



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

### WHAT

The K-start project aims to encourage experienced senior employees 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 easy accessible e-courses, 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...*

New innovative approach of the K-start webpage:

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

The K-start website is on its way! [www.k-start.eu](http://www.k-start.eu)

#### **Why K-start? Testimonial from a mentor**

"It's very gratifying when a former student, who years ago was one of your pupils, stops you in the street or calls you just to thank you, not for teaching him geography or maths, but for helping him to be a good person. Similarly, it's exciting to see from the distance of retirement, how younger teachers follow the advices you gave them."

*Julia, retired primary school teacher, Spain.*

#### **Training Program Details Agreed**

KSTART partnership has established a training program based in 4 modules with the aim of training well experienced senior to develop their Human Resource Management skills in an innovative manner in order to be able to mentor younger employees of SMEs and business start-ups. The four modules are:

1. The meaning of mentoring
2. Matchmaking
3. How to Become a Mentor
4. Additional info

The combination of the training modules will give the user a deeper understanding of mentoring and the associated concepts.

Further information on each of the modules will be available on the soon to be launched project website.



#### **K-Start @ EBN Congress!**

From June 25-27th EBN, the European Business and Innovation Centres Network, hosts its annual EBN Congress in Lleida, Catalonia, Spain.

This year's Congress focuses on YOUTH ENTREPRENEURSHIP and will investigate innovative tools for talented young people.

Check out all the details [here](#)

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

### Why K-start? Testimonial from a manager

“With the internal mentoring we finally have focused the attention on a very important aspect of the job: the continuity of the work. The experience of older workers does not get lost but it is needed as "basis" for young workers. They do not have to start their careers without a series of notions or knowledge to create their future. In our enterprise there is a great enthusiasm when we do internal training, even when we have a new worker; we try to welcome him/her telling to ask for help if he/she needs or for mentoring, when necessary. This situation creates a smooth atmosphere and cooperation among us.”

*Vincenzo, SME manager, Italy.*



### Why K-start? Testimonial from a mentee

“When 10 years ago I began to work in this company, I had never worked in a place like this. I was very young and very motivated. However, without the help of my more experienced workmates, I wouldn't be able to do my tasks. They taught me the “tips and tricks” to do the job in a more efficient way.”

*Manuel, employee in food industry, Spain.*

### Why K-start? Interview with a young employee

Maria Grazia Bagnaro (Gesfor Researcher) conducted a short interview with a young employee of a company located in Pozzuoli, GM, to understand his views on the K-Start program and the ideas behind it.

**BMG:** So, after the info I gave you about K-Start, can you please give me your opinion? Feel free to be honest.

**GM:** Well, the idea of K-Start is brilliant. I mean, even apart from the project I believe that a mentoring activity should be run in every enterprise. Even from a moral point of view.

**BMG:** Do you think that transferring knowledge from seniors to startups can be useful for young workers?

**GM:** It can always be useful. In my career, even though it is a short one, I've always taken advice and tips from older workers. It's a chance to grow.

**BMG:** In your opinion, what are the characteristics that a good mentor should have?

**GM:** Well, he or she should be first of all “one of us”. Having a lot of degrees or study certificates is not always useful. The most important thing is experience in the field.

**BMG:** On the other hand, what features should a good worker have in order to improve his/her knowledge?

**GM:** Willingness to learn, of course, commitment, and passion for his/her work. Like every worker!

**BMG:** So, is K-Start a good project?

**GM:** I do believe it is. But the most important part of the work depends on the relationship between the mentors and the young workers... In the end it all comes down to cooperation



European Business and Innovation Centre's 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.