

## WBL-PRO Professional Peer Network: The team talks with the professionals – Nicola Alimenti, Italy

It is our pleasure to present to you today another professional the WBL-PRO team has met - **Nicola Alimenti** - Head of Internationalization. He graduated in Languages and specialized in European Planning. Since 2009 he has been coordinating European projects and international relations with Apro Formazione, taking part in ECVET community initiatives and coordinating APRO's national and international partner network.



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:

WBL offers enormous benefits for employment, but the various existing VET regional systems now complicate uniformity with the national system.

The participants demonstrate a high motivation in doing things in practice and are able to immediately align themselves with the company's production processes, developing an attitude of process and product.

For the last two years in Piedmont the dual system has developed where the hours are 990 / year and the use of WBL is increased because half of the second and third year are done in the company (1000 hours total). In the first year, a simulated business is carried out at school, taking the company to the classroom. Experiencing the company's practice in the training process where traditional subjects continue to be done but developed in order to create the business at school helps to acquire a general overview of what a company is about (orders, sales, etc.).

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

1/ On a national scale ("Good School" Reform) it is the willingness of companies to represent the main challenge (depressed areas or non-industrial areas). Schools are not organized today and relationships with companies are lacking.

2/ Business tutors are no longer obliged by law to do training and therefore many times in Micro and Small Medium Enterprises find with whom it is very difficult to dialogue, especially where there is no a human resources office.

3/ Availability of laboratories = less availability of workers. Laboratories in Italy are not financed except by the Foundations, a serious state investment plan is lacking on professional laboratories.

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

Working from the bottom on the relationship with companies and better education and communication of the school with companies speaking a simple language without technicalities reminding that companies are focused on products and activities.

Use the social partners and business associations (Chambers of Commerce) as an intermediary and a meeting point with companies. Organize meetings with companies to involve them more even if the time they spend is not always much, so it's better to go where they go.

Use a simplified ECVET system for companies by replacing the concept of learning outcomes with tasks and activities.

Try to use an ethical approach and human leverage towards the entrepreneur who in turn (at the beginning) was a learner.

**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/ High and updated technical and professional skills, constantly updated on learning and the world of work

2/ Excellent communication skills

3/ Job shadowing and project work could replace the excellent communication skills through training

4/Evaluation calibrated on direct WBL on production and work processes

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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