



Activities of 2020

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Overview of 2020

Despite the numerous challenges 2020 brought us due to COVID19, we strongly believe this was the most important year so far in Odyssea's operations. It is characterized by two aspects, resilience and growth. This wouldn't be possible without the support of NextFab Foundation both in financial support and strategic advise.

Resilience

Resilience in relation to operations. Despite the two lockdowns that have lasted almost four months in total throughout the year, we were able to adapt our training courses and move them online via various online tools. Our beneficiaries and tutors showed great adaptability without negatively affecting the outcomes of the training, as demonstrated by the KPI results table below.

Growth

Establishing our new training center, the first of its kind in Greece and within the short timeframe of just three months, was definitely one of the biggest challenges of the year. Utilizing the period when our physical operations were limited due to COVID19, we were able to renovate and set-up an all-inclusive training center that will place us in a pivotal position to better serve our own beneficiaries, make operations more efficient and enable us to scale our programs to more than 1,800+ ppl annually and thus encompass the community of our beneficiaries under one roof.

	Thematic area	Training classes	Participants	Training hours	Graduates	% of Graduates	Satisfaction Rate	Employment
KPIs target	9	21	226	855	180	80%	70%	54
KPIs achieved	9	16	205	720	169	84%	86%	55
Achievement	100%	76%	91%	84%	94%	106%	122%	102%
2020 KPI's IMPACTED BY A 3.5 MONTH LOCKDOWN DUE TO COVID19 (8.5 MONTHS OF OPERATIONS)								
Actual Kpi's target	7	12	143	510	128	80%	70%	39
Operational Achievement	157%	133%	143%	141%	132%	105%	122%	138%

In the above table we have selected some of 2020's most important KPIs and compared the percentage achievement in relation to the planned 12-month operational performance and the actual 8.5-month non-disrupted operational activity we were allowed by COVID19.

Below we analyse each of the programs of the past year, explaining their key accomplishments, lessons learned, improvements needed and presenting a more analytical breakdown of the KPIs committed and what we managed to accomplish.

ACADEMY

Key accomplishments

Great improvement of the selection process for the courses

A more detailed process allowed us to produce an improved qualitative result when matching the potential beneficiaries with the courses most suitable for them. As a result, the dropout rate has decreased significantly (less than 7%) and the employability prospects are far greater. Specifically, the beneficiaries with high compatibility comprise 80% of the training participants.

Network of NGOs

We have greatly expanded the network of NGOs that either form recurring synergies with us or refer their beneficiaries to us. This accomplishment is a solid step towards our establishment as an high-expertise NGO in Greece but also secures a larger and more steady flow of potential beneficiaries as recipients of our services.

Building the Academy training center

Our new training center offers an incredible boost to the quality of our training courses. More hands-on exercises offer a solid skillset and render our beneficiaries work-ready. Agglomerating all our operations in one place provides the Odyssea team higher efficiencies in our workflow. The training facilities also work as a fine eco-system hub and hosting area for events and meetings with companies and other NGOs.

Raised €293K in in-kind donations

For the Academy training center's: design, equipment, furniture and transportation vehicles.

Creation of the Odyssea platform

The platform has improved our data collection by a great deal while helping us make more informed decisions about our future plans. The platform is also a great means to showcase our accomplishments as a data driven organization to our partners or other interested parties. Last but not least, it assists us in achieving higher transparency in our operations and our impact.

Quick adaptation to COVID-19 regulations

Odyssea was quick to adapt its training facilities to the new regulations and transfer the training courses online, where possible. We also designed and equipped our new training spaces with COVID19 operational requirements in mind, allowing us to adapt to current circumstances and future-proofing the organisation against ongoing and/or recurring lockdowns.

Approaching the Greek public

With a solid effort from both the Academy and the Communications department, Odyssea has significantly raised the inclusion of the vulnerable Greek beneficiaries. This strategic move ensures

better host and guest community integration and a more balanced approach to the integration of excluded groups.

Lessons learnt

- **Synergies with partners:** It is very important to always work towards expanding our pool of beneficiaries. Relationships with NGOs require constant follow up and personal contact.
- **Procedures:** Established a relationship between the number of applicants and the number of beneficiaries. Out of the people that pre-register, approximately 1/12 are suitable to join a class.

Improvements needed

- As our operations grow, additions to the Odyssea staff are needed in order to ensure the quality of our efforts.
- We should continue on improving our operations regarding beneficiary and tutor selection. There is always room for improvement in our operations.
- Growth in the outreach of our services to a wider audience of potential beneficiaries will enable us to serve more vulnerable people but also help us grow the quality of our offerings.
- We must continue to enrich and improve the educational material needed for training courses. In addition, we should refresh our syllabus and further explore online training where applicable. Lastly, we should work to create supporting educational content that can be accessed online (e.g. video recordings of classes, copies of presentations, exercises, etc.)
- A detailed analysis of the work market should lead us to more concrete conclusions on its needs. Update our 2018 Greek labour market analysis study.

WP1 Identification of beneficiaries

Our commitments for 2020

WP1.1.1 Outreach to partner organisations to refer our training courses

30

Nr of partners being informed about the project

WP1.1.2 Outreach to potential beneficiaries using social media channels, newsletters, e.t.c

9,000+

Nr of potential beneficiaries informed

WP1.2.1 Pre-Registration forms

850

Estimated nr of potential beneficiaries who applied

WP1.3.1 Registration form with background assessment

550

Nr of beneficiaries who had a background assessment

WP1.4.1 Filtered database of the beneficiaries that are eligible to participate in a course

290

Number of beneficiaries eligible to participate in Academy courses

Our accomplishments for 2020

Number of unique partner organisations that disseminate our training courses

37

out of which 30 are NGO

Number of unique beneficiaries reached

59,000+

ppl reached (unique people)

Number of potential beneficiaries who are pre-registered by filling in our online forms

1,150

nr of beneficiaries that pre-registered

From the 433 registered beneficiaries in 2019, based on applicability between 75% to 80% were contacted or evaluated for enrollment in their chosen course

660

Nr of beneficiaries who registered by year end (current 619) to Odyssea Platform

Beneficiaries after one to one interview with the Program Officer who are eligible to participate in a course

370

Number of beneficiaries eligible to participate in Academy courses

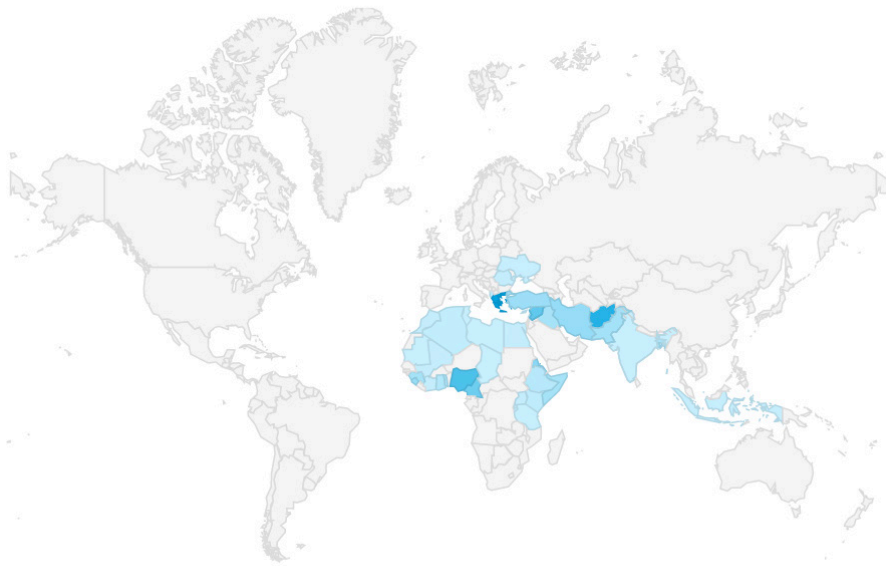


important KPI

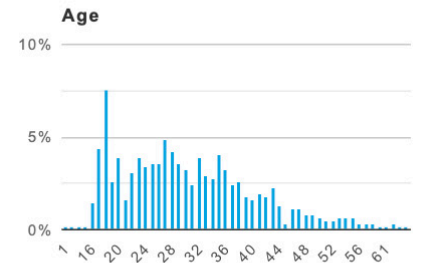
BENEFICIARIES

619 Registered Beneficiaries

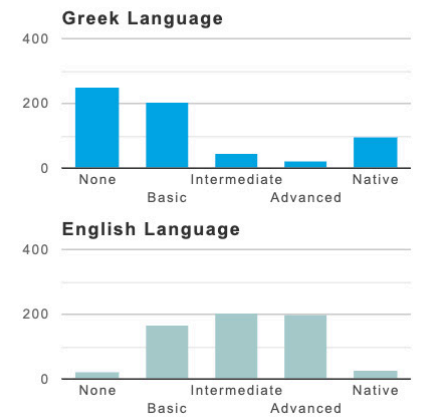
Where do our beneficiaries come from?



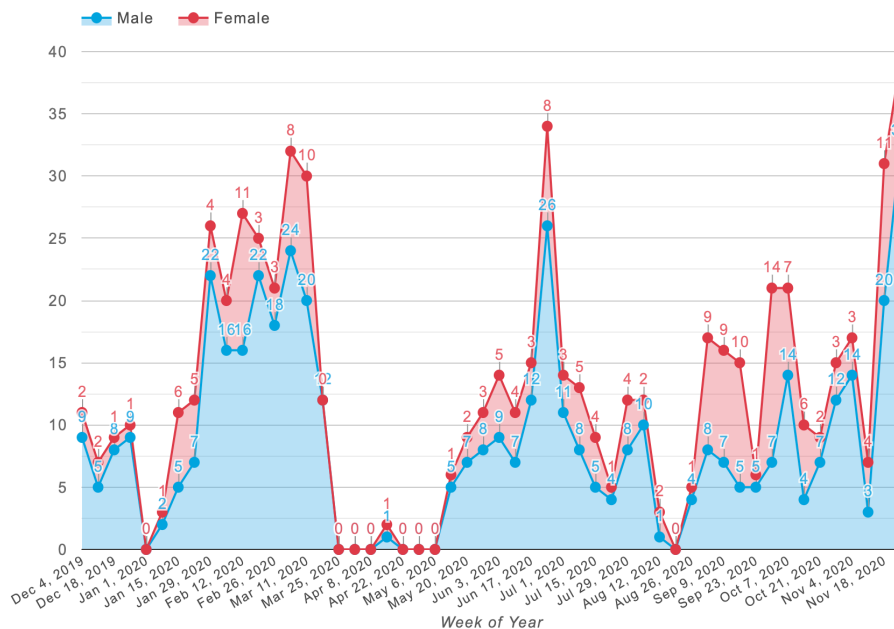
What is the age of our beneficiaries?



What is the current language level of our beneficiaries?

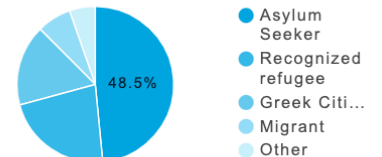


Number of last year's new registrations per week

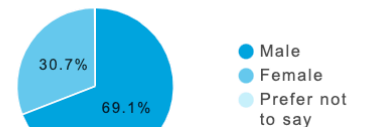


What is the current status of our beneficiaries?

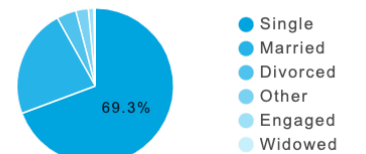
Legal Status



Gender



Family Status



WP2 Academy | Educational courses & training

Our commitments for 2020

WP2.1.1 Hard skills intensive training courses

226

Estimated number of beneficiaries participating in hard skill courses

WP2.1.1 Percentage of people that complete the course (graduates)

80%
(180 from 225)

Estimated nr of graduated beneficiaries

WP2.1.1 Number of hard skills training hours

855

Number of training hours

WP2.2.1 Soft skills training courses

166

Number of beneficiaries participating in soft skill courses

260

Number of training hours

WP2.3.1 Training assessment | Beneficiaries are satisfied with the trainings they receive

70%

Beneficiary satisfaction rate

Our accomplishments for 2020

Despite the pandemic and two lockdown periods, in 2020 we managed to achieve this number of students

206

Number of beneficiaries participating in hard skill courses

Actual percentage of people that complete the course (graduates)

82%
(169 from 206)

Nr of graduated beneficiaries

Number of hard skills training hours in 2020

720

Number of training hours

Soft skills training courses achievements 2020

128

Number of beneficiaries participating in soft skill courses

143

Number of training hours

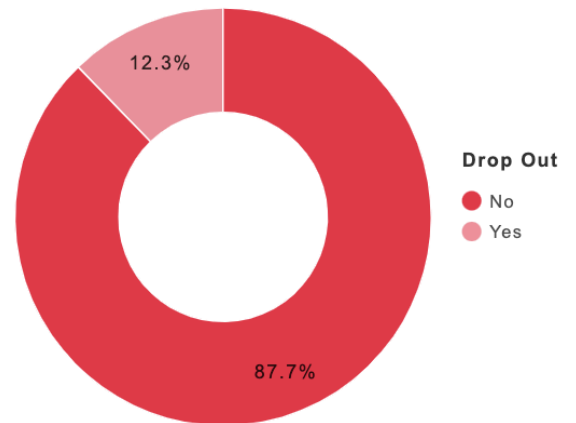
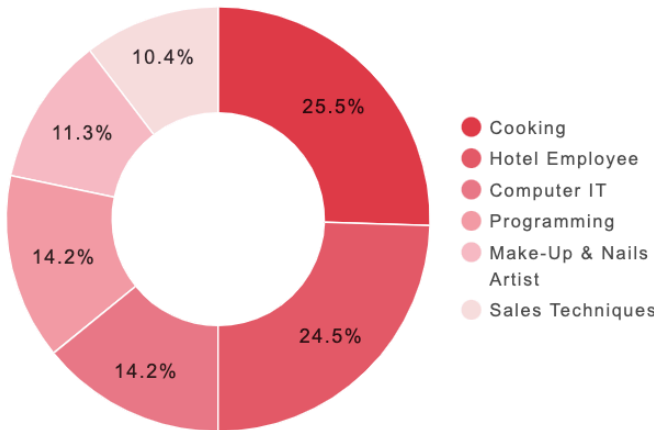
Training assessment | Beneficiaries are satisfied with the trainings they receive

86%

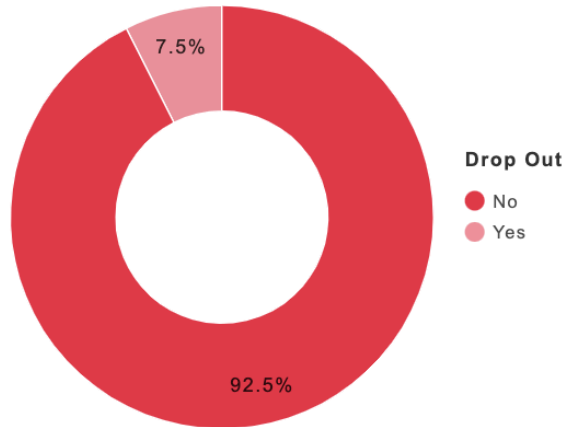
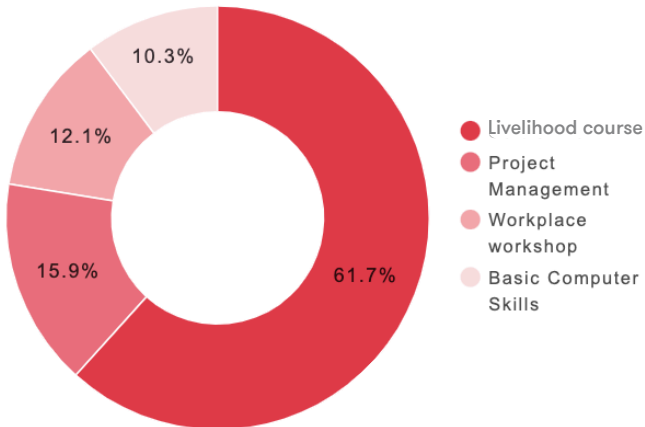
Beneficiary satisfaction rate

What are the courses our beneficiaries participate in?

Hard skills

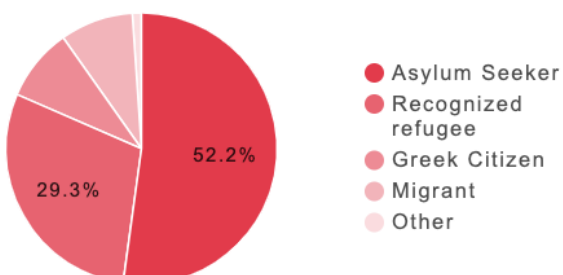


Soft skills

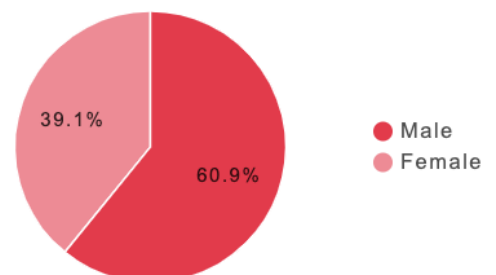


What is the current status of our beneficiaries?

Legal Status



Gender



LIVELIHOODS - EMPLOYABILITY

Key accomplishments

We have worked on establishing strong relationships with other NGOs. Solidarity Now proposed our participation in the Greek Livelihoods Network, which has members from about 25 organizations. Odyssea was also accepted as a member of the ACCMR national committee, which includes all major NGOs. These memberships helped us to create channels of collaboration with the larger NGOs and to have a regular and systematic flow of candidates for our courses. Furthermore, it gave our work and impact a higher visibility.

Despite the constraints imposed by the pandemic, we managed to surpass the objectives set for the employability rates of our beneficiaries.

Vulnerable beneficiaries were hired by Odyssea whilst helping us achieve our 2020 targets. **26 people were occupied** in the set-up of our new training center, in the production of face shields for the Greek health system, in the construction of our vegetable garden and in other services such as translation. The total amount of payments for these activities was €18.5 K.

Lessons learnt

- People who receive a governmental or other subsidy, may be less focused in job searching.
- For most of the employers it is very important to have a minimum level of knowledge in Greek language, even if the position does not demand such knowledge.
- There is still a lot of work to be done towards a real open society. The economic stress and high unemployment experienced by the local population is a significant factor that hinders integration of refugees and migrants.
- People we serve are often offered only lower skills jobs, regardless of their background, education and training.

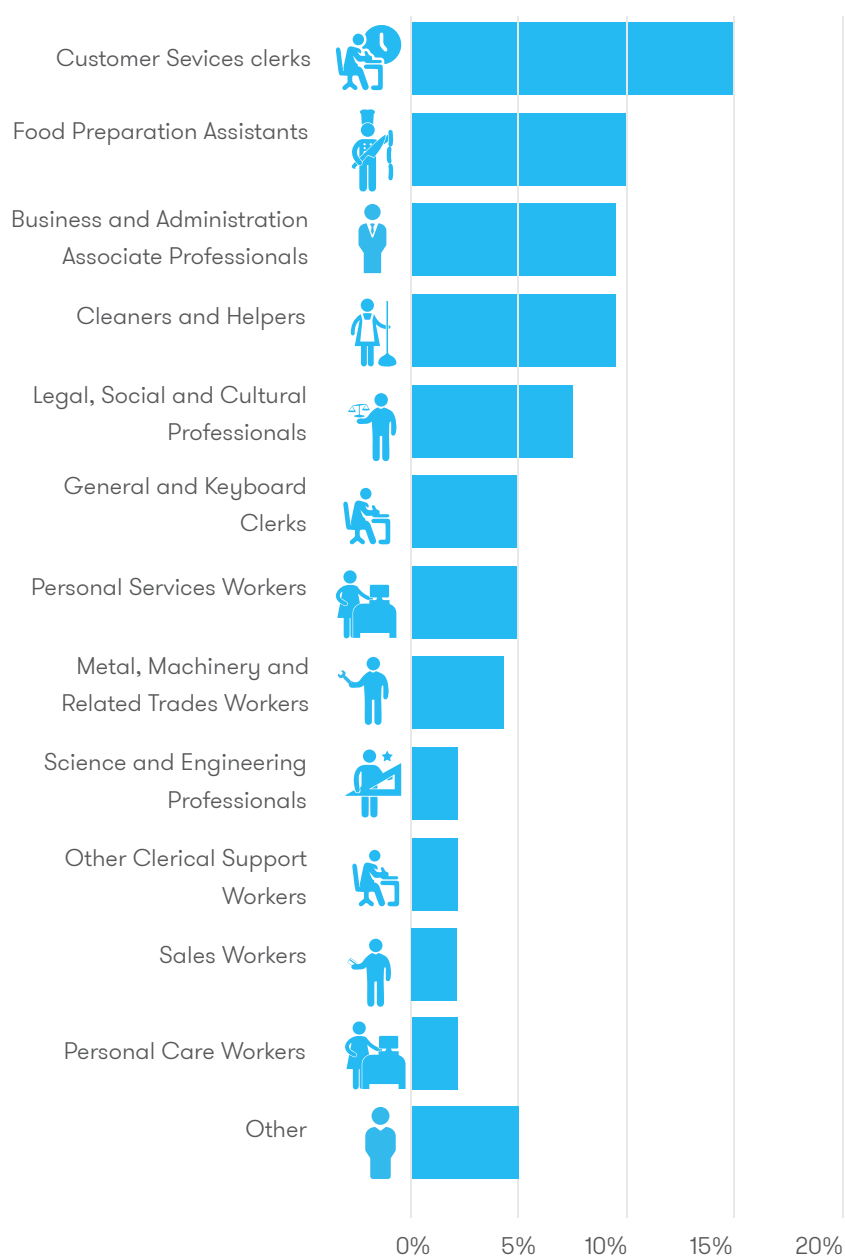
Improvements needed

- In order for Odyssea to become a point of reference concerning the employability of its graduates, we need to design our educational programs based on the market needs. This is to say that the course curricula have to be drafted by the teachers after having contacted possible employers and industry experts in order to assess their needs and priorities. These employers and industry specialists will become the future members of our business and industry network through which our graduates will have an easier access to the labour market.
- Participants in our courses must be legally employable (i.e. they must have the appropriate legal status and other documentation necessary to gain employment in Greece) and must be committed to the difficult process of job hunting.

Beneficiaries who found employment
through Odyssea 's employability services

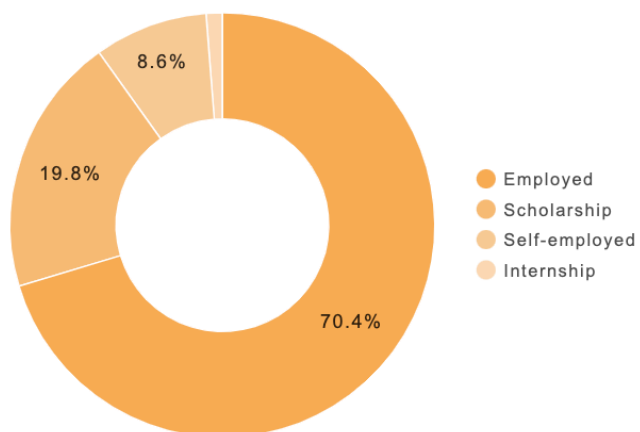
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Occupations that our beneficiaries found in 2020

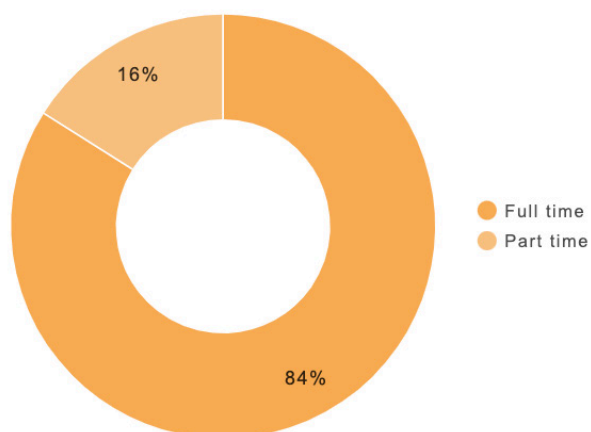


**The occupations list follows the International Standard Classification of Occupations (ISCO-08)

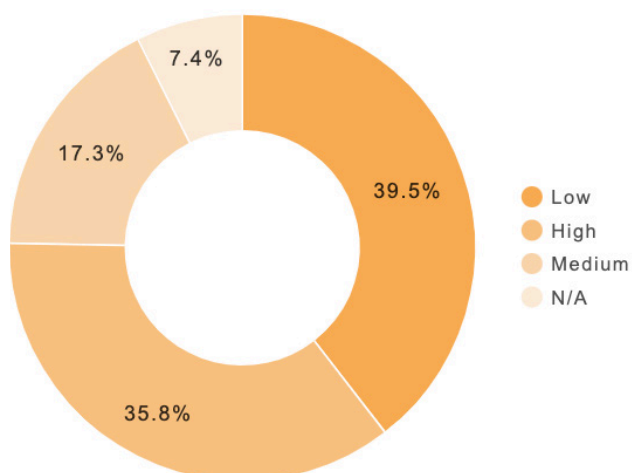
What was their next step?



Full-time or part-time?



Relation to the training



INCUBATION

Key accomplishments

- Beneficiaries showed a strong interest in participating in our Incubation program, with 98 people registering for it in the past 12 months. Of these, 32 declared the Entrepreneurship program as their first choice and 66 as their second
- Two sessions were organised with 15 participants in total. 5 graduates (30%) have advanced with their business plans and received further consultancy on business, technical and financial taxation matters. This percentage is higher than the 15%-20% which is the EU average.
- Creation of a consistent and inclusive training program, which can be further improved with the collaboration with ALBA in 2021.

Lessons learnt

- Most of the people that we serve are oriented to create businesses in retail and in primary services.
- Access to microfinance was crucial and a basic constraint for all participants. For the legal establishment of an independent business an amount of €1-1.5 k is needed. Very difficult to access bank financing, since personal guaranties are requested by banks & official lenders.
- The above lead many people to have a non-declared activity online or by operating in secluded areas of the town. This means that their clientele is restricted to people from the local communities. This impedes social inclusion.
- The hands-on business mentality of refugees in many cases seems to be different from the prevailing one in western countries. This is a blocking factor due to the misunderstandings and the lack of confidence which is created.
- Overall, the specific constraints as described above, the language and communication problems and the limited possibility to get access to relevant public authorities (which was worsened due to the pandemic crisis), is leading to an increased need of the population that we serve, for close coaching and assistance on licencing, legal and taxation matters. This requests more time and resources to be invested for coaching than we had anticipated.

Improvements needed

- Civic and personal empowerment training has to be added to the basic technical training on business matters.
- Place focus in rolling out the new ALBA synergy whilst implementing this program. Provide them with all the understanding of our beneficiaries and challenges of this ecosystem.
- Identify participants in the course that have some working experience in Greece or other European country and speak essential Greek in order to facilitate their access to public authorities and

to open their business to local clientele as well.

- The overall business environment for refugees and migrants needs to be improved and access to microfinance must be easier. (exogenous factor)

WP4 INCUBATION

Our commitments for 2020

WP2.1.1
Entrepreneurship
training

150

(5 circles x 30hrs)

Total hours of entrepreneurship training

49

Total beneficiaries participated in entrepreneurship training

Our accomplishments for 2020

Total hours of entrepreneurship training (Finance, Marketing, Strategy, Tax & Legal)

64

Total hours of entrepreneurship training

Total beneficiaries participated in entrepreneurship training

21

Total beneficiaries participated in entrepreneurship training

MAKERSPACE

Key accomplishments

- **Pandemic response:** Creation of 50,000 face shields for the needs of the Greek Ministry of Health.
- **Empowerment** (healing through making) **of 50 ex prisoners and drug-addicts** in collaboration with KETHEA. Courses took place within prison for 35 of them and in our makerspace for 15 of them.
- **STEM education for unaccompanied minors** in collaboration with Home Project that took place in our makerspace.
- **Design and fabrication of furniture** for our new Academy space.
- **Establishing a wood-workshop, training space** and achieving the first cycle of relevant training within the **Detention center of Korydallos**.

Lessons learnt

- Resilience of makerspace: Although we saw a huge disruption in our activities due to COVID19, we were able to utilise our makerspace's technology and rapidly respond with solutions on new problems arising around us. The makerspace was proven to be resilient, adaptable and able to provide valuable solutions in this unprecedented situation.
- We have several people in our pool and in our partner organisations from whom their current situation makes it extremely hard to access the labour market. Often called NEETs, an acronym for "Not in Education, Employment, or Training", these are people who are unemployed and not receiving an education or vocational training. However, we have found in practice that workshops with hands-on activities and STEAM education offers them a massive step towards empowerment and self-reliance. Although this is not that easily quantifiable, it is important not to forget the qualitative impact of this program.

Improvements needed

- Grow and enrich the "Healing through making workshops" by collaborating with psychologists and therapists for participants that have addictions, trauma or face other psychological challenges.
- Improve outreach towards makers, universities and other potential participants.
- Update equipment and explore up-to-date fields of innovation such as Augmented Reality, Virtual Reality, Artificial Intelligence and Machine Learning.

WP2 Makerspace Activities

Our commitments for 2020

WP2.1.1 Utilizing the makerspace in supporting social impact projects

3,500

Hours that makerspace equipment will be used

1,200

Products made

€12,000

Cost savings from use of the makerspace than prototyping in the market

260

Number of hours on design and equipment support

WP2.2.4 R&D projects

8

Number of people participating in R&D projects

WP2.3.1 Workshops on making through digital fabrication equipment

50

Number of beneficiaries that participated in inspirational workshops

2.4.1 Educational courses & workshops for youth

25

Number of youth and children participating

Our accomplishments for 2020

WP2.1.1 Utilizing the makerspace in supporting social impact projects

1,500

Hours that makerspace equipment was used

55,300

Products made

€50,000+

Cost savings from use of the makerspace than prototyping in the market

1,870

Number of hours on design and equipment support

WP2.2.4 R&D projects

25

Number of people participating in R&D projects

WP2.3.1 Workshops on making through digital fabrication equipment

52

Number of beneficiaries that participated in inspirational workshops

2.4.1 Educational courses & workshops for youth

20

Number of youth and children participating (by end of year)

WP2 Makerspace Sustainability

Our commitments for 2020

WP3.1 Social sustainability: Dissemination
The project will raise awareness and engage mainstream media in its objectives and messages; mobilize civil society and other stakeholders for the consolidation of cooperation & partnerships.

2

Number of article publications in media

Our accomplishments for 2020

WP3.1 Social sustainability: Dissemination
The project will raise awareness and engage mainstream media in its objectives and messages; mobilize civil society and other stakeholders for the consolidation of cooperation & partnerships.

13

Number of article publications in media

“The collaboration with Odyssea and KETHEA EN DRASI provided the beneficiaries within and outside of the detention centers, the ability to reflect that aesthetics are directly connected with consistency and the need for a vision in life

Odyssea team embraced our KETHEA EN DRASI members and that gave them the hope for a better life. The collaboration of the two organisations puts this vision into practice. The continuation of this collaboration is the common demonitor for the realisation of the therapeutic and the educational targets of the KETHEA EN DRASI members”

~Eirini Tsalera, Head of Education, KETHEA EN DRASI

COMMUNICATION

Key accomplishments

- Achieved a total of 568.117 impressions across all our digital media: 282.440 impressions from Facebook paid promotions | 172.895 impressions from Facebook posts | 17.302 impressions from LinkedIn | 26.480 impressions from Instagram | 59.000 open mails from our Newsletters | Over 10.000 unique visitors to odyssea.com
- We estimate that we have managed to reach **50.000 unique potential or current beneficiaries**.
- We have significantly increased our social media followers and impressions: Facebook 100% Page Likes increase | LinkedIn 600% Page followers increase
- We managed to reach new B2B audiences, mainly via LinkedIn and by 1-1 contact.
- Developed and integrated new internal contact management tools, through which we managed to **pre-register 400 beneficiaries** (CRM tools, Hubspot)
- We have 500 new GDPR consents for mail campaigns (new subscribers to our newsletter)
- We have **23 articles published** in established Greek media which have millions of daily visits
- **New websites created** (odyssea.com, academy.odyssea.com, nff.com)
- **New animation video** of Odyssea's Academy program

Lessons learnt

- We have to create communication campaigns with the support of our funding sponsors, media sponsors and organizational partners in order to multiply our outreach.
- We have to increase our pool of potential beneficiaries with large outreach calls (web site, social media, online advertising, organizational partners)
- Online advertising is necessary for increasing outreach and increasing social media and web site followers

Improvements needed

- So far, we have been communicating NFF's role in Odyssea's work to organisational partners, donors and beneficiaries. In 2021, we believe that we should extend our communication of **Next-Fab Foundation's** support for Odyssea, as well as its philosophy, ethos and activities, to a wider audience (e.g. the general public).
- We need to have bilingual communication (English-Greek) in order to attract Greek beneficiaries too.
- Grow a network of ambassadors and influencers who can advocate our work to wider audiences.
- Grow our presence to the mass media and publish our work to national and international quality media channels.
- **Increase the amount and quality of testimonial videos featuring beneficiaries impacted by Odyssea's work.**

What we achieved in 2020



443

Total Number
of beneficiaries
enrolled in our
courses

What we are targeting for 2021

Academy

846

Incubation

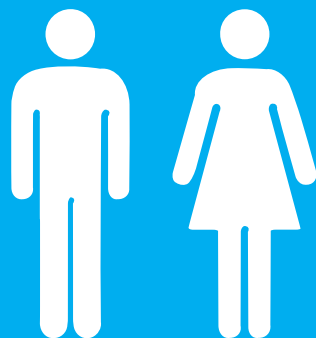
40

Makerspace

130

+

+



1016

Total number of
beneficiaries enrolled
in our new programs

What we achieved in 2020



545,745€

55 employed
beneficiaries annual income



418,808€

beneficiaries consumption
(75% of income)



355,000€

Total Funds raised



1,313,553€

Total Funds injected
in Greek economy

ENGAGE

for every 1€ RECEIVED

equals to 3,70€ INCOME RETURNED



Odyssea Operations Report 2021



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KPIs achieved

2021 for Odyssea was a resilient, intense and highly socially impactful year. Odyssea received **3431 applicants** eager to join our services of three core programs. From those vulnerable applicants in 2021, we were able to **serve 1,217 vulnerable participants**. More specifically:

Academy

In the Academy program we:

- **Skill assessed 959 beneficiaries**, verifying their hard and soft skills thoroughly. Additionally, we also provided crucial career guidance to all those beneficiaries.
- We **enrolled 678 people** that joined our Academy services.
- We created **58 classes** of participants and offered **1335 hours of training courses**.
- **87% of our graduates reported themselves as fully satisfied with Odyssea offerings**. What we count as a huge achievement was the low dropout rate that averaged out to **14% of enrolled participants**.

Table 1: Academy Hard Skills KPIs for 2021

Hard Skills KPI	Thematic area	Training courses	Training classes	Participants	Training Hours	Graduates	% of Graduates	Satisfaction Rate
KPI achieved	4	13	29	357	1056	304 ¹	85%	87%
KPI target	4	12	27	360	1040	306	85%	80%
Achievement	100%	108%	107%	99%	102%	99%	100%	109%

Table 2: Academy Soft Skills KPIs for 2021

Soft skills KPI	Training class	Participants	Training Hours
KPIs achieved	29	321	279
KPIs target	34	306	486
Achievement	85%	105%	57%

The KPI for the soft skills courses were not completely achieved due to three main reasons:

¹There are 5 courses with 69 participants that started in 2021 but are not yet completed. We have calculated a number of 59 graduates, which corresponds to the 85% achieved graduation rate.

- The empowerment course was not so effective when taught online, so we decided to skip it until we could return to in-person training again. This situation lasted for 5 months and affected mainly the Training Hours KPI.
- Due to some of our graduates being of a higher level of education, it was often the case that they did not actually need to attend the soft skills course but were able to go straight to the employment department. This situation affected mainly the number of participants KPI.
- We predicted a number of 90 interested participants that would already have sufficient professional knowledge or experience and would only require soft skills training in order to be integrated into the job market. Although a large number of people fitting these criteria received employability services from Odyssea, there was no time for them to actually complete a course so we helped them create their CV one by one instead.

Table 3: Academy Registrations KPIs for 2021

Beneficiaries flow KPI	Express of Interest	Registrations
KPIs achieved	3491	959
KPIs target	4320	1080
Achievement	81%	89%

Makerspace

80 participants received Healing through making & STEM education for unaccompanied minors. The participants for this program were referrals from KETHEA EN DRASI, Metadrasi, ANCE, CARITAS, Home project, Koinoniko EKAV & Project Elea in Eleonas refugee camp.

Employability

- 483 people received Employability services including job counseling services & support in the job search with hiring companies
- 115 people found jobs (employability success) 54%
- 240 CV creation/update
- 210 beneficiaries have managed to get a request for an interview
- Growth network of companies: 30+ companies

Incubation with ALBA

31 participants in 2 cycles of the incubation program. 24 participants completed the program, each round completed 16-hour basic entrepreneurship training. Also, the first round has completed a 2-hour business and technical consulting, 2-hour seminar, 19 hours of one-to-one technical consulting, 45 hour one to one coaching, 160 hour one-to-one mentoring haven't started yet and round two is still in progress. 4 new companies have already been established from our graduates.

A key figure that speaks volumes of the Odyssea team's effort is the increase of the overall participation of vulnerable women in our programs to over **40% x amount in total**. We also managed to increase the participation of vulnerable host communities, where more than **35% of people resulted in 210 vulnerable Greeks** as recipients of our offerings.

***Overall:** Noteworthy is the fact that within only 6 months of stable operations due to lockdowns we were still able to accomplish our main annual goals.*

Key achievements

Activation of the VET centre



Our vocational and educational centre witnessed its first operational year. This trial year made it clear to us that we can further scale up our operational capacities to over 1,800 students annually (provided we have secured the relevant resources). Our hybrid learning approach of blending theory with practise increased learning outcomes with the crucial support of our simulated workspaces. Overall an inspiring space proved a nurturing environment for personal growth.

Agile adaptation to the regulations regarding vaccination and COVID 19

Straight upon indication by the government, all live courses participants were restricted to fully vaccinated, who were also provided free self-tests regularly in order to ensure everyone's safety. Applicants willing to get vaccinated were referred to partner **MSF** to receive the proper instructions and at the same time included in the courses via online participation, where

applicable. Fully online courses were also utilized to serve more unvaccinated refugees and asylum seekers.

Introduction of Psychometrics with Pymetrics



Odyssea established a core partnership with Pymetrics, provider of game-based psychometric assessments, verifying 9 traits of personality and proposing specific career paths and relevant job positions to our job seekers. This will ensure an evidence-based approach that will better guide our people and help scale our services to thousands of vulnerable groups in various geographies. We were able to receive their tool at an annual membership cost of \$10,000 a 95% discount equivalent of \$150,000.

Development of Odyssea AI-driven employability platform

Odyssea has designed all services and our devs are helping us build an innovative online employability platform to address the problem of bridging job seekers with the world of work. The platform combines innovative tools such as psychometrics, profile verification, and AI job and talent recommendations to support both job seekers and employers.

Team growth

Odyssea team grew to a robust team of 12 full-time people. New additions occurred in the Employability department with a talented staff committed to bridging vulnerable job seekers with the world of work.

Social kitchen

4,000 meals cooked this year and shared on a bi-weekly basis to the 100+ homeless we have been serving in Piraeus port for the last 5 years as well as to new beneficiaries of our partner

organizations, namely: Metadrasi's homeless children shelter and to the homeless people assisted by Ithaka Laundry in the centre of Athens.

VIA Award



We are very happy to announce that Odyssea is one of the winners of this year's Venture Impact Award, part of The Hellenic Initiative program and the Helidoni foundation providing support to Greek startups and nonprofits.

ISF project with NFF and BRAC

In 2021, Odyssea worked as a partner of NFF in a project that was located in Bangladesh. The project was funded by ISF and the leader was BRAC USA with implementing partners being the NFF and BRAC Bangladesh. The aim of the project is to initiate a systems-level change in the makerspace ecosystem in Bangladesh by onboarding makerspaces scattered across the country onto a common, easily accessible, and managed network and platform. This platform is able to increase the visibility and viability of the makerspaces, grow their social impact and support their sustainability by providing them with the tools and knowledge to provide skills training, offer local and distributed manufacturing solutions, find localized problem-solution fit for at-need communities, and to generate income opportunities for small enterprises through research and prototyping. As part of this program, Odyssea created educational modules for the platform and will perform train of trainers for Makerspace staff members in 2022.

Diversification of our funding base



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ΕΡΓΟΥ

None of the above would be possible without the generous support of our funding partners that work with us closely to scale impact. Within 2021 we received the continued support of NextFab Foundation, while we initiated a new program with the Kahane Foundation that supported us with scholarships for equipping 80 vulnerable women in the digital age. We would also like to thank the Latsis Foundation (JSLPBF) and Aegeas AMKE for their support in funding some of our soft skills training courses, and the development of psychometrics tools. Being awarded the Venture Impact award we will be given the opportunity to explore further potential collaborations with The Hellenic Initiative and the Helidoni foundation as part of the philanthropy ecosystem of the Greek diaspora.

Lessons learned

- We should not heavily depend on synergies with NGOs to reach our target groups. During the extended lockdown period, most Greek NGOs reduced their operations by a huge percent which included their referral processes as well.
- A wide target group may negatively influence the effectiveness of our operations. Having representatives of all vulnerable groups, ages and backgrounds may cause a disruption in the alignment of services needed, aspirations and total efforts.
- The training processes should be further divided into linear milestones. Each milestone should have different criteria so that we can achieve a more homogenized group of participants. Each person will receive customized services according to their needs assessed during the registration process.
- Excluding beneficiaries from participating in the hard skills courses because they were not work-ready, could potentially cause confusion and disappointment. That is why a new service is needed to target people who are not working ready but still have the commitment to integration. This service will offer both knowledge and empowerment until all legal matters and language barriers have been reduced or resolved.
- We need to form a closer relationship with the tutors. Involving them in other Odyssea events and processes seems to improve their effort and their alignment with the values we represent.
- An Academy representative should be present in all discussions with the major hiring companies. This will lead to a more agile training process and a more effective matching eventually.
- Integration into the labour market, for refugees, asylum seekers and migrants, is quite challenging and complicated especially during the pandemic period. This is because they don't have the legal documents due to the problems/delays of the public services, e.x they can't renew their id-card and then they have difficulties getting an AFM or AMA number (social security numbers) mandatory for work.
- A common problem that we faced in the networking of the beneficiaries with the companies that operate in the MEP sector (electrician, woodworking, plumbing, CNC) is the knowledge of the greek language so this year we will focus on people who speak greek on a better level.
- The job matching takes a lot of time so the development of tools and processes is necessary in order to increase efficiency and overall results

Strategic plan 2022, 2023, 2024

Odyssea team and the advisory board started by the end of this year working together on our strategic plan for the next three years. During this process, we jointly revisited our mission, vision positioning statements and our bidding values. We also decided on our strategic priorities and target group focus. The three priorities for Odyssea will be:

- A. Personal development and empowerment
- B. Employability
- C. Organizational development

Odyssea is encompassing all its services in an integrated holistic model that places emphasis on employability services and bridging people with the world of work. Odyssea in 2022 through the use of the psychometric assessments tools and the Odyssea employability platform will be providing cutting edge services (ex. talent and job matching algorithms directly linking job seekers with hiring companies) to its beneficiaries helping it to scale impact quantitatively and qualitatively. Moreover, including such tools and processes enhances our commitment to an evidence-based model for decision making.

New mission and vision, statement

Positioning Statement

Odyssea is a nonprofit organization that supports young vulnerable people to have access to employment opportunities in society. We provide tailored vocational and life-skills training combined with employability services that bridge young people with the world of work and empower them to realize their full potential.

Our Vision

A world where all young people thrive by realizing their full potential.

Our Mission

To ensure that young people have equal opportunities in society by harnessing the power of knowledge for employment and personal development.

Our Values

Resilience

Compassion

We nurture the ability of a person
to be strong, independent and
successful in life

Innovation

We challenge ourselves constantly
to be the best we can be for the
people we serve

We place ourselves in the shoes of
others and acknowledge their
needs and aspirations

Integrity

We are committed to our mission
putting our values at the heart of
our work

Our target group

Young people are the driving force of any society. They are the most vibrant, dynamic and vigorous part of it. They are the foundation of development and progress, the future shapers and the fearless voices that move society forward. Young people are more than a quarter of the global population, yet they are often excluded from opportunities to learn and work, ensuring the means to sustain themselves and to be productive members in society. Worldwide, youth unemployment rates have not changed significantly over the last decade, nor are they expected to improve significantly in the next few years.

Today, 1 out of 3 young people of 16-34 years of age in Greece is unemployed, one of the highest rates in the EU and almost 40% of them are at risk of poverty or social exclusion. Even when people have a job, sometimes they are still not able to provide the basics for themselves. In-work poverty in Greece is also one of the highest in Europe and is seriously affecting the physical and mental well-being of those who experience it. Young people with a low level of education, limited job experience, lack of basic skills and without access to skills training, are trapped in unemployment and poverty.

Odyssea is determined to work with economically and socially vulnerable young people to help them gain the skills and confidence they need to get a job, realize their goals and aspirations and be productive members of society. We ensure that they have access to employment opportunities and we empower them to believe in their own ability to shape their future and to contribute to progress in their own lives and in their community.

In 2022, Odyssea will focus on offering its services to economically and socially vulnerable youth (aged 18-34). This group will be represented as more than 70% of our total beneficiaries. As always, all genders will be equally represented and all minorities equally attended. Odyssea has already identified different pools we can approach to reach this audience and we are

working on creating the necessary network in order to maximize our outreach. Some of these pools are described below:

- Young people who have a degree from High School (EPAL) in relevant vocational training courses with those that are supported by our Academy and wish to continue in the apprenticeship class (an additional year after graduation from the Vocational High School)
- Young people who have studied in Public Institute of Vocational Training (IEK) of relevant vocational training courses with those supported by our Academy who wish to carry out their internship
- Young refugees and migrants who have graduated from Greek school and are ready to enter the job market
- Young asylum seekers, refugees living in refugee camps or within the urban fabric in shelter programs, who looking to actively enter the labour market
- Young university graduates whose fields have been negatively affected by a shift in their employability prospects
- NEETS and long-term unemployed
- Young vulnerable single parents
- Young returning citizens
- Young vulnerable aspiring entrepreneurs

Key strategic priorities

1. Personal development and empowerment

Our goal is to support socially and financially vulnerable young people to be confident and skilful to pursue employment opportunities.

We will work with young people who want to get employed or those who want to advance in their work or even learn new skills seeking a new career path, to provide them with the guidance and support they need to achieve their goals. We will focus on those young people who lack opportunities and we will create an enabling environment for them to learn and flourish, looking into their individual needs and aspirations and helping them to become strong and independent.

Our Objectives:

- 1. Guide young people to find a career path that matches their traits and their aspirations**
We will offer advice and counsel to young people to help them understand their traits, so they can find a career path that is fulfilling and reflects their individualities, with opportunities for advancement and improved working conditions.
- 2. Equip young people with vocational and technical skills that will help them get a job**

We will train young people in key market sectors, through intensive vocational and technical training, that are continuously informed by market needs and help young people get professional knowledge that they can immediately put in practice.

3. Empower young people to build their self-confidence and self-awareness so they can unlock their potential

We will provide soft-skills training to young people, focused on building confidence, leadership and entrepreneurship and mobilize them to take ownership of their life and their future.

2. Employability

Our goal is to enable socially and financially vulnerable youth to enter the world of work

We will work with young people who are employable ready, to guide and support them throughout the final stage of preparation for job application and to connect them with the market. We will focus on young people who have gone through Odyssea's capacity building program and are empowered to pursue employment opportunities and those young people who have the skills to get a job but lack the opportunity to do so.

Our Objectives:

1. Support job seekers to prepare for job applications

We will support young people to prepare for job applications and help them succeed at interviews, providing appropriate training, advice and counsel.

2. Provide opportunities to young people to connect with employers through an expanding network of hiring companies

We will link young people with employers through job fairs, other events and individual networking. We expect that within the next three years, 1,000 young people will find a job.

3. Provide guidance to young people to help them sustain their job

We will support young people who recently got employed, through a one-year scheme of coaching and life skills training focused on resilience, teamwork and leadership, to make sure that they will be able to keep their job and continue to develop professionally.