



Kiron is an EduTech nonprofit organization that uses digital innovation to provide refugees with access to quality higher education. Kiron's program consists of tailor-made curricula, a digital platform and an extensive range of supportive services.

Kiron students and Kironistas during a joint photo shoot



# Continuous Employee Development for Sustainable Growth

## The Situation

As a young and vibrant organisation that started as a small group of volunteers, Kiron has managed successfully to transform from an idea supported by a few in 2015 to an organisation impacting many in 2018: 80 employees in our offices in Europe and the Middle East supporting 3,000 students.

While public attention has largely focused on our students and our innovative solutions for higher education, we want to make sure our combined organisational competencies and learnings are maximised. As such, we aim for sustainable internal development in order to best serve our students and our cause for innovative higher education.

Furthermore, as Kiron's work is largely project-based, we want to retain Kiron knowledge within the organisation to ensure sustainable operations. Training Kironistas within our existing project pipeline allows us to avoid costly and lengthy recruitment processes.

**This is only possible through access to adequate and continuous training programs that are aligned with the individual needs of our employees, who range from education experts to human resources to techies across all departments.**

## Training Patron Packages

According to the [German Economic Institute](#), the average annual corporate training budget per employee is between 1,000 and 1,200 EUR.

**Training Patronage  
1,200 EUR/Kironista**

## SROI for Trainings

Avoid a costly and lengthy two-month hiring process of **4,000 EUR**, which includes costs related to staff (HR manager, recruiter, involved management and future team members) and administration (such as job ads).

Support innovation and sustainable organisational growth, following limited training opportunities for staff in the past two years.

Maximise professional potential and growth opportunities among a young workforce (average age approx. 32 years old).

Offer more incentives to attract and retain qualified and experienced staff.

## Why you should support us

- Make a difference in the lives of refugees by helping them reach their full potential
- Make a contribution to a project that aligns with your business interests (i.e. human resources and HR development)
- Support a young organisation build and grow so that it can have an even bigger impact

## What we offer in return

- Exclusive information to Kiron's development (i.e. partner mailings, annual reports, student magazines)
- Donation receipt for your tax deductible donation
- Photos of the training(s) for internal and external communication
- Partner logo placement on Kiron website in donor category
- Copy of training certificate(s)
- Short, written report on selected trainings, content, number of beneficiaries, learnings and how Kiron will make use of them—the report content can also be used by the partners for internal and external communication



Questions? We are looking forward to getting to know you!

Contact Fran at [fran.bormann@kiron.ngo](mailto:fran.bormann@kiron.ngo) for more information.

Support Kiron Open Higher Education gGmbH with a donation!

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