

R8 Young Professionals Committee

Mohamed Saeed Darweesh

Committee Composition

- Mohamed Saeed Darweesh (Egypt) – Chair
- Ana Inês Inacio (Benelux) – Past Chair
- Ali Alfayly (Kuwait)
- Georgia Saridaki (Greece)
- Ahsan Qamer (Germany)
- Mona Demaidi (Palestine)
- Cybele Ghanem (Lebanon)
- Ferial Saied (Benelux)
- Moataz Alaa (Egypt)
- Mustafa Aqrabawe (Jordan)
- Sameh Betamony (France)

Goals

The committee's mission is to engage and motivate the young professionals around Europe, Middle East and Africa. The 2025 R8 YP committee goals include:

1. **Member Engagement & Retention:** Provide valuable programs, resources, and networking opportunities to strengthen engagement with existing YP members and improve retention rates.
2. **Expand Regional YP Leadership Training & Development:** Develop and empower IEEE YP leaders in the region by offering structured training and leadership development opportunities.
3. **Promote YP Humanitarian & Sustainability Initiatives:** Encourage IEEE YPs to contribute to humanitarian and sustainability efforts through IEEE HTB and the Climate & Sustainability Task Force (CSTF).
4. **Strengthen Collaboration with IEEE Organizational Units:** Build strong partnerships with IEEE R8 committees, societies, and IEEE HTB to organize impactful programs.

Our KPIs focuses on the following areas:

- Increasing YP AG events reporting on vTools by at least 30%.
- Launch two or three new member-exclusive programs (mentorship, leadership, or technical training) to increase active participation in IEEE YP events by 25% compared to 2024.
- Organize one dedicated IEEE R8 YP Chairs Training Program and conduct at least three leadership development webinars/workshops.
- Organize at least one dedicated event on humanitarian technology and sustainability.
- Establish at least two collaborations with IEEE R8 committees, societies, and IEEE HTB.

Progress against goals since the last report

1. On December 1, 2024, the IEEE R8 YP is organized a workshop titled **Kickstart Your Career with IEEE Region 8 Young Professionals** within the 2024 IEEE R8 CS SYP program about how IEEE Young Professionals can help kickstart your journey within IEEE. This workshop is your gateway to understanding the tools, resources, and networks available for YPs in Region 8. The total number of participants was 50, in total there were 10 sections represented by our region.



2. 2025 Cross-Sectional Student and Young Professionals Congress

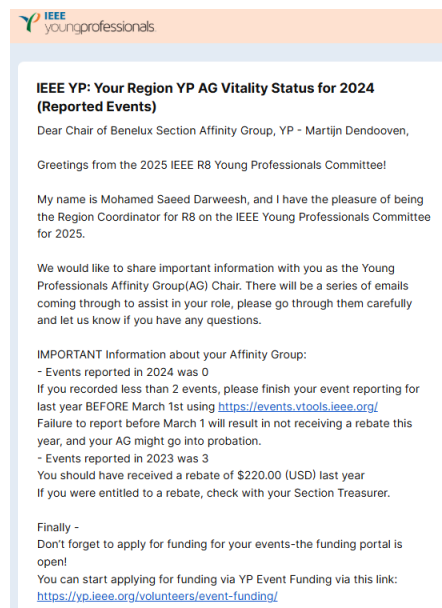
Congress	Country	Dates	Organizers
Central European SYP (CEUSYP)	Istanbul, Turkey	23rd–25th May 2025	Istanbul SB, Yeditepe SB
Africa SYP	Accra, Ghana	22nd–25th August 2025	YP, UG SB, UPSA SB
Middle East and North Africa (MENA SYP)	Tunis, Tunisia	27th–31st August 2025	INSAT SB
Western European SYP (WESYP)	Hamburg, Germany	11th–13th Sept. 2025	YP, Hamburg SB
Nordic SYP	Vilnius, Lithuania	18th–20th Sept. 2025	YP, WiE

Currently, we are in contact with the xSYPs organizers for supporting and mentoring via the R8 YP mentors as follows:

- CEUSYP – Georgia Saridaki and Ahsan Qamer
- ASYP – Cybele Ghanem, Mona Demaidi, and Saeed
- MENA SYP – Ferial Saied and Mustafa Aqrabawe
- WESYP – Ali Alfayly and Moataz Alaa
- NSYP – Ana Inês Inacio and Sameh Betamony

3. Continuous engagement with our Affinity Groups (R8 YP AG Vitality)

In collaboration with MGA YP staff, the first email was sent to each YP AG chair with cc section chair as shown in the below figure. A second email will be sent to the YP AG chair about the chair term status. A third email will be sent to the YP AG ExCom about the YP opportunities.



Also, we have already contacted the section chairs for their potential YP AG and are waiting for their response to proceed with the AG formation.

- Iran, Hossein Askarian Abyaneh
- Iraq, Abbas Sadkhan
- Latvia, Anastasija Ziravecka
- Russia (Northwest), Victor Sheludko
- Qatar, No chair
- Zambia, Ariel Phiri
- Iceland, No chair
- Belarus, No chair

For the 17 dormant YP AG, we have already contacted their section chairs asking for reactivation and offering the support needed.

- Mauritius
- Bulgaria
- Spain
- Malta
- Russia
- Czechoslovakia
- Palestine
- Bosnia & Herzegovina
- Algeria
- Libya
- Romania
- Saudi Arabia
- South Africa (Cape Town)
- South Africa (Pretoria)
- Uganda
- Hungary
- Norway

4. Towards achieving our 2025 goals and KPIs, the committee works on the following programs and initiatives:

- R8 YP Chairs Training Program
- R8 YP Leadership Training Program
- R8 YP Entrepreneurship Track
- R8 YP Humanitarian Track
- R8 YP/LM Collaboration
- R8 YP/WiE Collaboration
- R8 YP Meetups
- R8 YP/Technical Activities Collaboration

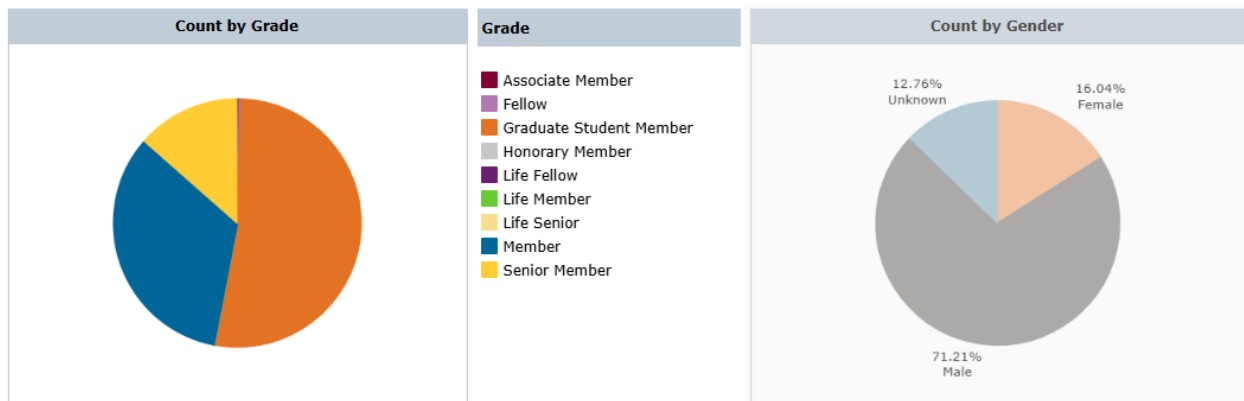
Current Affinity Group status, in Region 8:

On March 18, 2025, out of the 353,726 R8 members, roughly 17,866 have an active YP membership as shown in Figure 1. In Region 8, YP has the most members by far! Out of the 13 Sub-Sections and 59 Sections, we have currently 57 “active” affinity groups.

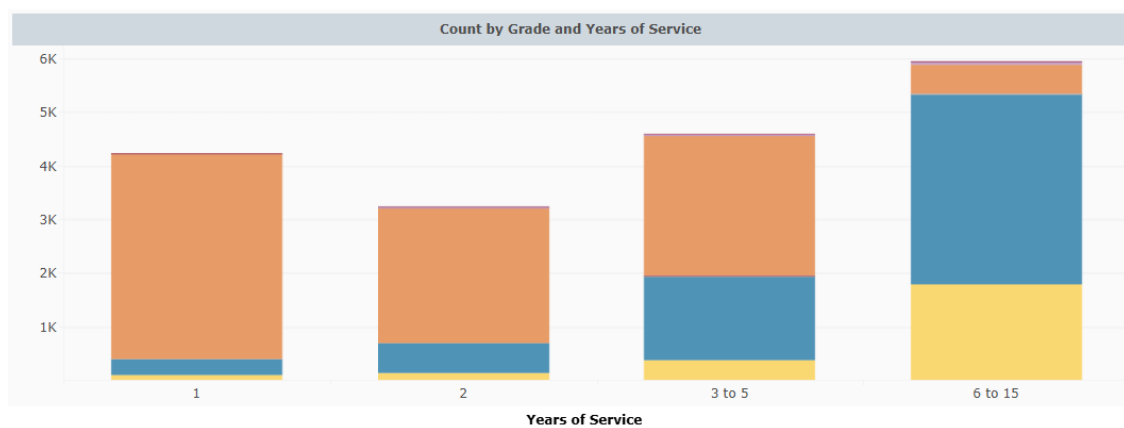
Summary by Product by Region		
Product Name	Region	Total
IEEE Young Professionals	R8	17,866
	Total	17,866
Grand Total		17,866

Figure 1: Summary of Young Professional membership in Region 8. Data from March 18, 2025

Looking at Figure 2(a), there are depicted 3 distribution plots of the number of R8YP members by membership status (in the top center), gender (top right) and at Figure 2(b) membership years (bar plot, bottom), it is evident that the biggest part of our members are graduate students. Also, the majority is signing with the IEEE for the first time.



(a)



(b)

Figure 2: Data collected from OUANalytics about the Young Professional membership, in Region 8. Data from March 18, 2025

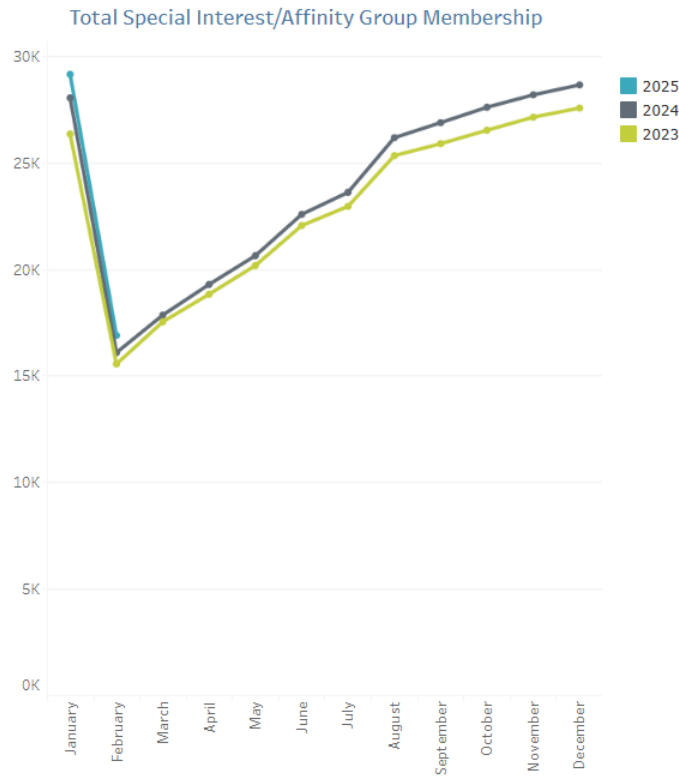
Congratulations to the R8 top 3 YP communities (member-wise)!

- UK & Ireland, with > 4.4k YP members
- Germany, with > 4k YP members
- Italy, with > 3.3k YP members

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 memberships expire at the start of the year before members renew.

From Figure 3, we can notice the following:

- Gradual Recovery: After February, there is a steady increase in membership for all three years, suggesting a pattern of renewals and new members joining.
- Summer Growth Surge (June - August): There is a noticeable increase in membership from June to August, which reflects recruitment efforts, events, or membership campaigns.
- Plateau Toward Year-End: From September to December, membership numbers stabilize, showing only a gradual increase rather than sharp jumps.



(a)

	January	February	March	April	May	June	July	August	September	October	November	December
2025	29,132	16,882	17,839	19,276	20,625	22,563	23,595	26,156	26,863	27,584	28,168	28,634
2024	28,027	16,078	17,839	19,276	20,625	22,563	23,595	26,156	26,863	27,584	28,168	28,634
2023	26,331	15,543	17,524	18,817	20,164	22,038	22,937	25,316	25,876	26,507	27,120	27,548

(b)

Figure 3: Year-over-year statistics of Region 8 YP membership totals, per month. Data from March 18, 2025

The average monthly membership increase percentages for each year are:

- 2023: ~1.9%
- 2024: ~1.83%
- 2025: ~1.79%

This indicates a steady membership growth across all years, with a slightly decreasing rate in 2025 compared to previous years, but we are still at the beginning of the year. While membership continues to rise, the growth rate is marginally slowing down. We are now 17,866 R8 YP members (from Fig. 1) with an active YP membership, 6.25% higher than in February 2024.

Plans and timeline for this year

Towards achieving our 2025 goals and KPIs, the committee works on the following programs and initiatives:

R8 YP Chairs Training Program: The R8 Young Professionals Chairs Training Program is a dynamic event designed to empower and connect YP leaders across Region 8. It fosters collaboration, enhances leadership skills, and shares best practices to strengthen YP activities. Through interactive sessions and networking, attendees gain insights to drive impactful initiatives in their local communities. Program subcommittee members: Ali Alfayly, Cybele Ghanem, and Mustafa Aqrabawe.

R8 YP Leadership Training Program: The R8 Young Professionals Leadership Training Program equips emerging YP potential leaders with essential skills to excel in their leadership roles. It focuses on leadership development, strategic planning, and effective communication. By fostering collaboration and sharing best practices, the program empowers participants to lead their YP AG with impactful initiatives and contribute to the growth of the IEEE YP community. Program subcommittee members: Ana Inês Inacio, Ahsan Qamer, and Moataz Alaa.

R8 YP Entrepreneurship Track: With R8 Entr. and MGA Entr., the YP Entrepreneurship Track equips Young Professionals with essential skills and resources to foster innovation and launch successful ventures/startups. Through workshops, mentorship, and networking opportunities, it encourages entrepreneurial thinking, collaboration, and leadership. This track will empower YPs to transform ideas into impactful solutions, advancing their careers and contributing to technological progress. Track subcommittee members: Ali Alfayly and Mona Demaidi.

R8 YP Humanitarian Track: With R8 HTAC and HTB, the YP Humanitarian Track integrates Young Professionals into impactful humanitarian initiatives, leveraging their skills to address global challenges, maybe in the shape of a hackathon or competition. It will empower YPs to drive social impact through technology while enhancing their professional growth and IEEE's humanitarian mission. Track subcommittee members: Moataz Alaa and Saeed Darweesh.

R8 YP/LM Collaboration: With R8 LM committee, we are planning to organize a Life Members (LM) Mentoring Session for students and young professionals within the cross-sectional SYPs or R8 flagship conferences. These proposed sessions aim to connect experienced Life Members with emerging engineers, researchers, and young professionals, fostering knowledge transfer, professional growth, and intergenerational networking within IEEE. Collaboration coordinator: Saeed Darweesh.

R8 YP/WiE Collaboration: With R8 WiE committee, we are planning to host renowned women leaders (who are also YP members) to discuss how women's contributions are primordial to shaping the engineering world. This can be either online or in person (in conjunction with any of our activities). Also, participate in promoting WIE ILS events and hosting a YP meetup there. Collaboration coordinators: Iria Saridaki and Cybele Ghanem.

R8 YP Meetups: Supports IEEE R8 YP members to network, share their experience, collaborate, receive and offer feedback, and create new professional relationships. We have a list of the target conferences in which R8 YP has organized a meetup in the past and the conferences sponsored by R8 for 2025.

- European Microwave Week (EuMW 2025), Utrecht Netherlands, 21– 26 September 2025
- IEEE PES ISGT (Innovative Smart Grid Technologies) Europe 2025 IEEE Section Malta, October 20-23, 2025
- 21st IEEE R8 EUROCON, Gdynia, Poland, June 4-6, 2025
- 9th IEEE R8 RTSI, Gammarth, Tunisia, August 24-26, 2025
- 9th IEEE R8 HISTELCON, Bonn, Germany, September 30 – October 2, 2025
- 17th IEEE R8 AFRICON, Polokwane, South Africa, December 10-12, 2025
- IEEE PES/IAS PowerAfrica Conference, Cairo, Egypt, September 28 to October 2, 2025
- 8th IEEE IHTC, Edmonton, Canada, August 13-15, 2025
- 23rd R8 MELECON, New Cairo, Egypt, February 2-4, 2026

Currently, we are reaching out to the young professional's AG that belongs to the section in which the conference is organized, let them know about previous successful meetups, and encourage them to reach out to the organizers of the conference in order to organize something similar. Meetups subcommittee members: Iria Saridaki and Saeed Darweesh.

R8 YP/Technical Activities Collaboration: Collaboration in technical activities by engaging with IEEE Societies, Technical Councils, and cross regional Affinity Groups. Through joint initiatives, technical webinars, hackathons, and specialized workshops to enhance knowledge sharing and skill development for young professionals. By partnering with flagship IEEE conferences and organizing technology-driven events, the committee ensures that YPs stay at the forefront of emerging trends

while strengthening their professional networks within the global IEEE community. Collaboration coordinators: Iria Saridaki and Sameh Betamony.

The IEEE R8 YP Podcast (YPodcast): will serve as a dynamic platform to engage, inspire, and connect IEEE YP members across the region. The podcast will feature insightful discussions with industry experts, IEEE leaders, and young professionals on topics such as career development, leadership, emerging technologies, entrepreneurship, and humanitarian initiatives. It aims to provide valuable knowledge, share success stories, and promote IEEE YP activities in an accessible and engaging format. YPodcast subcommittee members: Moataz Alaa and Saeed Darweesh.

R8 YP Social Media Visibility: Dedicated to enhancing the digital presence of R8 YP activities, initiatives, and success stories. By leveraging strategic content creation, targeted campaigns, and innovative engagement approaches, the committee ensures maximum outreach to IEEE members and beyond. Social Media subcommittee members: Ali Alfayly, Moataz Alaa, and Saeed Darweesh.

R8 YP Website Update: Committed to enhancing the online presence of R8 YP by maintaining an up-to-date, user-friendly, and informative website. This committee ensures that all key initiatives, events, funding opportunities, and success stories are easily accessible to members. By continuously improving content, design, and functionality, the website serves as a central hub for engagement, providing valuable resources for young professionals across the region. Website subcommittee members: Ferial Saied, Moataz Alaa, and Mustafa Aqrabawe.

Below is a list of the planned activities for the year, grouped by quartile. There is a high chance that this list will be edited\updated during the year.

In 2025 Q1:

- Getting familiar with the region and teambuilding, reach out to the affinity groups
- Support in the organization of the 2025 Cross-Sectional SYP Congresses; ideation and selection of new initiatives to strengthening the connection with the Affinity Groups
- Update the R8 YP website

In 2025 Q2:

- Organize the first IEEE R8 YP leadership (LEAD) program
- Organize the first IEEE R8 YP Humanitarian Innovation Hub Series
- Support the organization of meet-up events within the R8 flagship conferences
- Open the call for hosts for the 2026 SYP Congress
- Update the R8 YP website

In 2025 Q3:

- Organize the first YP Mentorship Initiative with Life Members
- Organize R8 YP Chairs Training Program
- Collaborate with R8 WiE in R8 ILS
- Preparation for GITX participation
- Update the R8 YP website

In 2025 Q4:

- Kick-off the preparation of the 2026 SYP together with SAC.
- Prepare a report highlights the year 2025 including a small summary on the new initiative's achievements.

Young Professionals Committee of R8 Points of Concern

1. The xSYPs require handover during a crucial timing for the congress execution.
2. 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. Then, how do we keep ourselves relevant?
3. Decreased engagement by Affinity Groups and member retention: In line with the second point of concern, it is paramount to maintain our relevance to the affinity groups because they are our voice in their Section.

Proposals for improvements/Other Issues to report

1. This year, the committee will request the xSYPs organizers to store and share all of the congress data to be ready for sharing with the next organizing team in 2027.
2. This year, we have several new initiatives for our R8 YP members to engage them and member retention.