

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

It is our pleasure to present to you **Elena Todorova** from Sofia, Bulgaria - a strategic and commercially focused Human Resources Leader with experience in various business and geographical environments. Skilled in Strategy, Brand and Engagement, Coaching, Culture Change, Management and Leadership Development and Leading Complex Change, including people transition. Passionate about creating a great Employee Experience and a value-based culture. Carrier Councillor, mediator and teacher!



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.

- Work-based learning is flexible - you can fit it in round your work
- It's a convenient way of learning
- The learning is relevant to your current work
- It links theory to what you do at work (practice) and focuses on what you do and what you have done (your role and experiences) in your workplace
- Work-based learning programmes and modules can be studied part-time, in the workplace and often through distance learning
- These learning opportunities can prepare you for a more flexible and varying future of work where lifelong learning and continuing professional development will be crucial
- An organisation cannot survive unless people continuously learn at work

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

- knowing what to teach, when to teach and how to teach it
- increased training paperwork and assessment load

- lacking a clear role or responsibilities
- knowing what is expected of them
- competing demands on time (studying for exams versus taking part in workplace activity or having to 'do the job' rather than learning 'on the job')
- limited opportunities to be observed and receive feedback on performance
- being unclear about the immediate relevance of workplace-based learning elements.

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

- appropriate content design
- patience
- setting right expectations

**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?**

- "fit for purpose approach" in curriculum development
- Using the student perceptions

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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