innovative, common method to assess the competences of the functions described in Art. 23 of the Directive 2010/63/EU, and also to certify them in the same way in the EU.

This to aid the free movements of professionals in Europe.

A digital certificate generator is programmed to standardise the competence certificates issued by training providers adopting the LAS E&T Quality Standard and resulting consistent with the evaluation criteria and parameters established by the Self-assessment manual.
IO5: tasks (1/3)

Task 1: Definition and validation of the Common European Framework of Reference for LAS training

**Expected output:** a document describing the Common European Framework of Reference for LAS training.

Task 2: Implementation of the Digital Certificate Generator

The validated model for the competence certification serves as basis for the implementation of the digital certificate generator. A team of IT experts belonging to the consortium develops this tool, localising it in all the official languages of the European Union. It can be adopted by the LAS E&T providers respecting the Quality Standard proposed by this project.
IO5: tasks (2/3)

Task 2: Implementation of the Digital Certificate Generator

The validated model for the competence certification serves as basis for the implementation of the digital certificate generator. A team of IT experts belonging to the consortium develops this tool, localising it in all the official languages of the European Union. It can be adopted by the LAS E&T providers respecting the Quality Standard proposed by this project.
Task 3: testing and validation
A stratified sample of LAS E&T providers is extracted in Europe to test the digital certificate generator.

The test is done online within a reserved area of the project website.

A form to collect remarks and improving suggestions at the end of the testing phase is also foreseen.

The information collected serves as reference to finalise this output. Again, the EU MS National Competent Authorities are invited to validate the final version of it in their own mother tongue.

Expected output: validation report and final release of the system.
HERMES need for external contribution

1. All the HERMES Intellectual Outputs foresee a peer-review phase.
2. Need for input from different EU countries in the preliminary survey to design IO5.
3. Participating in the 2020 webinars to learn about the adoption of the HERMES voluntary scheme to self-assess the quality of the training in LAS.
4. Invitation to sensitise/enroll potential beneficiaries of the eLearning training course on Recognition of pain, suffering and distress and its application in the evaluation of severity of the procedures (species specific: mice and rats) that will be delivered from April to June 2020.