

**WBL-PRO Professional Peer Network: The team talks with the professionals – Juan José Rodríguez Martín, Madrid, Spain**

Today we are heading to Madrid where we are happy to present to you **Juan José Rodríguez Martín**, Head of Training of IFES (Training and Social Studies Institute).



Please find below what he has shared with the WBL-PRO team:

**1. Please share with us what the main advantages with respect to work-based learning are:**

- It complements practical training received in a formal field.
- In formal fields, knowledge is acquired, whereas in the real work field that knowledge is transformed in professional competencies by applying them in real situations.
- It provides learners with real-life work experiences where they can apply the knowledge, skills and competencies acquired whilst developing their employability.
- It favours students' adaptation to the work market by allowing them to experiment practical application hours in companies.
- It favours knowledge transfer between schools and companies.
- It increases the interrelation with the industrial fabric of the reference territory.

**2. Please share with us what the main challenges with respect to work-based learning are:**

- In Spain, there is a relatively high number of very small companies (over 90% of small and medium-sized companies), which hinders the implementation of this type of teaching.

- The location of involved companies (in most regions, there is a wide company dispersion) and their meeting the prerequisites (company tutor, coordination with the school, dealing with the paperwork, etc.)
- Lack of resources available for companies and schools to deal with Spanish bureaucracy.

**3. Please describe any solutions with respect to challenges and/or weaknesses related to work-based learning:**

- Reforming the education system (including non-formal learning) to recognise the role of WBL in order to facilitate the student's transition to labour world.
- Fostering employability by reducing the number of over-qualified students through careers advisors collaborating with employment offices. Thus, offer would be adjusted to demand; it is counterproductive for workers to occupy posts which do not require their qualification level.
- Offering flexible programmes adapted both to students' and companies' needs.
- Professional tutors both at school and at the company. Specific training courses for them.
- Small and medium-sized companies should pool resources, experience and capacities to train their tutors.
- Reduce bureaucracy to the maximum in order to adapt training contents to students' needs.
- Providing companies taking on students with different types of aid.

**4. Please share what the most important knowledge, skills and competences for the work-based learning professional are according to you. What kind of trainings are necessary to acquire them?**

1) In planning WBL programmes:

- Formulating learning objectives in didactical processes, designing actions, planning assessment.
- The types of WBL programmes.
- Practical application of the different types of WBL programmes.

2) In implementing WBL programmes:

- The learning process at work: individualisation and self-training.
- Methodological strategies and tools.
- Self-awareness of one's learning of contents.

3) In assessing WBL programmes:

- Assessment procedures: selecting learning objectives and learning instruments and timing, assessing knowledge and skills and assessment report.
- Assessing students' attitudes.
- Drawing up items and practical assessment tests.

- 
5. Please share information about work-based learning projects you are involved in - the name, the funding program, the main aims, the target groups, the intellectual outputs, link to website, facebook group, etc.

Our organisation offers professional certificates organised according to the National Catalogue of Professional Qualifications. They belong to 26 professional families and 5 qualification levels can be awarded.

Please feel most welcome to like our facebook page and join the linkedin group to get acquainted with many best practices and other useful materials, tools and resources supporting the high quality performance of work-based professionals around Europe and beyond its borders!

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

