

WBL-PRO Professional Peer Network: The team talks with the professionals – Eleonora Ivanova, Ruse, Bulgaria

Eleonora Ivanova is manager of Synergy Plus Ltd., career counsellor, training and development expert. She possesses more than 10 years professional experience in training and career development of human resources as well as in working with children. As a member of a team for European projects management she supports the consultancy offered to freelancers and their partners including NGOs, centers for vocational training and companies. Additionally she is a member of the team of a Center for vocational training and as such she is engaged in elaboration of training programs and curricula, time schedules, selection, delivery of trainings for professional qualification of unemployed and employed people. She is a professional and career orientation consultant at a centre for information and professional guidance and works under programs for young people over 16 years old, in particular in the field of activating and motivating young unemployed people between 16 and 29 years old to participate on the labour market.



Please find below what she has shared with us:

“There are a lot of advantages of the work-based learning, especially for the trainees who receive a training contract - salary and the due social benefits as well as acquire practical experience during the respective training period. As a result they are more prepared for entering the labour market and are able to start a better job for a higher remuneration. In a broader perspective this learning approach is also very significant for the economy of the given country as it directly results in decrease of the youth unemployment with all the positive aspects of this process.

Among the advantages for the business is the fact that following a work-based learning process the company already has a completely trained professional who can be hired right away. It is important to highlight that work-based learning is not free of charge for the companies as they spend resources for remunerations and materials and thus

this form is better implemented in places where the business and investments are concentrated.

To result in achievement of training and career success the work-based learning process needs to include the following challenges: support the people in acquiring knowledge about the work as a process, about the different positions, the skills they need to possess required for these positions and to acquire skills for transition from one job to another.

Work-based learning should be closely connected to the active measures on the labour market and the VET curricula in respect with the different skills as well as to provide the legislative support for a better transition between school and labour market for the young people and for a better adaptation of the elder people. This will enhance the quality of the VET, will improve the career development of the people and will increase the productivity and innovation of the companies.

Work-based learning professionals should possess general knowledge and practical skills in the field of vocational and labour pedagogy and andragogy which not all of them possess. They need to be trained for improving of their methodological competences for training of adults and to develop their skills of successful planning, implementing and monitoring of WBL as well as to acquire all the obligatory methodological, didactical and social competences for trainers.

At the moment I am involved in the project named Training through work (dual education) in compliance with the Fostering employability law for the specialty of the assistant in the work with children. The main aims of the project are to foster the synergy process between education and business, to provide support for the trainees in acquisition of new knowledge, skills and competences for their better personal development and professional abilities. The target group is unemployed people registered in Labour Bureaus. You can find more information on the facebook page of the project <https://www.facebook.com/SinergiaPlusCentre/>.

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

