

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

WHAT?

The K-start project aims to encourage well experienced senior employees to uptake a challenge and engage into the process of transferring their knowledge to younger colleagues or business start-ups. It will improve their Human Resources (HR) management and mentoring skills with the help of easy accessible e-courses and training programs delivered by project partners.

WHO?

The project started in 2012 and includes eight partners from five EU countries operating in the fields of education, Vocational Education Training (VET), business and start-ups support. K-start is coordinated by the European Leadership Institute (LI) and project partners are Startups.ltFondas (LI), Lithuanian University of Educational Sciences (LI), Business Development Friesland (NL), ROC Noorderpoort (NL), FundacionMaimona (ES), EBN - European Business and Innovation Centre Network (BE) and GesforS.r.l. (IT). The consortium aims to make a relevant input into VET systems in their countries and beyond through a wide network of trusted partners and via a thorough exploitation strategy.

HOW?

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

*If you don't believe that EU projects can really make a difference, see **K-start** so far...*



1st Meeting, October 2012 in Brussels, Belgium

During the Kick off meeting that took place in Brussels, partners exchanged ideas, defined the purpose of the project, decided on methods and set out the deliverables and planning for the K-start project. Partners presented themselves and their activities, giving the workplan overview of the project: training needs analysis, training materials adaptation and development content of the training, technical realisation, pilot testing, dissemination, evaluation and quality. New creative ideas of the partners about the development of the project and the dissemination phase were further elaborated. Partners were already looking forward to the next phase of the project.

A great start for K-start!

New innovative approach of the K-start webpage:

- **Guide to mentoring**
- **Mentor profiles**
- **Database of mentors**
- **Recommendations**
- **Social media**

The K-start website is on its way! www.k-start.eu

Ready for more **K-start?**

2nd Meeting, May 2013, in Amsterdam, The Netherlands

The Kick off meeting was followed up by a second equally successful meeting in Amsterdam, where partners presented the progress of their activities to steer up production and synchronise the efforts of the consortium for the next K-start actions. During the meeting, the workplan was finalised, discussing crucial issues related to training needs analysis, training content and technical realisation of the project. The results of the training needs analysis were presented for each country, challenges were identified and the focus on questionnaires, interviews, target groups and policy conclusions was highlighted. The training course could be seen in a 3-level approach: matchmaking, mentoring and more advanced theoretic material fully accessible online. The mechanisms of identifying the right mentors were discussed thoroughly. *Mentorship was defined as a process for the informal transmission of knowledge, social capital, and the psychosocial support perceived by the recipient as relevant to work, career, or professional development* (Bozeman, Feeney, 2007). Steps forward were made in the quality evaluation management, assuring the best quality of the project.



**Stay tuned for K-start news from
Barcelona!**

Training Needs Analysis Report

The Training Needs Analysis Report revealed that there is an essential need for the K-Start project and that all companies, including both management and employees, are very interested and motivated in participating. Both market and government representatives are more than positively opinionated about this training that will strengthen cohesion within companies and enhance the employability of senior employees. Motivation is the key element for participation in the training, but in some countries this requires more effort, especially due to cultural and social differences of the countries involved. However, the tools opted for the participating countries in the training do not differ in principle. The face-to-face is the most preferred training method among all countries, while online tutor moments and webinars are favoured followed by online courses. Quality of such a training and the time needed to devote to it were the main concerns of the companies involved in this analysis. The most appealing subjects of the training to the companies interviewed are Communication & Cooperation, Sharing Ideas & Innovations and Identity & Roles.

European Business and Innovation Centre Network (EBN), leading the dissemination of K-Start, sees the great potential of this innovative project and encourages further the collaboration of partners towards the next phase of the project.



The K-Start training will include short and concise information that can be easily accessible within an interactive environment.