R8 Young Professionals Committee   **Ana Inês Inácio – Chairperson**

Committee Goals

Our mission is to continue to engage, motivate and empower 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. YP Affinity Groups, in Region 8 – monitor and continuous engagement
2. 2023 Region 8 Cross-Sectional SYP Congresses – conclude our 2023 cross-sectional congresses series
3. 2024 Region 8 SYP Congress – support, steering and participation in the event
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 coordination and participation

In the previous report, we concluded on the organization of three (out of the five) successful cross-sectional congresses: Africa SYP (ASYP), North Africa SYP (NASYP) and the Western European SYP (WESYP).

The other two congresses, the Central European SYP (CEuSYP) and the Middle East SYP (MESYP), were planned in Q4. The CEuSYP took place after the 121th R8 Committee meeting, in Nov-December, in Poland:

- **Central European SYP**

Website: https://ceusyp23.pl/

Dates: November 30th to December 3rd 2023, Krakow, Poland

Chair: Jakub Zeilonka (YP) and Maciej Borówka (YP)

The MESYP was previously planned to 23rd -25th November 2023, in Aqaba, Jordan. However, due to the breakout of the conflict between Israel and Hammas in October 2023, 1 month before the event, the MESYP was unfortunately put on hold by the Region 8. This decision was based on the close proximity of the location to the conflict, the unpredictability of being able to guarantee the safety of all participants and compromised travelling options at the time. This was a huge setback for the participants and specially to the organizing team.
Though, they did not rested until they could finalize their plans - due to the team's resilience and efforts, the event is now happening on 23-24th of February, in 2024. This is a very extraordinary case where the event was agreed to be hosted during the same year as the regional SYP congress. The event is planned to welcome more than 80 participants, from 14 different countries.
The MESYP is happening just before the 122th R8 Committees Meeting and after this report has been submitted.
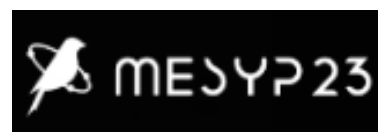
- **Middle East SYP (MESYP)**

Website: https://mesyp23.com/

Dates: February 23-24th Jordan, Amman

Chair: Heba Qadoumi (YP)

Jordan Section Chair: Ala' Khalifah

In general, all events were very successful, we gather a huge number of participants from many Region 8 sections. Many thanks to each of the chairs and respective organizing teams! It was great to see how much love and dedication you put on it! It was an honor working and learning from you, throughout last year.

2- 2024 Student & Young Professionals Congress

It will be in Grenoble, France!

The preparations are on-going: sponsors are being contacted, the program is slowly taking shape, the venues are confirmed, …

The next step will be to open the applications for funded registrations - R8 Opcom has just approved the criteria for funded participants for this year's edition.

3- R8 Young Professionals Awards

Last year, together with the R8 awards committee, the awards campaign was launched and 12 submissions were received. The R8 YP team evaluated the submissions as selected a winner for:

- Region 8 Young Professional Exceptional Volunteer Award – **Mustafa Aqrabawe** (Jordan Section)

- Region 8 Outstanding Young Professional Affinity Group Award – **Egypt YP Affinity Group**

Both winners were publicly announced at the 121th IEEE Region 8 Committee Meeting, hold in Ottawa, in August 2023. This process went smoothly and thus, it is expected to be repeated again, in 2024.

Learning note: 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.

4- R8 participation in the IEEE YP Funding, in 2023

Region 8 applied for funding via the IEEE YP funding and we got granted $30 218 USD, in total (refer to Figure 1). This totals to 30 events funded throughout the year. Region 8 got granted the most the most for meetups, worldwide (in red, in the figure below).
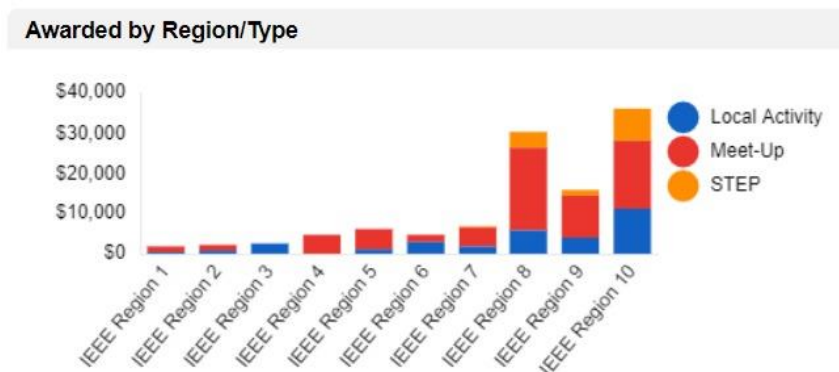

Figure 1 – IEEE YP Funding awarded per Region, in 2023.

"Local activity" and "meetup" funding are granted to YP AGs while for the STEP funding, only student branches can apply. Below, in Figure 2, there is a pie-chart diagram with the percentages of total funding per region, for each type of funding. Our region, scored 30% for meetup funding (highest percentage of the regions), 19% for local activity funding and 29% for step funding.

This year, in general, the Region 8 was the most awarded region with respect to the numbers of members.
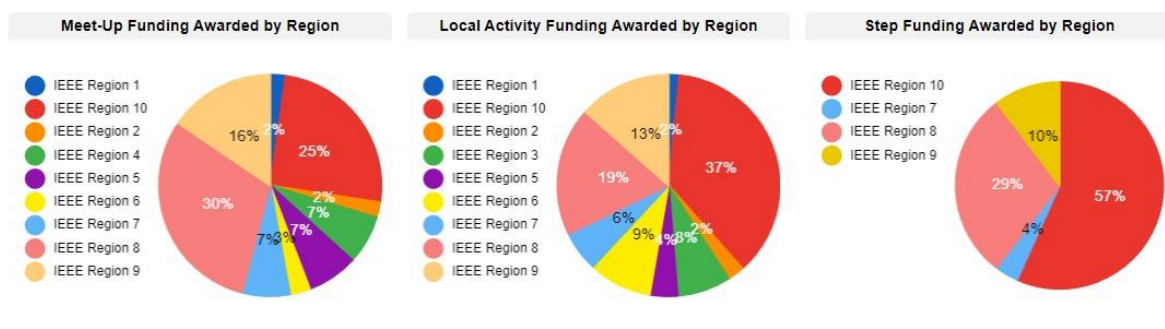
Figure 2- IEEE YP Funding divided per Region (%) and per funding type, in 2023.

5- Inter region collaboration

Collaboration with R10 YPs in their Career and Leadership Aid Program (CLAP) event, the event took place in an hybrid shape, during the 1st weekend of December 2023 and was hosted by Kerala Section. Link to the website here.

R8 Young Professionals were present during a panel discussion that targeted the impact of the IEEE in the career development of students and young professionals, worldwide. The collaboration was a success!

6- Meetups: one at IEEE flagship conference 2023 European Microwave Week and one at Gitex
At the 2023EuMW, Berlin:
The event was hosted together with IEEE MTT-S YPs, Women in Microwaves and the conference organizers. The program included a YP-get-together, a moderated panel session, with six well-known industry leaders, and a sigh-seeing tour in Berlin. To know more check the conference program book, link here.
At 2023 Gitex Global, Dubai, UAE:
Gitex Global establishes as the world's most iconic large-scale tech exhibition, where tech creators and investors meet and connect to work on innovative ideas. This is an event very appealing to young professionals and our team participated in a YP meetup event organized as part of the program, by the UAE YP AG.

7- Young Professionals Dashboard

Together with IEEE YP, we developed a platform that displays data gather from multiple IEEE tools such as OU Analytics and vTools (reporting & events). This is very useful when looking at the YP AG vitality. The collected data is accessible by the regional chair coordinators.
In the same platform, vitality reports can be shown and shared with the public. This platform display data from all YPs from all over the world. The data in the platform is updated every month. Link here.
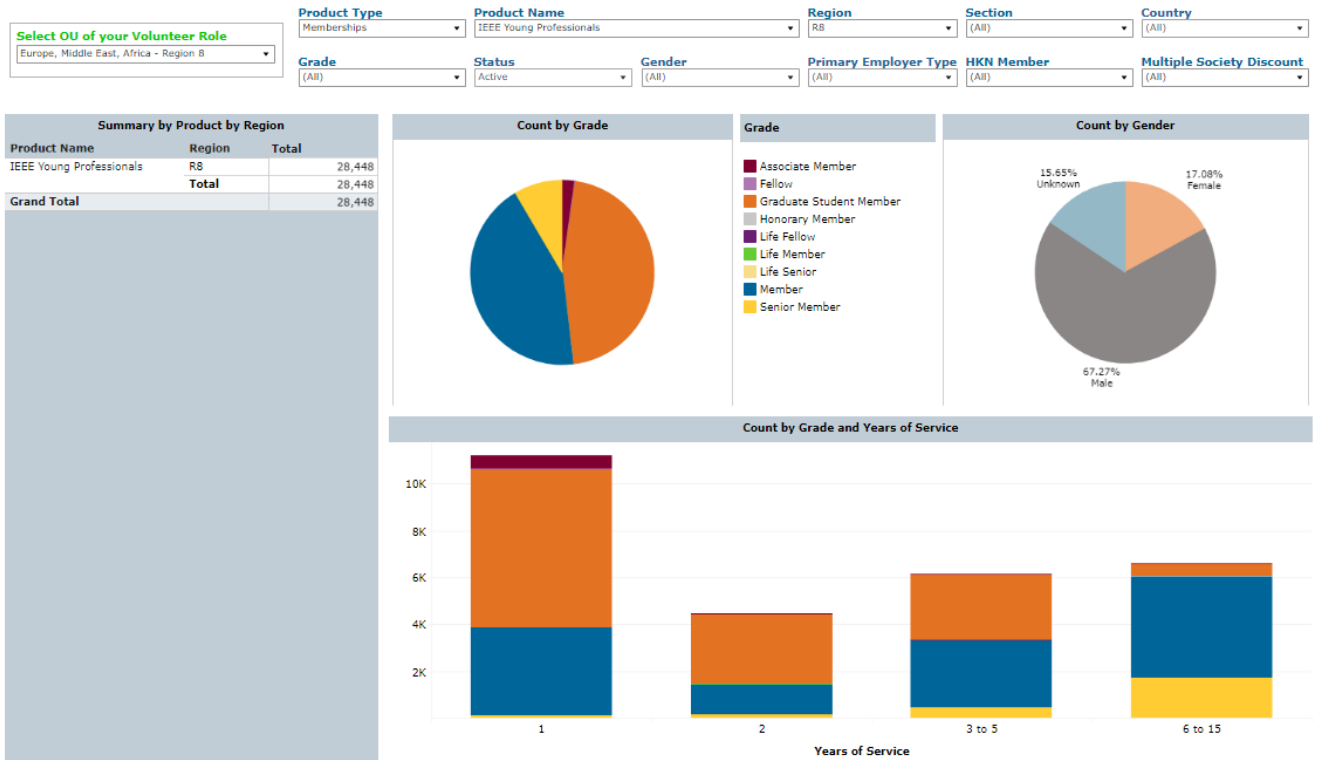
8- Continuous engagement of R8 Young Professionals Affinity Groups

Current Affinity Group status, in Region 8:

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

Looking at the reported YP events, in 2023, there were 521 reported events (516 events reported in 2022).

Comparing with the last report, the age distribution remains very similar, where 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, please refer to Figure 3.

Note: Data displayed is based upon volunteer access privileges.
Data made available through this platform is IEEE Confidential Information. Please review the IEEE Guide to Classification of Documents policy for more information.

Figure 3– Data collected from OUAnalitics about the Young Professional membership, in Region 8. Data from February 2024.

From OU Analytics, we could also single out the largest YP communities, this also has not changed compared to previous report.

Congratulations to the R8 top 3 YP communities (member-wise)!
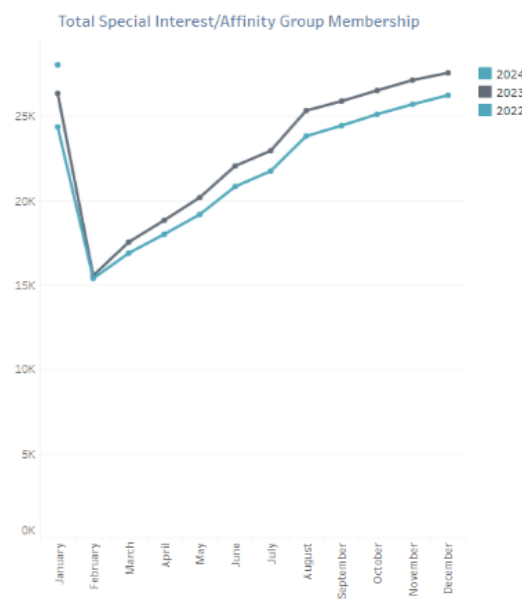
1. UK&Ireland
2. Germany
3. Italy

Figure 4 - Year-over-year statistics of Region 8 YP membership totals, per month. Data from February 2024.

Figure 4 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. In 2023, the YP membership in R8 grew by 6.4% wrt to the past year, and we are now 28.4k IEEE members with an active YP membership.

Here is a list of the most active and least active Affinity Groups in 2023:

Top 3 most active AGs in 2022:   Egypt (65), Palestine (24) and Lebanon, Nigeria and UAE (13 each)
➔ Congratulations, well done!

Least active AGs in 2022:   Algeria, Austria, Benelux, Bosnia & Herzegovina, Bulgaria, Denmark, Malta, Mauritius, Oman, Poland, Qatar, Kazakhstan, South Africa – Pretoria, South Africa – Cape Town, Russia, Ukraine, Saudi Arabia
➔ These AGs did not report any event in 2023, thus, they are not eligible for rebate as of yet. Here is an action point to the respective Section Chairs. If you need our help with revitalizing your affinity group, please contact us.

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?