

WBL-PRO Professional Peer Network: The team talks with the professionals - Niya Koycheva, Sofia, Bulgaria

My name is **Niya Koycheva** and I am a career consultant and coach. In my everyday life, I work with teenagers and adults both individually and personally. I am particularly proud of my work on the **No Aim No Gain** project, courses and platform.



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.

Sometimes we forget what "learning is for life" means. There is a major difference between people, who try to excel in their career by trying to learn as much as possible and those who just do their job. On one side - the willingness for work-based learning gives the professional:

- a big internal push and motivation to be better and to perform better;
- it enables him/her to see new opportunities, find more exciting projects and move forward;
- it helps him/her meet new people and expand his/her network.

On another side, of course, learning on the workplace makes one more advanced in the position, enables them to take on more responsibilities, pursue a more senior position and grow!

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

In my experience the culture and attitude for WBL in Bulgaria should change. Every work place should create an environment where WBL is supported and encouraged. Also professional should discover the importance of WBL for their own career development.

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

For professionals, having to attend a course or training creates a lot of time management issues. In my opinion it will be useful for Employers to encourage their employees to attend off-side based trainings and courses and use back-up during that time. Developing a work-based learning culture, training system and standards will definitely help every organization.

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?

I believe for WBL professionals it is mandatory to:

- develop great mentorship, coaching and facilitators skills and be at ease with taking every role according to the situation.
- have great and inspiring presentation skills
- public speaking
- Emotional intelligence
- Creativity
- Ability to motivate and inspire

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!

This work is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License

