

## WBL-PRO Professional Peer Network: The team talks with the professionals – Tanya Terziyska-Kuneva, Sofia, Bulgaria

We are happy to introduce to you today **Tanya Terziyska-Kuneva** from Sofia, Bulgaria - a certified Global Career Development Facilitator and the owner of the Career Consulting Center Selfinvest with more than 8 years of experience already.



Please review below what he has shared with us:

"I think that work-based learning is valuable because it provides opportunity for fast learning and direct implementation into practice of the acquired knowledge and skills. Formal education is delivered usually in a "more protected environment" but as a much longer process and requires additional time for testing and confident implementation in real practice. Work-based learning makes it possible for the trainees to see almost immediately how they have learnt to solve problems and recognize real results and thus enhances their motivation or in other words this approach is highly relevant.

Another WBL advantage is saving a large amount of financial resources for the employers related to its organization and also the time the employees will spend if the learning process is outside the organization. WBL prevents benefits foregone on behalf of the employers - if the training is in other premises, cities, one or two working days will be the company's loss.

The main challenges that WBL faces include the daily tasks we have to fulfill, the pressing deadlines which make it difficult to find the right time and concentration in order to provide focused attention to the process. All these definitely do not make the implementation of WBL impossible though.

More effective time management of the working process will bring about finding the suitable moment. Another beneficial factor is the attitude towards work-based learning. A good solution to the challenges is the assumption that practicing new skills and acquiring new knowledge will help us avoid the routine and bring diversity and interesting things in our working time.

If we assume that human resources specialists are professionals who have the task to provide work-based learning in the given company, they need to possess the following skills:

- prompt searching, prioritizing and selection of the necessary information;
- skills to work with online training platforms - for example work with software for preparation and delivery of webinars;
- recording and montage of video content for development of attractive audio-visual materials as younger generations prefer to learn via video sharing platforms. This approach provides the option to study when you want, have the relevant energy and place where you feel comfortable.
- skills to attract and involve the colleagues in in-company trainings and mentorship at the workplace;
- proactiveness - to elaborate different in-company programs and to engage employees at different levels;
- to be informed about different training methods - storytelling, audio books, video content, rotation, mentorship - from more experienced to younger employees as well as from younger to elder employees on subjects like technologies, social networks, communication and solving generation differences.

I work for the Career Consulting Center Selfinvest which is a partner in the Carma project funded with the support of the European Union under the Erasmus+ Program. The aim of the project is to develop a Manual for career management skills that will be used by teachers in vocational schools. The idea is that the teachers will work and support the students in the acquisition of career management skills, the maintenance of their motivation to study and avoid dropping out. A training for the teachers will be conducted in order to teach them how to use the Manual and to develop the skills they need in the process of working with the students. This is a form of work-based learning. The teachers will enrich their role of people who educate with new skills as career development consultants. The Manual will be available online from September, 2017 on <http://www.carma.hu>.

As a career consultant I create video content aiming at employed people at the age of 25-40 years old. They are educated and highly motivated and plan their career development. Through the video content I propose topics supporting them with techniques for career planning, self-management of their career realization as well as for improving their self-presentation skills.

I maintain a video channel on the youtube platform: <https://www.youtube.com/channel/UCswU7D-KkZ1c55qmG1KIKHw> Through the video content everyone can learn something new and get informed about the skills needed for a successful career."

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!

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