

WBL-PRO Professional Peer Network: The team talks with the professionals – Carmen Olmos Naranjo, Madrid, Spain

It is our pleasure to present to you today **Carmen Olmos Naranjo** – Head of training of Hewlett-Packard from Madrid, Spain.



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 enriches the knowledge of education institutions by providing with information on work reality.
- It improves learners' employability, as companies show real demand of competencies.
- Real-life experience is a motivating environment for the student.

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

- Coordination between education institutions and companies.
- Tutors' involvement in programming coordinated and effective actions.
- Education and Work Administrations' programmes fostering that type of initiatives.
- Scarce companies' resources (especially the smaller ones) for this kind of activities.

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

- Training trainers to raise awareness of the importance of this methodology.
- Awareness campaigns in companies to divulge the benefits of work training.
- Public aid (financial aid, resources, etc.) to favour these practices.
- Creating continuous collaboration networks between education institutions and companies.

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?

- Planning the activities included in WBL programmes, including didactical syllabi.
- Knowing the different options of WBL programmes and selecting the most appropriate strategy and methodology for each situation.
- Carrying out a follow-up/tutoring of the student to guarantee the success of the programme.
- Integrally assessing the activities carried out and the programme to design improvement proposals.

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.

We are not working on any WBL project. However, we are planning to participate in them. We would take part in the brand of ICT.

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!

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