

# TRANSFERRING KNOW



*Use knowledge transfer to improve senior & junior employees' lives*

## WHAT

The K-start project aims to encourage experienced senior employees, and veteran entrepreneurs, to uptake a challenge and engage in the process of transferring their knowledge to younger colleagues or business start-ups. K-start will improve the senior employees human resources (HR) management and mentoring skills with the help of an e-book, and training programs, delivered by project partners.

## HOW

- ▶ **Training Needs Analysis**
- ▶ **e-learning platform with on-line tutor support**
- ▶ **Pilot trainings**
- ▶ **Extensive dissemination**

*Let's take a look at some of the great progress of **K-start** so far...*



### What Can K-Start Offer Me?

Interested in setting up or improving a mentoring programme? The K-Start project has developed a set of tools and a guide on best practice mentoring. The guide is available free-of-charge on the k-start website and is downloadable here. Check it out, start your own mentoring programme or improve your existing one

Interested in finding a mentor? Check out the k-start website where a database of mentors are available to help you achieve your goals

Interested in becoming a mentor? Look no further, log onto the K-Start website and sign yourself up. Individuals looking for mentors can search the database and reach out to you

[www.k-start.eu](http://www.k-start.eu)

### Newsletter Contents

1. What can K-Start offer me?
- 2.
3. A Glimpse at the Final Conference
4. Article: Why young workers avoid mentors
5. Piloting Review



### How do economics and demographics affect mentoring?

FiveThirtyEightEconomics has published an article "What Baby Boomers' Retirement Means for the US Economy". Aging population has economical challenges – there will be more retired people than those active in the labour market. In this regard, mentoring is a way for seniors to stay active in the labour market.

## Ready for more **K-start?**

### A Glimpse at the Successful Final Conference

The final conference was opened in Vilnius on Sept 10<sup>th</sup> by Lithuania University of Educational Sciences. Kitokie projektai shared their story of setting up a mentoring program in a major bank, Person Premier presented on the importance of mentoring and Business virus presented a now 6 year old mentoring for young entrepreneurs. A very informative session was hosted and enjoyed by all participants



### Project Conclusion

As we reach the end of our project we thank the partners, and all those who provided input throughout.

The resources developed are available on the website and will remain there for some time yet.

Take a look, share the content and make the most of the materials developed by the project.

[www.k-start.eu](http://www.k-start.eu)

### Why Young Workers Avoid Mentors

An interesting article appears in Fortune magazine by Anne Fisher which highlights the fact that there is a lack of interest on the part of young people in mentoring programmes. In addition to this, young women are less likely than young men to participate in mentoring programmes.

According to the article a recent Opinion Research Corporation poll showed that 82% of people surveyed said a structured mentorship programme would make a company a more attractive place to work. Now we at K-Start know already the advantages of these types of initiatives, not just to the mentees but to the mentors also. However, the same survey showed that when a mentoring programme is made available only 21% of men participated, and 18% of women.

Why such a low number? Well there are many reasons but one suggested in this article is a perceived sense of weakness if you ask for a mentor. However we all recognise that the majority of people who have been successful in their career would be able to name at least one person who helped them along their path.

So how do we combat this is the question we arrive at next. Fisher outlines four key ways to help encourage the uptake of a mentoring programme by young workers. To see these steps and the article in full please visit the fortune site [here](#).

While you're at it, check out the best practice guide on mentoring available from the K-Start project on.

[www.k-start.eu](http://www.k-start.eu)



European Business and Innovation Centre's Network (EBN), leading the dissemination of K-Start, is delighted to see the success of the project in encouraging and facilitating mentoring. Though the project is ending, the resources will remain available on [www.k-start.eu](http://www.k-start.eu)



Lifelong  
Learning  
Programme

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