

WBL-PRO Professional Peer Network: The team talks with the professionals – Ilian Kutev, Pernik, Bulgaria

Today we are happy to present to you **Ilian Kutev** from Pernik, Bulgaria. He has a master Degree in Career counselling and has been practicing in the field of career counselling and guidance since 2006. He is a trainer and supervisor.



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:

Reviewing the main work-based learning characteristics it is very important to underline that this kind of learning can bring advantages to everybody involved in the process – the learners, the trainers, the employers and respectively to the labour market. Implementing relevant work-based learning programs can lead to new opportunities for productivity, motivation, new skills development and new work places creation.

As a whole work-based learning can be considered the new form (as the dual education recently introduced in the secondary schools), which can bring benefits as:

- more successful transition from school to work place for young people
- awareness about the personal career development
- enhancing the quality of the vocational education and training
- increasing enterprises' productivity and creativity

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

It is necessary to understand that the work-based learning significance is among the main guidance strategies for preparation of pupils, students, young people and new employees for achieving success in the training and the career path. In order to obtain this, the WBL process integrates several key moments: supporting people in getting acquainted with the work as a process, in learning more about concrete work positions

and the skills they require, in acquiring skills for transition to a new work place, to rediscover the qualities, skills and competences they possess but are not aware of.

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

It is necessary to provide effective work-based learning program in order to manage the challenges. This program should meet the professional interests, in particular those related to knowledge, skills and competences development which completely complies with the Professions in the dynamic labour market.

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?

The main role of the professionals involved in work-based learning process is to provide possibilities for skills acquisition and to encourage the learners and employees through good directions and competent support.

The trainer is mainly an instructor in the work-based learning process. His role is to guide the learning in regard with the skills required by the concrete field. Of course, as a professional guiding the transfer of new knowledge the trainer should be very well prepared, to have passed a training and to possess the skills required by this role as follows: communication skills, team work and team management skills, social skills, didactic skills, a bit of artisticism, carisma, etc.

Of great significance is WBL professional's ability to work and act in different roles, in particular when working with different target groups - pupils, students or employees. Additionally it is important to teach in understandable language as well as at a relevant level so that the final result will be successful.

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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