



REGENERATION®

5 YEARS

**OF ENABLING GREEK YOUTH TO
TRAILBLAZE THE NEW SKILLS ECONOMY**

**AND DREAM OF
A BETTER FUTURE**



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PROFESSOR KLAUS SCHWAB
*FOUNDER & EXECUTIVE CHAIRMAN,
WORLD ECONOMIC FORUM*

“

ReGeneration’s success is a testament to the power of youth in action. It is with this vision that the World Economic Forum launched the Global Shapers Community in 2011, empowering young leaders to lead the change in their communities and improve the state of the world, starting from home.

Today, we join the Global Shapers Athens Hub, ReGeneration, its partners and thousands of beneficiaries in celebrating five years of exponential impact and democratizing opportunity for young graduates in Greece. ReGeneration’s remarkable achievements make it one of the most impactful Hub-led project across our almost 400 Global Shapers Community Hubs globally and one of the distinctive success stories of the Community. ReGeneration’s efforts to bridge the various gaps between recent graduates and the job market constitute a novel approach to promoting much-needed sustainable development in Greece and securing a better future for both the country and its youth.

Preface



PANAGIOTIS MADAMOPOULOS-MORARIS
CO-FOUNDER & MOTIVATOR IN CHIEF

“

Five years ago — and with a healthy dose of delusional optimism — we founded ReGeneration with a vision to not only transform the lives of young graduates but to permanently change the trajectory of modern day Greece by **democratizing access to opportunity, creating agents of change from within and infusing the oxygen of possibility** to a country on the verge of entrepreneurial extinction. The decision to build ReGeneration as a non-profit was highly intentional. Our focus has always been on creating lasting social value, rather than capturing a momentary profit. We are a program built by underdogs, with a platform designed **to make self-made success stories possible** by equipping the next generation of professionals to offer Greece a new narrative of resilience, diversity, and economic mobility. Fundamentally, **we rise by lifting others.**

Facing head on the major challenges of youth unemployment and underemployment, brain drain and a skills gap among

graduates, ReGeneration generates the **social capital**, and therefore the opportunities that young graduates are critically lacking. As a first-in-kind, cross-industry, multi-stakeholder education and employment ecosystem, ReGeneration spans both the supply and demand sides of junior talent development and recruiting. Our **education to employment pathways** serve to combat barriers to entry that continue to plague Greek graduate employment, from lack of work experience to lack of true diversity and meritocracy. In just a few short years, we've built an ecosystem of hundreds of hiring partners and provided our graduates with the skills and opportunities **to architect their own futures**. Yet, we have lofty aspirations and know our **job is far from done**.

Looking Ahead

Globalization 4.0 is at hand. Greece is at a **critical inflection point**, with global education and employment facing massive disruption and reinvention from technological and sociopolitical forces. Looking towards 2021, ReGeneration's initiatives are designed around a belief in **strategic ambidexterity** as a focal point to enable our beneficiaries to thrive in the Fourth Industrial Revolution (4IR) economy. This means putting in place the skills required to optimize and grow **traditional sectors** such as retail, supply chain, energy, agriculture, hospitality, and shipping, while also preparing Greece's graduate workforce for the growth of **new frontier verticals** that are becoming increasingly relevant to the Greek economy, such as artificial intelligence and machine learning, cloud computing, and cyber security. In doing so, we are **growing ReGeneration Academy**, while exploring options for **public partnerships** to drive the greatest impact down the line. As we look forward at how to maximize impact given this shifting landscape, **ReGeneration is expanding its focus to three areas** that we believe will allow us to drive trailblazing development opportunities for both our

beneficiaries and the country.

I) Future of Work

As the breakthrough technologies of the 4IR — such as virtual and augmented reality, quantum computing, and AI-driven data systems — come more forcefully into fruition, we see how Greece is no exception to these global trends. These changes are major opportunities to create growth, but also present significant risks, such as workforce automation and skills gap between current students and future roles. As **skills become the new currency** of this evolving labor market, Greece will need a flexible and adaptive system to **skill, re-skill, and up-skill students and young graduates** in order to thrive in this fast evolving and nuanced environment. ReGeneration is prepared to meet this challenge head-on with a range of future-focused initiatives. The upcoming ReGeneration Lab for the Future of Work, for example, will enable knowledge transfer, partnerships, and localization — drawing from Silicon Valley's best practices. Another initiative, where we have already seen impact, is the development of corporate partnerships in which we collaborate to develop and roll-out graduate up-skilling and recruitment programs.

II) Future of Learning

As the future of work is rapidly developing, learning is similarly morphing from something ending at graduation to a lifelong evolutionary process. As we prepare our beneficiaries for a world shaped by automation, we are striving to ensure that **young workers and students are not left behind**. To this effect, our initiatives are meticulously designed to **bridge the skills gap by transforming learning into doing**. ReGeneration brings together the **key elements of the most impactful last mile training programs** into a cohesive experience that integrates **blended and personalized vocational learning** across both hard and soft skills, with planned expansion to undergraduate programs through customized initiatives in

mobile and massive online learning courses. Our programs provide ReGenerators not only with critical workplace skills, but also with the ability to apply those skills to the evolving roles they face in Greece's changing economy. In doing so, we put a particular emphasis on **egalitarianism in the workplace** by ensuring equal access for populations underserved due to their city of residence, gender, income, or disabilities. Towards that end, and pursuant to our vision, we're doubling down on geographical expansion and introducing our **flagship initiative on accessibility, diversity and inclusion** as we make ReGeneration fully accessible to graduates with disabilities across the country.

III) The Gig Economy

A new globalized workforce, driven by the rise of Web 3.0 and the evolution of learning into a lifelong process, is breaking the paradigms of established industries and revolutionizing traditional sectors worldwide. At ReGeneration, we believe that **the gig economy presents an opportunity to address brain drain.** For the past five years, we've worked directly with hiring partners that have a physical presence in Greece to facilitate the hiring of local talent equipped with the skills needed to thrive in Greece's evolving flagship industries. Looking to the future, we believe that by up- and re-skilling our beneficiaries to succeed in the gig economy, we will eventually give them the **option to remain in Greece while being employed virtually by a host of growing multinational corporations.** We also believe that retaining a dynamic workforce physically in Greece feeds the country's entrepreneurial ecosystem, with fresh talent available to fuel the success of new companies and startups. Furthermore, with a growing Greek diaspora, ReGeneration is uniquely positioned to create a **support network of Hellenes abroad** that can harness Greek intellectual capital

to make the most of the growing gig economy. For example, junior talent currently working abroad may be repatriated through gap year internship programs in Greece, along with supporting systems and incentives. Above all, our hope is that via **brain circulation** we will regenerate the country's spirit of exploration, entrepreneurship, and innovation.

Gratitude +

As we look towards what is next, on behalf of our entire ReGeneration family, I want to express my gratitude to our rock star team, beneficiaries, supporters, early adopters, hiring and corporate partners, alumni, affiliate non-profits, friends, and volunteers who have worked tirelessly to help us get to where we are today. ReGeneration would just have been a crazy business plan without your contributions and support.

To our followers old and new, if our mission speaks to you, know that no resources or ideas are redundant to us. It is at the core of ReGeneration's DNA to **build on every contribution from our communities.** Whether you are passionate about our cause, want to partner with us, apply to work with us, or simply have an idea to share — *we especially love "crazy ideas"* — please reach out at eureka2021@regeneration.gr.

In five years of working tirelessly to bridge the gap between debate and action, we have set aside the assumptions we were handed and created a new narrative **for the future of youth in the country.** Now let's write the next chapter together — a story built on hope, resilience, and boundless possibilities **for the future of Greece.** **We are all in this together_**

A word from our supporters —



NIKOS KOUMETTIS
 GROUP PRESIDENT, EMEA
 THE COCA-COLA COMPANY

“

ReGeneration is one of my favorite programs, not just occupying a special place in my heart but also being embraced wholeheartedly by the Coca-Cola family.

I am extremely proud to see that what has started as an idea during the most crucial and challenging time for Greece and its people, almost 5 years later has become the most holistic paid placement and personal and professional development program in Greece, supporting talented young graduates who decided to stay in our country in order to pursue their career.

If I could replace ReGeneration with just one word, this would be hope! Hope for the future of Greece.



GEORGE P. STAMAS
 BOARD PRESIDENT
 THE HELLENIC INITIATIVE

“

At the core of our mission is economic development and venture philanthropy.

Our aim is to create a better future for the people living in Greece who have been exposed to years of financial strain. Many young talented Greeks left the country in search of a better future, mimicking what our parents and grandparents did generations ago.

When everyone was discussing this problem, we decided to act. Fast forwarding to now, we couldn't be prouder for ReGeneration and the 1100 placements created in the 400 companies that have believed in the program.



CHRISTOS MEGALOU
 CEO
 PIRAEUS BANK

“

ReGeneration offers its valuable expertise in the field of educational specialization and professional recruitment in Piraeus Bank “Project Future” program, an extremely important initiative supporting young people who are trying to enter into a highly competitive job market. ReGeneration is assuring that the “Project Future” program would meet its initial goal: connect highly-skilled young graduates with corporate executives’ needs. The scheme offers young Greeks valuable professional experience, skills and business contacts, all of which will help them secure a job in the future.

Piraeus Bank is committed to running the Project twice every year, contributing in the effort to revert the “brain drain” and support the next generation of business professionals in Greece.



STELIOS VASILAKIS,
 DIRECTOR OF PROGRAMS & STRATEGIC
 INITIATIVES
 STAVROS NIARCHOS FOUNDATION

“

The Stavros Niarchos Foundation is proud to support ReGeneration in helping young Greeks build their own better future. ReGeneration’s approach to addressing youth unemployment in Greece and the country’s recent brain drain is both resolutely optimistic and firmly grounded in realism, a combination necessary for any sustainable long-term solution.

Who we are —

Founded by the Global Shapers Athens Hub, an initiative of the World Economic Forum, ReGeneration is the largest paid placement, professional, and personal development program in Greece.

Partnering directly with employers and academic institutions, ReGeneration is democratizing opportunity by actively connecting its graduates to meaningful careers and re-engineering the mechanics between academic institutions and the labor market.

Born out of the World Economic Forum, the Global Shapers Community is a network of inspiring young people under the age of 30 working together to address local, regional and global challenges.

With more than 7,000 members, the Global Shapers Community spans 369 city-based hubs in 171 countries. The Athens hub is a diverse collective of young people who share common values, aspire to the entrepreneurial spirit and work together toward initiatives that will have a positive social impact both locally and globally.

Since ReGeneration was first conceived, the curators of Global Shapers Athens Hub are: Dionisia Avgerinopoulou (founding curator), Panagiotis Madamopoulos-Moraris, Stephania Panousi, Stathis Karkantonis, Ioanna Fotopoulou, Ioanna Theodorou Ioulia Despinoudi and Desy Karapchanska.

The key to these initiatives lies in unlocking the talent of the young generation - empowering them to make a difference.



Our vision —

Our vision is to democratize opportunity for Greek youth by catalyzing the up and re-skilling revolution in Greece, empowering the next generation of young professionals to thrive in the Globalization 4.0 era and dream of a better future.

Our mission —



Boost youth employability by incubating opportunities for graduates and young professionals to thrive, regardless of background, gender, disability or social class



Fight youth unemployment and brain drain by serving as a cross-sector ecosystem for personal and professional development, vocational training and entry level jobs

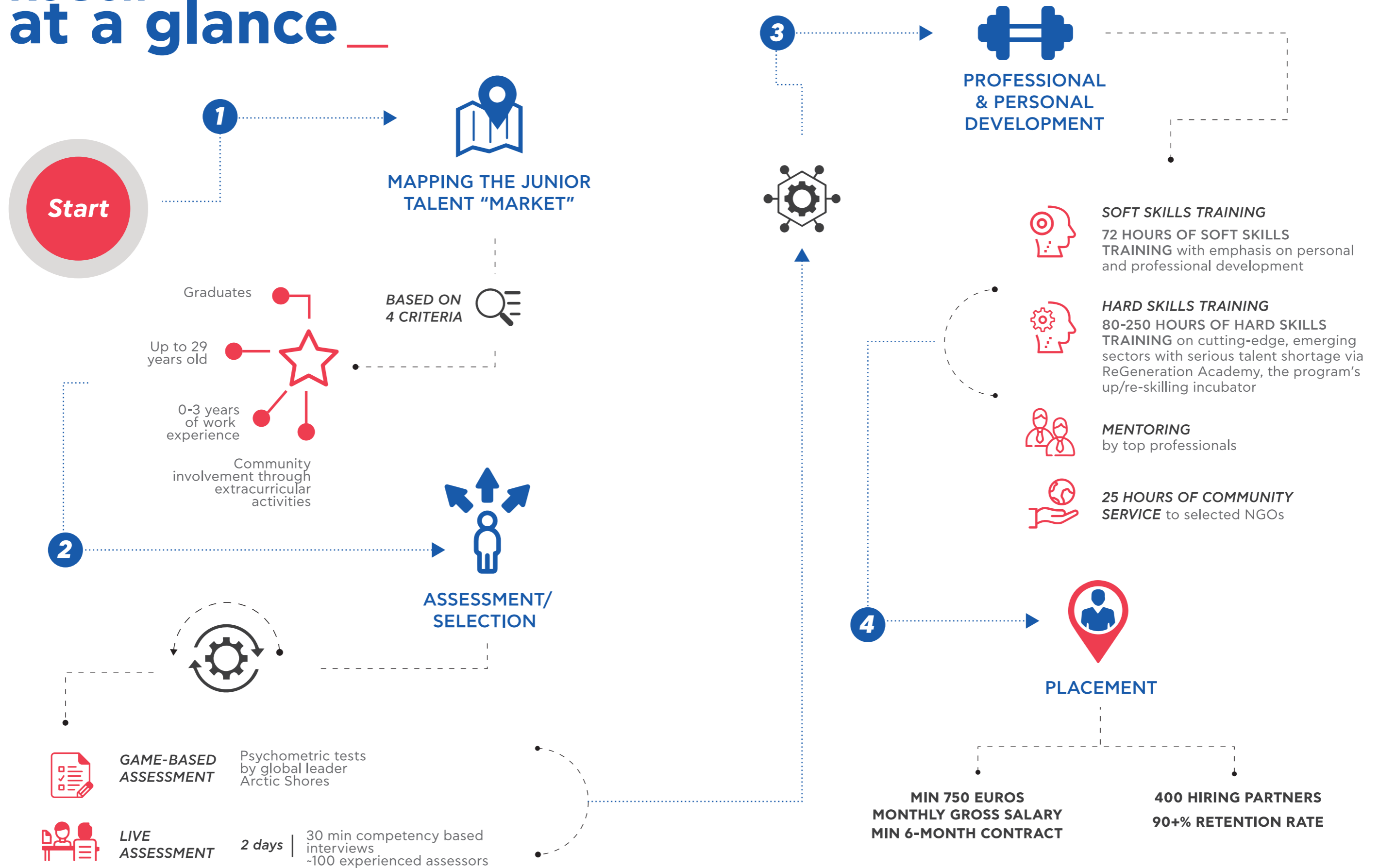


Bridge the skills gap by enabling multi-stakeholder innovation platforms and highly personalized learning opportunities across education to employment pathways



Drive Greece's digital workplace transformation by serving as a knowledge transfer center on the Future-of-Work and by leading impact-oriented initiatives among universities, companies, government entities, civil society and individuals.

ReGen at a glance



To date*

Our impact



1100+
placements



400+
hiring
partners

90+%

contract extension
beyond 6 months



170.000hrs
of training



16.000hrs
of community service



6+M euros
in salaries
of candidates hired
through the program



8 national awards
(HR, Education, Sustainability)



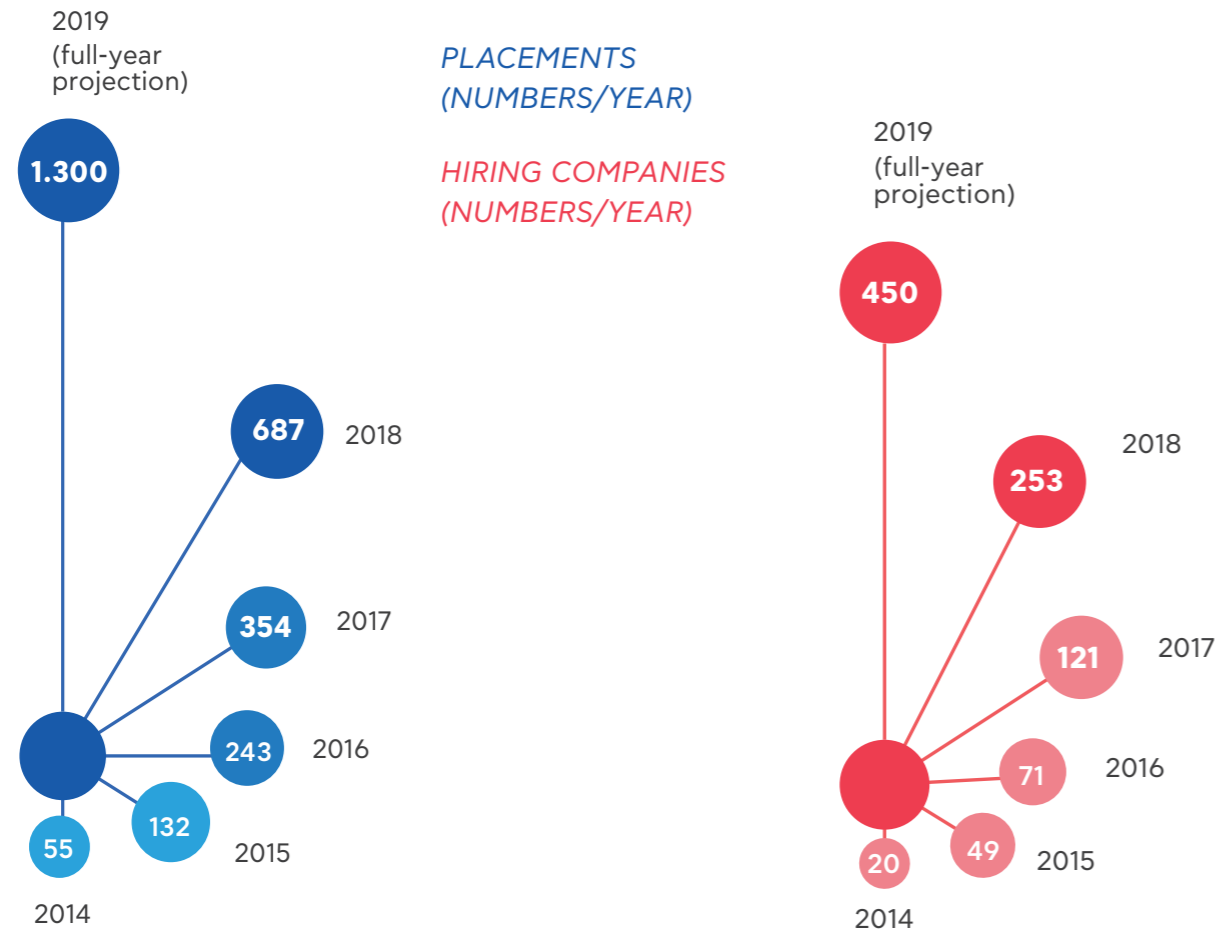
26.000 candidates
assessed through a game-
based psychometric test



Selected by Deloitte USA and The Global Business Coalition for Education (the largest multistakeholder education and employment research institution) **as a global case study on the Future of Work & the 4th Industrial Revolution**

*up until AUGUST 2019

5 YEARS OF CONTINUOUS GROWTH



CYCLES (2014-2016 VS 2017-2019)

2014-2016
4 cycles vs 2017-Q2 2019
8 cycles
16 streams*

*4 General cycles: (5th, 6th, 7th, 8th)
6 ReGen Academies: (Coding School, Digital Marketing, Data Science, Java@Thessaloniki, Hospitality, .NET),
Project Future #1: 3 Academies (Digital Marketing, Java, Customer Experience)
Project Future #2: 4 Academies (Digital Marketing, JavaScript, Data Science, Sales)

TEAM EXPANSION



2015-2017
outsourced team

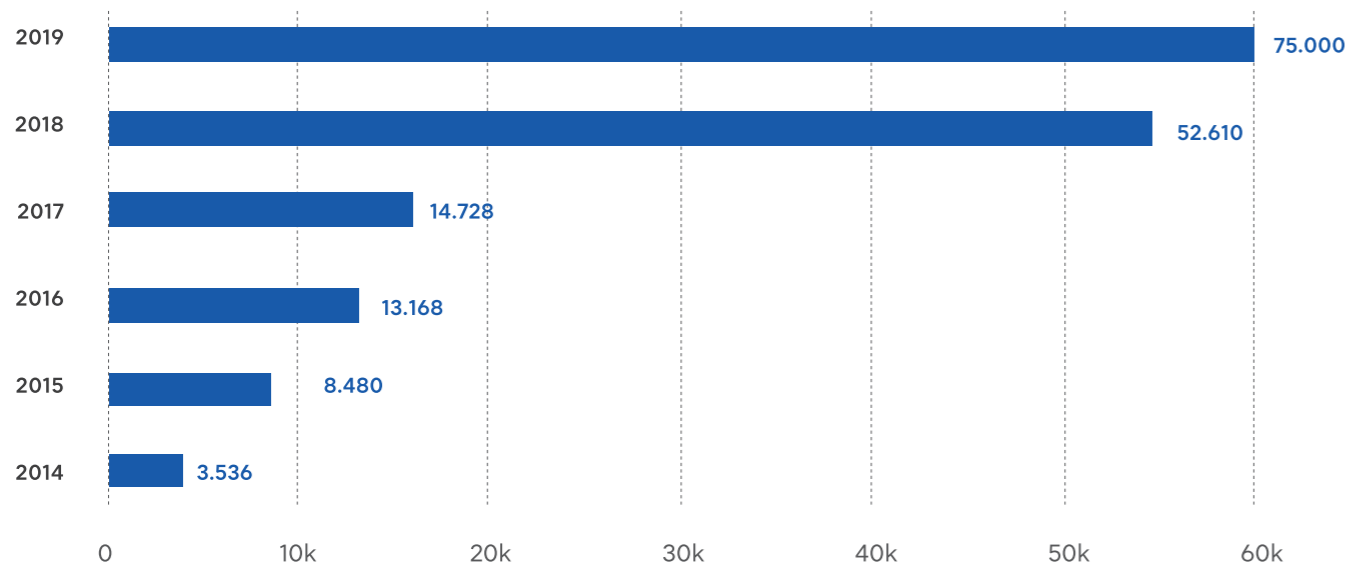


2017
dedicated team
4 people



Until end of 2019
dedicated team
10 people

TRAINING HOURS



GEOGRAPHIC EXPANSION

2015-2017



8 placements

Feb 2018-to date



31 placements

The growth of both candidate placements and participating companies is due largely to the launch of the first ever ReGeneration Academy on coding, specifically on Java, which has revitalized the employability of our applicants in Northern Greece.

**Project
Future**

PROJECT FUTURE POWERED BY REGENERATION ACADEMY

The success of ReGeneration Academy has led to a partnership with Piraeus Bank, which leveraged ReGen's expertise and resources to co-design and co-launch Project Future, Piraeus Bank's hallmark CSR program focusing on youth.

Project Future accepts two applicant pools per year, with 3-4 functional training programs per cycle. The first round dives deep into specialized trainings on Digital Marketing, Java and, for the first time, a training module on Customer Experience. The modules for the second round of Project Future include another class of Digital Marketing, Data Science, JavaScript and Sales.



INTERESTING FACTS

PLACEMENTS PER WORKING DAY

2017

0.4

PLACEMENTS PER WORKING DAY

2018

1.4

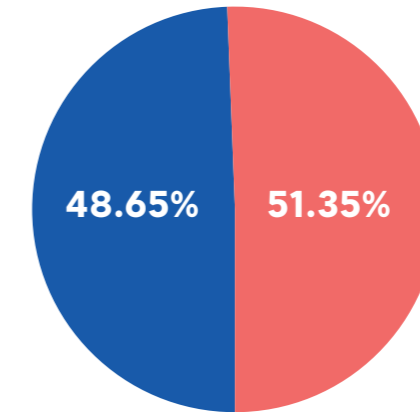
REGENERATORS PER HIRING PARTNER

2.7

REGEN X RAYED

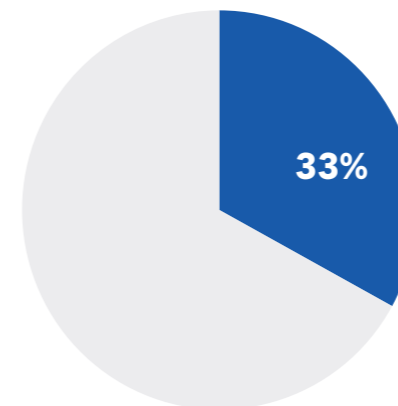


Male

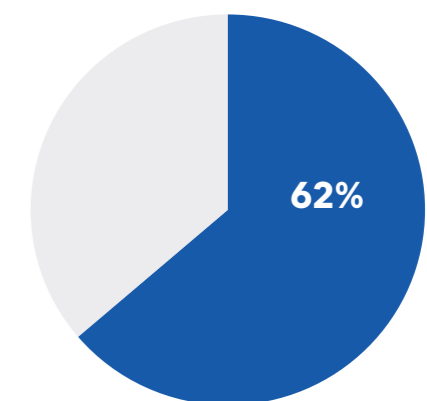


Female

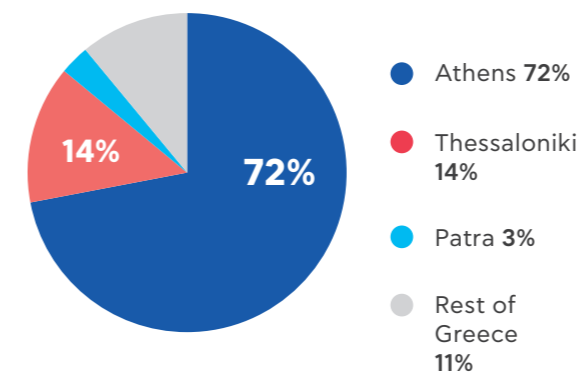
Hold a Master's degree



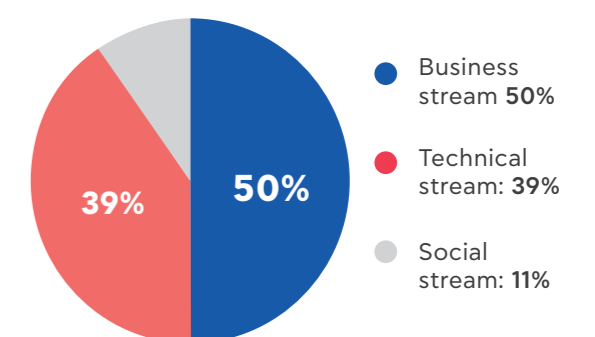
25-29 years old



Geographical spread

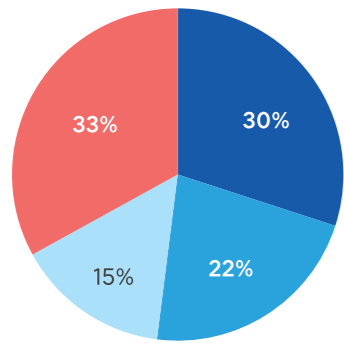


% of finalists per stream



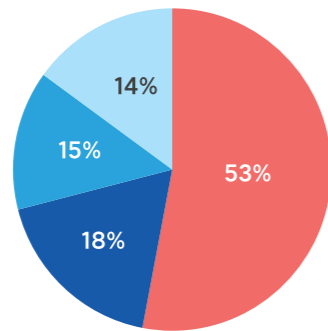
TOP 3 ACADEMIC FIELDS PER STREAM

BUSINESS STREAM



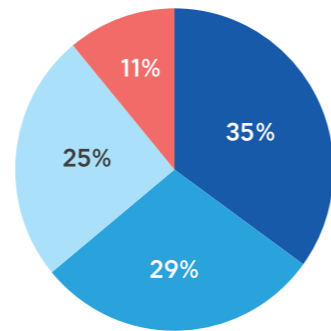
- Economics 30%
- Accounting & Finance 22%
- Management 15%
- Other 33%

TECHNICAL STREAM



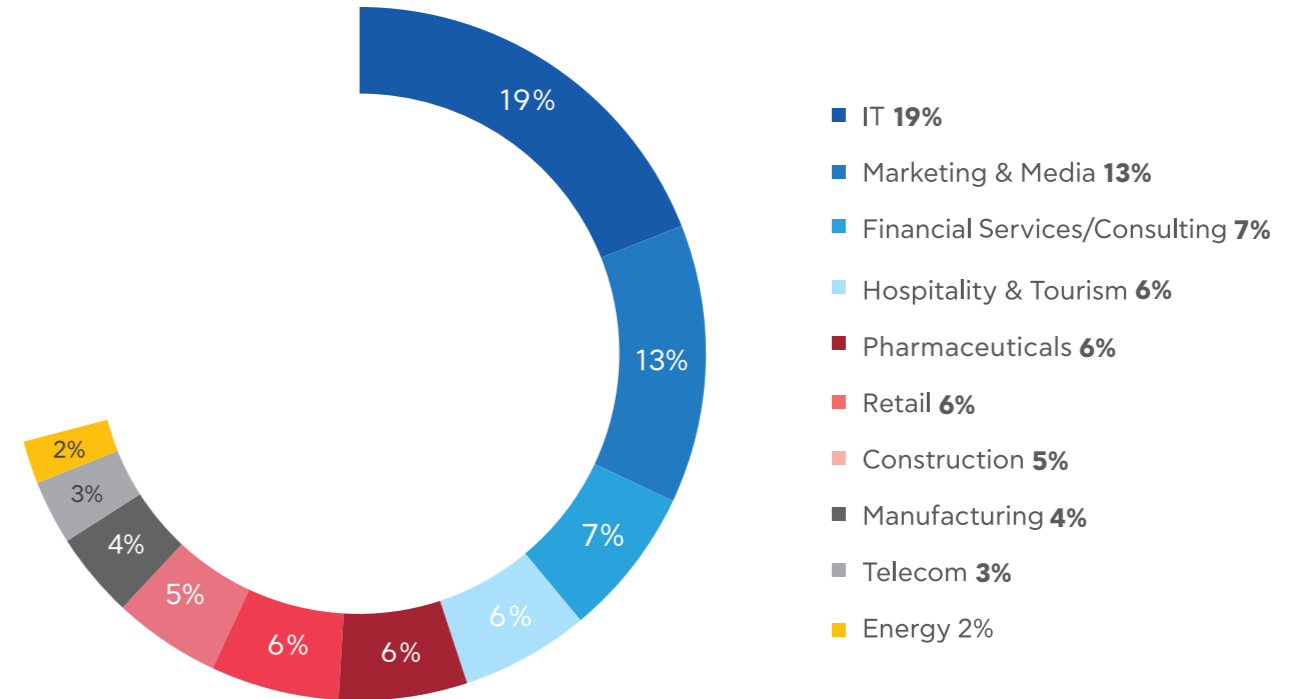
- Civil Engineering 18%
- Math 15%
- Mechanical Engineering 14%
- Other 53%

HUMANITIES STREAM



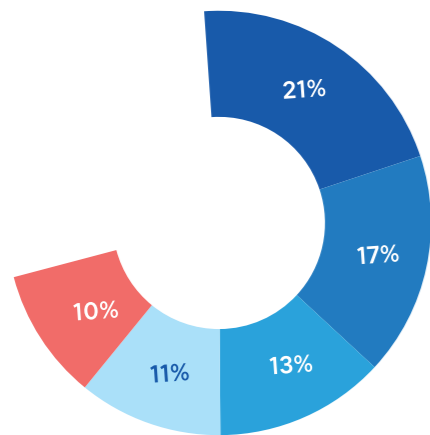
- International & European Studies 35%
- Education 29%
- Social Sciences 25%
- Other 11%

HIRING COMPANIES PER INDUSTRY



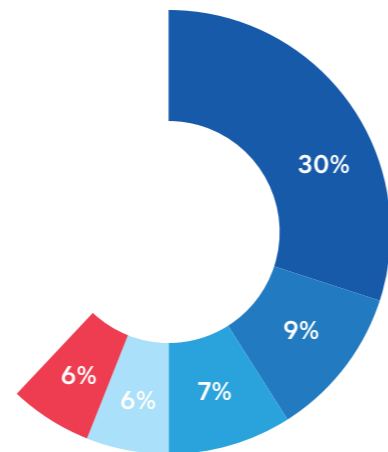
- IT 19%
- Marketing & Media 13%
- Financial Services/Consulting 7%
- Hospitality & Tourism 6%
- Pharmaceuticals 6%
- Retail 6%
- Construction 5%
- Manufacturing 4%
- Telecom 3%
- Energy 2%

TOP 5 PLACEMENTS PER BACKGROUND



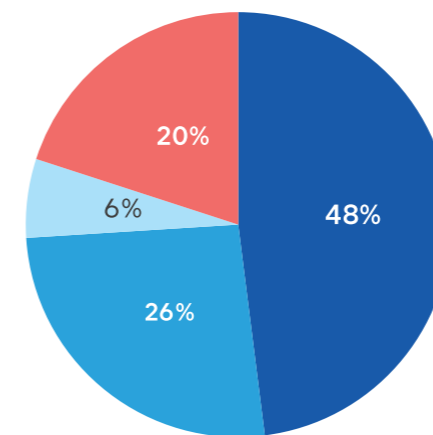
- Marketing/Communication/Digital Marketing 21%
- IT 17%
- Accounting & Finance 13%
- Sales/Customer Service 11%
- Management 10%

TOP 5 PLACEMENTS PER INDUSTRY



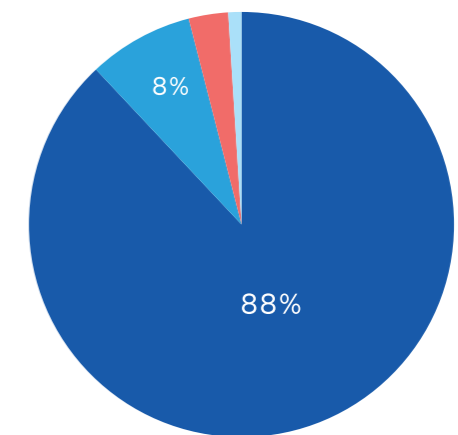
- Business Services (IT, Advertising, Digital Marketing) 30%
- Pharmaceuticals 9%
- Hospitality 7%
- Retail 6%
- Fast Moving Consumer Goods 6%

HIRING COMPANIES PER # OF EMPLOYEES



- 1-99 48%
- 100-499 26%
- 500-999 6%
- 1000+ 20%

HIRING COMPANIES PER REGION



- Athens 88%
- Thessaloniki 8%
- Islands 3%
- Rest of Greece 1%

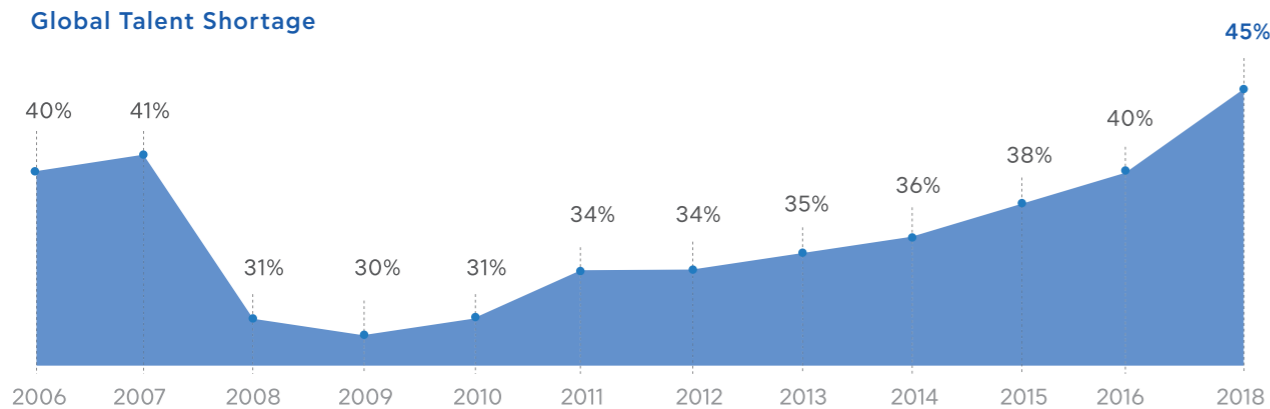


vs CHALLENGES
SOLUTIONS

CHAL
LEN
GE#1
**SKILLS
GAP**

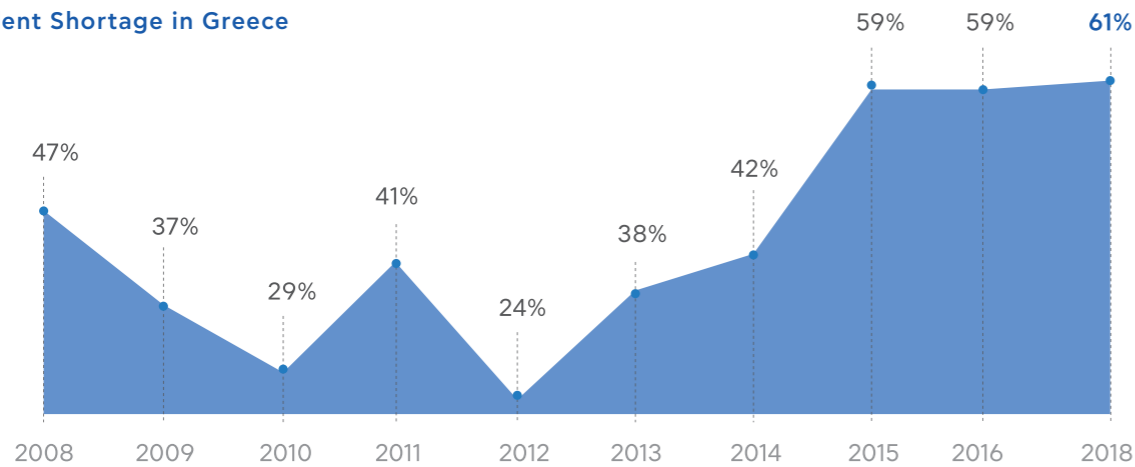
2018 TALENT SHORTAGE SURVEY

In recent years, the global talent shortage has reached new highs as conditions in the workplace have changed drastically and employers look for new skills to satisfy an increasingly diverse market. While this is a worldwide issue, in Greece the situation is particularly dire due to one of the worst economic crises in the country's history, resulting in one of the world's most dramatic talent shortages to date.

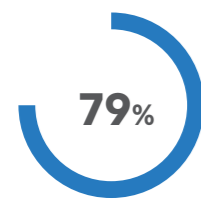


Source: Manpower (2018), Solving the Talent Shortage, p5, accessed 10 April 2019

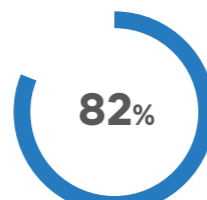
Talent Shortage in Greece



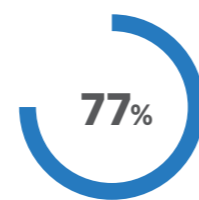
Source: Manpower (2018), Talent Shortage Greece, accessed 10 April 2019



79% of youth globally get the skills for the job they want outside of formal school through direct job experience.

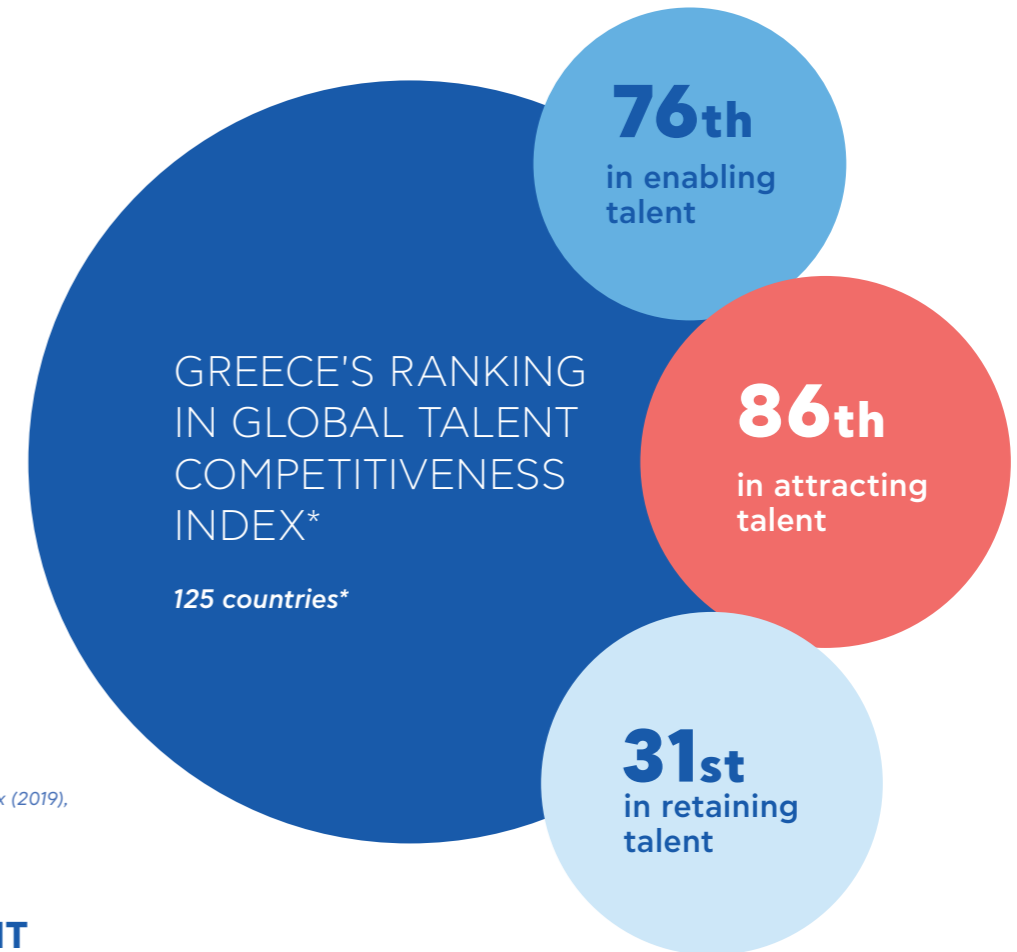


82% of young people in Greece believe that educational system does not fully prepare them for the labor market.



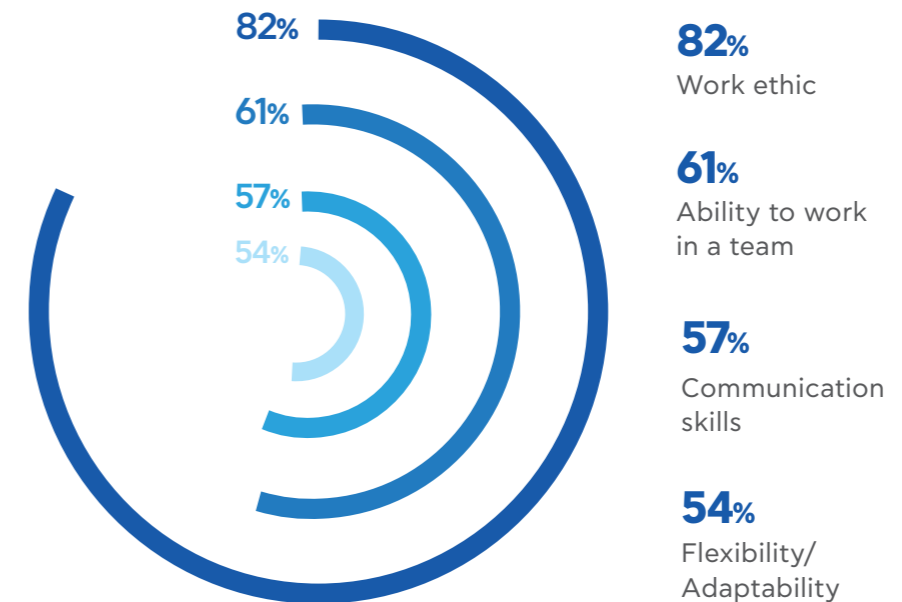
77% of employers in Greece are unable to find suitable talent to meet the practical needs of their business.

Source: Deloitte (2018), Preparing Tomorrow's Workforce for the Fourth Industrial Revolution, p12, accessed 10 April 2019
 Source: Endeavor Greece (2017), Greek Entrepreneurship in numbers, accessed 10 April 2019
 Source: Endeavor Greece (2015), Creating Jobs for Youth in Greece, p35, accessed 10 April 2019



Source: Global Talent Competitiveness Index (2019), Greece

APPLICANT CHARACTERISTICS THAT EMPLOYERS VALUE THE MOST

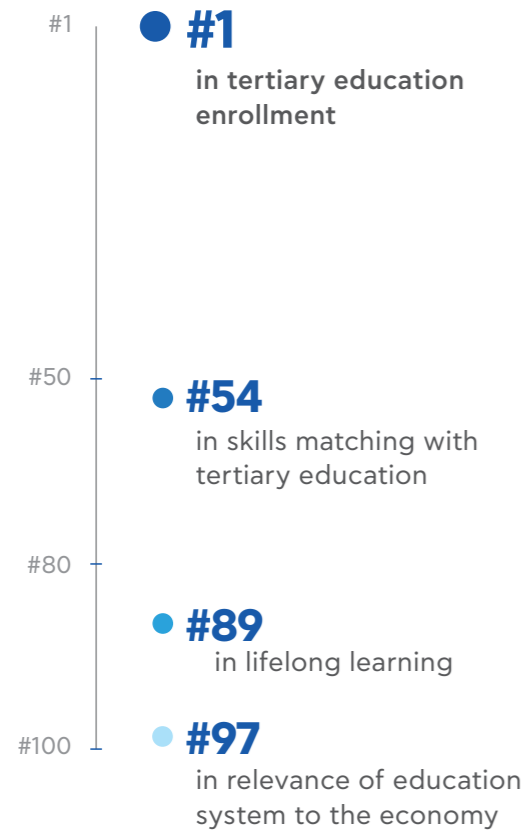


Source: Adecco (2018), Employability in Greece

RELEVANCE OF GREEK EDUCATION SYSTEM TO THE ECONOMY

GREECE:

(*amongst 119 countries)



Source: Adecco (2017), The Skills Report, p10, accessed 10 April, 2019



Greece is home to more than 20 Schools of Philology, Philosophy, History, Archaeology etc., known for their low labour market absorption and high unemployment among their graduates.



On the other hand, Greece only has 9 Schools of Maritime Studies and 13 Schools of Tourism, which are the top two industries in the country.



of Greek university graduates have a degree in sectors that do not contribute to economic growth.

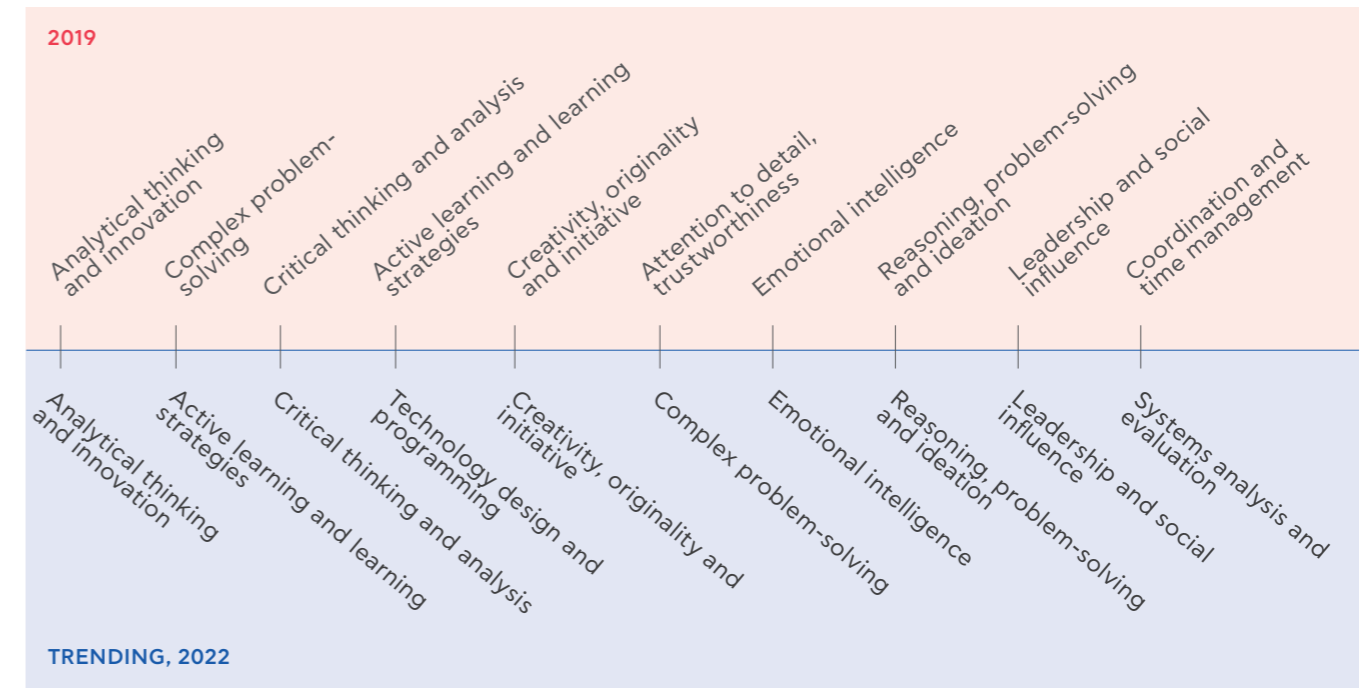
Source: Endeavor (2017), Seeking a Closer Alignment Between Entrepreneurship, Education and Employment, accessed 10 April 2019 (in Greek)

DEVELOPING SECTORS OF GREEK ECONOMY

- Tourism
- Energy
- Information and Communication Technology

- Life Sciences
- Food and Agriculture
- Logistics

EVOLUTION OF SKILLS DEMAND



Source: World Economic Forum (2018), Future of Jobs

TOP SOFT & HARD SKILLS

With the Fourth Industrial Revolution advancing, employers are demanding a greater mix of skills from employees. As technologies like automation and algorithms create new high-quality jobs and wipe out others, demand for hard skills rooted in technical competency are only likely to keep increasing. However, despite the increased need for technical proficiency, 57% of senior leaders today say soft skills, such as creativity and collaboration, are even more crucial than hard skills in creating a dynamic modern workforce.

According to LinkedIn, these are the most in-demand soft skills of 2019:

- ### Soft Skills
- Creativity
 - Persuasion
 - Collaboration
 - Adaptability
 - Time Management

The top hard skills companies need most in 2019 are:

- ### Hard Skills
- Cloud Computing
 - Artificial Intelligence
 - Analytical Reasoning
 - People Management
 - UX Design

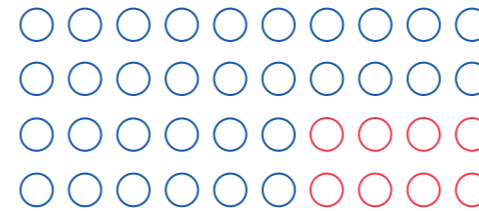
Source: Linked in (2019), The Skills Companies Need Most in 2019 – And How to Learn Them, accessed 10 April 2019

CHALLENGE #2 BRAIN DRAIN

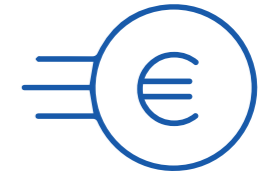
CHALLENGE #2

450.000

Greeks have left the country (2008 - 2016)



Source: KPMG (2017)

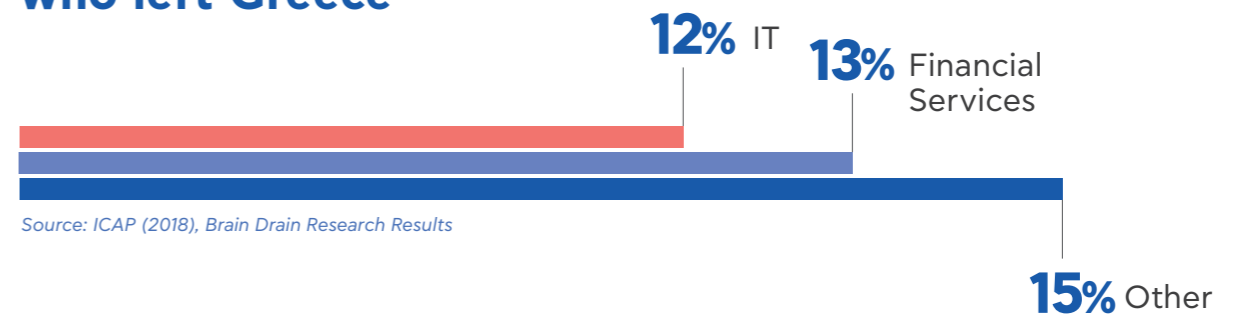


€15.3bil

The "cost" of brain drain to Greek economy

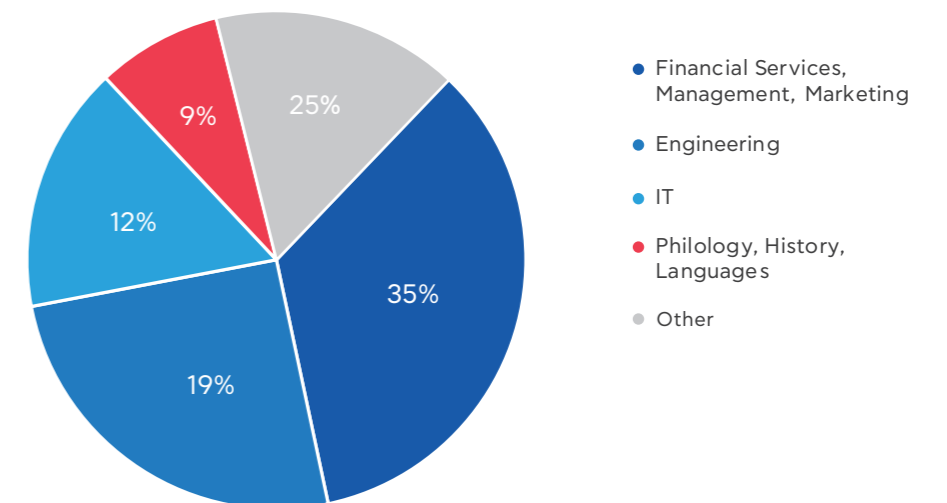
Source: Kathimerini (2018) 15.3 bil the cost of brain drain in Greece (in Greek), accessed 10 April 2019

Expertise of those who left Greece



Source: ICAP (2018), Brain Drain Research Results

Fields of study of Greeks who moved abroad

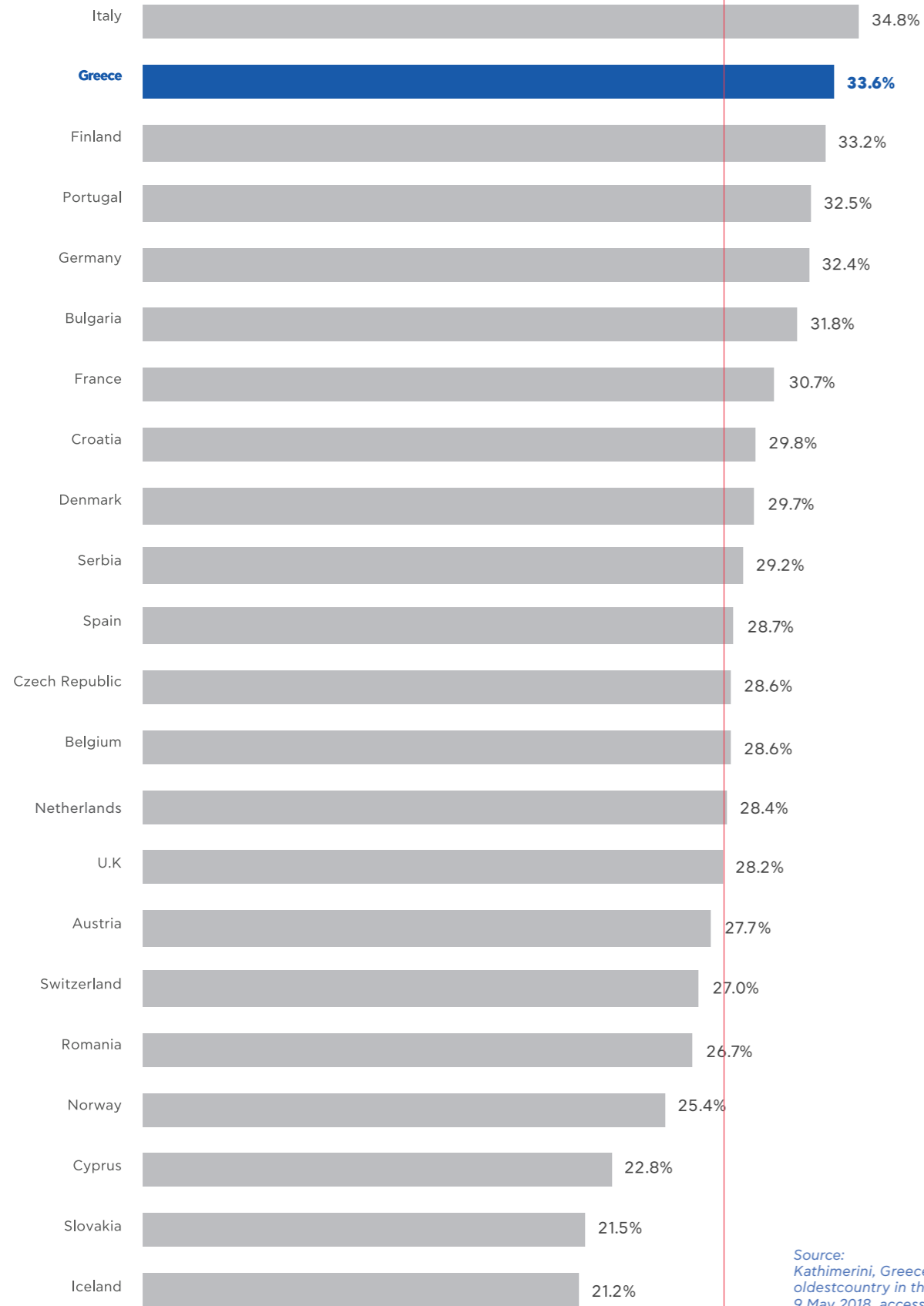


Source: ICAP (2018), Brain Drain Research Results, accessed 10 April 2019

CHALLENGE #2

POPULATION AGEING INDEX

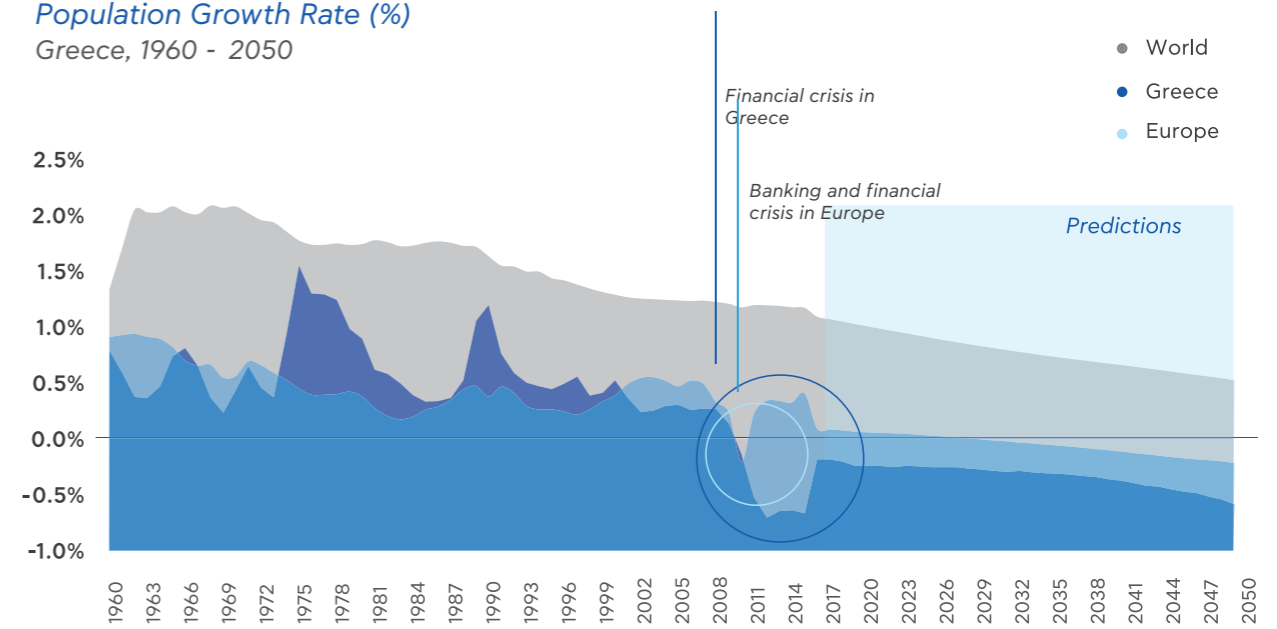
EU Average: **29.9%**



Source: Kathimerini, Greece: The second oldest country in the EU (In Greek), 9 May 2018, accessed 10 April 2019

Low birth rate

Population Growth Rate (%) Greece, 1960 - 2050



Source: PwC (2018), The impact of low birth rates on economic development (in Greek), accessed 10 April 2019



Drop in the number of births during the crisis

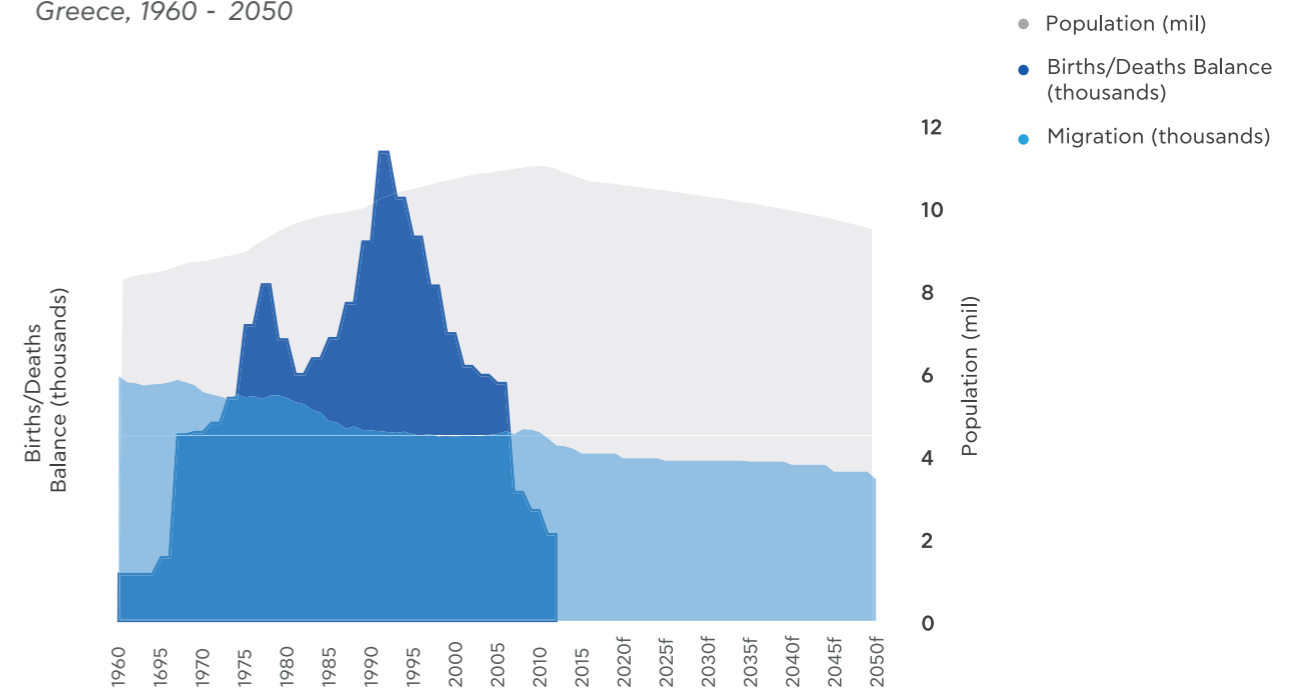


1.3 children per couple



Decrease in Greek population

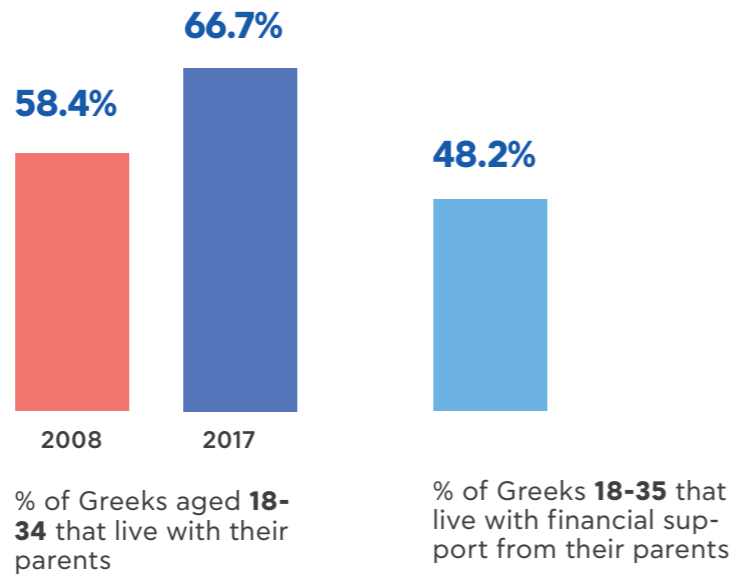
Migration, balance between births/deaths and population Greece, 1960 - 2050



Source: PwC (2018), The impact of low birth rates on economic development (in Greek), accessed 10 April 2019

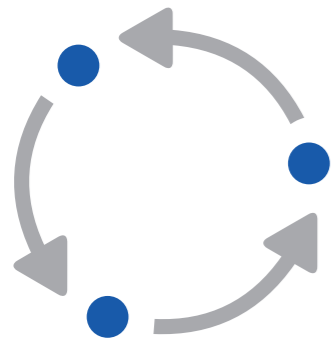
CHALLENGE #2

Half of young Greeks live with financial support from their parents



Source: Dianeosis (2019), Low fertility rates in Greece, demographic crisis and fostering family policies (In Greek), pp162-163, accessed 10 April 2019

Source: Dianeosis (2017), Youth unemployment in Greece (In Greek), accessed 10 April 2019

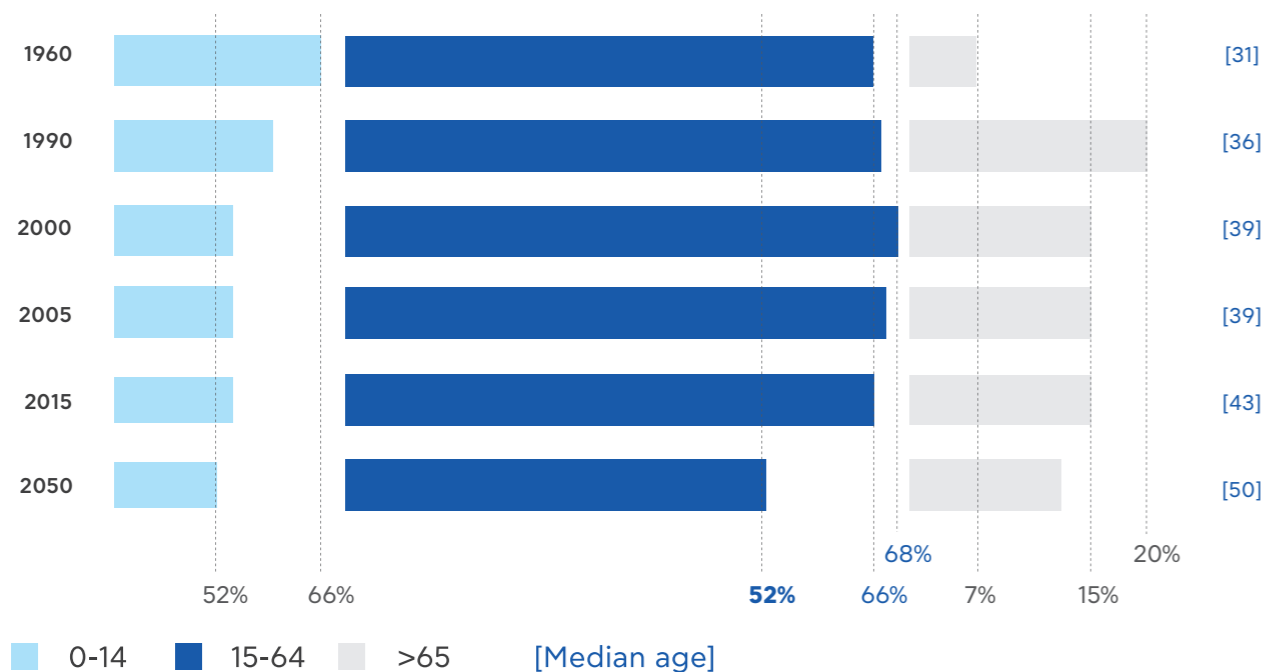


At the start of the economic crisis, migration flows in to Greece slowed down — further worsening the demographics.



After the crisis, Greece's death rate officially eclipsed the birth rate. This negative balance means that eventually there will not be enough working adults to support the country's aging population.

Population Growth Rate (%)
Greece, 1960-2050

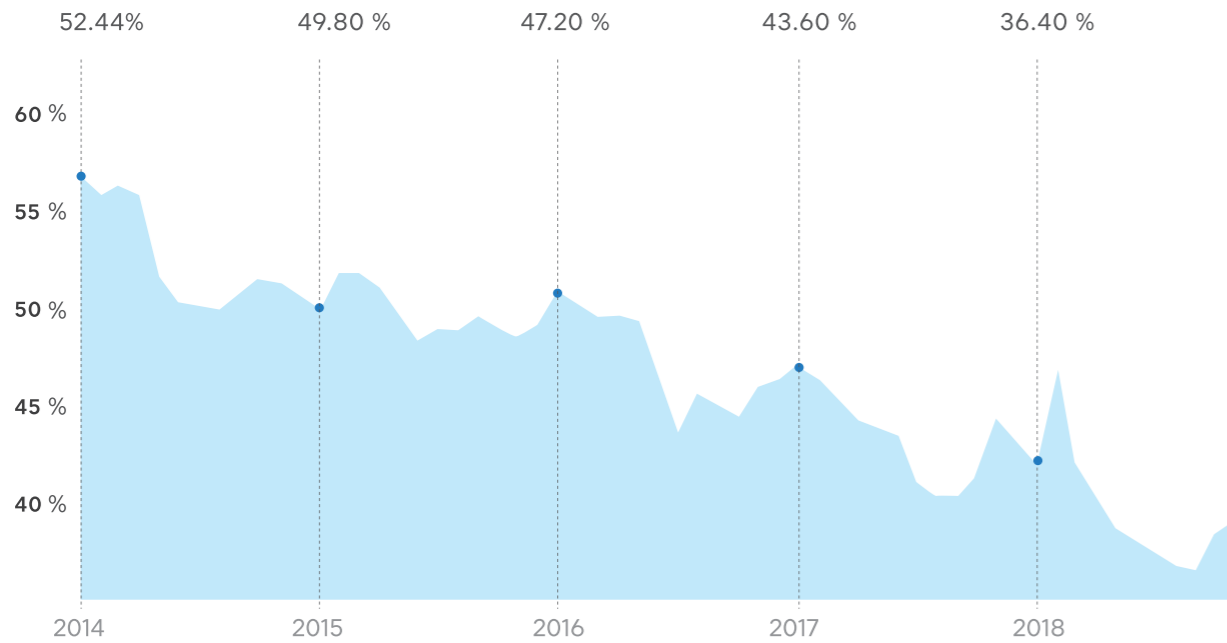


Source: Eurostat (2019)
World Bank (2019), accessed 10 April 2019

CHALLENGE #3 YOUTH UNEMPLOYMENT

CHALLENGE #3

YOUTH UNEMPLOYMENT



Source: Eurostat, Trading Economics (2019), Greece, Youth Unemployment Rate, accessed 10 April 2019

Increase in percentage of employees having been unemployed at least once.



Source: Adecco (2018), Employability in Greece, 2018, accessed 10 April 2019

FULL-TIME VS PART TIME EMPLOYMENT

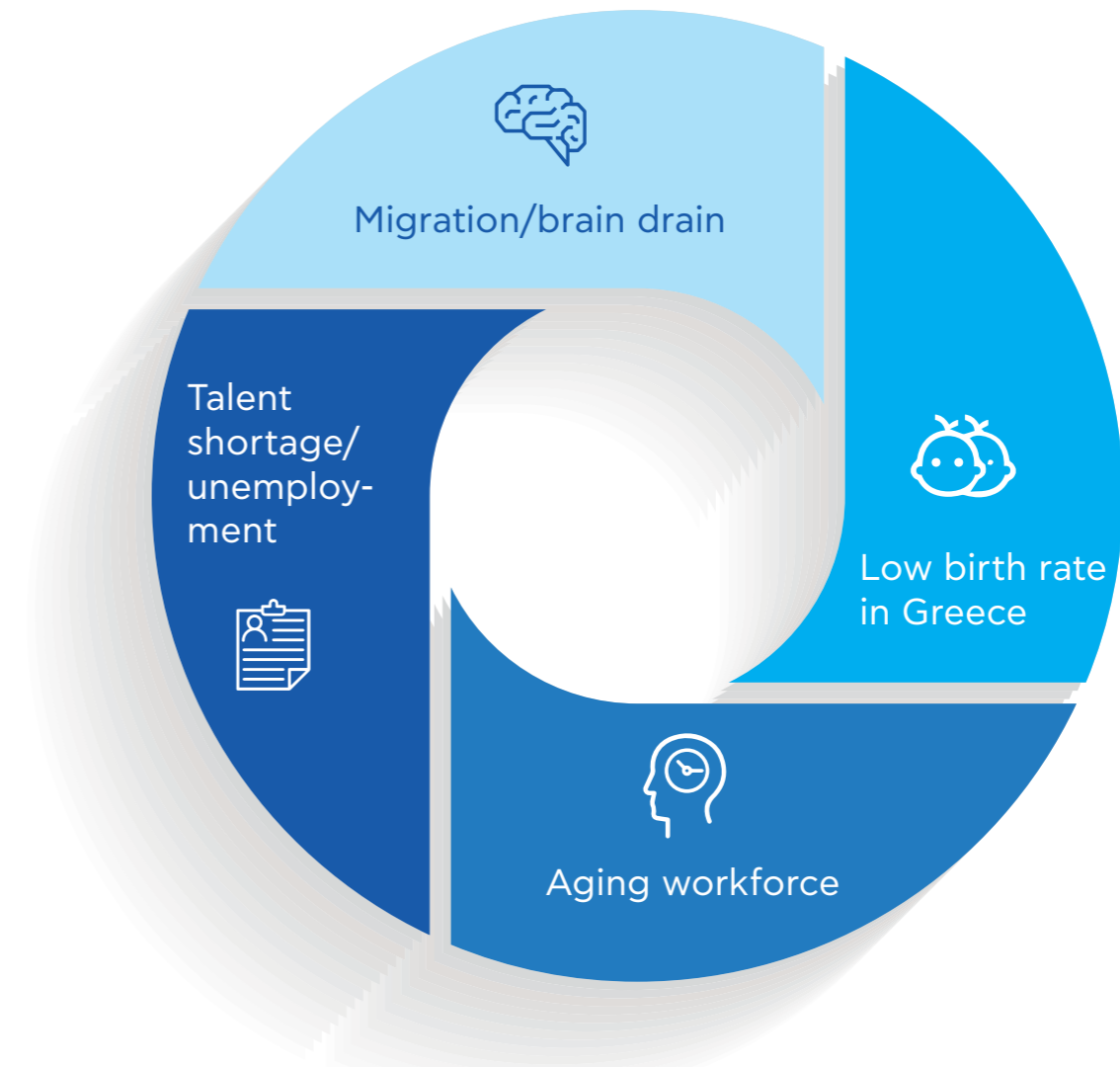
3.9 mil
Employed

871,756
Unemployed

Full-time
3.5 mil / (91.3%)

Part time
337,000 / (8,7%)

Source: Hellenic Statistical Authority (2018), pp1-3, accessed 10 April 2019

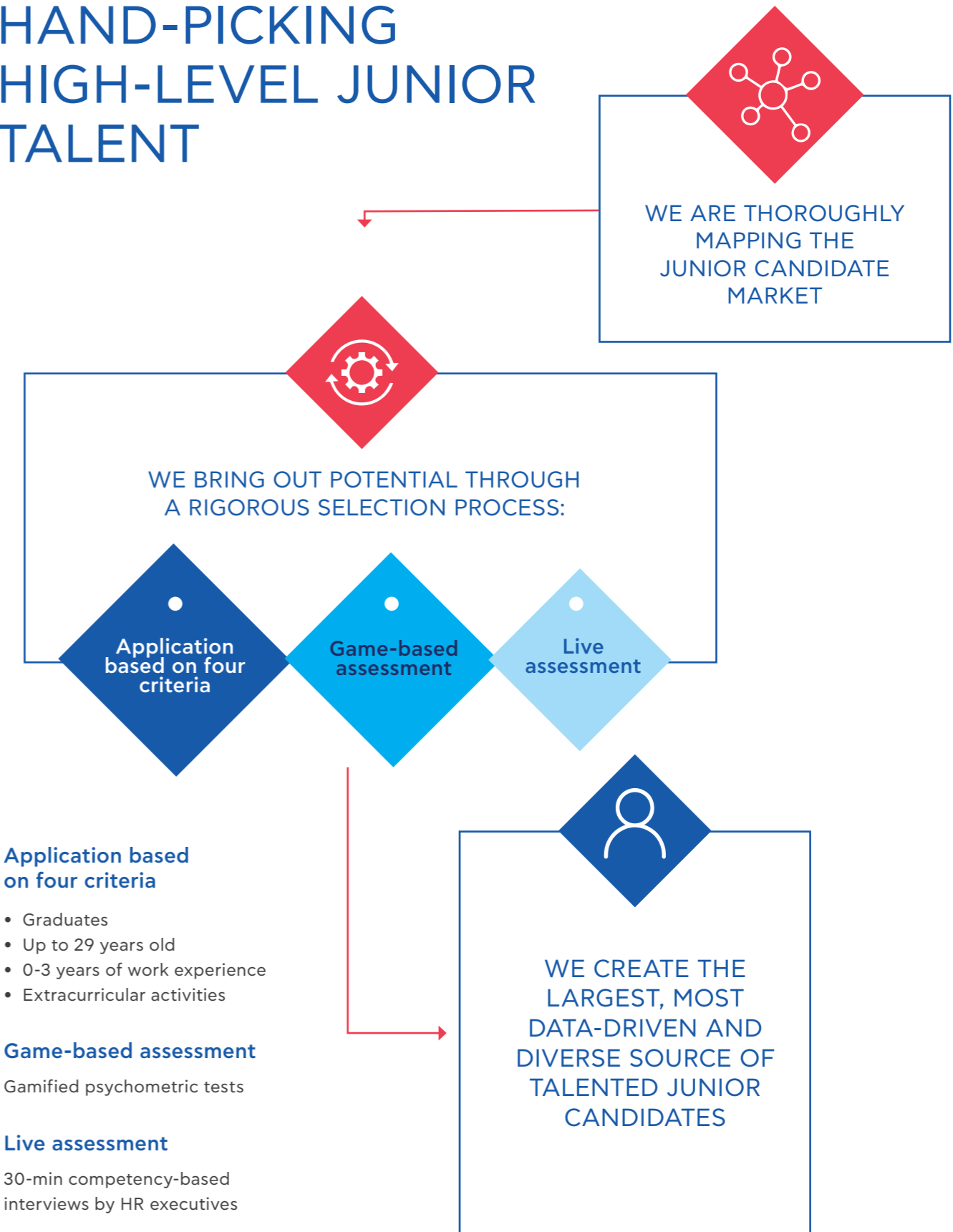


During the crisis period, brain drain and migration flows out of the country drastically increased, causing a population decline.

This, coupled by the fact that many Greeks adversely affected by the devastating economic conditions refrained from having children, resulted in a declining birth rate that has further worsened Greek population demographics.

MAPPING AND HAND-PICKING HIGH-LEVEL JUNIOR TALENT

SOLUTIONS



LISTENING AND RESPONDING TO MARKET NEEDS



We facilitate resource optimization by helping to funnel the right candidates to each specific opportunity



We build and maintain strong relations with hiring partners, responding to their recruitment needs without any financial obligation



We support companies with a dedicated team



We apply a dynamic plug and play scheme by "lending" our proven talent sourcing and assessment processes to organizations that want to invest in youth by boosting employability in Greece



We foster innovation by upgrading our processes on a constant basis

BRIDGING THE SKILLS GAP



72 hrs

72 hrs of soft skills training

Part A (before placement): 24 hours in business etiquette and customer experience via workshops, motivational talks and interactive activities

Part B (after placement): 48 hours (5-6 training modules) on teamwork, communication skills, impactful presentation skills, project management and time management



80-250 hrs

80-250 hrs of hard skills training

via ReGeneration Academy, the targeted training hub aimed at bridging the gap between specific, high-demand sectors and adequately skilled candidates.

Coding (Java, JavaScript, .NET)
 Digital Marketing
 Data Science & Data Engineering
 Hospitality, Customer Experience, Sales

Coming up next

At ReGeneration we believe in the constant evolution of our organization and services so that we can adjust to the needs of the market and our participants, while keeping innovation at the core of our DNA. With this as our guide, we are continuously implementing new strategic initiatives while continuing to invest in high-value programs that have already yielded results and are of great value for our candidates.

OUR STRATEGIC PATH



Our goal is to become more **accessible, inclusive and diverse**



We are working to make our programs accessible for persons with disabilities.



We have established initiatives to expand our geographic reach in order to provide equal opportunities to candidates across Greece.



We are introducing massive online courses to equalize access to learning opportunities



We aim at influencing the policy and cultural core of modern Greece by providing policy recommendations, such as upskilling/reskilling of graduates and tangible ways to fight brain drain and youth unemployment.



We strive to become more **agile and efficient** in our relationships with our partners by optimizing and expanding our team.



We follow a **blended learning strategy**,

combining online with in-classroom training, while building and measuring skills for the 21st century, offering more than 13,000 courses and 215,000 individual videos.

We are doubling down on soft skills training that will allow future graduates to develop into real leaders and agents of change in Greece and beyond.



We are emphasizing a strategic balance **between STEM and Humanities** to revitalize the Greek educational system.



We listen to market trends and **foster innovation** within our own processes by developing tools such as platforms and apps that optimize the ReGeneration experience, both for our candidates and partnering companies.

OUR INITIATIVES



Cyber Security



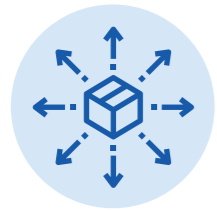
UX Design



Agrifood



Shipping



Supply Chain and Logistics



Mobile Applications Development



.NET



Java|Spring



E-learning



Front-End Web Development with Angular



Front-End Web Development with React|Vue.js



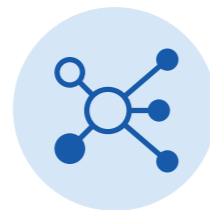
Summer Internships



ReGeneration Future of Work Lab



Brain Gain initiatives



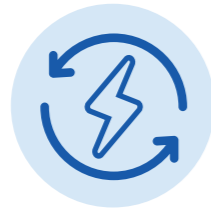
Data Science



AI Machine Learning



Retail



Energy



Social Impact Bonds

BOOSTING EMPLOYABILITY



Via training (soft and hard skills)

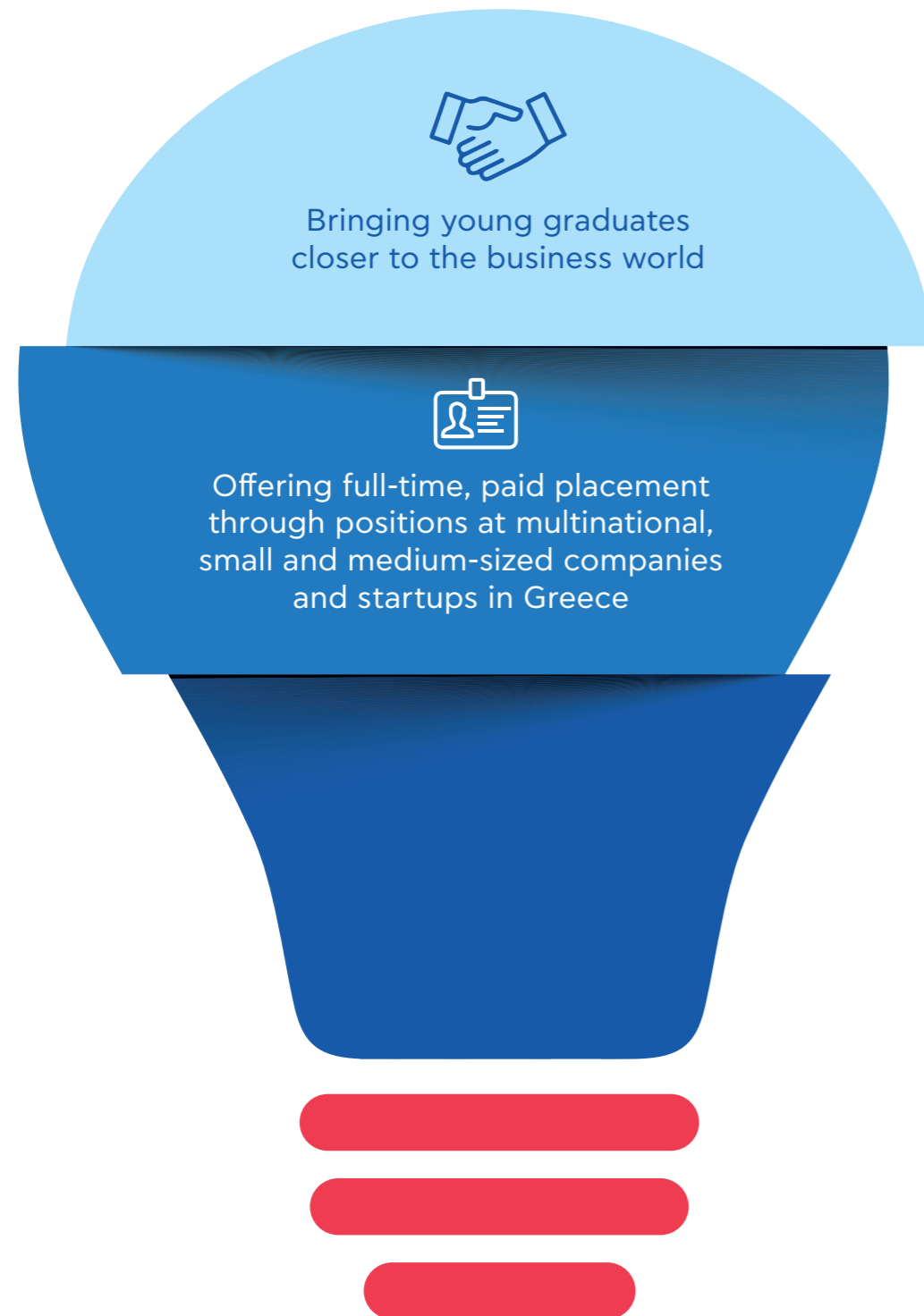


Via providing candidates interview experience through interaction with HR experts and other top executives



Via customized developmental reports that candidates receive throughout every step of the selection process. Reports include detailed action steps for each candidate to improve on the identified developmental areas based on the results of their online psychometric tests, as well as the behavior-based interviews.

PROVIDING THE PLATFORM AND THE OPPORTUNITY FOR PAID VOCATIONAL TRAINING



ENHANCING PERSONAL & PROFESSIONAL DEVELOPMENT

Through a holistic approach, ReGeneration aims to equip young individuals beginning their careers with the skills and tools necessary for long-term professional and personal development.

That is why we continuously invest not only in paid employment opportunities, but also in training, community service engagement and mentoring as part of an integrated experience that prepares participants to not only advance their careers, but to create a lasting legacy for Greece's future as a nation.

25hrs
of community
service

Social contribution is an integral component of our program.

We believe in the benefits of volunteering, not only to help specific individuals and societies in need, but also as a vehicle for the development of one's character on a personal as well as professional level.

In collaboration with Ethelon, we aim to offer participants volunteering choices based on their interests and skills, creating unique opportunities for personal development, while simultaneously generating substantial positive social impact.


Mentoring

Recognizing the value of mentoring as an integral part of a holistic personal and professional placement program, we have joined forces with **Job-Pairs** for the launch of a mentoring pillar that will that adds value to mentees and mentors with the ultimate goal of coaching young Greeks through their first professional steps.

Why now —


Greece has emerged from the crisis, but there is still a long way to go to bring our human capital back and create sustainable development.


While the country is on the verge of a new era, there are still many more strategic steps to be taken towards keeping a thriving younger population in Greece and fighting brain drain, talent shortage and unemployment. Greece is moving in the right direction, however we must tackle the systemic challenges that persist to this day, including the perception of the stability of the Greek economy on the world stage.

#1 Youth unemployment rates in Greece are **still high** 

#2 Greek youth are still **emigrating abroad** 


#3 **Fertility rates** in the country have reached a record low

 Greeks do not have as many children as in the past due to urbanization and as a result of the crisis

 Due to low birth rates and the brain drain phenomenon, Greece has become a country of elders

#4 Young people who left Greece during the crisis are not coming back as conditions and endemic problems of the system have not improved

#5 Greek youth have no practical skills or experience

 Thus, young Greeks are not able to fulfil the market needs and unemployment remains high. Currently, Greek companies lack the human capital to help them

Greeks abroad are neither encouraged to come back, nor to have more children— as the economic conditions at home do not allow it. This results in a population which is aging and will eventually lack both the skills and physical ability to sustain themselves in the future.

The role of ReGeneration is critical to spark change, create better conditions for as many young people as possible and take advantage of the development opportunities that are emerging.

And now is the time!



Now is the time for programs such as ReGeneration to increase their impact and growth. **Even in times of crisis, our annual growth has reached 50%.** This indicates that as development is rising, we are able to train and help even more young people find employment in their sectors of interest.

What they say about us

ReGenerators





All recent graduates at the beginning of their careers need a chance to reach their potential. ReGeneration offers much more than a way into a highly dynamic work environment.

Through interactive training and networking with people who share common values, ReGeneration is the starting point we need in the early days of our professional lives.

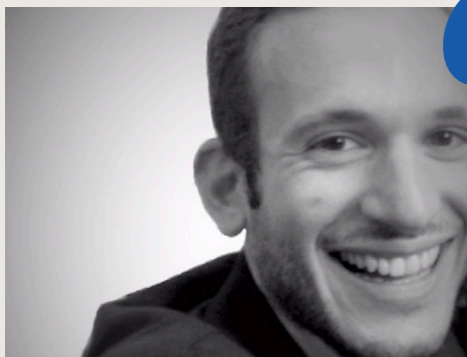
STELLA ALEXANDRIDI
Financial Analyst
VODAFONE



ReGeneration Academy was one of the best learning experiences I've ever had. It gave me the opportunity to obtain qualifications in the tech world at zero cost to me and helped me land my first corporate job.

ReGeneration stands as one of the few organizations that manages to bridge the gap between university graduates and real-world businesses.

GRIGORIS KOUTSIBOGIORGOS
IT Consultant
EY



ReGeneration gave me the opportunity to pursue personal and professional development via community service, various soft skill seminars and a paid employment, which started in 2017 and continues to this day. Above all, ReGeneration gave me the chance to network with a special group of talented young people.

The accomplishment of belonging to the community of the ReGeneration finalists is something that I am really proud of.

IOANNIS LAGIOPOULOS
EHSQ Analyst
IMERYS



If someone asks me what ReGeneration is, I would tell them it's a team of people that help young graduates become the best version of themselves. At ReGeneration we learn to be flexible, adapting to the reality we are facing and find employment in the process. In this difficult economic environment, initiatives like ReGeneration are here to remind us that we need to stand against the pessimists.

When everyone asks why you are even trying and that nothing will happen, just ignore them and keep going. Eventually, you will answer, "through this process, I have learned and developed myself, I have a positive attitude and now, I also have a job."

This was my personal experience with ReGeneration and their team of people whose ultimate goal is to keep talented young people in the country.

THEODORA LOUKANARI
Medical Information Associate
PFIZER



ReGeneration is not just an internship program but an opportunity for university graduates to join a workplace, develop soft skills and take on voluntary actions.

The program enables young people to acquire working knowledge in a professional environment, be part of a team, reinforce their talents and work with remarkable executives. It is a worthwhile experience which effectively contributes to the evolution of the participants' careers.

PANAGIOTA MEGAGIANNI
Assistant of the Quality
Control Manager
TITAN



ReGeneration was a crucial influence regarding my first steps as a young professional. Having just completed university, I felt the enormous gap between academic education and the actual corporate world.

When I joined the program I had no idea how much it would define my path as a young engineer thirsty for professional experience.

The ReGeneration team will always be an inspiration for me. I have never before seen a team of young people so passionate about what they do and its cause. If only there were more initiatives like this, if only more young graduates harvested the benefits of this program. Keep up the great job and keep inspiring us all.

ORESTIS MILIOS
Information Developer
ATOS



ReGeneration has managed to consistently identify young graduates who lack work experience but are driven by their desire to prove they have what it takes to succeed when given the opportunity.

After almost two years and several trainings that helped me develop both as a person and a professional, all I can say is that from now on my life will be split in two; Before ReGeneration and After ReGeneration.

GEORGE PANTAZIS
Ambassador
ABBOTT



My journey started with a lot of disbelief, sadness and frustration, as I was experiencing one of the most difficult periods of my life. Since applying, I was anxiously waiting for the results at each stage. Once I passed the psychometric tests and the Live Assessment Center, I finally started to hope, dream, and live for the future!

ReGeneration helped me interview with companies that I might not have been fortunate enough to meet otherwise, find the job I've held for the past 1,5 years, meet people, make friends, get out of my comfort zone and evolve both professionally and personally. It was a stepping stone that changed the way I experience life.

KATERINA RAGOUSI
Front Office Executive
BOSCH



When I took the leap of faith to return back to Greece, ReGeneration was my only connection to the job market.

Through the program, I had the chance to experience the bright side of my country, the hardworking, always-striving, hopeful young doers called "ReGenerators".

I had the opportunity to meet organisations and mentors that were eager to help me achieve my goals. Less than a year later, I switched careers and landed my dream job.

For all that, for being an anchor in a period of uncertainty, for the new path I find myself in and for all the friends I've made along the way, I'll always be grateful.

ANASTASIS STAMATIAS
Industry Analyst
ACCADEMIS



ReGeneration changed my life completely! It gave me a great chance and reason to return back to my beloved Greece. Something I will never forget!

I would have never imagined that I would be working in such a great multinational company like The Coca-Cola Company, particularly in the field of my studies.

It was a perfect match!

IOULIA TSATSOULI
Innovations Project Manager,
Juice, Dairy & Plant based
COCA-COLA Central & Eastern Europe

For more testimonials from our ReGenerators, please visit:
<http://regeneration.gr/regenerators-testimonials>

What they say about us

Hiring Partners



Dimitris Andreou, PhD
Vice President of Enrollment and Administration
THE AMERICAN COLLEGE OF GREECE



Over the years, The American College of Greece has had the opportunity to cooperate several times with ReGeneration, including hosting events on our campus, promoting the opportunities that ReGeneration offers, mentoring our students to compete in this challenging process, recruiting student volunteers to support the initiative and actively engaging our Career Office with this truly remarkable organization. Several of our students have already benefited from ReGeneration's ability to connect them with the world of work, and are grateful for this.

I believe that the rigorous and objective process that ReGeneration puts candidates through, promotes meritocracy and excellence, while offering students something tangible at the end: the start of a serious and productive career.

I hope ReGeneration continues its mission and is embraced by more and more corporations and organizations. Our youth needs it.



Liana Gouta
Group Director Energy Policy and International Affairs
HELLENIC PETROLEUM GROUP OF COMPANIES



ReGeneration is certainly a hope of light on a gray background. When everyone could only see a deadlock in the employment of young people in Greece, the Regeneration team was trusting Greece and its talents, planning and finding solutions to bridge the gaps.

They proved that brain drain is not a one-way path. They search for excellence among young talented people and empower them with new technical and soft skills, tailor-made to the real needs of the business world, matching demand with supply.

Behind all those impressive score figures, real success lies on the enthusiasm, the passion and the vision of ReGeneration team!

Thank you for what you are doing!





Matina Hatzipavlou
*Human Resources Consulting
 Senior Manager for Central &
 Eastern Europe
 MICROSOFT*



ReGeneration is a pioneering program, which aims at the creation of professional opportunities for young graduates, while at the same time cultivates much needed competences in order for these graduates to become employable.

This initiative contributes to the eradication of “brain drain” and the fleeing of young talent abroad, helps in the unveiling of young high-caliber graduates and at the same time bridges the skills that companies need.

At Microsoft, we value the high quality of the graduates participating in the program and we very often choose ReGeneration’s finalists to be part of our workforce.



Nektaria Eirini Karamani
*Country HR Head
 SIEMENS*



At the edge of the financial crisis in Europe, when the youth unemployment rate in Greece has reached tremendously high levels, fostering the continuation of the “brain-drain” for our country, few words can be said to recognize such remarkable initiatives like this one.

ReGeneration managed to successfully make the linkage between education and employment - equipped thousands of young people with the right skills and placed them in respectful employers. On one hand, created a solid future for Greek youth, on the other hand, enabled employers to interact with a talented and well equipped new generation of employees.

Thank you ReGeneration for your remarkable IMPACT initiative to our young people and Greece – the idea, the level of excellence and professionalism for the implementation and your commitment to a positive forward looking future makes the difference.



Giannis Kollas
*Group HR Executive Director
 TITAN CEMENT COMPANY SA*



The ReGeneration initiative is in line with our commitment to empower young people and TITAN Group embraced it from the very beginning. It is a program designed with vision, ambition and determination to fight brain drain and offer opportunities to graduates who are eager to create and evolve.

We are very satisfied with the effective preparation, meritocratic selection process and quality of ReGeneration’s talent pool. We will continue to support ReGeneration, as it puts social responsibility into practice in a highly value-adding way.



Yannis Kolovos
*General Manager
 EDENRED GREECE*



In times when numerous discussions have arisen regarding brain drain, ReGeneration took action.

An initiative that, in the middle of a crucial period for our country, has supported hundreds of young talents, helping them to kick-start their career. We commit to stand by you, so that you can dynamically continue this significant endeavor.



Gerasimos Kouvaras
*Country Director
 ACTIONAID*



If innovation brings creative ideas aiming to fulfill unmet needs, then ReGeneration is one of the most innovative initiatives, born during the crisis, addressing youth unemployment.

ActionAid Hellas has already benefited from the capacity of ReGenerators, who bear vocational skills along with potentiality and trainability.

Keep up the effort!



Marica Labrou
Managing Director
KAFKAS SA



An excellent initiative that enables businesses to successfully combine the goals of prominent executives with the dreams of young candidates who are capable, open-minded, oriented to excellence and ready to contribute to team efforts.

A truly unique synergy!



Nicolas Moschatos
Human Resources & Recruiting Manager
ACCENTURE, GREECE & BULGARIA



Although unemployment in Greece remains high, bridging the gap between talented individuals and companies is not an easy task.

ReGeneration has achieved to tackle this issue, by implementing a holistic approach to professional and personal development, and by equipping our young dynamic people with the necessary experience, mentality and skills.

We, as Accenture, are proud for having strategically supported this initiative.



Isabelle Moser
Chief People Officer
OPAP



ReGeneration is a great innovative programme which puts young graduates in direct contact with organisations so as to take their first steps into the professional arena. It is an important initiative with concrete positive results both for the candidates as well as for us companies.

In the past years, thanks to the cooperation between the OPAP people and the ReGeneration team, we have welcomed as interns in OPAP Group several graduates who now pursue their professional career within our Group.

What we appreciate in our cooperation with ReGeneration is its quick response, great cooperation, the accurate pre-assessment of the graduates, as well as the wide range of backgrounds/fields covered.

We believe in and support fully this programme as it is aligned with our goals: concrete support to youth and employment.



Ioannis Nikolaou
Associate Professor of Organizational Behavior/ Director of the MSc in HR Management
ATHENS UNIVERSITY OF ECONOMICS & BUSINESS



As an academic, I always encourage my students to seek for the best option in terms of employment opportunities, instead of just getting a job.

ReGeneration is a great initiative supporting young people not only to begin their career, but also to acquire important interpersonal skills via training and mentoring. Keep it going guys!





George Partsakoulakis
 Director People & Culture -
 EU South East Cluster
 PHILIP MORRIS INTERNATIONAL



Today in Greece, giving back to the new generation is not simply an act of good, rather, it is a much needed and shared responsibility for the future of the country and society.

ReGeneration's work and activities take it a step further, connecting young scientists and businesses in a practical, substantive, and at the same time, efficient way...turning vision into action!



Manto Patsaoura
 Managing Director
 CAREERBUILDER
 GREECE & SWEDEN



ReGeneration won our hearts as an innovative program that offers talented graduates more than just an internship. Personal development, professional advancement and direct connection with the job market, are some of the benefits provided to young candidates.

We have been ReGeneration's Partner since the very beginning, as we truly admire its dynamic character, and strongly believe in the difference it has come to make in the Greek market – for both candidates and employers.



Vassilis Rabbat
 President, Greek Association
 of CEOs
 CEO, XEROX HELLAS



ReGeneration is a unique initiative that promotes excellence and offers valuable guidance and networking for young talents.

By successfully linking candidates' skills with current market needs, it fosters economic development and helps with the fight against the "brain drain" phenomenon.

The Greek Association of CEOs will continue to offer its full support to ReGeneration's efforts and initiatives.



Yiannis Retsos
 President
 GREEK TOURISM
 CONFEDERATION



We are proud of the graduates of the ReGeneration Hospitality Front Office Academy powered by INSETE, the Institute of Greek Tourism Confederation, the first ever Academy for tourism and hospitality.

Tourism is a sector, where the human factor plays a crucial role in the customer experience and for SETE, the Greek Tourism Confederation, the development, empowerment and progress of people in tourism has always been a strategic goal.

This is why, through INSETE, the Institute of Greek Tourism Confederation, we develop targeted initiatives in order to equip tourism professionals with skills that contribute in a complementary way to the design and provision of quality products and services, as well as in placing our country amongst the most popular destinations globally.



Natasha Spirou
 Group HR Director
 FOURLIS



The experience of FOURLIS Group with ReGeneration could only be characterized as positive and mutually constructive!

Not only because of the professionalism of its executives and our excellent cooperation with them for 5 consecutive years, but also because it is hard for anyone not to recognize its admirable effort to combat youth unemployment and develop new graduates through a reliable, objective, truly demanding and high-standard process.

During those 5 years of action and in the context of recognizing the mutual "benefit" for both our Group and young graduates, we have employed many ReGenerators, all of whom are still with us creating and developing their own career path!



ReGeneration is a great initiative that strives to help young graduates and executives to start/reshape their career path in the challenging Greek market.

We are more than delighted to continue working with the ReGeneration team and we highly recommend it to all aspiring young individuals and all companies.

Gregory Stamatopoulos
Partner - Head of Finance & Business Development
KOOLMETRIX



In an undoubtedly difficult economic climate, which for the last eight years gave young people extremely few, if any, opportunities for entering the workplace, ReGeneration has come to play a pivotal role in bridging this gap, and in providing the vehicle needed for young people to find their way into a meaningful career path.

The benefits for those participating are endless: a real taste and experience of the interview and assessment process, awareness of their strong and development points through benchmarking and feedback and a support system made up of extraordinary people who give them hope, based on realistic goals, coupled with a warmth that gives them the confidence and the optimism needed to believe in their dreams and begin their careers with enthusiasm and vigor.

Elena Stylianou
Partner
RSM GREECE



ReGeneration is a breath of fresh air regarding the hiring process of young professionals for numerous companies by being a catalyst between companies and newcomers.

Within a short period, the program has created its own footprint in the workplace upgrading the quality of hirings and accelerating their adaptation to the new environment through structured developmental programs tailored to prepare candidates for undertaking new duties.

All in all, the market has welcomed ReGeneration as a new recruitment experience!

Costas Tsalikis
Head of Human Resources
CITI GREECE



Although we at GSK at first supported the ReGeneration program purely in the spirit of supporting young Greek youth in their difficult employment journey, we now feel that we are the ones being supported by this fantastic innovative initiative.

The program has become our number one channel of finding great new talent and developing our next generation of future leaders!

A truly worthy win-win program for every responsible employer in Greece!

Jenny Tsimiklis
HR Director
GSK GREECE



For more testimonials from our hiring partners, please visit:
<http://regeneration.gr/company-quotes>

REGEN HIGH- LIGHTS





Our people (A-Z) —



George Elmalis
Legal Advisor



Konstantinos Kintzios
*Business Development,
Director*



Alexia Kolla
Project Coordinator



Alexandra Nikolaou
Executive Office Manager



Alexandra Nikopoulou
Project Coordinator



Tereza Palaiologou
Recruiter



Katerina Kypreou
Senior Project Manager



Nikos Lamprou
Project Coordinator



**Panagiotis
Madamopoulos-Moraris**
Co-Founder & Motivator in Chief



Paschalis Staboulis
*Business Development,
Coordinator*



Konstantia Tsiaousi
*Executive Office & Strategic
Initiatives Coordinator*



Nikolas Varveris
*Business Development,
Junior Manager*

Global Shapers Task Force, Driving Forces & Team Alumni —

GLOBAL SHAPERS TASK FORCE

Dionysia-Theodora Avgerinopoulou (*Founding Curator*)
Dimie Ariadne Andrianakos (*2011 - 2014*)
Ioulia Despinoudi (*Curator 2019 - 2020*)
Ioanna Fotopoulou (*Curator 2017 - 2018*)
Michalis Gkontas (*2011 - 2014*)
Haris Ioannou (*2016 - today*)
Dimitris Kalavros (*2012 - 2014*)
Jesus Panagiotis Kallergis (*2017 - 2018*)
Efstratios Karakasidis (*2016 - 2018*)
Eleni Karakitsiou (*2015 - 2017*)
Desy Karapchanska (*Curator 2016 - 2017*)
Stathis Karkantonis (*Curator 2015 - 2016*)
George Kasselakis (*2011 - today*)
Sophie Katsigiannis (*2011 - 2014*)
Dimitrios Koustas (*2014 - 2016*)
Fanis Koutouvelis (*2014 - 2016*)
Natalia Kritsali (*2016 - 2018*)
Filippos Lekkas (*2016 - 2017*)
Panagiotis Madamopoulos-Moraris (*Curator 2013 - 2014*)
Maria-Aikaterini Margioukla (*2014 - 2015*)
Xenia Mastropetrou (*2014 - 2017*)
Carmen Elena Oprea (*2016 - 2017*)
Stefania Panousi (*Curator 2014 - 2015*)
Konstantinos Papazafeiropoulos (*2015 - 2016*)
Andrea Solomonides (*2011 - 2013*)
Ioanna Theodorou (*Curator 2018 - 2019*)
Themis Vagiakos (*2014 - 2017*)
Konstantina Zoehrer (*2011 - 2013*)

DRIVING FORCES

Anastasia Sideri, *External Communications Director, Coca - Cola Central & Eastern Europe*
Maria Philippou, *Human Resources Director, Coca - Cola Central & Eastern Europe*
Irene Corantis, *Team Intelligence Director, Coca - Cola Central & Eastern Europe*
Ioanna Vekri, *Culture Transformation Manager, Coca - Cola Central & Eastern Europe*

TEAM ALUMNI

Katerina Douzina
Athina Gaki
Teta Karampini
Ria Kasiora

Ioanna Kranioti
Maria-Tzina Leria
Spiros Milonas
Stelios Papadakis

Vaggelis Paspalakis
Katja Tragousti
Alexia Vasdeki
Natalia Vourloumi

Our supporters



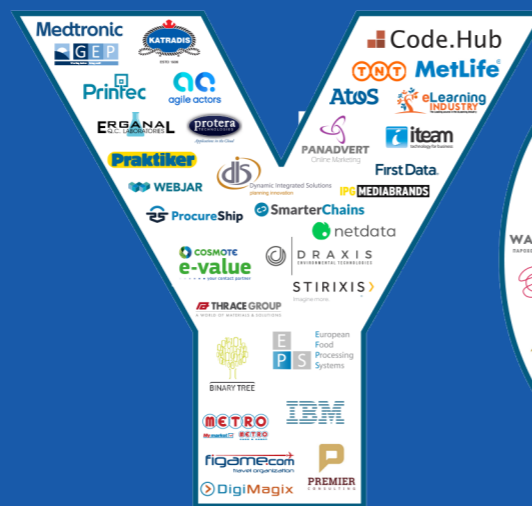
Our partners

2014-2019



WELCOMING





Watch this space and join the
conversation at #ReGen2021!

