

## WBL-PRO Professional Peer Network: The team talks with the professionals – Plamen Stoev, Sofia, Bulgaria

Today we are happy to get you acquainted with **Plamen Stoev** from Sofia, Bulgaria. He is a recruitment specialist at Comptel - worldwide recognized software company. Plamen is also a certified Global Career Development Facilitator (GCDF) with more than 10 years of experience and more than 1000 people trained for transferable skills and other topics.



Please review below what he has shared with us:

“One of the main advantages of the work-based learning is that it allows people to check the level of the theoretical knowledge they have acquired so far. WBL provides opportunity for trial and error type of learning and exploring how theory works in practice. The trainees have the possibility to test how they succeed to put into practice what they have already learnt in theory and observe their own achievements. „Rather ask those who have experienced more than those who have lived more.” - work-based learning is acquisition of practical experience. It provides the opportunity to learn from a mentor/s who work what they teach or in other words - they practice in real environment which is not obligatory for the other forms of learning. Additionally the trainees will understand how the business, the company, the department, the team function, what the hierarchy is, the internal and external communication way of working, how work habits are acquired, what discipline is and how the real working atmosphere feels like.

The main challenges for the work-based learning can be discussed related to the trainees and the companies. Those related to the trainees include the adaptation to the company's atmosphere and the acquisition of work habits. They need to be actively searching information and asking questions as well as not to be afraid to make mistakes. They have to become aware that their development is predominantly their responsibility.

The challenges that the companies' may face include the allocation of time and the mentor assignment leading to his/her exclusion from work process. These cannot be achieved without organizational culture characterized by team spirit, mutual aid and knowledge sharing.

The main solutions for overcoming the challenges include:

- communicating the meaning and benefits of work-based learning with emphasis on mentors and managers,
- inclusion of all interested parties in the process of elaboration of the curricula,
- personal motivation and will for participation,
- commitment of participants,
- smooth and gradual introducing of the trainees into the working process,
- dividing tasks into smaller ones,
- constant and frequent supervision related to the tasks' progress,
- designated attention from the mentor,
- regular update with the mentor depending on the tasks character,
- frequent provision of feedback and concrete directions from the mentor,
- inclusion of trainees in team lunches, team buildings and other team activities aiming at getting to know the people and the team,
- possibility to employ trainees following the completion of the work-based learning process.

The most important skills, knowledge and competences that work-based professionals need to acquire and possess are motivation, behavior and willingness to support. Good presentation skills, clear and simple definition and presentation of information and tasks are also required. Work-based professionals have to be able to give feedback and directions, to elaborate curricula with clear subtasks and guaranteeing constant employability and learning. Such skills, knowledge and competences can be acquired and improved through trainings for career counsellors, trainers and trainings for presentation skills.

I am very interested in the dual education. Now we are going to have 11 students from two vocational schools for two weeks summer practice with main aim to show students different professions and departments which can help them in their future decisions related to higher education and career paths.

I am also participating in the New Working Place Program which foresees 6 months internships for young people up to 29 years old, with relevant educational background but lacking professional experience. The Program involves 9 people who have the option to be employed after a successful performance and completion. So far 3 of them have been already employed and 2 more will be in the near future."

Feel most welcome to like our facebook page <https://www.facebook.com/wblpro> and join our linkedin group <https://www.linkedin.com/groups/13505202> to meet more of the professionals we talk with, learn more about our project and follow our progress!

This work is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License

