

## WBL-PRO Professional Peer Network: The team talks with the professionals – Silvia Ianeva, Sofia, Bulgaria

We are happy to present to you **Silvia Ianeva**  
from the Sofia Technical University.



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

As a certified coach, I participate in coaching training programs to help people in the corporate world reconfigure their priorities and draw their goals. The trainings are related to topics such as: Self-knowledge and self-improvement; Finding a balance between personal and professional life; Self-control; Making decisions; Time management; Relationship management; Effective communication; Teamwork; Delegation; Developing leadership skills; Developing Key Management Skills; topics that are of particular importance in the time we live and work!

More about the services you can find on the facebook page:  
<https://www.facebook.com/phoenix.coaching.ltd/>

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

Work-based learning most of all provides trainees with possibilities for acquiring new knowledge and skills in their "own waters", in an environment they traditionally feel calm. It provides them with the feeling of trust and support on behalf of the employer.

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

The main challenges are the factors time management and priorities management - if an employee has work tasks and participates in a training process at the same time, it is

important the he/she is able to plan and distributes time so that both activities go well in parallel.

The factors finances and human resources are also of great significance for work-based learning.

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

It is important first and foremost for the trainee to be motivated to learn at work and this motivation cannot come from outside. In other words, it is important that the person who learns at the workplace is a person who is in the correct place for him/her, at the right moment, which can be identified even during the preliminary interviews during the selection.

**4. Please share what the most important knowledge, skills and competences for the work-based learning professional are according to you. What kinds of trainings are necessary to acquire them?**

In addition to being good specialists in the field, it is good to: be able to listen actively, ask direct open questions, be able to provoke and challenge learners and to be curious about every trainee. Last but not least, they are 100 percent responsible for the outcome, giving everything in a way that is accessible and understandable to every trainee, individual and unique. It is important to be able to create an environment of complete trust and understanding!

**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.**

Employers' Exhibitions: Internships and Career Days at Sofia Technical University which I organize annually. Participants are usually between 100 and 150. Within a few days, the participants, recognized in their area, large and medium-sized employers from the Bulgarian and international labor market, with which Sofia TU creates and maintains partner relations have the opportunity to meet with their future employees, to present their activities, their internships and job positions, their scholarship programs.

The exhibitions became the most successful university events in the country. They represent a bridge linking the business and graduates of the Technical University of Sofia. Thanks to the exhibitions held over the years, thousands of students have found an internship and work in the teams of leading and recognized employers, with the scope of activities of the departments in which Sofia TU educates students.

More about the events can be found on: <http://career-alumni.tu-sofia.bg/>, as well as on

the facebook page of the Career and Alumni Center of Sofia TU, which is: [Център "Кариера и възпитаници" на ТУ-София](#)

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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