REMOTE WORK 4 SMES

GOOD PRACTICES

metalaxis

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Description

The purpose of this document is to capture the good practices and lessons learned from the validation phase of the RemWork4SMEs project. The validation phase, which included both internal and external testing, provided valuable input for assessing the quality, effectiveness, and practical relevance of the project's main outputs: the Training Materials and the Minecraft Escape Room Game.

This input is essential for the long-term sustainability of the project, as it ensures that the outputs are refined, enhanced, and tailored to the needs of SMEs, HR professionals, VET trainers, and remote workers. By documenting what worked well and what could be improved, this report serves as a roadmap for future use and adaptation of the project outcomes across different contexts. It also provides a reference for other initiatives aiming to support healthy remote work practices through innovative training methods.

Good Practices Identified

Training Materials

- High Quality and Relevance: Rated excellent or good by both internal and external participants, with strong appreciation for clarity, structure, and professional applicability.

- Practical Orientation: Techniques such as ergonomics, Pomodoro/time-blocking, stress management, and digital detox strategies were directly transferable to daily routines.

- Engagement through Diversity: Role-playing, case studies, self-assessment activities, and examples made the training more dynamic and relatable.

- Positive Impact: Many participants confirmed immediate implementation of techniques, reflecting real-world usability and value.

Minecraft Escape Room Game

- Engaging and Enjoyable: Widely praised for fun, immersive design; considered one of the consortium's strongest outputs.

- Educational Effectiveness: Scored highly for reinforcing healthy remote work knowledge (4.66/5 internal; 4.58/5 external).

- Variety of Activities: Different users valued different tasks (ergonomics, breathing exercises, prioritization challenges, digital well-being puzzles).

- Team-Building Potential: Recognized as useful not only for individual learning but also for group/team-building activities.

Lessons Learned

Training Materials

- Interactivity: Future versions should include videos, quizzes, and e-learning elements to enhance engagement.

- Expanded Resources: Add more tool recommendations and consider mobile-friendly adaptations.

- Certification Potential: Explore certification options to increase recognition and adoption by professionals.

Minecraft Escape Room Game

- Technical Refinements: Address minor design issues

- Guidance Clarity: Expand in-game instructions and trainer's guide details to improve navigation for new players.

- Progress Indicators: Implement clear signals when tasks are completed

Contribution to Long-Term Sustainability

The validation phase provided actionable insights that go beyond immediate improvements. By identifying both strengths and weaknesses, the project team is able to refine the outputs into resources that are adaptable, scalable, and relevant for long-term use.

The good practices highlight what should be maintained and promoted such as practical relevance, interactive approaches, and innovative game-based methods while the lessons learned emphasize what adjustments are needed to ensure smooth usability, broader accessibility, and higher impact.

This dual perspective is vital for sustainability: it ensures that the project results will remain effective and attractive to SMEs, HR professionals, and trainers even after the funded period ends. Furthermore, it lays a foundation for replication and transfer to other training contexts, supporting the Erasmus+ objectives of innovation, digital transformation, and vocational excellence.