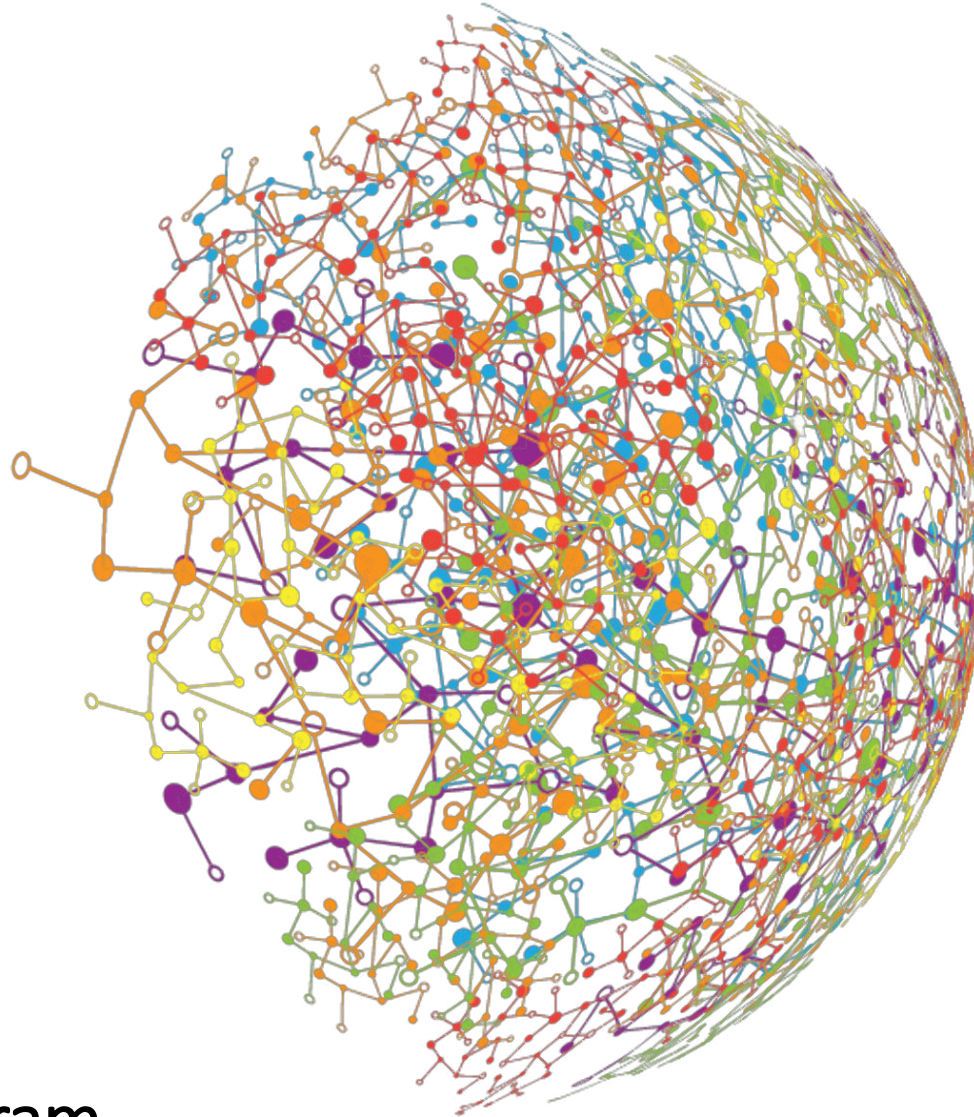


**Deloitte.**

**DESMOS**  
NON-PROFIT FOUNDATION  
Inspiring Giving



## DESMOS for Youth program

Impact Assessment

Athens, May 2025

# Disclaimer

- This study was prepared by Deloitte (hereinafter also “Consultant”) on behalf of the Non-Profit Foundation DESMOS (hereinafter also “Organization”), and was based on information provided by the organization, as well as data from other sources mentioned in the text. The Consultant has not carried out any kind of independent review of this information, nor has it in any way verified estimates made by the Organization or its representatives, and does not provide any kind of warranty or assume any liability with regard to their correctness or completeness.
- This study was based both on information and data provided by DESMOS to analyze the component of the social and economic impacts of the individual programs, using a methodological approach, which is based on input-output tables of Eurostat and was discussed and agreed in advance. This study is not intended for any purpose other than the foregoing.
- As a result, Deloitte does not express an opinion, or provides any form of assurance or endorsement regarding the accuracy and completeness of the data and information contained in this report. Deloitte assumes no responsibility or liability of any kind with regard to this report and cannot be held responsible for any errors or omissions that may result from the use of the analyzes contained herein.
- No point in the study is or should be considered as a promise or binding provision for the future impact of the Organization. The results of the analysis presented here are indicative and are based on reasonable assumptions and other conditions adopted.
- This study (and the information contained herein) is for the exclusive use of DESMOS and cannot be included or referenced to a document or announcement that goes beyond the objectives of this study without the prior written consent of Deloitte.
- The use or support of this study by any party and any decisions based thereon are the sole responsibility of those using the study. The Consultant assumes no liability or liability for damages that may arise in any place as a result of decisions to be made based on this study.

# DESMOS OVERALL



01

DESMOS **leverage effect** is **x10.7 in 2024**, marking a **16% increase** since the 2020 Deloitte report, when leverage effect was x9.2.



04

DESMOS has impacted **556,582 beneficiaries**, out of which **77,142 are full equivalent beneficiaries**, over the period 2012-2024.



02

DESMOS has raised **€14.8mn of funds**, covering program funding and own operations, **since its establishment in 2012**.



05

**€4.2mn of public revenues** have been generated **over the course of DESMOS operations** since 2012.



03

Aggregate **economic output of €25.6mn** has been generated since 2012 **in the wider Greek economy**, as a result of funds mobilized by DESMOS.



06

DESMOS has a total of **60 members** in the General Assembly, as well as an **Advisory Board**, comprising of **14 individuals** acting as mentors in their field of expertise



# Greek Macroeconomic Outlook

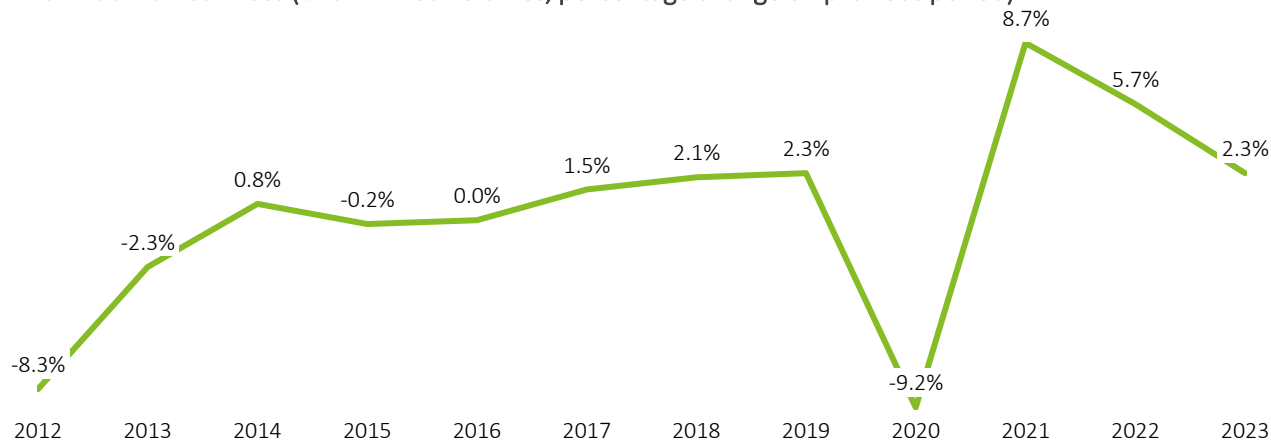
# GREEK MACROECONOMIC OUTLOOK

DESMOS is a non-profit foundation operating in Greece, a country on an upward economic trajectory with steady GDP growth. However, significant challenges remain, including high unemployment rates, particularly among youth, and a considerable portion of the population still living below the poverty threshold, highlighting the ongoing need for support and resilience-building efforts.

## Greek Economy

The GDP growth rate between 2012 and 2016 illustrates the significant contraction experienced by the Greek economy during the economic crisis. By 2015, the economy had shrunk substantially, with GDP declining by 0.2%, and continued stagnation observed at 0% in 2016. This period marked one of the most prolonged and severe recessions in modern Greek history, with extensive economic and social consequences. After 2016, the economy began to show signs of gradual recovery, with GDP growth reaching 1.5% in 2017 and peaking at 2.3% in 2019. However, the COVID-19 pandemic in 2020 resulted in an unprecedented economic contraction of 9.2%, reversing several years of growth. Post-pandemic recovery was notable, with GDP increasing by 8.7% in 2021, followed by a steady growth of 5.7% in 2022. Despite a **slight slowdown to 2.3% growth in 2023**, the Greek economy continues to **regain stability**, though the long-term effects of the crisis and pandemic remain a critical area of focus.

GDP at Market Prices (Chain linked volumes, percentage change on previous period)

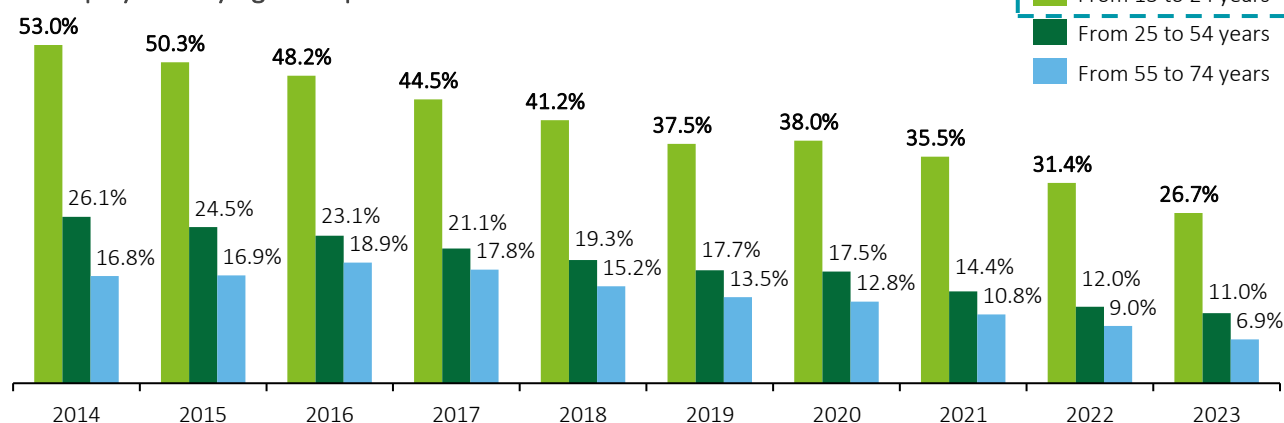


## Unemployment

The Greek economic crisis and the COVID-19 pandemic led to significantly **high unemployment rates, especially among youth**. While rates have steadily declined, they remain among the highest in the EU.

Youth aged 15–24 years were hit hardest, with unemployment dropping from 53.0% in 2014 to 26.7% in 2023 but still disproportionately high. Similarly, rates for those aged 25–54 fell from 26.1% to 11.0%, and for individuals aged 55–74 from 16.8% to 6.9% over the same period. **Despite improvements, younger age groups continue to face the greatest challenges.**







Unemployment by Age Group in Greece



# FLUCTUATIONS IN GREECE – DESMOS’ RESPONSE

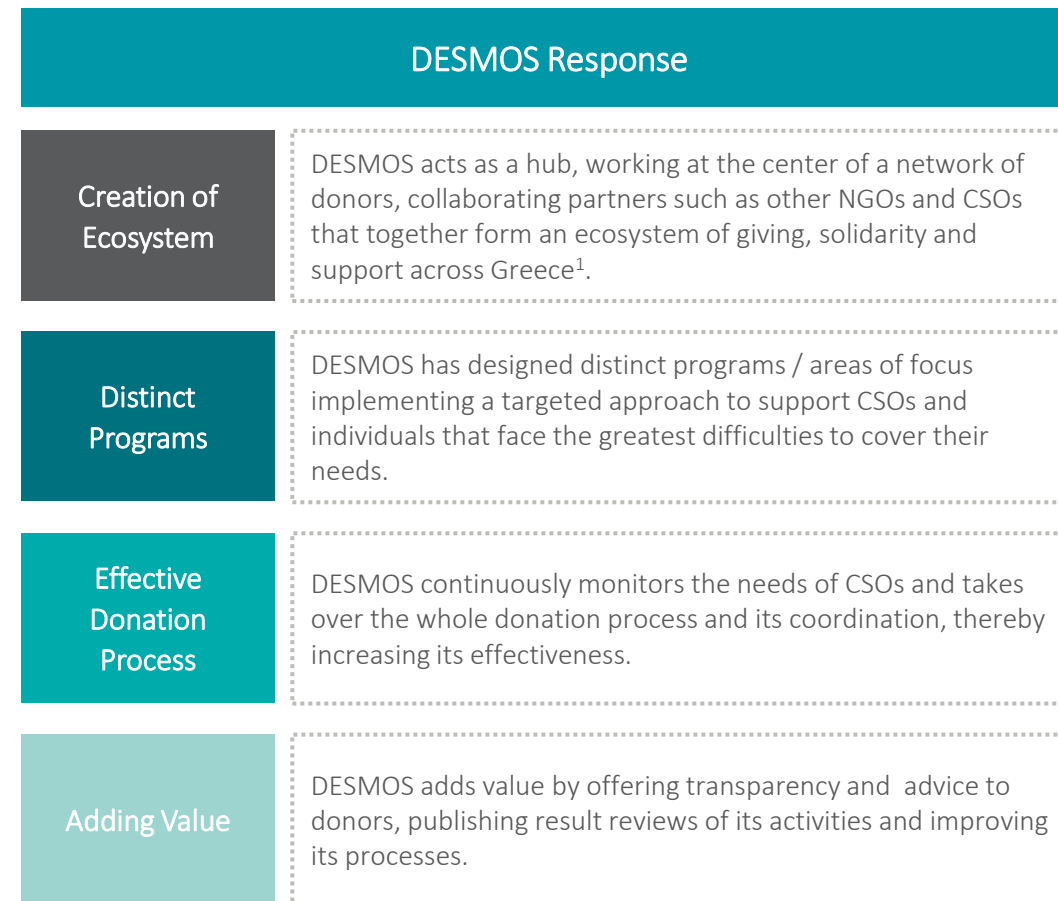
DESMOS is responding to the new realities in Greece that Civic Society Organizations (CSOs) and individuals face by creating an ecosystem of giving, solidarity and support to effectively target those most in need.

## Economic & Humanitarian Crises in Greece displayed by...

-  Fall in government spending on children, women, and the elderly
-  Natural Disasters: Wildfires, Floods, and Earthquakes
-  Significant degree of poverty
-  Youth Unemployment →
-  Low percentage of donated money from individuals
-  Low government spending on education



*In focus*



Source: DESMOS

<sup>1</sup> More information on NGO landscape in Greece and giving culture can be found in the Appendix



# Profile of DESMOS

# PROFILE OF DESMOS

DESMOS is a non-profit Foundation founded in 2012 in response to the humanitarian crisis in Greece, that has also affected social welfare and public institutions and acts as a hub between private donors and CSOs, providing a platform for both parties to increase efficiency in the donation process

## Description



DESMOS is a non-profit foundation in Greece, founded in 2012 by a team of young, dynamic individuals, who are connected by the honest vision for the need to responsibly and effectively utilize the private initiative in addressing the humanitarian crisis afflicting the country.

## Vision



The ultimate goal for DESMOS is to assist in creating sustainable networks of solidarity and the cultivation of social and humanitarian responsibility.

## Values

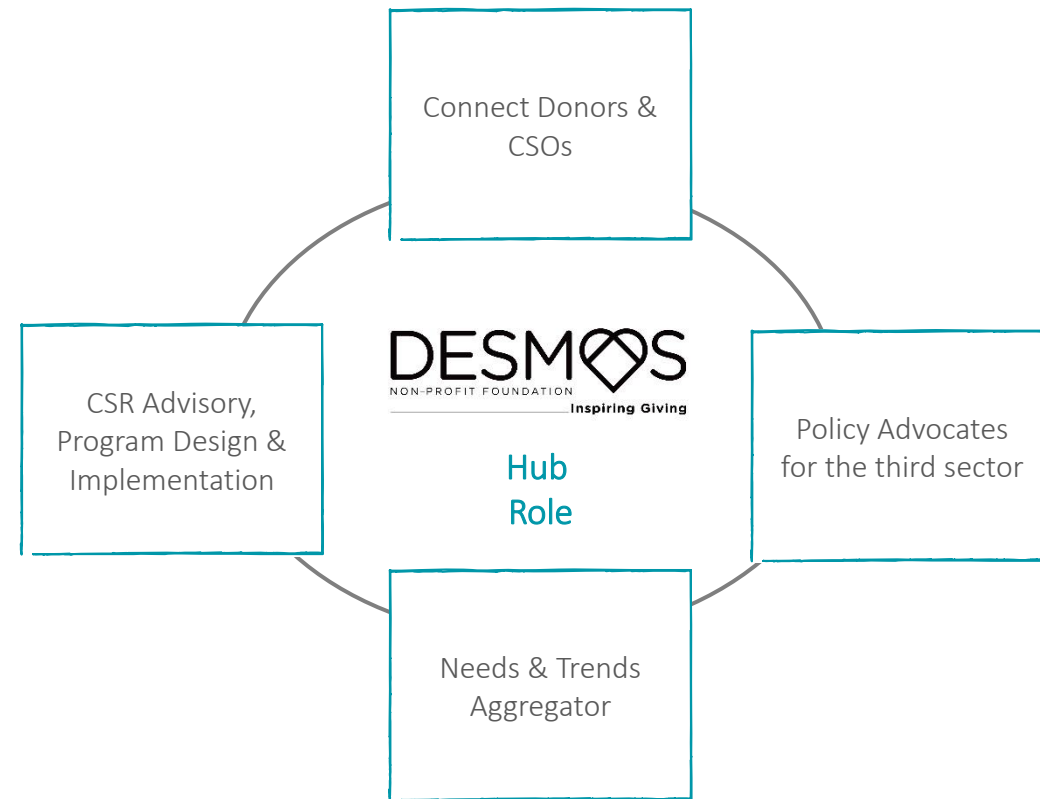


DESMOS is founded on the principles of social solidarity, the personal, social and corporate social responsibility as well as waste reduction and the reuse of material for humanitarian causes.

## Action

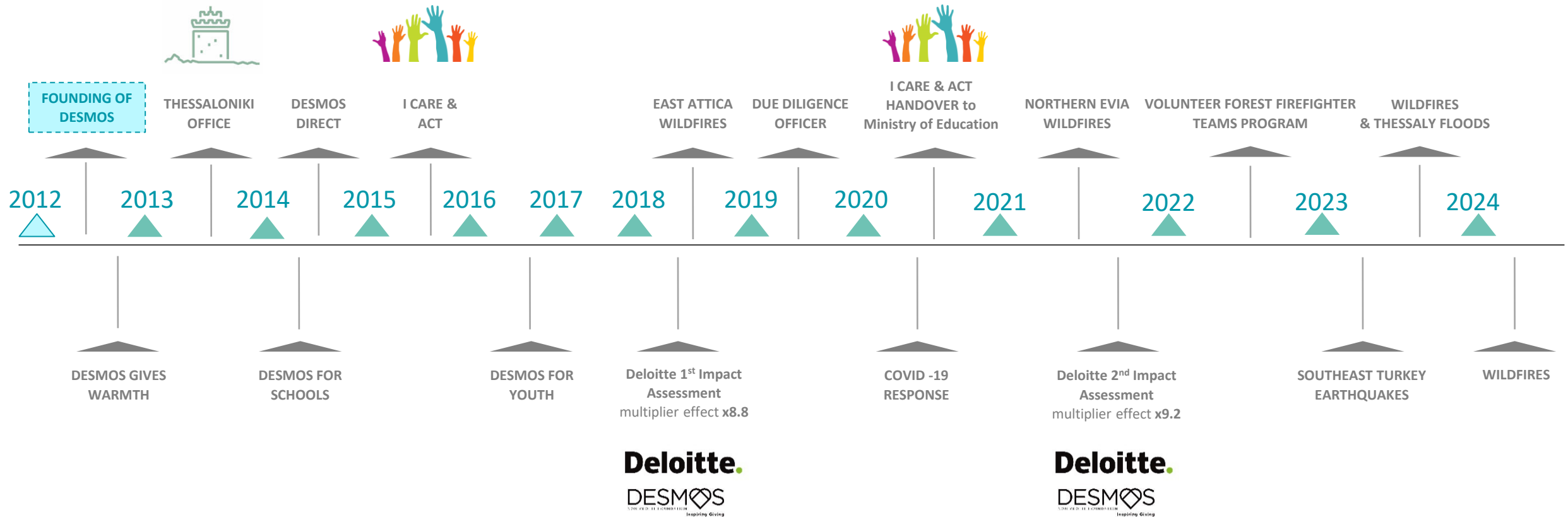


DESMOS acts as a hub between the private sector and NGOs, facilitating donations in kind and managing financial donations to materially support CSOs in Greece supported by the work of an Organization Relationship Officer. DESMOS also helps distribute surplus products to people in need, handling research, communication, coordination, logistics and reporting



# DESMOS FOUNDATION'S TIMELINE

Over time DESMOS has established many programs, a second office in Thessaloniki and a twelve-year contribution in various needs of Greek society and maintains an integral role for the collection and distribution of donated items



# DESMOS TEAM & VOLUNTEERS

Founded by 5 individuals in 2012, DESMOS has become an organization with tens of registered volunteers, 8 members of staff and two offices in Athens and Thessaloniki.

## Board of Directors

The Board of Directors has 7 members, including the president, vice-president, the secretary and treasurer, as well as three board members.

## General Assembly & Advisory Board

As of 2024 DESMOS has a total of 60 members in the General Assembly, of which 1 honorary member, while as of 2019 an Advisory Board has been established, comprising of 14 individuals acting as mentors in their field of expertise.

## The Team

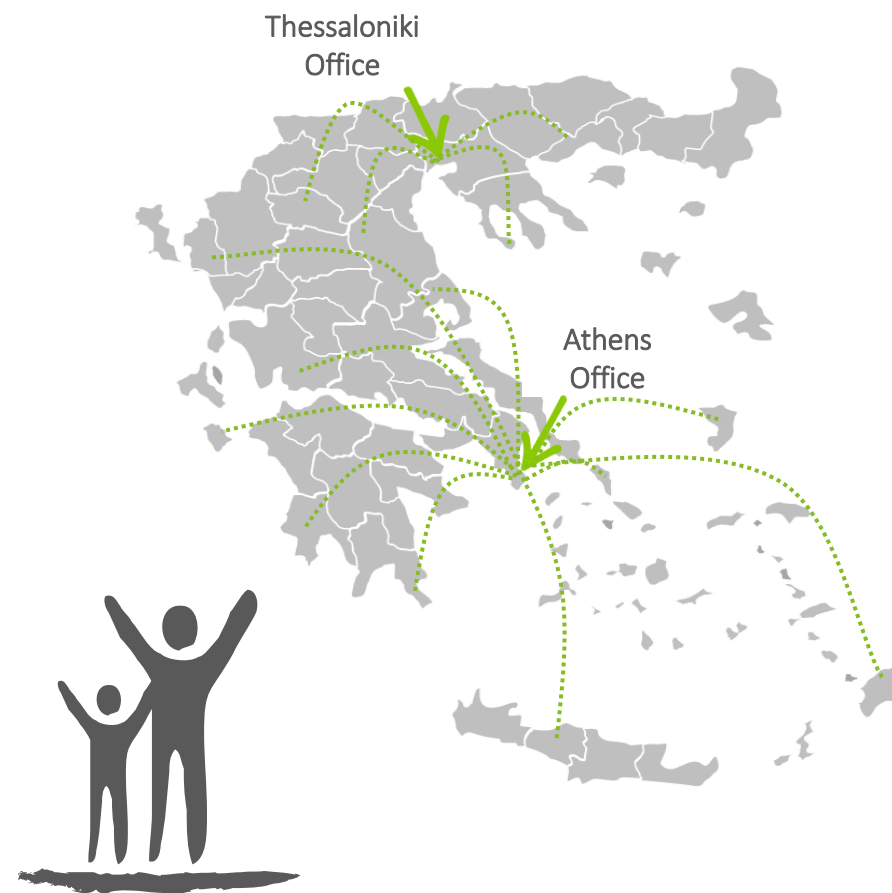
Since its establishment in 2012, the organization has grown to 8 full-time employees.

## Volunteers

DESMOS has enrolled hundreds of volunteers, out of which 50 to 70 are active volunteers on an annual basis, contributing keenly to the vision of DESMOS.

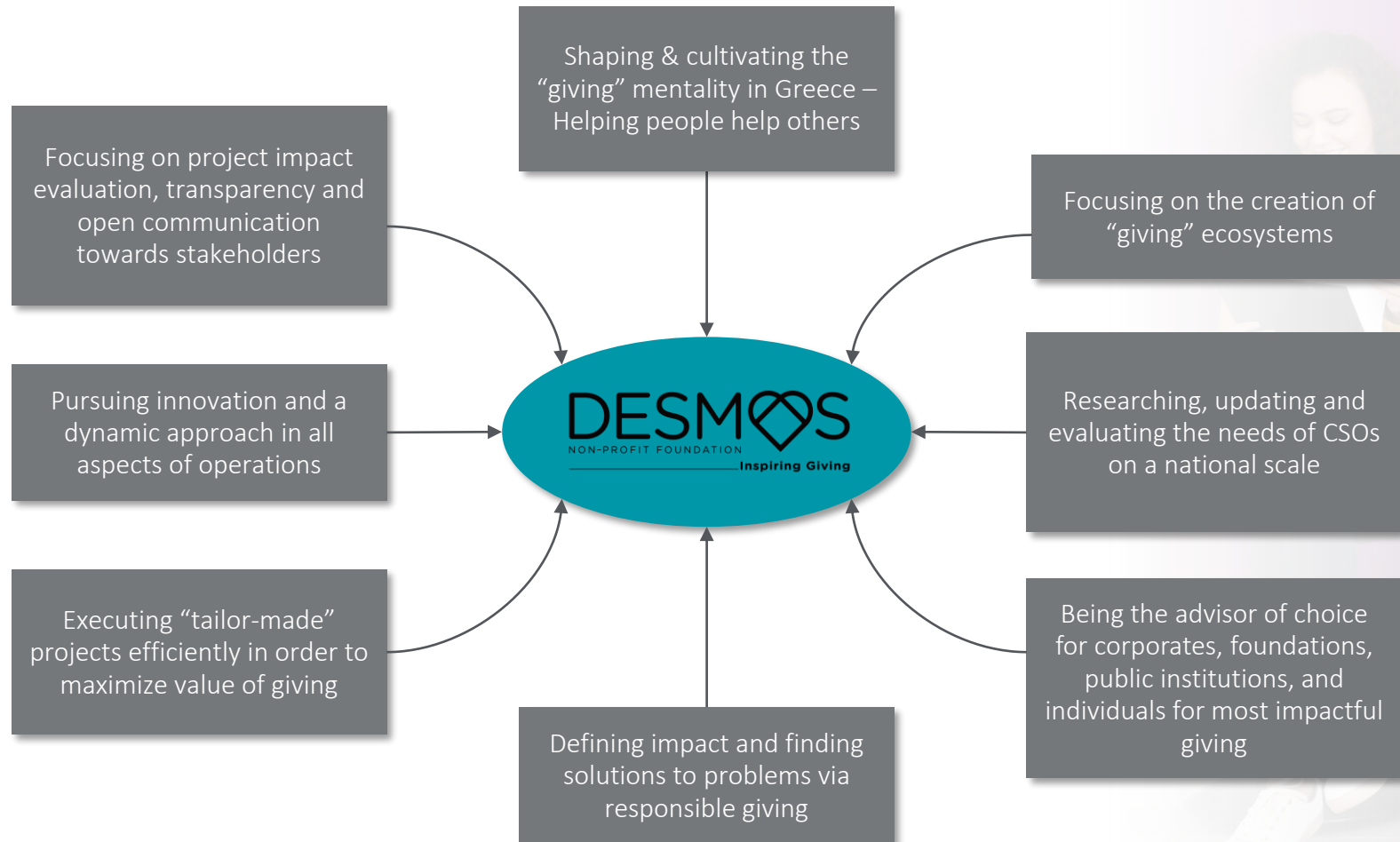
## DESMOS' Supporters

DESMOS has created multiple supporting groups which include, individual donors, major donors, corporates and foundations who donate on an annual basis and/or ad-hoc and has a core membership of "Friends of Desmos" who support on a monthly basis. Furthermore, DESMOS has developed a network of over 350 multinational and Greek companies with whom we have developed strong collaborations as well as strategic partnerships with major charitable foundations active in Greece and abroad.



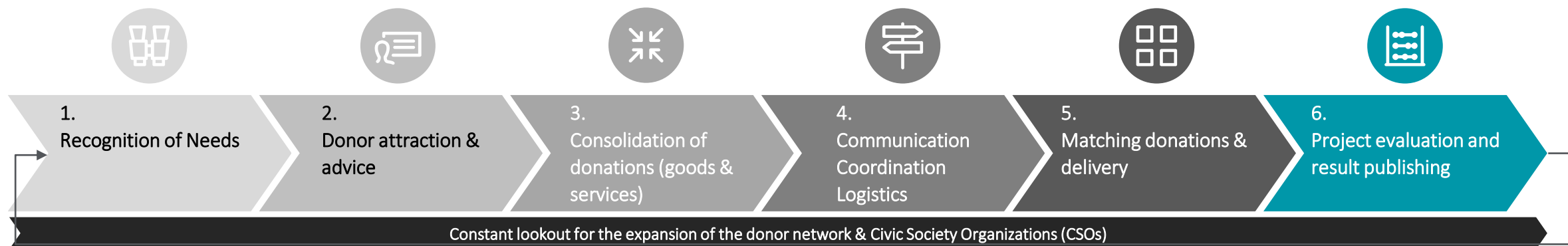
# DESMOS' UNIQUE VALUE PROPOSITION

DESMOS has developed a differentiating strategy in order to distinguish itself among other Non-Profit Organizations which are operational in Greece. Main aspects of the DESMOS' unique value proposition, which also aims to guide the organization in its future endeavors are presented below.



# DESMOS VALUE CHAIN

The distinct value of DESMOS lies in comprising a hub between donors and Civic Society Organizations, catering to both parties and seeking to maximize the effectiveness of the donation process, continuously monitoring the results and improving on them.



- DESMOS is in constant communication with CSOs, monitoring and assessing their needs
- The addition of a Due Diligence Officer has established trustful relationships and communication channels with stakeholders, by performing Due Diligence and getting continuous feedback with qualitative and quantitative data in order to provide them the best support

- DESMOS gives donors the opportunity to define the cause they wish their donation to be used for themselves
- Irrespective of the size of their intended donation, donors can contact DESMOS in order to gain advice on where their donation would be most useful / impactful

- Financial donations to DESMOS are converted into goods & services (as in the case of salaries covered of DESMOS for Youth program)
- In case of goods and in-kind donations of various categories, DESMOS allocates them to CSOs based on the results of the monitoring of needs

- DESMOS is the point of reference for both donors and beneficiaries and oversees all communication, coordination and logistics of the donation process

- The matching of goods and services to the respective CSOs in need, is one of the key value adding activities of DESMOS and one of its key differentiating factors, distinguishing the organization from other NGOs

- DESMOS holds itself accountable towards its stakeholders, partner organizations and donors by evaluating projects, publishing results and by appointing third parties for its impact assessment and audit.

# DESMOS' AREAS OF FOCUS

DESMOS' projects and programs are grouped under four pillars, which encompass a wide range of causes, types of CSOs and vulnerable groups.

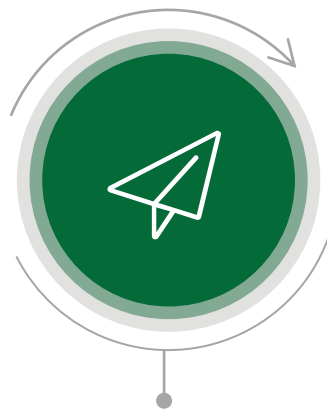


## Social Welfare

The pillar involves donations, projects and programs that provide goods and services necessary for survival, such as food & water, shelter, clothing, heating, and other essential goods across charitable organizations in Greece.

Area of focus programs:

- DESMOS FOR WARMTH
- DESMOS GIVES FOOD AID
- DESMOS IN KIND DONATIONS



## Building a Better Future

The pillar aims at empowering children and youth through education, employment and strengthening of community bonds.

Provided support includes equipment for schools, job creation for unemployed youth and volunteering opportunities.

Area of focus programs:

- I CARE & ACT
- DESMOS FOR YOUTH
- DESMOS FOR SCHOOLS
- TEENS FOR TEENS

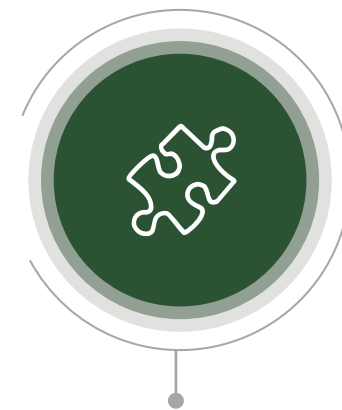


## Healthcare

The pillar involves donations, projects and programs that provide medical equipment, medical supplies and consumables to public hospitals, social clinics, social pharmacies, and mobile medical units. Furthermore, the pillar also focuses on the support of charitable organizations that provide free medical services.

Area of focus programs:

- HEALTHCARE GENERAL
- PALLIATIVE CARE AT HOME



## Emergency Response and Recovery

The pillar involves provision of critical immediate relief in natural disasters and humanitarian crises, as well as mid- and long-term recovery in the aftermath of such crises.

Area of focus programs:

- **EAST ATTICA WILDFIRES**
- **COVID-19**
- **NORTHERN EVIA WILDFIRES**
- **DESMOS FOR YOUTH NORTHERN EVIA**
- **VOLUNTEER FOREST FIREFIGHTER TEAMS**
- **SOUTHEAST TURKEY EARTHQUAKES**
- **WILDFIRES 2023 - 2024**
- **THESSALY FLOODS**

# DESMOS – BUILDING A BETTER FUTURE

DESMOS' Pillar, "Building a Better Future" is focused on empowering children and youth through education, employment, and strengthening of community bonds. DESMOS for Youth provided support includes job creation for unemployed youth

## DESMOS FOR YOUTH



DESMOS provides *paid positions to unemployed youths* at charitable organizations for the duration of 1 year. The program gives the individuals the opportunity to gain professional experience, while it helps CSOs gain capable human resources, enabling them to maximize their positive social impact.

*Ongoing*

**Beneficiaries:** Unemployed Youth and CSOs  
**Program Start :** 2016

“ We believe that **empowering our youth** not only ensures our society's future, it enables our most **passionate change agents to foster innovation, openness and learning.** We created “DESMOS for Youth” as a testament to the capabilities of young people living in Greece today and the **amazing accomplishments they can achieve, when given the opportunity to work!** ”

# DESMOS FOR YOUTH | PROGRAM DESCRIPTION

DESMOS for Youth is a program initiated to address the high youth unemployment in Greece by providing paid work placements in CSOs.

## The Problem

Youth unemployment remains at high levels despite the improvement vs the economic crisis period, affecting a whole generation of new job market entrants, who face multiple challenges especially where it comes to employment opportunities in their field of interest vs opportunities that arise from trends.

## The Response

The program DESMOS for Youth offers unemployed youths the opportunity to gain professional experience through 12 month paid positions at CSOs.

The program creates a mutual benefit for the participants. The employees benefit from earning important work experience and the opportunity to develop their professional skills which increases their employability and future prospects, while the CSOs receive skilled employees without the burden of operational costs and the ability to build capacity and growth potential.

In December 2024 the 5th Cycle was launched with an additional 11 participants to 11 CSOs.

~€753,965

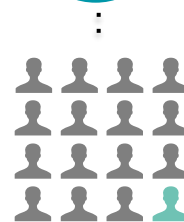
NET FUNDING



4 CYCLES COMPLETED



50 WORKING POSITIONS TO 48 CSOs



91,500 BENEFICIARIES REACHED

1 Year EMPLOYMENT per Participant





# DESMOS FOR YOUTH | PARTICIPATING ORGANIZATIONS & EMPLOYEES

The following information concern the organizations and participants in the program for the first cycle

## ORGANIZATIONS

[ANIMA](#) - Alexia Balatsouka (Volunteer Coordinator)

[Gerontas Paisios](#) - Marina Melnikova (Administration)

["Margarita" Special Education Vocational Training Center](#) - Rozmari Kalogeria (Cooking Workshop Coordinator)

[PositiveVoice](#) - Irimi Prekka (Athens Checkpoint Coordinator Υπεύθυνη Athens Checkpoint)

[Organization Earth](#) - Marilena Kakkou (Educational Program Coordinator)

[Melissa - Network of Migrant Women in Greece](#) - Eva Santentinni (Project Coordinator)

[SciFY](#) - Spyros Nikolakis (Junior Software Engineer)

[Civis Plus](#) - Ioanna Tsetika (Educational Program Coordinator)

[Desmos](#) - Irimi Papagiannouli (DESMOS for Youth Project Management)

[Psychogeriatric Association NESTOR](#) - Mikhaela Kaldi (Memory Clinic Psychologist)

[Aggigma Zois](#) - Valantis Krommydas (Project Coordinator)

[Emfasis Foundation](#) - Marianna Kallipoliti (Volunteer and Collaborations Coordinator)

[Drama Ladies Union](#) - Eleni Kastori (Free After-school Program & Mobile School Coordinator)

[Gefyra](#) - Iro Ntrouva, Katerina Damianidi (Mapping Project)

[Special Education Center \(Thessaloniki\)](#) - Kostas Rallis (Special Physical Education Teacher)

1<sup>st</sup>  
cycle

## EMPLOYEES



← 12 → ← 3 →

# DESMOS FOR YOUTH | PARTICIPATING ORGANIZATIONS & EMPLOYEES

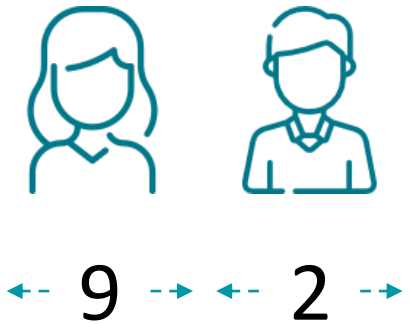
The following information concern the organizations and participants in the program for the second cycle

## ORGANIZATIONS

- [Generation 2.0 for Rights and Equality](#) - Anna Maria Vouzouneraki (Career Advisor)
- [Theotokos](#) Penelope Vitali (Psychologist)
- [Callisto](#) - Loukia Argyriadou (Fundraising & Membership Coordinator)
- [SciCo](#)- Marilena Andrikopoulou (Academic Educational Consultant)
- [GivMed](#) - Thanasis Vratimos (Development Coordinator)
- [Athens Live](#) - Elvira Krithari (English language Original Content Creator/Reporter)
- [Herodikos \(Komotini\)](#) Nadia Zournatsidi (Physical Education Teacher)
- [Freedom Gate](#) - Christos Skiadopoulos (psychologist)
- [Youth Entrepreneurship Club - Chania, Crete](#) - Olympia Kokka (Director)
- [Xenios Polis](#) - Amalia Dimopoulou (Researcher / Writer for Educational Material)
- [Arsis \(Thessaloniki\)](#) - Emmanouela Niraki (Time Bank Psychologist)

2<sup>nd</sup>  
cycle

## EMPLOYEES



# DESMOS FOR YOUTH | PARTICIPATING ORGANIZATIONS & EMPLOYEES

The following information concern the organizations and participants in the program for the third cycle

## ORGANIZATIONS

- [Aggigma Zois](#) – Nikolas Tsounakis (E-project Manager)
- [Saint Efraim](#) – Anastasia Zagari (Nurse)
- [Ladies Union of Drama](#) – Vasiliki Karopoulou (Social Worker)
- [F - Center](#) - Panagiota Plataniti (Phycologist)
- [Diogenis NGO](#) – Vivialena Martini (Digital Marketing Assistant)
- [Nosileia](#) – Orestis Siakis (Physiotherapist)
- [Parents & Friends Association for Autism in Rethymnon, Crete](#) – Adamantia Tsihli (Multipurpose Space Supervisor)
- [Emfasis Foundation](#) – Giorgos Chrysanthis (Streetworker - Musician)
- [Genderhood](#) – Lamprini Georgiou (Gender Equality & Integration Manager)
- [Generation 2.0 RED](#) - Antigoni Anomeriti (Legal Consulting Assistant)
- [Rise Club](#) – Aphrodite Giapraka (Communication Manager)
- [SolidarityNow](#) - Maria Papoulia (CFF Facilitator)
- [Women Do Business](#) – Errika Lypmoussi (Executive Virtual Assistant)
- [Youthnest](#) – Katerina Antoniadis ( Project Manager)

3<sup>rd</sup>  
cycle

## EMPLOYEES



← 11 → ← 3 →

# DESMOS FOR YOUTH | PARTICIPATING ORGANIZATIONS & EMPLOYEES

The following information concern the organizations and participants in the program for the fourth cycle

## ORGANIZATIONS

- [Cohesion Network Together](#) – Anastasia Chelioti (Health Material Platfrom Manager)
- [Women Do Business](#) – Sylia Dospra (Fundraising Manager)
- [Me Alla Matia](#) – Dimitra Paraskevopoulou (Story Teller, Integration Program Manager)
- [Immortaliting](#) – Stelios Myrogiannis (Driver)
- [Kappa 3](#) – Elisavet Papamichail (Profile & Patient's History Recording)
- [Openous](#) – Ifigenia Zikou (Psychologist)
- [Initiative for Children](#) – Natalia Kelepouri (Special Educator)
- [Humanity Greece](#) – Petros Soukeras (Operations Manager)
- [Arsis](#) – Dimitris Kissoudis (Social Worker)
- [Boulouki](#) – Nafsika Stefanidou (Communication Manager)

4<sup>th</sup>  
cycle

## EMPLOYEES



← 7 → ← 3 →



# Impact Assessment Overview

# IMPACT ASSESSMENT METHODOLOGY

The Impact Assessment is grounded on 3 areas of focus in a combined quantitative and qualitative approach, leading to the display of the catalyst effect that DESMOS for Youth program has on economic activity as well as the overall number of beneficiaries, as the two main results

1

## Input-Output Model

The Input-Output model is a technique that represents the interdependencies between different economic activities and depicts inter-industry relationships within an economy, showing how output from one sector may become an input to another sector. It is used to measure the **economic impact of DESMOS for Youth program and operations**, which leads to multiplied economic output, public sector income and employment.

2

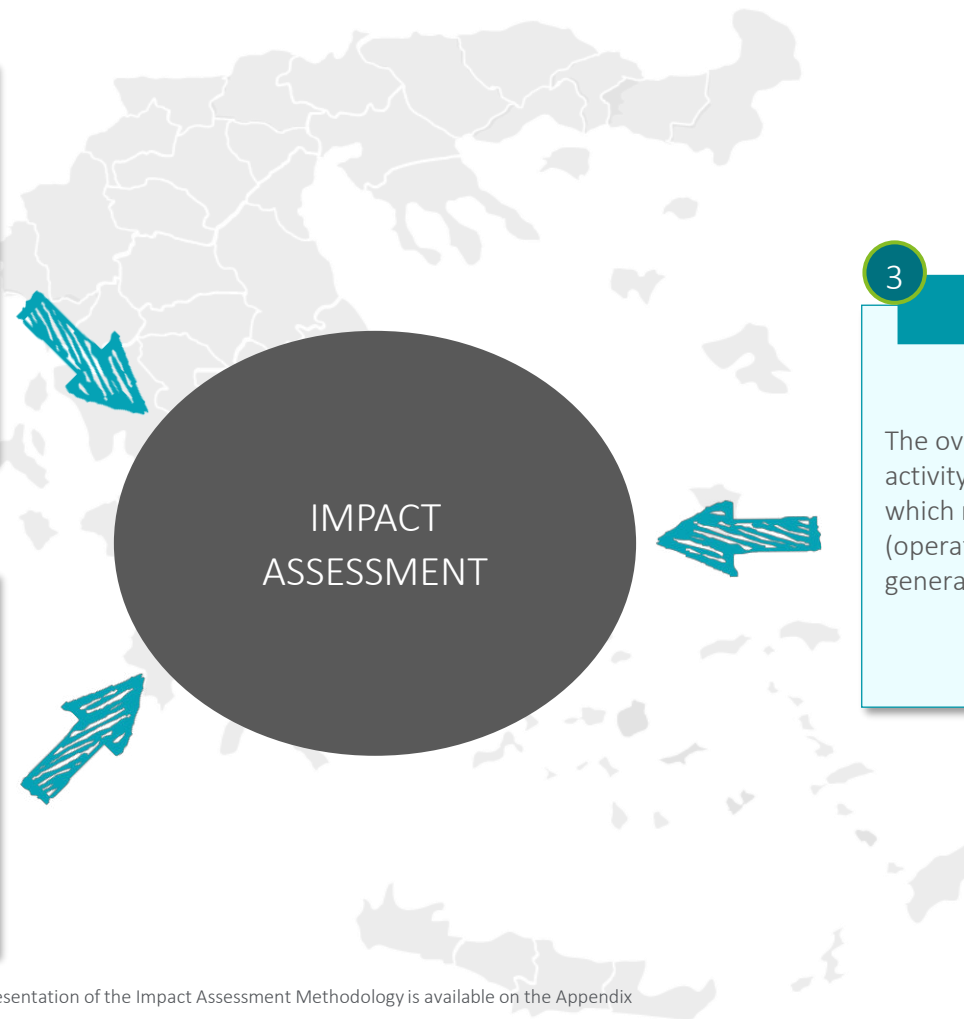
## Beneficiary Quantification

Figures regarding total number of beneficiaries served by collaborating social welfare and public interest institutions are presented as the “**reach**” of each program. Additional beneficiaries are quantified as **full equivalents** by using a standardization metric for the conversion of in cash and in kind donations. Full equivalents express the number of persons for which DESMOS could cover the full demand of their needs over the course one year. **Overall beneficiaries** encompass reach as well as full equivalent beneficiaries.

3

## Leverage effect

The overall catalyst effect of DESMOS on economic activity is expressed through the **Leverage effect**, which relates the total cost of DESMOS’ operations (operational expenses) to the total output generated within the Greek economy.



# DESMOS FOR YOUTH | OVERALL IMPACT OF DESMOS FOR YOUTH

Since its establishment in 2016, DESMOS' operation, concerning DESMOS for Youth, has resulted in a total economic output of **€1.4 mn**, while generating public sector income of **€665th**. The program's **leverage effect is calculated at x11.7**

DESMOS FOR YOUTH



**€665,311**  
of public finances  
income and savings  
generated

Public  
Sector  
Income



**50** working  
positions  
to 48 CSOs

Job  
Creation



Leverage  
Effect

**x11.7**

for every €1 spent by DESMOS for its operations for the DESMOS for Youth program, **€11.7 of economic output is generated in the wider economy** as a result of funds mobilized by DESMOS



Economic  
Output

**€1.4 mn**

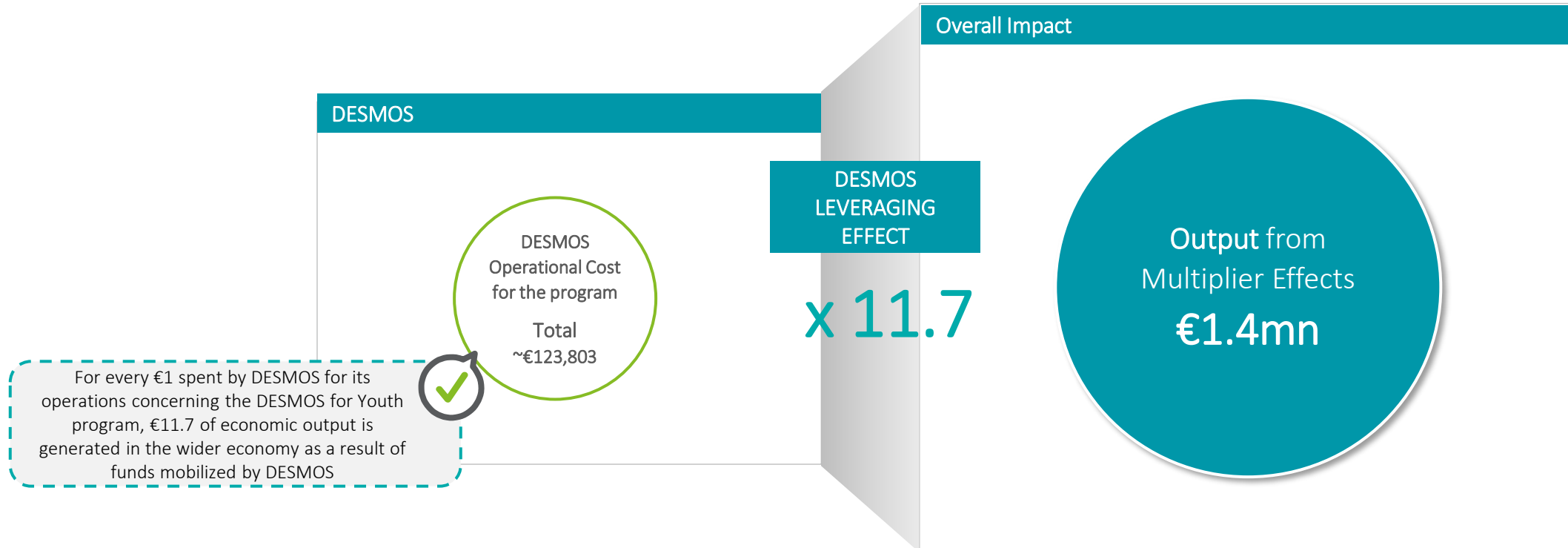
of economic output generated



DESMOS  
Your Partner in Giving

# DESMOS FOR YOUTH | OVERALL OUTPUT

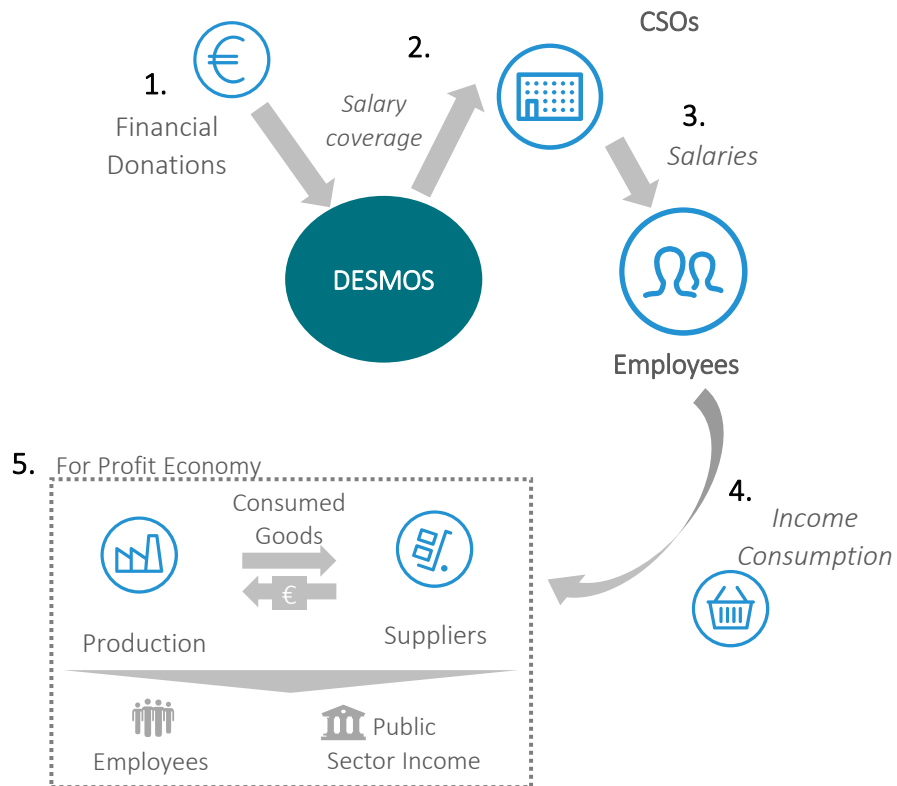
The multiplier effect for DESMOS for Youth is **x11.7** resulting in **€1.4million** of **economic output**, that is, **for every €1 spent for DESMOS' operations on DESMOS for Youth program, €11.7 flow back into the economy** as a result of funds mobilized by DESMOS' efforts.



# DESMOS FOR YOUTH | ECONOMIC IMPACT - OVERVIEW

The economic impact of the DESMOS for Youth Program stems from economic activity induced due to sustained salaries and public sector savings.

## DESMOS for Youth

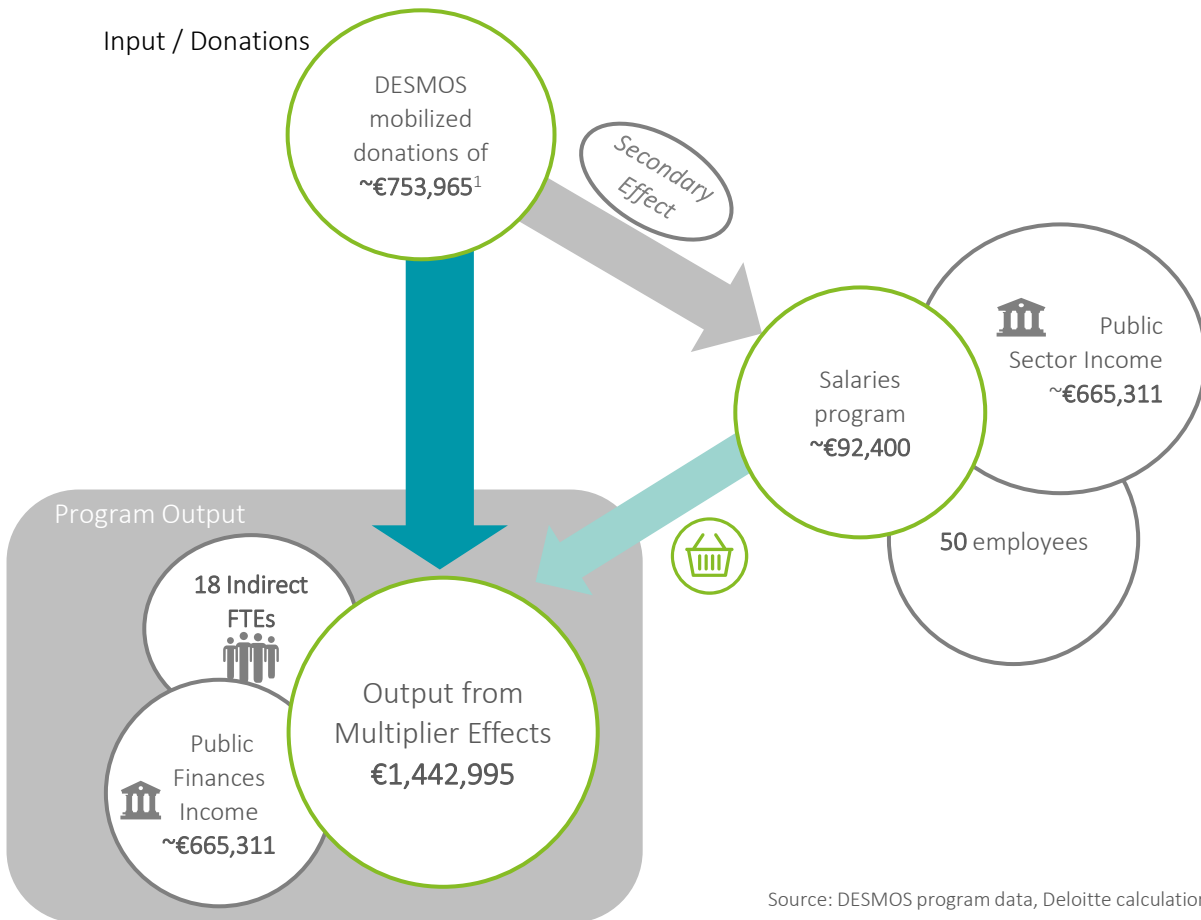


**DESMOS FOR YOUTH – OVERVIEW OF ECONOMIC IMPACT**

1. DESMOS receives financial donations for the program to provide work placements for young unemployed
2. DESMOS covers the total employee cost to the CSOs
3. CSOs employ the participants as normal full time employees and pay their salaries
4. Salaries sustained become private consumption, which induces economic output
5. As a result the induced economic impact further jobs are created in the economy as well as public sector income due to tax payments, employer contributions etc.

# DESMOS FOR YOUTH | ECONOMIC IMPACT - CALCULATIONS

Since the program’s inception in 2016 it is estimated that DESMOS for Youth has created ~€1.4 mn of economic output, 50 job positions directly as a result of the program, while further 18 indirect FTEs in the economy were indirectly sustained as a result of private consumption of program participants.



## Economic impact

- Between 2016 and 2024, financial donations worth ~€753,965 were made to the program to pay salaries to the participants for one year.
- The spending of the participants’ income induced economic output in the supply chain of ~€1,442,995, public sector income of ~€665,311 and sustained 18 indirect Full Time Equivalent (FTEs) in the economy.

## Secondary effect

Public Finances Savings arise due to non-payable unemployment benefits that result from the employment of the participants over the time horizon of the program.

Source: DESMOS program data, Deloitte calculations

<sup>1</sup> Salaries are depicted as total employee cost, while the economic impact is calculated on net income.

# DESMOS FOR YOUTH | TAXONOMY OF BENEFICIARIES

Both employees and CSOs are considered beneficiaries of the program. Furthermore, within the taxonomy of beneficiaries those of an “indirect” nature are estimated, namely individuals who received assistance as a result of participants’ work at the organizations.

## Methodology

### Direct beneficiaries

Participants who found employment through the program, as well as the respective CSOs, which benefitted from receiving skilled employees. Each CSO and employee counts as one beneficiary.

### Indirect beneficiaries

The indirect beneficiaries are individuals who received assistance directly through the work of the participants at the CSOs.

This number is assessed by DESMOS on a continuous basis, as part of the programs supervision and during the overall evaluation of the program. Further, the number of beneficiaries may vary significantly between positions, e.g. a psychologist naturally reaches fewer people over the course of one year compared to a journalist.

The concept of full equivalents is not applicable for this program, since per type of beneficiaries (interest groups), no statement can be made on how much of the annual demand was covered.

It is therefore assumed, that an individual counts as beneficiary, if he has received the full service of the respective CSO, irrespective of the type of service.

## Results

# direct beneficiaries



50 employees



48 CSOs

# indirect beneficiaries



~91,500  
Beneficiaries

Estimation based on  
assessment of program  
participants

Different interests groups served (excerpt):

- Students
- Children with special needs
- Volunteers
- Refugees
- Homeless
- Entrepreneurs
- Persons Psychologically treated
- Other

# DESMOS FOR YOUTH | SURVEY RESULTS AMONG COMPANIES & BENEFICIARIES

Key takeaways from the survey conducted among beneficiaries and organizations indicate that the program was very well perceived both from participants and organizations

**11** participants responded

**~72%** ...stated that their main tasks/activities during their participation in the program were to contribute to the **preparation** and **implementation of awareness-raising and participation actions**

...stated that they **encountered obstacles/challenges** in participating in the program with most being various administrative issues

...reported that their work on the project directly **benefited over 50 individuals** during their year of participation

**Key findings:**

...assess their **cooperation** with DESMOS as very good

...recognize the **critical necessity** of DESMOS in providing employment opportunities for unemployed youth

...affirm that **their situation has improved** as a direct result of their participation in this program

... reported **acquiring new knowledge and skills** through their involvement, particularly in the areas of business planning and strategy, as well as social work

...stated that **the situation, of those directly benefited** from their work through the program, had **improved** either at a very large or large extent

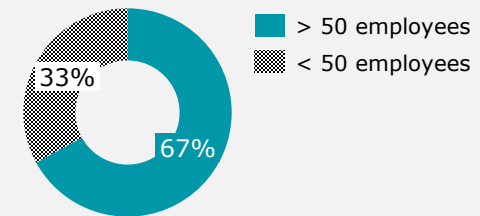
**~90%** ...indicated that their primary objective in participating in the project was to secure a livelihood

...reported that he had managed to overcome the obstacles

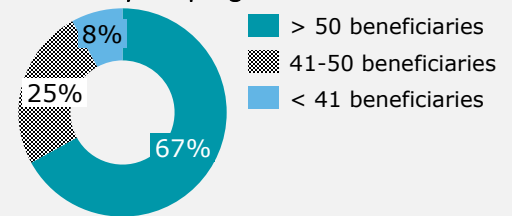
...evaluated the program as **“excellent”** or **“very good”**

**12** organizations responded

**Organizations size mix**



**Number of beneficiaries exclusively served by the program**



**Key findings:**

**~92%** ...stated that if the job could not be filled by the program, the position would be vacant with a major impact on the operation of the organization

**~67%** ...stated that the primary objective of the engagement, until the project's completion, was to design and implement a series of initiatives with a strong social focus, aiming at empowering and mobilizing diverse vulnerable social groups

**~92%** ...stated that the key objectives of the job position under the program have been achieved either at a very large or large extent largely achieved



# Appendix

# APPENDIX - IMPACT ASSESSMENT METHODOLOGY | I/O MODEL

The methodology to assess the economic impact includes all activities of DESMOS for Youth and the respective direct, indirect and induced impact which is created, captured via the Input-Output Model.

## Economic Impact & The Input-Output Model

The **Input-Output model**<sup>1</sup> is used to determine the effect of DESMOS for Youth program operation on the economy in terms of economic output, public sector income and job creation. The model relates economic inputs, used for the operation of DESMOS for Youth, to economic outputs created in the wider economy.

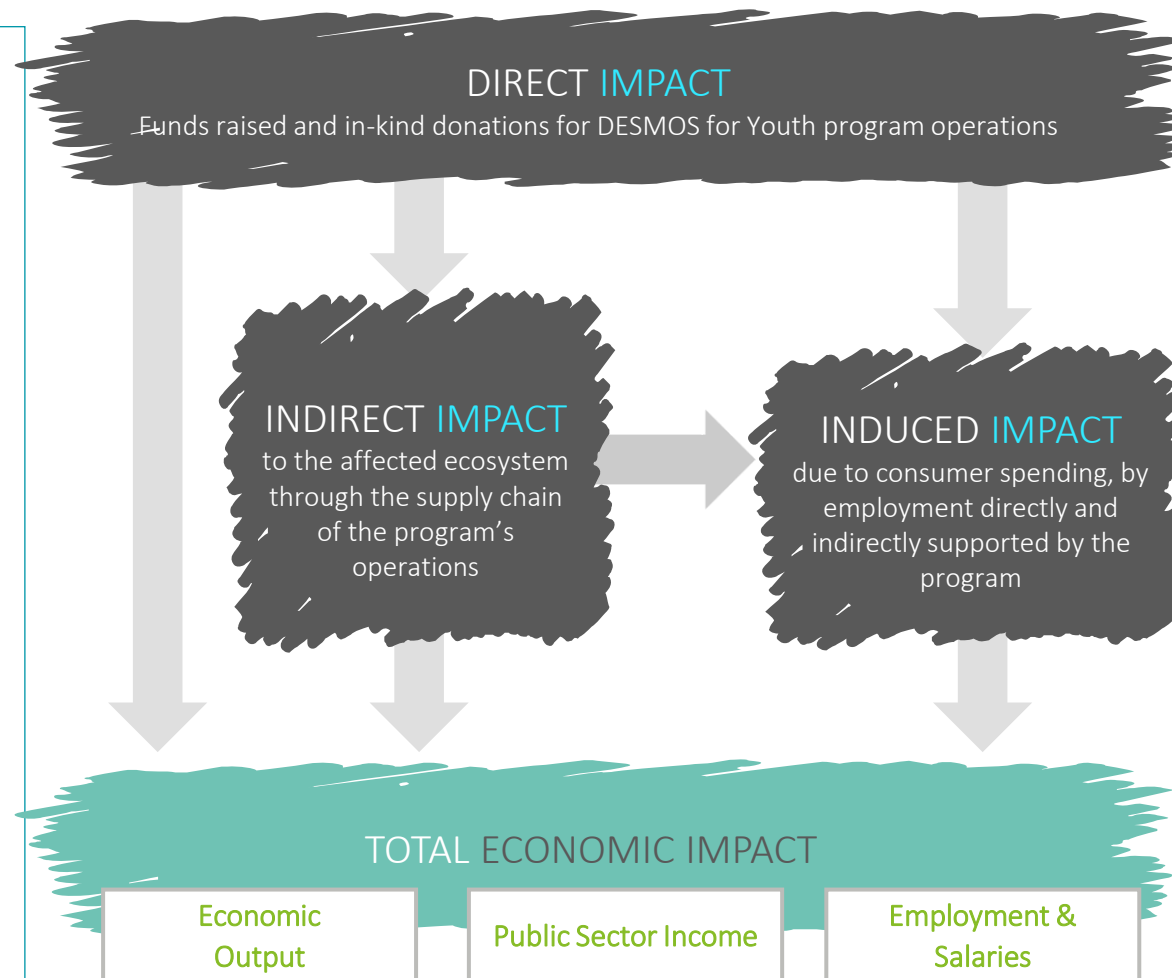
**Economic Inputs** and the **direct impact of DESMOS for Youth** program are all donations, financial and non-financial, that DESMOS manages to mobilize through its donor network.

**Economic Output** occurs as a result of inputs. Output is generated to other industries in the supply chain of DESMOS for Youth program and through the consumption of disposable income supported by DESMOS (**Induced Impact**, e.g. as a result of salaries paid via DESMOS for Youth Program).

**Public Sector Income** describes the additional income that is created through taxes, which are accumulated due to the generated economic activity (e.g. VAT and income tax).

**Job creation** occurs due to the economic activity of the organization and may account for direct employment in the organization itself or for jobs sustained in the supply chain of the organization, as a result of its operations.

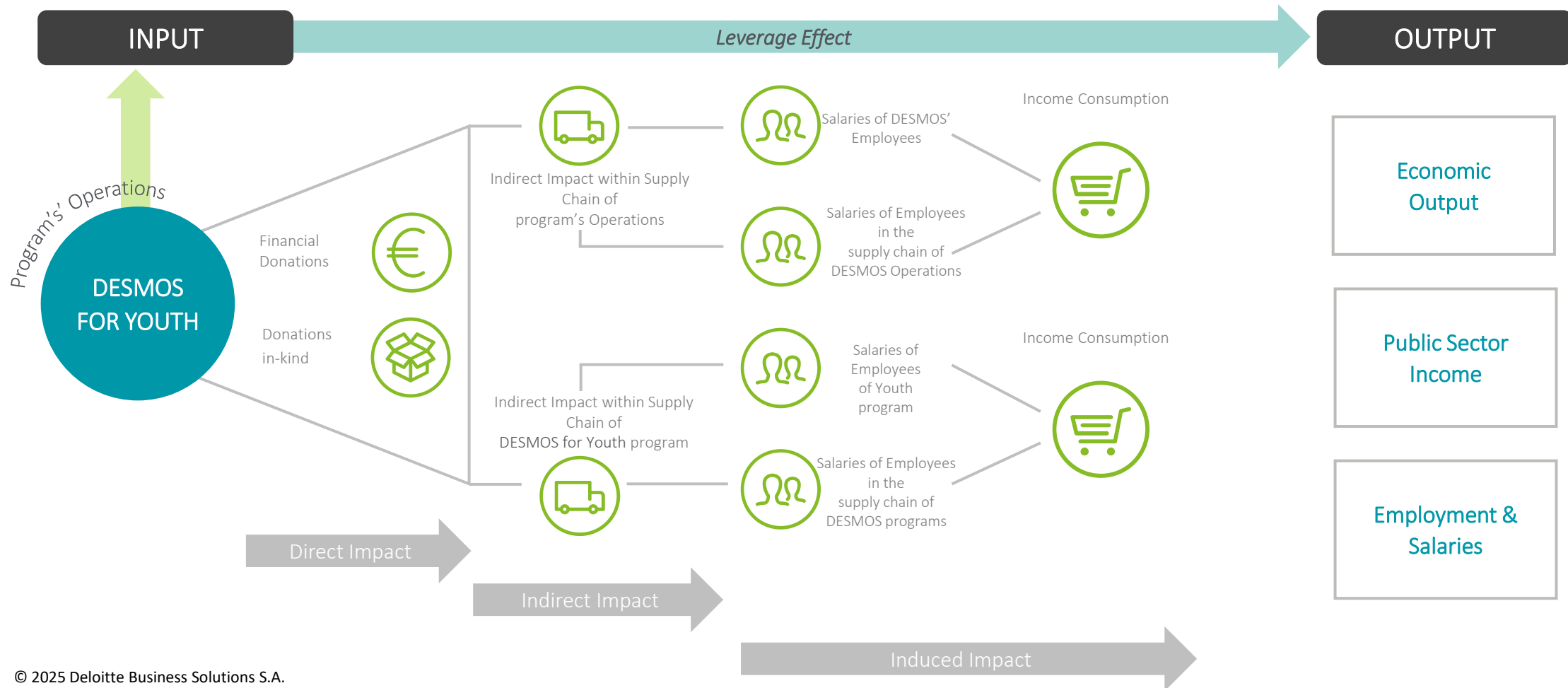
The impact assessment and the calculation of economic output is conducted per **program year**, not **calendar year**.



<sup>1</sup> For the input-output model, Leontief was awarded the Nobel Prize in 1973.  
 Note: Input – Output methodology is based on statistical information available from Eurostat

# APPENDIX - IMPACT ASSESSMENT METHODOLOGY | I/O MODEL

For the assessment, the operation of DESMOS for Youth program between 2016 and 2024 is considered, measuring the direct impact of DESMOS for Youth program, the indirect impact in the supply chain and the induced impact due to the consumption of income of sustained salaries, which lead to economic output, public sector income and employment.



# Deloitte.

This document has been prepared by Deloitte Business Solutions Societe Anonyme of Business Consultants.

Deloitte Business Solutions Societe Anonyme of Business Consultants, a Greek company, registered in Greece with registered number 000665201000 and its registered office at Marousi Attica, 3a Fragkokklisias & Granikou str., 151 25, is one of the Deloitte Central Mediterranean S.r.l. ("DCM") countries. DCM, a company limited by guarantee registered in Italy with registered number 09599600963 and its registered office at Via Tortona no. 25, 20144, Milan, Italy is one of the Deloitte NSE LLP geographies. Deloitte NSE LLP is a UK limited liability partnership and member firm of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee.

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited ("DTTL"), its global network of member firms and their related entities (collectively, the "Deloitte organization"). DTTL (also referred to as "Deloitte Global") and each of its member firms and related entities are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties. DTTL and each DTTL member firm and related entity is liable only for its own acts and omissions, and not those of any of each other. DTTL does not provide services to clients. Please see [www.deloitte.com/](http://www.deloitte.com/) about to learn more. DTTL, Deloitte NSE LLP and Deloitte Central Mediterranean S.r.l. do not provide services to clients. Please see [www.deloitte.com/about](http://www.deloitte.com/about) to learn more about our global network of member firms.

Deloitte is a leading global provider of audit and assurance, consulting, financial advisory, risk advisory, tax and related services. Our global network of member firms and related entities in more than 150 countries and territories serves four out of five Fortune Global 500® companies. Learn how Deloitte's approximately 312,000 people make an impact that matters at [www.deloitte.com](http://www.deloitte.com).

This document and its contents are confidential and prepared solely for your use, and may not be reproduced, redistributed or passed on to any other person in whole or in part, unless otherwise expressly agreed with you. No other party is entitled to rely on this document for any purpose whatsoever and we accept no liability to any other party, who is provided with or obtains access or relies to this document.

