

WBL-PRO Professional Peer Network: The team talks with the professionals – Anabela Viegas from Portugal

Today we are again in Portugal and it is our pleasure to present to you **Anabela Viegas**.



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.

For the trainees, it is an advantage to be in a work-based learning (WBL) context, since for most of them it is their first contact with the professional world. In addition to applying and developing the technical knowledge acquired during training, they develop other competences such as responsibility, punctuality and attendance.

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

For me, as a course coordinator, the challenge is to keep all the trainees motivated until the end of the WBL experience. For them, issues of attendance and punctuality are challenging, as it is the relationship with the tutors and other employees of the companies that welcome them. Some of these workers have a big age difference compared to trainees and much more experience, what sometimes seems to create a barrier in communication.

For the trainees, it becomes challenging to commit themselves to having an adequate performance, in order to eventually obtain an employment contract with the company.

As for the institutions, they do not always have a workload that is suitable for a trainee. Therefore, sometimes it happens that their tutors tell them to review the subjects studied, and this can become discouraging for them. The same happens when

there are routine tasks or tasks that do not seem interesting to them. From there, it becomes challenging for the tutor to make them understand that in real working contexts these situations also happen.

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

One of the solutions would be to make the host companies more flexible and for the tutors to be more sensitive when hosting the trainees. For example, tutors who also had experience as trainers could be chosen or training in the field of the soft skills could be given to them, so they could know how to deal adequately with the specificities of this type of trainees. It would also be important for tutors to have detailed information on the course rules.

Another solution would be to have greater monitoring by the training entities because sometimes, due to lack of time, there is no adequate monitoring, what could avoid the kind of problems that usually arise.

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?

It is necessary to be open-minded and closely follow the trainees. As our goal is to put them in the world of work, it is very important to work on the way they behave. I'm usually very demanding about this because I know it's important when they get to the host company. They have to be prepared psychologically to fit in the place where they are going to do the WBL.

For the training companies, including the IEFPP, our national institute for employment and VET, it would be important to train the tutors, especially those who will take up the role for the first time.

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.

During the past six years I have been working in IEFPP-funded level IV learning courses, that give equivalence to secondary school. The target audience is young people with a minimum of 9 years of education and a maximum of 25 years old, who want to complete the secondary school and simultaneously obtain a professional qualification. These courses last, on average, two and a half years. Their great advantage is that around 40% of the training is done in a WBL context, in IEFPP partner companies, so trainees get very good practical knowledge. Thus, at the end of training, they may choose to enter the labour market or continue their studies for higher education.

At the moment, I am the coordinator of the three learning courses that our company offers: electronics and telecommunications technician, automation technician and welding technician.

You can check our website in English at www.isq.pt/en and the Facebook page of the training department in Portuguese at www.facebook.com/isq.formacao

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

