

R8 Young Professionals Committee

Ana Inês Inácio - Chairperson

Committee Goals

The committee mission is to engage and motivate the young professionals in Region 8. Our goals are to encourage the young professionals to be leaders in their Sections; to be the bridge, transferring the region's high-level vision across our members and listening to our members' needs and requests; and to try new initiatives/projects.

Our activities' plan for the year include:

1. Continuous engagement of our YP Affinity Groups
2. 2023 Cross-Sectional SYP Congresses: support in the organization of (so far 4) events, spread throughout our region
3. 2024 SYP Congress: advertisement, setting up the call for proposals and selection of the host
4. Support the organization of meet-up events
5. Ideation, creation and implementation of a new YP initiative.

Progress against goals since the last report

- 1- 2023 Cross Sectional Congresses Updates

From the previous report, 5 hosts were selected to host the eventful cross-sectional congresses across Region 8, namely the hosts for:

- **Africa SYP (ASYP)**

<https://r8.ieee.org/nigeria/asypc-2023/>

Date: July 27-29, 2023

Venue: Baze University, Abuja

Chair: Mistura Muibi-Tijani (YP Chair)

IEEE Nigeria Section Chair: John Funso-Adebayo



- **North Africa SYP (NASYP)**

<https://nasyp.ieee.org.eg/>

Dates: August 24th to 27th at the Egypt University of Informatics

Chair: Mohamed Saeed (YP Chair)

Egypt Section Chair: Prof. Ahmed Hassan



- **Western European SYP (WESYP)**

<https://wesyp.ieeer8.org/>

Dates: September 15-17 2023, EPFL, Lausanne

Chair: Agnieszka Zagodzinska-Bochenek (YP)
and Antoine Martin (SB)

Switzerland Section Chair: Thomas Hanselmann



- **Central European SYP (CEuSYP)** – Krakow, Poland – Organizer: CUTSB – Dates: TBD, 2023 Q4

- **Middle East SYP (MESYP)** – Aqaba, Jordan – Organizer: YP – Dates: TBD, 2023 Q4

Through Q2 and Q3, the organization of the 5 Cross Sectionals is proceeding.

This year, we could not find hosts for the Hellenic SYP (HSYP) and Nordic SYP (NSYP). Given this undesirable situation, the participants are from sections that fall under these congresses area are invited to the next nearest cross-sectional congress.

- 2- 2024 Student & Young Professionals Congress

After the previous report, the primary and secondary calls to 2024 SYP were opened. Both social media campaigns and e-notice advertisement was done with the goal to reach as many members as possible. This was a joint action together with the R8 Student Activities Committee (SAC) team.

After the final deadline, 6 very promising proposals were submitted: Egypt, Bahrain, North Macedonia, France, Ghana, Jordan. To evaluate them, a team of 17 volunteers including the full R8 YP team + R8SAC team was formed, and a winner was selected. The winner was approved by R8 OpCom and it is going to be publicly announced at the 121th IEEE Region 8 Committee Meeting [drum-roll].

3- R8 Young Professionals Awards

Together with the R8 awards committee, the awards campaign was launched and 12 submissions were received. This year, we selected the most promising volunteers and (and active) affinity groups and contacted them directly – in the end, 50% of the submissions were from the people and affinity groups that were contacted. Thus, this seems to be a good practice.

The R8 YP team evaluated the submissions as selected a winner for:

- Region 8 Young Professional Exceptional Volunteer Award
- Region 8 Outstanding Young Professional Affinity Group Award

Both winners are going to be publicly announced at the 121th IEEE Region 8 Committee Meeting [drum-roll].

4- Collaborations

a. Inter Regions

Collaboration with R10 YPs in their Career and Leadership Aid Program (CLAP) event, to be hosted by Kerala Section until the end of the year.



b. Intra Regions

R8 Entrepreneurship Initiative: evaluation of the different teams pitches for the Entrepreneurship Competition event.

R8 HuAC: brainstorm about possible YP & HuAC collaboration in future events such as Connecting Humanitarian Experts – similar to Connecting Experts (R8 YP discontinued program), and R8 Humanitarian Technologies Hackaton.

5- Meetup at EuMA and IEEE flagship conference 2023 European Microwave Week

The event is going to be hosted together with IEEE MTT-S YPs, Women in Microwaves and the conference organizers. The program includes a YP-get-together, a moderated panel session, with six well-known industry leaders, and a sight-seeing tour in Berlin. To know more check the conference program book, link [here](#).

6- Introducing the Young Professionals Dashboard

Together with IEEE YP, it was developed a platform where everyone can access the YP data all over the world. The data in the platform is updated every month. Link [here](#).

7- Continuous engagement of our Affinity Groups

We have another two brand new Affinity Group: Welcome Kazakhstan & Yemen!

Current Affinity Group status, in Region 8:

Out of the 71.9k R8 members, roughly 22.6k have an active YP membership. In Region 8, YP is, by far, the membership with more members!

Out of the 12 Sub-Sections and 59 Sections, we have currently 58 “active” affinity groups.

Looking at Figure 1, there are depicted 3 distribution plots of the number of R8YP members by membership status (in the top center), gender (top right) and membership years (bar plot, bottom).

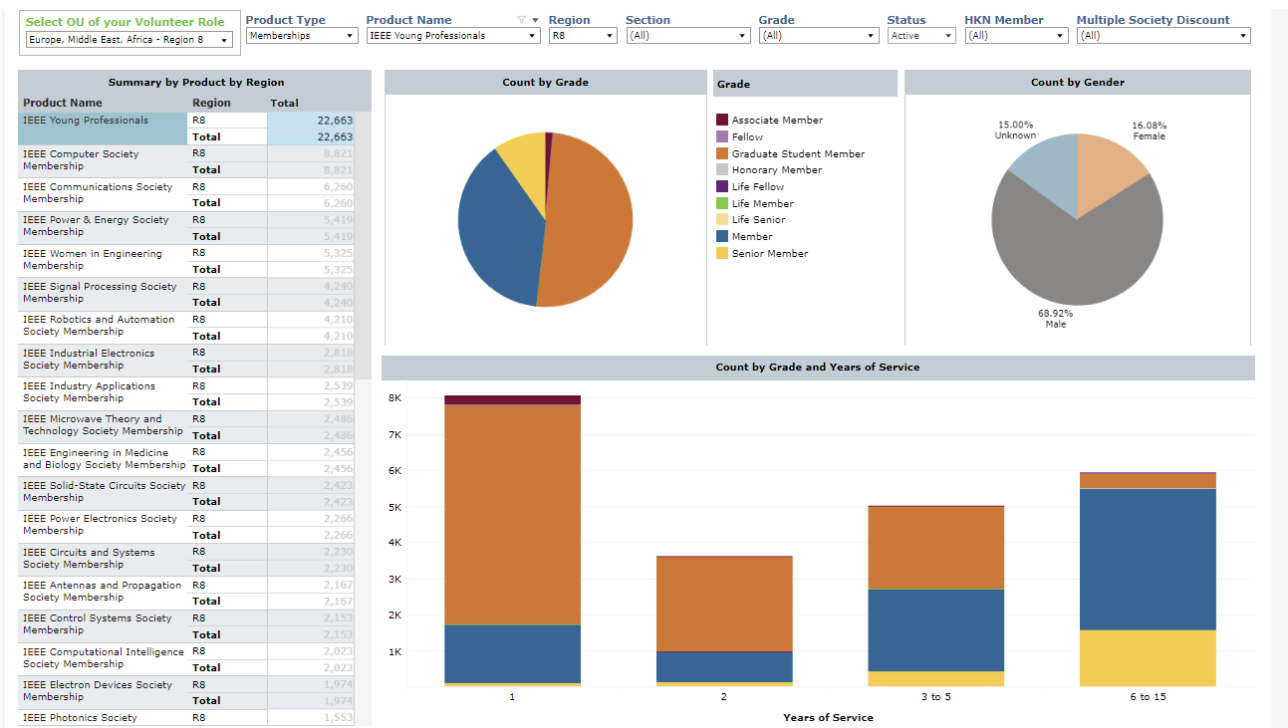


Figure 1: Data collected from OUANalytics about the Young Professional membership, in Region 8. Data from July 2023.

From the bar plot, on the bottom, it is evident that the biggest part of our members has a student status. Also, the majority is signing with the IEEE for the first time.

From OU Analytics, we could also single out the largest YP communities – that can be seen in Figure 2, in the bar plot, on its right side.

Congratulations to the R8 top 3 YP communities!

1. UK&Ireland
2. Germany
3. Italy

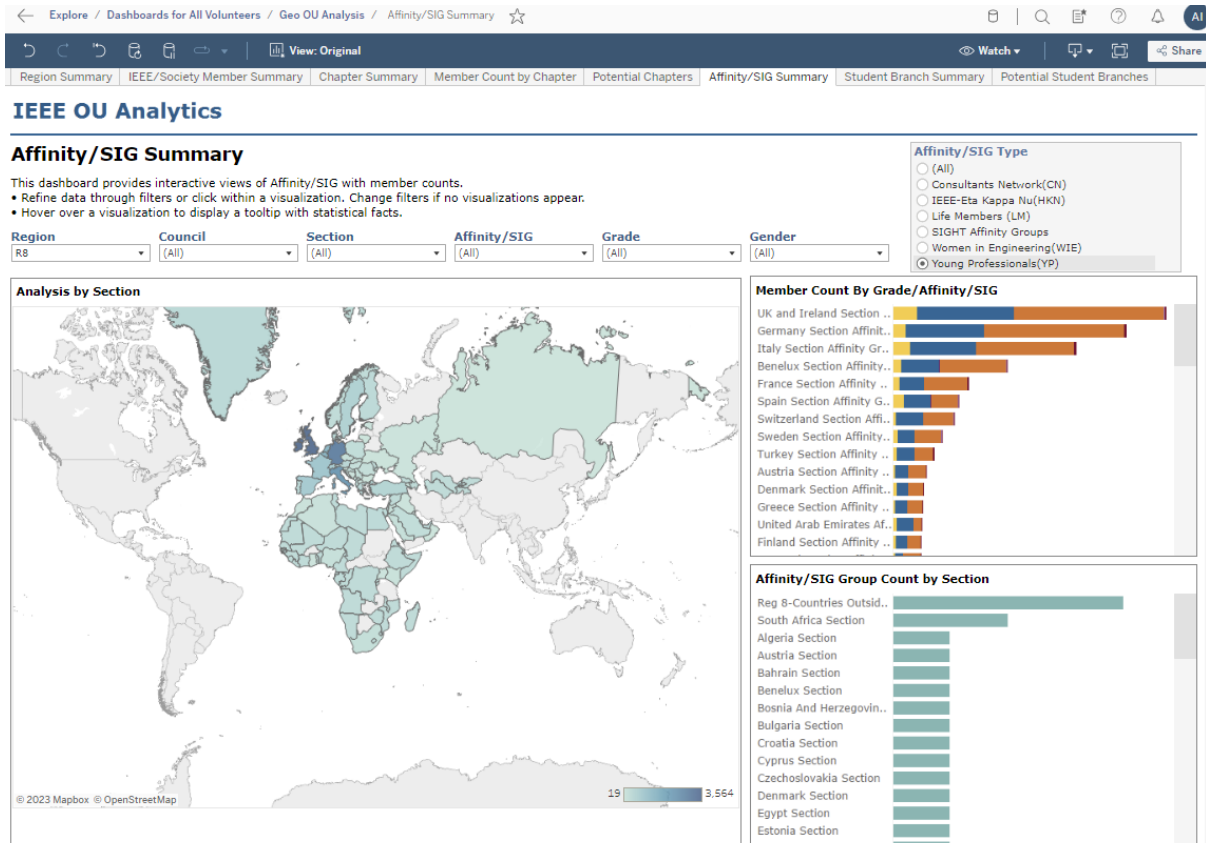


Figure 2: Distribution of YPs in R8, per membership numbers. Data collected from OU Analytics in July 2023.

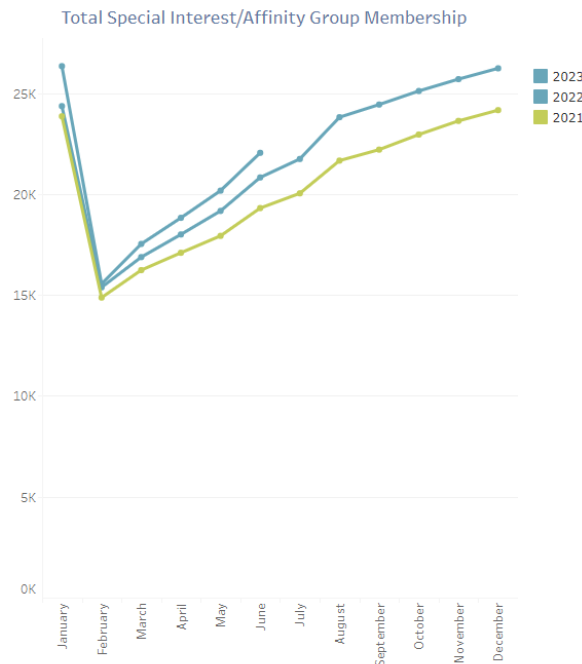
Figure 3 shows the variation of the YP membership, per month, for the last 2 years. We can see that the "over the year" trend is very similar for both years - it has a great reduction of members from January to February due to the un-renewed memberships being processed.

Until the end of the year, there is a crescent trend.

From the figure below, we can see that in 2022, there was a roughly 8% increase per month, when compared to the same month, one year prior. This year we see that the increase is there – good news! Just not as much as in 2022.

This could be due to the worldwide inflation and instability that we are living at the moment, with the war in Ukraine extending for more than 1 year, climate change related catastrophes (floods and fires) all around and political instability wrt gas, technology and raw materials race.

Another observation is that the number of YP members with 1 year IEEE membership is roughly 10k, which is also the amount by which the members are reduced around February. We cannot say for sure that this is related though, we believe that improving on retention of these members would lead to an increase in overall YP memberships.



	January	February	March	April	May	June	July	August	September	October	November	December
2023	26,331	15,543	17,524	18,817	20,164	22,038	21,733	23,802	24,429	25,101	25,688	26,224
2022	24,351	15,375	16,871	17,993	19,159	20,818	20,031	21,652	22,196	22,944	23,619	24,152
2021	23,847	14,867	16,226	17,086	17,924	19,300	20,031	21,652	22,196	22,944	23,619	24,152

Figure 3: Year-over-year statistics of Region 8 YP membership totals, per month. Data from July 2023.

R8 Young Professionals points of concern

The concerns from the previous report remain:

1. Being able to convey the IEEE Membership added value

This concern is directed to first year non-students, to whom the annual membership increases by more than 300%, from 27\$ to >100\$. Even though the Young Professional membership has no additional cost, in Region 8 it is by far the biggest membership thus we believe we should. Also, being able to provide benefits for our members to justify the membership annual value such that they renew it for another year (Referring back to the bar plot above).

Then, how do we keep ourselves relevant?

2. Decreased engagement by Affinity Groups and members retention

In line with the first point of concern, it is paramount to keep our relevance towards the affinity groups because they are our voice in their Section.

Thus, how can we better serve our Affinity Groups?