

## Young Professionals Subcommittee

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### Goals

- Increase visibility of Young Professionals at cross-section congresses. This can be done by participating in all cross-section congresses in the Region.
- Increase social media presence. To achieve this, we need increased activity on our social media channels (Facebook, LinkedIn). The Meet the Region 8 YP volunteers campaign detailed below will help increase not just the Regional presence, but also the visibility of individual affinity groups.
- Finalize the Event Exchange Platform and gain access to vTools reports in order to simplify the current Regional reporting system, which has been strongly suggested by Affinity Group chairs.
- Increase the connection with Industry, achieved through the Industry Newsletter.

### Status and Past Contributions

- Industry Newsletter: the aim of the Newsletter is to gather relevant content regarding the state of industry and job market from all over Region 8, not just Europe. It also helps promote the Young Professional community in the Region, by examining particular Affinity Groups, and introducing some of the newest ones that have been formed last year. It also features interviews with both industry people and IEEE volunteers regarding their experience as Young Professionals. The purpose of the Newsletter is to provide Young Professional members from all parts of the Region valuable information regarding their careers, but also to bring them closer to each other.
- Event Exchange Program: the platform for the EEP is ready to be used, featuring a database of events held by Young Professional Affinity Groups from the Region in the past 2 years. We will keep enhancing the features in order to increase its potential based on feedback from volunteers.
- Providing support and guidance for cross-section congress organizers: this year we have supported organizers of all cross-section congresses in the Region, and have been present to all of them, providing lectures and workshops. These include WEuSYP, ISBC, CEuSYP, MESBC, and will be followed by HSYP and Nordic SYP. This helps increase visibility of Young Professionals, connect volunteers, and increase knowledge of what we do amongst student members.
- In order to increase visibility of Young Professionals, we are helping the IEEE presence at Web Summit this year, taking place in Dublin.
- We have actively encouraged Sections to organize elections for new Young Professional Affinity Group chairs, since an alarming number of AG chairs are past the maximum limit of their term. In order to achieve this, we have contacted both AG chairs and Section chairs.
- This year's winner of the Region 8 Outstanding Young Professionals Affinity Group Award is the UAE Young Professionals Affinity Group.
- In order to reinforce the MGA operational guidelines in terms of how long an AG chair's term should last, we have changed the eligibility criteria for the Regional Young Professional awards.
- This year the Ghana Affinity Group has been approved, and they are already organizing an event.
- The organizing committee and location of the next Students and Young Professionals Congress have been decided, and it will take place in Germany. We are going to actively support the organizing committee throughout the entire process.
- Meet the Region 8 YP volunteers: we have launched a new Facebook campaign, where we will share regular posts about Young Professionals volunteers and Affinity Groups in the Region. The aim of this campaign is to increase the visibility of Affinity Groups, volunteers, events and efforts, since most of them lack online presence. By doing this, we want to also connect volunteers from the Region, and create a more connected network of Young Professionals volunteers.
- We have also designed new promotional materials, which will be shared at the remaining cross-section congresses and meetings this year, as well next year. This will also help promote Young Professionals and increase visibility.

### Outlook

- Improving the SAMIEEE manual for Young Professionals: this will ensure that Young Professionals volunteers in the Region have up-to-date information about how to extract data from SAMIEEE, which is valuable to tracking the state of their Affinity Group and members.
- Create new support material for Affinity Group committees, which will provide all the necessary information regarding how to run an Affinity Group, reporting regulations, how and where to get financial support, Regional initiatives such as the Region 8 Young Professional awards, and much more.

### Points of Concern

- The most concerning aspect is the lack of adherence to the operational guidelines in terms of how long an AG chair can serve in their position. Since there are no reminders in place for when elections should be held, and no penalties for delayed elections, there seems to be no motivation for elections to be held. Furthermore, in some cases, elections are not held due to the AG chair considering that there are no suitable volunteers to take over the position. There is a correlation between affinity groups with chairs who have held the position longer than recommended and lack of reporting. Because of this, an increasing number of affinity groups appear to be dormant, and one affinity group is due to be dissolved. Since the guidelines exist, there should be more efforts and involvement at all levels, from Sections to MGA, to ensure that they are followed. Collaboration between the various bodies, such as between us and Section executive committees, are extremely valuable and we highly appreciate the support from Section chairs in organizing elections.
- The lack of appropriate and useful materials from MGA regarding how to run an Affinity Group or support for new Affinity Groups and new volunteers makes it difficult to provide any useful information to volunteers in need. This

increases the amount of work, since each query and question is answered individually. Because of this, in to make certain that volunteers get information that is relevant for their needs, we will create new support materials which will be accessible to all volunteers and members.

- Lack of data integrity and updates regarding volunteers information. New Affinity Group chairs are not reported or recorded, emails and Sections of origin are not valid, and there is conflicting information. Because of this, it becomes more difficult to contact the relevant people, and a lot of effort is put into tracking new Affinity Group chairs, or obtain updates email addresses.