

Young Water Professionals Danube Regional Workshop

Outcomes

This paper summarizes the outcomes of the second Danube Regional YWP workshop on YWP chapter development. The workshop took place on 4 May 2018.

Following a short intervention to get to know each other, Arlinda Ibrahimllari (Albania and IWA EWL SG chair) and Katerina Schilling (IAWD) highlighted their stories of engaging with IWA and within YWP chapters and the resulting benefits. In addition, the outcomes and the progress of last year's YWP Danube regional workshop were introduced (see slides).

In a next step, Emma Weisbord (IWA) introduced the IWA YWP high level aims as well as minimum guidelines for being an IWA YWP chapter.

IWA YWP High level aims as defined by IWA:

- Run a chapter-based network of YWP
- Deliver professional development opportunities for YWP
- Collaborate with other IWA YWP chapters
- Contribute to advocate for IWA's vision
- Advocate for empowering YWP
- Nurture culture of open, supportive respectful behavior and knowledge exchange

Minimum guidelines for being an IWA YWP Chapter:

- Cover a geographical area (one country or several countries e.g. sharing similar language)
- Three members of the YWP chapter steering committee are IWA members
- Membership within the YWP chapter is open to all YWP across water-related disciplines
- Align with IWA Governing Members (where possible)
- Put together a constitution

Following Emma's presentation, the group brainstormed about the benefits of establishing a YWP chapter and what the use of a chapter could be. This exercise was followed by identifying the Measures of Success for an IWA YWP chapter.

What are the benefits of establishing a YWP chapter:

- Bigger picture thinking
- Gender equality
- Building Resilience
- Building the next generation
- Professional development strategy:
 - Learning how to draft a constitution
 - Management of yourself and others
 - Agenda setting
- Personal growth/skills development:
 - Compromising

- Strategic thinking
- Experience
- Recognition
- Friendship/Family
- Exchange:
 - Growing a network
 - Knowledge exchange
 - International connections
 - Jobs abroad
 - Travel
 - Inter-cultural exchange
- Capacity Building:
 - Investing in human capacity
 - Trainings
 - Create professional opportunities
 - Multi-directional learning (N-S, N-W, S-S, E-W etc.)

Group contribution to the Measures of Success (MoS) for an IWA YWP chapter:

- General:
 - Institutional Sustainability
 - Efficiency
 - Continuity
 - Marketing
 - Sponsors/financial sustainability
 - Advocacy/Lobbying
 - Legacy
 - Open Mindedness
 - Recognition from senior water professionals and IWA
 - Cooperation with IWA HQ, other chapters and across the sector
 - Friendships
- Membership:
 - Engaged members
 - Diversity of members
- Events:
 - Quality content of events
 - Key senior speakers at events
 - Participation of members at workshops, events and activities
- Relation to Governing Member
 - Linkages with Governing Member beyond board position (one YWP should sit on GM board)
 - Organizational support by Governing member
 - Financial support by Governing Member

Based on the previous work, i.e. minimum guidelines for IWA YWP chapter development, the high level aims and Measures of Success, the main challenges for creating an IWA YWP chapter were identified and prioritized by the group.

Identifying the main challenges for creating an IWA YWP Chapter and prioritize them:

1. Recognizing the need for YWP (10 points)
2. How to have an engaged membership (10 points)
3. Competition for funding (6 points)
4. Financial independence/flexibility (4 points)
5. Establishing a good team leading the chapter (4 points)
6. Identify with one organization → establishing a sense of belonging (3 points)
7. Communication (2 points)
8. Motivation (2 points)
9. Reaching out beyond the traditional actors of engineers (1 point)
10. Lack of awareness (1 point)

As soon as the group has identified the three main challenges to create an IWA YWP chapter, three breakout discussions took place on how IWA Headquarter (IWA HQ), IAWD and the YWP chapter network could overcome these challenges.

1. Recognizing the need for YWP

IWA HQ	IAWD	YWP chapter network
Advocate for the need of YWP	Actively approach national associations	Organize activities to promote themselves
IWA YWP chapter award (“story telling)	YWP activities at DWC: <ul style="list-style-type: none"> • YWP at every session • Posters on YWP activities/chapters • YWP pitch for chapters • Interactive session YWP/DWP • Coupling YWP/DWP at conference • “sofa” session 	
	Sharing experiences from other chapters	
	Build up a regional cooperation between YWP	
Promote YWP as the voice of the water sector		

2. How to have an engaged membership

IWA HQ	IAWD	YWP chapter network
Collaboration between IWA YWP Chapters	Sharing & exchange of useful and interesting professional materials for YWP workshops between chapters	
Offer discount for YWPs as well, not only for students	Involving into IAWD events YWPs nominated from each chapter (the most active YWPs)	Offer workshops or different educational possibilities on a

		regular basis with useful professional content
	Use of IAWD logo for promotion	Networking - Building an active team of YWP – communication, sharing professional information and experience, personal growth, skills development
All events could have a certain number of places “booked” for YWP		Reviewing and advertising opportunities for participation of YWP in international and national events (workshops, conferences, exhibitions), study exchanges and internships
	Communication with national YWP chapter from the region	Active promotion of chapter activities among water utilities
	YWP steering committee to act as an advisor to the IWAD board	Constant contact with members
		Well-developed agenda of Chapter events
Mentorship programme with senior water professionals		
leveraging the "engagement touchpoints" through website, online communities and social media (with online chat rooms)		
identify who isn't engaging and send them a "win-back" email - send automated reminders (newsletter, invitations to join conferences and webinars, reminders on renewal of membership)		
start a "member of the month" program; show the community what the "member of the month" has done to come to the position		

3. Competition for funding

IWA HQ	IAWD	YWP chapter network
Use of IWA logo	Use of IAWD logo	Fee collection – have a membership person on board
IWA member to act as mentor for funding issues	Connect YWP for funding issues	Application for funding must be well developed
Monitor grants initiatives for YWP		Negotiate with GM to increase financial support
Support in terms of organization (e.g. application for funding)		Connect with other organizations and seek cooperation

The results from the breakout groups were reported back to the whole group. In a final exercise, the whole group developed solutions and a plan of actions for IWA HQ, IAWD and YWP chapter network to take the next steps towards supporting the set-up of new IWA YWP chapters.

Feedback from breakout sessions to the group – solutions and plan of actions

IWA HQ	IAWD	YWP chapter network
Create webinar on engaging members	Soft skills workshop	Communication (via FB, LI, surveys, newsletters, Instagram)
Sharing experiences across chapters	Joint event with national chapters – YWP hubs across region	Sharing what activities are successful - Exchange of knowledge
Communicating projects and create database of information of opportunities	Event (congress) for networking across disciplines (utilities – university gap)	Organize interesting events with meaningful topics
	Financial support	Value proposition for career development
		Face to Face to overcome distance
		Regional access - Online facilitation
		Digest of water content
		Involving senior professionals