

Young Professionals Subcommittee

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The Past

- Successful transition from GOLD to Young Professionals
- Increased presence of Young Professionals in the SYP congress that took place in Krakow
- New Affinity Groups initialized: Austria, Hungary, Bulgaria
- Increased social media presence

Outlook

- Increase visibility of Young Professionals:
 - Collaborate with cross-section congresses in order to ensure suitable presence and visibility of Young Professionals at the congresses, introduce student members to membership after graduation, engage Young Professionals members in order to encourage collaboration; this will also help improve the transition from student to young professionals membership;
 - Improve online social media presence: reach more members on Facebook, LinkedIN, with more diverse material; build bigger audience;
 - Continue publishing regularly in Region 8 News and GOLDRush;
 - Encourage each Affinity Group to have its own online platform: website, social media page etc.
- Reach out to industry members:
 - Revise and launch the Company Branch Program: help members working in industry connect and network;
 - Start the R8 Young Professionals Industry Newsletter: bringing together region-oriented news from industry, best practices, tips and tricks, information and statistics about the job market, career advice, and other information of interest to members working in industry as well as those interested in entrepreneurship.
- Engage with Affinity Group committees:
 - Improve the Event Exchange Program so Affinity Group representatives can connect and share their events and ideas; this will also serve as a point of inspiration for what events can be organized and how;
 - Re-evaluate how annual reports are submitted: shift from emailed based submissions to online forms;
 - revitalize Affinity Groups that are dormant, inactive, or without a chair;
 - Affinity Groups vitality check: chairs which have held the position for too long need to be replaced with newly elected chairs;
 - Initialize new Affinity Groups in sections with enough Young Professionals volunteers
- Develop and implement key metrics in order to measure the success of our programs and initiatives: Member Satisfaction, Volunteer Satisfaction and Membership Growth

Best practices

- Maintain close contact with Affinity Groups and Section Representatives
- Engage with other Region 8 subcommittees to coordinate and cooperate in order to improve the experience of members
- Encourage Affinity Group members to share their experiences and engage with each other and maintain an ongoing conversation
- Publish the achievements and efforts of Young Professionals from the Region in order to provide visibility

Points of concern / Topics for future discussion

- Affinity groups with decreasing numbers of motivated/able volunteers to help in key positions, such as volunteer to be Affinity Group chair retention process
- Lack of sufficient information about funding sources: a need for Affinity Groups to search for sponsorship makes the first steps more difficult
- Fragmentation of members according to their membership grade: there is a dire need to engage members of different grades to collaborate with each other: students with young professionals, mature members with young professionals in order to improve retention rate by maintaining motivation and desire for members to continue being part of IEEE.