

WBL-PRO Professional Peer Network: The team talks with the professionals - Daria Caminoli, Verona, Italy

Today we are very happy to present to you Daria Caminoli - Labor Market Operators Coordinator in the territory of the province of Verona. She works for a Social Agency called "Lavoro & Società Scarl". She supports her colleagues in the employment activity of unemployed adults included in projects funded by the Veneto Region. She also detects vacancies of local companies in order to achieve an effective matching between the unemployed person and the company.



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.**

Benefits of learning in the workplace:

- 1/ The WBL is a tool to counteract youth unemployment: young people - through the acquisition of technical and transversal skills - strengthen their employability in the labor market by integrating classroom / theoretical training with practical experience in a business context.
- 2/ It has an important educational value: the relational climate within organizations is a privileged place to grow personally, and to mature emotionally.
- 3/ It's an added value for companies: young people, as carriers of creativity, foster innovation processes and enrich older workers in a relationship where training is also an exchange.

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

Learning challenges in the workplace:

- 1/ The growing gap between supply and demand is therefore one of the main challenges that the education and training system of our country has to face.
- 2/ The company does not deal with the right commitment the training path of new resources, feeling it as a burden (waste of time).

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

Possible solutions to meet challenges:

- 1/ Institutions must intervene to create more dialogue between schools and companies, which today remain separate worlds
- 2/ More attention on the contents of the training projects (never really personalized but standardized)
- 3/ More attention from the school to the so-called *soft skills* or *life skills*
- 4/ Cultural change: promoting an ethical culture inside the company in order to really welcome and train young people

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?

Knowledge, skills and competences to be a good WBL professional in the workplace

- 1/ Pedagogical / educational skills
- 2/ Great capacity in mediation between company and young person
- 3/ Good knowledge of the local labor market
- 4/ Discrete knowledge of current legislation on labor contracts (also playing a consultancy role towards the company)

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.

I'm involved in various projects about Work and Social Inclusion Policies that provide training courses, work support and activation of company traineeships (eg Ria, Rei, Sia, Cariverona, AxL, AICT, LPU):

- Weaker people, difficult to place in the working world for different causes (pathologies, poor training, advanced age, etc.) - job placement of disadvantaged people
- Unemployed over 30 - job placement of disadvantaged people
- Unemployed adults with disadvantage linked to unemployment age, age, income, family situation or the presence of disability - job placement of disadvantaged people
- Long-term unemployed, non-earners of social safety nets, without pension benefits, and disadvantaged unemployed persons at risk of social exclusion and poverty- job placement of disadvantaged people

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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