

WBL-PRO Professional Peer Network: The team talks with the professionals – Viktoriya Nedevda - Atanasova, Sofia, Bulgaria

Today we are happy to present to you **Vitkoriya Nedeva - Atanasova** - PhD in Psychology, chief assistant at Social Labour and Consultative Psychology Section of Psychology Department of Institute for Population and Human Studies at the Bulgarian Academy of Science. Viktoriya is also a career counsellor at the Career Center of the Bulgarian Academy of Science.



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

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

The term work-based learning provokes three associations to me:

- knowledge and skills acquired through the process of conducting certain activities and enhancing/upgrading the already acquired qualification. Sources of such knowledge and skills can be mentors, colleagues, conduction of routine activities and solving specific cases at the workplace.
- knowledge and skills (in formal and non-formal education sphere) that can be linked to the conducted activity at the workplace or that can be in a different area, they can be acquired through institutions/resources outside the workplace without the need of absesnce from work. Such learning processes can be evening, distance, intensive, weekend and online training and courses.
- knowledge and skills related or not to the conducted activity at the workplace and organized at the workplace by the employees themselves, their colleagues or their managers. These can be also specialized courses, language/hobby/sport courses as well as other preferred forms of formal and non-formal education. The employees can attend the trainings by themselves or together with their colleagues.

According to me the advantages of work-based learning are:

- diversity;
- saving time;
- better concentration at the workplace;

- effective working day feeling;
- more effective combination between work and personal life (in case no additional time is required for the work-based learning).

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

According to me the main challenges are the following:

1. Need of internal motivation and willingness on behalf of the working person to organize/enroll in an educational initiative.
2. Assistance/support and understanding on behalf of the management related to the employees' needs to participate in the work-based learning process.
3. The accumulated exhaustion during the working day and the related to it difficulties when enrolling in work-based learning initiatives.
4. Specific work position which requires constant concentration in the work process and makes it difficult to enroll in different forms of work-based learning.

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

Below I provide solutions in accordance with the challenges in the previous point:

1. Good self-awareness in order to choose adequate work-based learning, including career counselling when needed and wanted.
2. Discussion between the employee and the management in order to clarify the specifics/benefits of work-based learning and the following support.
3. Inclusion of more relaxing activities in the spare time in order to enhance productivity.
4. Discussion with colleagues/management the possibility for temporary assignment of the work to other colleagues.

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?

Need of training of professionals in implementing of techniques for acquiring skills in the field of:

- self-awareness and personal development;
- personal motivation;
- communication, negotiations, mediation and motivation;
- effective time management.

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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