

WBL-PRO Professional Peer Network: The team talks with the professionals – Sara Dal Negro, Italy

Today we are very happy to present to you **Sara Dal Negro** from Italy.



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

"I am a professional who has been working as a trainer, counsellor, tutor, coordinator of training actions for twenty years. I have held various roles and my profession is constantly evolving, promoting change and promoting the growth of the person: the person I guide and, of course, myself as well. This is why I appreciate my profession and that I consider myself very lucky for working in this sector.

In my role of support for the trainee / apprentice, I encourage the establishment of a good and assertive relationship with the company, in order to activate a real process of professional development. In particular, in addition to using effective communication methods, it is necessary to support the young's motivation and manage problematic situations.

Practically, I'm involved in:

- Conducting interviews with aspiring interns and / or apprentices students and if necessary involving families
- Analyzing the cultural contexts from which the students come, to probe their expectations, explicit and implicit
- Removing any obstacles and cultural restrictions, submitting proposals and opportunities
- Promoting the personal growth of the trainee by proposing self-promotion activities and teaching him / her with active job search techniques

- Contacting companies in order to propose internships or apprenticeships
- Managing the relationship between student / intern and the company
- Monitoring the route, make company visits
- Helping the intern to interpret the company context and the company's expectations
- Helping the company to place the intern in the correct phase of its developmental age, remembering that the intern is at the same time a person who faces adolescence.

This list is not exhaustive; this role requires creativity, empathy, balance and a lot of energy."

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

The real advantage is to test yourself in a job but in a protected contexts, like a balancer who can count on the support of a network in case of a fall.

Learning in work contexts shortens learning time, it helps you to experience asymmetric relationships and hierarchies.

The working context allows the young people to orientate and characterize, so they are called to reflect and make life choices.

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

In working contexts one is forced to confront, to exercise problem solving skills, to exercise and experiment with personal resources. Companies must learn to perceive the student / intern as a social resource, as a generational debt.

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

Possible solutions to meet challenges:

It is necessary to forge alliances with companies, cultivate personal relationships, seek common ground in which we all can cultivate mutual benefits.

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 WBL professional in the workplace must:

- Communicate effectively
- Know how to handle companies calls

- Understand the communication context and the expectations of the interlocutors
- Have the gift of synthesis
- Have commercial skills
- Know how to use the network as an encyclopedia of information related to work
- Know the territory
- Be a concrete person
- Know the regulations and simplify them
- Have lots of energy
- Possess self-esteem

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.

In the 2018/2019 I am involved in different projects with the role of Internship tutor and / or tutor at the workplace, in different Vocational training schools paths.

The dual system (Italian version) is an educational methodology, introduced in the educational system by art. 4 of the l. 53/2003 with the aim of enriching the school paths with skills that can be spent on the labor market. The dual system is organized on the basis of agreements between the school or training institution and the host company, foreseeing alternating periods in the classroom and in work contexts, but in any way respecting the educational profile of the ordinary course.

The permanence of young people in work contexts does not constitute a working relationship: young people maintain the status of students and the school or training institution is responsible for the entire journey. The path is monitored through collaboration between the subjects involved, in which the role of the school and company tutors is really important.

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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