

Young Professionals Subcommittee

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Goals

The main goals of the Region 8 Young Professionals team for 2018 are to:

- 1) Improve the status of Young Professionals Affinity Groups in Region 8, consisting of:
 - no inactive or dormant Young Professionals Affinity Groups in the Region:
 - reporting their activities on vTools in a timely manner, and they all having the minimum required 2 activity reports before the end of the year;
 - having their chairs in good standing, i.e., IEEE members and not chairing for more than 2 years without elections;
 - create at least 1 new Young Professionals Affinity Group in the Region;
- 2) Facilitate the implementation of Young Professionals programs, both existing ones: STEP (500\$), Meet-Up (1500\$) and Local Activity Funding (750\$);
- 3) Bridge the gap between the 3 main segments of Young Professionals by:
 - Supporting Young Professionals Affinity Groups to organize more STEP events and work closer with students in their Section;
 - Supporting Young Professionals Affinity Groups to organize more Meet-up events and work closer with industry in their Section;
 - Supporting and encourage Young Professionals Affinity Groups to allocate resources to entrepreneurship activities;
- 4) Encourage and ensure the activities' visibility and recognition of Young Professionals Affinity Groups in the Region by Region 8 Young Professionals Newsletter and social media, Young Professionals Impact Blog, Region 8 News and IEEE Region 8 Today;
- 5) Cooperate with SAC for the success of IEEE Region 8 SYP Congress in Gothenburg, Sweden, August 5-9, 2020;
- 6) Cooperate with the other subcommittees and take advantage of each others' strengths to achieve our goals, particularly with WIE, PEA and Afi;
- 7) Create, update and share support material and manuals relevant for Young Professionals, focusing on strategies for getting funding and sponsorship for events and how to increase the publicity and visibility of their activities;
- 8) Focus not only on supporting active Young Professionals volunteers, but also on the development of programs that directly aim at increasing Young Professionals members satisfaction based on segmentation studies and feedback from local volunteers.

Progress reports for next xSYPs or SYP

xSYPs approved since last meeting

1. African SYP Congress 2019, Nairobi, Kenya, December 19-20, 2019
2. Middle East SYP Congress 2020, Aqaba, Jordan, April 18-20, 2020

YP activities planned

- Currently, there are 53 Young Professionals Affinity Groups in Region 8 with newly formed one in Denmark Section, and with a steadily increasing number in the last couple of years and closing to the number of sections and subsections. Our main goal is to keep them active and engaged.
- Region 8 Affinity Groups maintain the success and visibility of the Region 8, delivering a high number of activities with exemplary quality. This is reflected on the usage of funding provided by IEEE YP and on the continued presence of Region 8 volunteers receiving recognition awards.
- Collaboration with the fellow subcommittees under Member Activities, Technical Activities or societies as so far been successful with:
 - WiE, PEA (former PA), ComSoc YP, MTTs YP, CSS YP, HA, IEEE Africa Ad Hoc, IEC, Afi
 - In 2020 we plan to do so with IMS YP and PELS YP. There is an initiative coordinated by IEEE Young Professionals to invite society YP representatives to SYP Congress Gothenburg
- Based on the results from the segmentation study, two main programs and one visibility strategy that were designed previously, focusing on reaching out directly to the Young Professional members, have now been kick off:
 - IEEE, Connecting Experts
 - IEEE Region 8 Entrepreneurship Initiative
- A stronger technical aspect of YP is being introduced, with new societies forming and supporting their own programs. A great success has been already proved in co-organizing YP content at conferences (mainly Meet Ups - social networking events) with society YPs facilitating communication with conference chairs and R8YP facilitating communication with local AGs and bridging cultural and language barriers. The events aim at exposing IEEE Young Professionals and its mission inside and outside the IEEE community, while at the same time providing the participants with opportunities of professional growth and networking environments. The efforts have shown to deliver positive results and been highly appreciated by the participants involved. In average, Meet Ups gather 100 participants and have 50% attendees outside of IEEE, with significant number of industry participants.
- Increase of the visibility of Young Professionals in Region 8 has been achieved by participation and delivery of workshops in the Region 8 XS SYP Congresses, support of Meet-up events at technical conferences, redaction and publishing of

articles in R8 Today and YP Impact Blog, launch of the Region 8 Entrepreneurship initiative and other online media campaigns, using mostly social media and e-notice as way of distributing the information.

- List of activities planned for 2020:
 - Young Professionals Face to face meeting, March
 - ENERGYCON conference with WIE, Gammarth, Tunisia, April
 - MESYP 2020 congress with SAC in Aqaba, Jordan, April
 - Companies visit, Connecting Experts with IEC in Germany and Italy, May-July
 - PEDG 2020 conference with PELS YP in Dubrovnik, Croatia, May
 - I2MTC 2020 conference with IMS YP in Dubrovnik, Croatia, May
 - ICC 2020 conference with ComSoc YP in Dublin, Ireland, June
 - IEEE Sections Congress / F2F in Ottawa, Canada, August
 - IEEE SYP Congress, Gothenburg, Sweden, August
 - European Microwave Week 2020 with MTTS YP in Utrecht, Netherlands, September
 - YP in Space 2020 with multiple societies YPs in Aveiro, Portugal, October
 - Tech summit, possibly Web Summit 2020 in Lisbon, Portugal, November

YP Activities developed

- IEEE Region 8 Entrepreneurship Initiative IEEE Region 8 Entrepreneurship Initiative was announced at SYP Congress in Porto 2018 and kicked off in August 2019, and today is at the brink of scaling up. The initiative consists of three main envisioned programs:
 - Entrepreneurship Week as series of local tech-entrepreneurship events coordinated by local ambassadors in their own sections;
 - Mentorship Program takes the local winners to the global scene as an acceleration program of education and visibility;
 - IEEE Pitch is a pool of local winners that are taken to the next level of the competition.

Entrepreneurship is becoming a significant thing among Young Professionals, and results from the Entrepreneurship pilot confirm it. We will push this further in 2020, already from the start. Facebook page is now at almost 1400 followers, with the highest reach-out post of 16k. The goal is to tie it up more with IEEE Entrepreneurship (global) in 2020.

- Meet Ups Meet Ups are the new funding opportunity from IEEE Young Professionals. The Young Professionals Affinity Groups have now the chance to apply for up to 1500\$ to support the organization of meet-ups at relevant IEEE technical conferences in their Section. European Microwave Week is now 4th year in a row that we are participating and indeed our presence has been noticed and appreciated. This was the first year (2019) that we attracted an industry sponsor to support the Meet Up with \$1000 and are maintaining a good relation with Microwave Theory and Techniques Society. Next year is in Utrecht, Netherlands and R8YP Past-Chair Sara Barros is part of the organizing committee. EuMW participation is also important as it builds the path to other meet ups and collaborations with society YPs. We are building great experience and ways how to approach it. The results are that we managed to pull-off CDC 19 Meet Up in less than 3 weeks as a collaboration with Control Systems Society - and gathered 117 people on the spot. Overall, our Meet Ups in 2019 were:
 - EUROCON 2019 (together with CEuSYP 2019)
 - EuMW 2019 (with MTTS)
 - INFOCOM 2019 (with ComSoc)
 - WCNC 2019 (with ComSoc)
 - PowerAfrica 2019 (with IEC/PES/IAS)
 - HISTELCON 2019 (together with WESYP 2019)
 - Young Professionals in Space 2019 (with MTTS and GRSS)
 - CDC 2019 (with CSS)

In 2020, we are expecting:

- European Microwave Week 2020, September 13-18, Utrecht, Netherlands
- Young Professionals in Space 2020, Portugal (2nd half of 2020, Porto or Aveiro)
- ENERGYCON, April 13-16, Tunis, Tunisia
- ICC 2020, June 7-11, Dublin, Ireland
- PEDG 2020, June 8-11, Dubrovnik, Croatia
- I2MTC 2020, May 25-28, Dubrovnik, Croatia
- Young Professionals in Space During the YP in Space in Dubai, we have pre-agreed on putting the event more into a conference frame and make it officially as IEEE event. In other words, to establish framework on organization, content, goals and way to select the next edition. This is partly due to existing committee getting "older" and having less time. The suggestion was to apply it for IEEE grant three-year project. We will closely work on this one more, perhaps even align it with something existing such as Entrepreneurship Initiative.
- Connecting Experts Program One of the biggest hopes that unfortunately got postponed in 2019 is Connecting Experts Program. It went on really well with everyone thinking and speaking highly about it but ended up in poor support from relevant societies, but also local support in section chapters and some of the companies we talked with. We spoke with Industry Engagement Committee and talked about pushing it further, from the start of 2020, with a different approach. We will use what we have learned from Entrepreneurship Initiative and kick it off in a similar way. With the expanded

team of R8YP, other members would like to join the cause as well. Also, there is a great interest from IEEE standards so we will involve this category as well in 2020.

Proposals for improvements

With a higher commitment in cross-sectional congresses in 2019, both in organization of the existing ones and opening calls for new ones, which turned out a challenging task in almost every single case (but indeed with a good results), this visibility of our activities is identified as the thing we have sacrificed the most. While everyone is aware of our deeds in R8 committees, they are rarely aware of the specifics, which is a very important feedback on possible strategies of R8. Even more, YP AGs are rarely aware of the results. This is additionally emphasized by abandoning YP newsletter (as a double work compared to other subcommittees' tasks) and inactive Region 8 News. For 2020, R8YP have been granted extended committee by additional one member and two corresponding members, and the visibility is set as a priority for 2020 (together with relation to YP societies programs). While social media is very good for the target group (graduate students and young professionals), but the activities reach should be much broader than that, to the more senior part of IEEE, namely section chairs to continue their support of YP AGs. We have better understanding of Region 8 Today procedure of submitting articles and are planning to contribute more - we see this as the main newsletter of IEEE Region 8. There were also great events in 2019 that we are targeting to share to YP Impact Blog, The Institute, and perhaps even Spectrum.

The main role of our subcommittee is making sure that AGs are active, which we are succeeding then we are very much involved in direct communication with the YP AG chairs, encouraging and asking about their plans. This has proven effective because we are at YP AG disposal but only for the current chair - the knowledge is rarely transferred to the next chair, and the whole story we do all over again. We have manuals to facilitate this transition and then we again have a Skype meeting and e-mail communication. However, one of the best proven topics among YPs in general are the success stories - they encourage and inspire, pinpoint role models but also provide tailored recipes on the path how to reach the same or similar goal. The decision is therefore to imbue all of this through visibility of our and YP AGs success stories.

Points of Concern

The Young Professionals programs and funding consists of three steps: 1. application, 2. carrying out the program, 3. getting reimbursement and it worked well for the most of 32 funded events in 2019. However, we had few issues such as Nigeria not getting refund in 2018, then almost occurred again in 2019, Morocco YP AG not fully reimbursed. Together with this, Uganda petition for YPAG formation was rejected 2 times, all of which lead to the conclusion that some AGs need hands-on guidance and double-checking of the application/reports. The impression is that more time and effort needs to be provided to African AGs compared to European or Middle Eastern because: 1) African AGs are newer and we are expecting many more to be formed together with new sections and subsections, 2) non-reimbursement shock is stronger due to lower liquidity of sections and lower overall standard.

To overcome the issue in 2020, we plan to:

- communicate with IEEE Young Professionals about involving us as IEEE Region 8 Young Professionals in funding grants reporting.
- Put together "Africa team" of R8YP Subcommittee to provide African AGs specific guidelines and templates.
- Put more content in periodic reports to MA Vice-Chair as regular minutes of meetings for teleconference calls

Other Issues to report