



WHY?

What comes to your mind, when you hear “employee 55+”? Someone reluctant to adopt change? Someone difficult to communicate with younger colleagues? Or perhaps a skilled worker who has been working for most of his/her life and gained knowledge that no school will ever deliver?

And this employee is about to retire and take all the knowledge away from the business. It's a huge loss for the co-workers, the company and the society. It's a huge loss for a person who sees retirement as an end of active and meaningful occupation. There are about 6.5 million people aged 55 – 64 in the EU (Eurostat 2011). Lisbon agenda, a strategic EU document, was aiming to have 50% of senior employees in labour market by 2010.

Mentoring is 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; mentoring entails informal communication, usually face-to-face and during a sustained period of time, between a person who is perceived to have greater relevant knowledge, wisdom, or experience (the mentor) and a person who is perceived to have less (the protégé) (Bozeman, Feeney, 2007).

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. This will include improving their HR management and mentoring skills with the help of easy accessible e-courses and training programs delivered by project partners. The K-start project will offer a database for future mentors and those who seek help and guidance. The outcomes of the project will have a double effect – career and business starters will benefit from practical knowledge shared by seniors whereas seniors will feel reinforced by helping others to succeed. By merging different knowledge and unlike ways of thinking the background for creativity and innovation will be established.

The project “K-start: Transferring Knowledge from Senior to Juniors & Start-ups“ pursues the following objectives:

- Gain an in-depth understanding of the barriers and issues facing senior employees in Europe ► **Training Need Analysis**
- Create a new, multilingual, online training course which supplies the target group with HRM-tools and coaching skills to share and transfer their knowledge to younger colleagues & start-ups ► **e-learning platform with on-line tutor support**
- Assure the training course's quality and responsiveness to needs ► **pilot trainings**
- Ensure the widespread uptake and use of the training course ► **extensive dissemination**

HOW?

www.k-start.eu

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Project is implemented in 2012-2014 by 8 partners from 5 EU countries operating the fields of education, VET, business and start-ups support. The partners seek to make a relevant input into VET systems in their countries and beyond through a wide network of trusted partners. The project partners also tackle a challenge to promote active aging, the culture of volunteering and mentorship, support appreciation of generations, and encourage the concept of „giving back to the society“.

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