In 2018, YEP Tailor-made was officially launched, next to the current programmes YEP Water and YEP Agrofood. YEP Tailor-made is a tailored YEP programme for organisations that already receive subsidy by the Dutch government and therefore cannot apply to the regular YEP Programmes.

Via YEP Tailor-made, these organisations can buy in the unique YEP Training & Coaching programme for Young Experts active in their companies and organisations and become part of the extensive YEP Global Network.

There are two ways this can be done:
1. Integrated as part of existing YEP Programmes batches (e.g. Example Embassies)
2. Own YEP batch (e.g. Example WaterWorX)

In 2018/2019, 24 local Young Experts of WaterWorX and five Dutch Young Experts at Dutch Embassies started through the YEP Tailor-made programme.

Example Embassies
The five Dutch Young Experts kickstarted their international careers in the Agrofood sector at the Embassies of the Kingdom of the Netherlands in Benin, Kenya, Rwanda, Burundi and Ethiopia (Batches 14 and 15) through the AgriProFocus’s Talent Pool Programme. This Programme connects Dutch Embassies working on Food & Nutrition Security (SDG 2) with young professionals who strive to become young leaders within this field.

Example WaterWorX
24 motivated local Young Experts were included in the YEP Global Network through a collaboration between YEP and WaterWorX. WaterWorX is a joint programme of the Dutch water companies, set up to ensure a contribution to the DGIS WASH Policy, the Dutch Ministry of Foreign Affairs and the global SDG 6 on clean water and sanitation. The group of local Young Experts started their training programme in November 2018, adjusted to the needs of WaterWorX and ensuring optimal training and development. The 24 motivated local Young Experts (13 women and 11 men from 12 different countries) working at water utility companies contribute to the availability and sustainable management of water and sanitation (SDG 6).

Are you interested in joining YEP Tailor-made? Please contact us through info@yepprogrammes.com.
We proudly present the fifth edition of YEP Effect!
This magazine aims to inform you about the impact made through the Young Expert Programmes (YEP Programmes). This fifth edition of YEP Effect marks the conclusion of YEP Phase I (2013-2019)! We look back on the past years, which included 16 different batches of Young Experts, and the new YEP Tailor-made programme. At the end of 2018, YEP Tailor-made started with another 24 local Young Experts - next to the Dutch Young Experts already working at the Dutch embassies. We hope to continue the YEP Programmes into Phase II!

Through our programmes, we focus on contributing to the Sustainable Development Goals (SDGs), specifically SDGs 2 & 6, as well as SDGs 9 & 10, representing our ambitions on gender equality and social inclusion. As YEP Programmes, we employ the concept of social inclusion to the fullest, we not only target an equal division of gender of our Young Experts, but we also strive to obtain a diversity of age and cultural background of our trainers. Furthermore, the YEP bureau creates awareness on social inclusion and gender among partner organisations by asking critical questions and share best practices on achieving equal and inclusive work environments.

Within Phase I, YEP Programmes was able to kickstart the international careers of 404 Young Experts, making a huge impact in 38 countries. In the coming years, YEP Programmes hopes to extend this unique network of motivated Dutch and local Young Experts in the water and agrofood sectors, as well as in other sectors!

Enjoy the read!

Marjon Reiziger,
Programme Manager
### Looking back at YEP Phase I

Within YEP Phase I, 404 Young Experts kicked-started their international careers through YEP Water, YEP Agrofood and YEP Tailor-made! All Young Experts are united in the YEP Global Network, enabling Young Experts to bring in new ideas, innovations and networks, while at the same time gaining international work experience. YEP simultaneously contributes to the SDGs and the Dutch ambitions within the field of international development.

Since 2013, 16 different batches of local and Dutch Young Experts have been employed through YEP, as can be noted in the infographics below and on page 10 and 11. Throughout Phase I, the network of Young Experts and their participating partners has grown tremendously and has amongst others resulted in the YEP Alumni Board, an alumni network group run for and by the alumni Young Experts.

### Numbers and Figures

<table>
<thead>
<tr>
<th>Region</th>
<th>Total Young Experts</th>
<th>Tailor-made</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>254</td>
<td>25</td>
</tr>
<tr>
<td>Asia</td>
<td>115</td>
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<tr>
<td>Europe</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>South-America</td>
<td>13</td>
<td>2</td>
</tr>
</tbody>
</table>

**Division participating organisations:**

- **YEP Programmes**
  - Company: 184 (47%)
  - NGO: 129 (33%)
  - Water Utility: 33 (9%)
  - Water Board: 18 (5%)
  - Knowledge Institute: 24 (6%)
  - Total: 388 (100%)

- **YEP Tailor-made**
  - Embassy: 5 (17%)
  - WaterWorX: 24 (83%)
  - Total: 29 (100%)

### Start of YEP: ‘Excited, Overwhelming & Anxiety’

### Start of Training: ‘Learning, Growing, Inspiration & Enriching’

### Start of job: ‘Challenging & Perseverance’


### YEP in your Life: ‘Network, Connected, Empowered, Resourceful & Supported’

The YEP Programme bureau has included several feedback and reflection moments to ensure the continuous quality and impact of the programmes. This was also concluded by the evaluation research and rapport carried out by Econs in 2018, which provided an overall insight into the programmes. It also included recommendations for the extension of the YEP Programmes to YEP Energy in the second phase of YEP.

Next to YEP Water and YEP Agrofood, we have also initiated YEP Tailor-made. This programme has been set up especially for organisations and programmes that are already financed by the Dutch government, and, therefore, cannot receive additional financial support by YEP Programmes. YEP Tailor-made does not offer financial support but offers Dutch organisations and Dutch Embassies the possibility to purchase the training and coaching trajectory for Young Experts and allowing the Young Experts to become part of the YEP Global Network.

Jan Luijendijk was asked by RVO to lead a mission in the CJP to fledge out the ToR, by interviewing relevant stakeholders and hosting a workshop. Young Experts Amrit (Batch 11) and Ifan Aditya Riski Taufani (Batch 4) joined this mission on behalf of YEP and RVO. The two Young Experts assisted Jan were needed, they provided Jan with the necessary Indonesian contacts, Ifan translated conversations when needed and accompanied him on his mission in the CJP.

"Out of the whole experience the meetings with provincial government officials were the most satisfying. It was interesting to learn about the intricacies that are involved in such meetings. Our first conversations were with the highest echelons of Dutch and Indonesian government. They provided a helicopter view of events and goals, which helped us place the ToR within a larger context. The high-level meetings ensured that we had their support, thus increasing the chances that the ToR would be accepted when finalised."

Amrit and Ifan spoke with municipalities, professors from the university, national and local governmental organisations and professionals in the water sector. This allowed them to get a 360° perspective and develop a ToR that integrated the needs of all stakeholders.

"We needed to make sure that all voices were heard and thankfully we did. It became apparent that there were some troubles stirring below the surface and we were able to mediate these issues. Stakeholder meetings provided us with the details needed in order to really understand what the organisational issues and coastal issues are at CJP. Although coastal erosion has many technical components to it, many social aspects need to be taken into consideration. This is specially true in a place like Java, where knowing the right social decorum is crucial to successful collaboration."

Amrit van der Lelij is working as a Young Expert atDeltares in Indonesia. One of the projects Amrit works on is the National Capital Integrated Coastal Development project (NCICD) aiming to address flood safety both from the sea, as well as from the upstream areas of Jakarta. Next to working on this project, Amrit was asked to assist a senior advisor in the water sector, Jan Luijendijk. A collaboration between Jan and Amrit was expected to stimulate the exchange of knowledge and expertise between Young and Senior Experts.
The YEP training programmes offer an extensive amount of trainings, workshops and (online) masterclasses to the Young Experts. To indicate the coherence of the full training programme, and the different training directions within the programme, five YEP Learning Tracks have been distinguished: Management Development, Communication, Personal Development, Intercultural Leadership and Business Development. The YEP Learning Tracks show the relations among the different trainings and (online) masterclasses and the different possible learning paths for Young Experts, that will be taught within the first and, if applicable, the second YEP year and beyond, as YEP-Alumni.

In addition to these Learning Tracks, Young Experts can join several online masterclasses, of which they choose at least two. They are offered throughout (and after) their YEP secondment. The Learning Tracks and online masterclasses are complemented by YEP coaching, and intervision weekends.

Health and Safety as a Young Expert
Is preparation key?

Johannes de Groot, a Dutch flood management advisor for Arcadis, worked in Myanmar as a Young Expert in 2017. Together with fellow YEP alumni Tanya Huizer, also working for Arcadis, he ran the local project-office where many colleagues, partners, and interns were visiting throughout the year. This created various challenges with regard to health & safety, as well as cultural differences.

Serious matters as Johannes and Tanya argue.

“Health & safety for our employees and clients is our number 1 priority, for which a global culture within the organisation has been developed to monitor and respond to work-related incidents. TRACK to o’ is a method to prevent (potential) incidents, which stands for:

- Think through the task
- Recognize the hazards
- Assess the risk
- Control the risks
- Keep health and safety first

When moving to Myanmar, Johannes was introduced to a health and safety action plan, of which TRACK was at the basis. It resulted in an extensive report with information about the potential risks on diseases and natural disasters, hospitals, forbidden regions, insurances, emergency contact persons etc. To deal with the short timeframe, a tailor-made factsheet was developed for short staying visitors to prepare for a safe and healthy visit to the country. This factsheet contained practical information about the preparation of the trip, the arrival and advise on how to deal with various emergencies. Examples include insurances, visa, vaccinations, and emergency contact details.

Johannes: “Another very important aspect of working abroad are cultural differences. From experience, we know that people who respect the local culture, are more likely to succeed in making an impact. Although most people from Myanmar do understand that there’s always a cultural gap with international people, it is highly appreciated when local habits are respected. Therefore, the team added a second page to the health and safety factsheet: “the Cultural Sensitivity Share”. This page summarizes the most important DOs and DON’Ts when it comes to local customs and the use of body language. It also included an introduction of the hierarchy system in the country and some basics words.”

“Although preparation is the most important step for a healthy, enjoyable and meaningful visit, it is not possible to be prepared for everything that could happen. There have been cases where, even in our offices, events occurred where for which we could not have planned for. After having dealt with the situation, we always take measures to ensure it from not happening again. Preparation is key, but being aware of unexpected risks is just as important!”
For the first time, a team of Young Expert organised a YEP-symposium. The Latin-American YEP Symposium on Water and Agriculture was held on 21st February 2019 at the Universidad de los Andes in Bogotá, Colombia. The event was organized by a team of 8 Young Experts, active in Colombia and Peru, in order to create a space of exchanging and sharing ideas, knowledge and good practices around water and agricultural management in Latin America. More than 120 participants from different sectors and organisations joined the symposium and an additional amount joined the Facebook livestream. The symposium was very well received by the participants, of which many asked for a second edition the next year.

The ‘First Symposium on Water and Agriculture: Challenges & Opportunities’ was a great occasion to connect different YEP professionals, sharing experiences and new views on how to expand on-going projects and promote the YEP Global Network through organisations, universities, companies and professionals of Latin America. After the day of the symposium a two-day YEP intervision session followed, including among others a talk with a representative of PUM Netherlands senior experts at Universidad de la Salle and a field trip to a hand-made Dutch cheese factory.

Jairo Angel Escobar was one of the Young Experts organising the successful event: “To start off the symposium, we organised a lunch meeting with 30 representatives from universities, NGOs, companies, governmental organisations and the Dutch embassy as a way to get to know one another, explain the value of the event and the YEP mission.”

The one day symposium provided the opportunity to share experiences of the projects that the Young Experts are working on in Colombia and Peru, and other projects that were initiated by Dutch and Colombian organisations such as Akvo, the University de la Salle, Corpo Agroeedes, Integra S.A., CIAT, UPTC and many others. A series of conferences in water management and agriculture were given and the guests actively participated in exchanging ideas and establish future collaborative projects.

Jairo: “The event ended with an open forum where a group of female experts led a conversation with the public about the water-food-energy nexus and the problems of water and agriculture in Colombia. Our Young Expert Yasmin Cordova was part of this group. The symposium closed with a networking cocktail in order to strengthen and create links of future projects.”

Field trip
The one-day event was followed by a field trip attended by the team of Young Experts. They visited the Paramo of Mongueta and the communitarian association of milk producers, near Bogotá. Here, the Young Experts learned about the process of Dutch cheese production made by the association.

Jairo: “The Paramo is one of the most important ecosystems in Colombia given its function to store and provide water year-round to the whole country and the fact that it is the habitat of endangered species of flora and fauna like the Oso de Anteojos (Andean bear). During the visit to the Paramo, we were lucky to observe an Andean deer and the many plants of Frailejón surrounded by a stunning landscape.”

Wrap up
The 8 Young Experts wrapped up this unique event by doing a tour to Monserrate, an iconic church in the surrounding mountains of Bogota with a view of the whole city. A wonderful place to share the impressions of the weekend and discuss future collaboration also with PUM, which resulted in a follow-up plan. The symposium was a success. It was great way to generate exposure for the Young Expert’s projects, and it was much appreciated by the participants who requested a second edition of the Symposium in another region of Latin America for next year.
Isabel van Klink
Position: Project manager

Aboubacar Diallo
Position: Project manager

Increasing sustainable access to drinking water for 10 million people by 2030. That is the goal of WaterWorX. WaterWorX is a public-private partnership collaboration between the 10 Dutch and 24 local water companies in Africa, Asia, and Latin America. Both Isabel and Aboubacar are involved in activities of WaterWorX, which in Mali consists of a Water Operator Partnership (WOP) between Wereld Waternet (the Netherlands) and SOMAGEP-SA (Mali). The aim for Mali is to increase access to drinking water for 500,000 people. Aboubacar elaborates on the specific projects they are involved in: “Isabel and I are involved in different activities. Together we organise workshops, meetings and the supervision of specific tasks like writing Standard Operating Procedures (SOPs) and auditing.”

Both Young Experts are pleased to see the impact of their work in the empowerment of the local communities. Aboubacar: “Empowering young people is what makes me proud. Seeing so much hope and enthusiasm in these young people, who have few opportunities, is something that really stands out to me.” Isabel adds: “Within meetings, new ideas are born and those make both me, and my SOMAGEP colleagues feel involved and enthusiastic. Also, steps are being undertaken to empower women within SOMAGEP. We are in the process for a UN Women Certification and on the 8th of March we celebrated International Women’s day together with WaterWorX, one of the highlights of the year!”

Aboubacar mentions their involvement in the YEP Global Network: “We are both very close to other Young Experts worldwide, and we try to play an active role by, for instance, attending YEP meetings, drinks and intervision weekends. Recently, one of our other colleagues -Thierno Amadou Sissoko- also became an official Young Expert, we are happy to add him to our YEP family! At the moment, we are organising an intervision weekend in Mali. We hope many of our fellow Young Experts will join and have an inspiring weekend!”

Isabel and Aboubacar have been involved in many activities to promote YEP Programmes in both Mali and other places in the world. “Because of the experiences with Aboubacar and I, and another Wereld Waternet YEP Duo in Burkina Faso (Ewoud and Etienne), Waternet decided to involve more Young Experts in their other WOPs.” During a recent visit from a high delegation of the Dutch Ministry of Foreign Affairs, Aboubacar gave a presentation about the WOP and the contribution YEP makes. Also, he had several conversations for promoting YEP Programmes. Isabel adds: “In October 2018, I attended the Water Science for Impact Conference and promoted YEP Programmes there as well. I received lots of interest from companies that are eager to (and hopefully will!) join YEP Programmes as well!”

The YEP Programme bureau encourages organisations to apply for a YEP Duo - a Dutch Young Expert together with a local Young Expert. A Young Expert duo often proves to be more effective in their working environment. Aboubacar Diallo and Isabel van Klink are such a duo, who closely work together for Wereld Waternet in Mali. Aboubacar: “Together we work as a team taking part in a relay race, making sure the outcomes are satisfactory. Where I lack skills, knowledge or expertise, Isabel comes in and vice-versa.”
Young Experts around the World

Eligible Countries

Africa
- Algeria
- Angola
- Benin
- Burkina Faso
- Burundi
- Cape Verde
- Chad
- Djibouti
- Egypt
- Eritrea
- Ethiopia
- Gambia
- Ghana
- Guinee
- Ivory Coast
- Kenya
- Liberia
- Madagascar
- Malawi
- Mali
- Morocco
- Mozambique
- Niger
- Nigeria
- Rwanda
- Sao Tome
- Senegal
- Sierra Leone
- Somalia
- South Africa
- South Sudan
- Togo
- Tunisia
- Uganda
- Zambia
- Zimbabwe

Asia
- Afghanistan
- Bangladesh
- Bhutan
- Cambodia
- China
- Chinese Taipei
- Democratic People’s Republic of Korea
- India
- Indonesia
- Iran
- Iraq
- Japan
- Jordan
- Kazakhstan
- Kyrgyzstan
- Lao People’s Democratic Republic
- Malaysia
- Maldives
- Mongolia
- Myanmar
- Nepal
- North Korea
- Pakistan
- Palestine
- Philippines
- Pakistan
- Sri Lanka
- Taiwan
- Thailand
- Turkey
- Turkmenistan
- United Arab Emirates
- Uzbekistan
- Vietnam
- Yemen

North America
- Antigua and Barbuda
- Barbados
- Belize
- Canada
- Costa Rica
- El Salvador
- Guatemala
- Haiti
- Honduras
- Jamaica
- Mexico
- Nicaragua
- Panama
- Saint Kitts and Nevis
- Saint Lucia
- Saint Vincent and the Grenadines
- Trinidad and Tobago
- United States
- Venezuela

South America
- Argentina
- Bolivia
- Brazil
- Chile
- Colombia
- Ecuador
- Guyana
- Paraguay
- Peru
- Suriname
- Uruguay
- Venezuela

Europe
- Albania
- Algeria
- Andorra
- Armenia
- Austria
- Azerbaijan
- Belarus
- Belgium
- Bosnia and Herzegovina
- Bulgaria
- Croatia
- Cyprus
- Czechia
- Denmark
- Estonia
- Finland
- France
- Georgia
- Germany
- Greece
- Greenland
- Hungary
- Iceland
- Ireland
- Italy
- Kazakhstan
- Kosovo
- Latvia
- Liechtenstein
- Lithuania
- Luxembourg
- Malta
- Moldova
- Monaco
- Montenegro
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Russia
- San Marino
- Serbia
- Slovakia
- Slovenia
- Spain
- Sweden
- Switzerland
- Tajikistan
- Turkey
- Turkmenistan
- Ukraine
- United Kingdom
- United States Minor Outlying Islands
- Uruguay
- Uzbekistan
- Ukraine
- Vatican City

Oceania
- Australia
- Federated States of Micronesia
- Fiji
- French Polynesia
- Guam
- Kiribati
- Marshall Islands
- Nauru
- New Zealand
- Niue
- Palau
- Papua New Guinea
- Solomon Islands
- Tonga
- Tuvalu
- Vanuatu
- Wallis and Futuna

Young Water Expert
Young Agrofood Expert
Young Tailor-made Expert

Based on batches 1-16 + YEP Tailor-made
Participating Partners

MottMacDonald

Albert Thiadens
MottMacDonald is a management, engineering and development consultancy firm, working amongst others in developing countries to support to poverty alleviation, good governance and help increase access to basic services. In 2017, two Young Experts joined their team in Egypt.

Essam Abo El Naga works as a GIS database professional in the field of water design and wastewater plants and networks.

MottMacDonald got introduced to YEP Programmes through the Newsletter of the Netherlands Water Partnership (NWP).

According to Albert Thiadens, project director of Euroconsult Mott MacDonald the experience with the Young Experts and the YEP Programme, has been positive. "It has given our young professionals the opportunity to gain overseas international experiences and to build on a valuable network." Moreover, Albert is optimistic about the effect the Young Experts have on their organisation: "It allows us to give more guidance in career development of the Young Experts, and to stimulate being assigned to projects in developing countries." The Young Experts are well recognized as colleagues within Mott MacDonald. “Due to the positive experience with YEP, Mott MacDonald is planning to employ more Young Experts”.

Gieling Consultancy

Emely Bos
Gieling Consultancy (GC) employs people who are well trained in managing complex multi-disciplinary projects in climate, water, infrastructure, energy & waste, area development and agrifood. Recently two Young Experts joined the international projects team: Aditi Ambadas Tallu, who is based in India and Tim Jan Hulsdonk, who is based in Ghana.

Emely Bos is GC’s Marketing and Communication Officer: “As we had an outstanding vacancy for a young professional, Lies Jansen (NWP) linked us to Marjon Reiziger. After meeting up, we were really enthusiastic about the programme! So far, the experience with the Young Experts has been very positive. Their close contact with local companies, communities and governments ensures continuity of the projects. Tim is fully adapted to the Ghanaian lifestyle and has built his own network. In India, on the other hand, it is of great value to us that Aditi speaks the local language and has knowledge of the local culture and customs.”

According to the organisation, it was easy for both the two Young Experts to become part of the team. The Young Experts are positively impacting the firm, as they expand GC’s network and knowledge. However, what is most important: “As they are still young, Aditi and Tim have a fresh view on the projects and are enthusiastic and eager to learn”. Due to good experiences with the programme, GC is considering adding another Young Expert to their team in Vietnam.

Ballast Nedam

Cees Jellema
Ballast Nedam is one of our new YEP partners. They are a construction and engineering company, working on a variety of international projects. Together with Young Expert Rik de Gorter, the company works on realising a drinking water supply system for seven communities in Sri Lanka, aiming to deliver 30,000 litres of clean drinking water per day.

Ballast Nedam

Cees Jellema, HR Officer at Ballast Nedam: “The end of last year, we were introduced to the Young Expert Programmes by the engineering office we worked with on the tendering of a drinking water project in Myanmar. They had good experience with the programme and the Young Experts.”

“Ballast Nedam attaches great importance to training programmes for new graduates. They provide new impetus and fresh ideas on the one hand, form the backbone of the organisation. YEP’s extensive training programmes and associated coaching will not only affect Rik, but the entire project team in Sri Lanka.”

With new knowledge and enthusiasm, Cees expects his colleagues to share the things Rik will learn within YEP. Due to the positive experiences with employing a Dutch Young Expert, Ballast Nedam now tends to a new comparable water project in Myanmar, where they hope to also include a local Young Expert.

Partners Talking
Joana Chemel is a Young Expert located in Ghana. She started her YEP adventure back in 2018 with the other Young Experts from Batch 14. Currently, she is working in Ghana for GNBCC as a Project Officer on Agrofood Design. She tells about how YEP Programmes not only changed her life but has also impacted those of people around her, sharing her experiences with the world.

“Sharing my YEP experiences in my own circle”

Joana: “It is not every day that one gets the unique opportunity to prepare well to change things or be part of a unique team that works on that change collectively. I had a mindset that was skewed highly to the Ghanaian context before joining GNBCC and YEP Programmes, even though I always had the dream to explore beyond my borders. As surreal as it may have felt at the time, I did eventually get a small ‘dream-come-true’ opening that saw me through meeting a local Young Expert, Barnabas Apom, who played a significant role in me pursuing my interests and in taking advantage of being part of the Young Expert Programmes to do even more with other like-minded people. In joining the programme, I realized that YEP was more than training and job placement. It was an opportunity to create a huge ripple effect which, for me, was sharing my training, the skills set acquired, my expanded network, my experiences and my expanded mental and personal development scope of life with my friends and colleagues, who have not had such an opportunity.

Here in Ghana, a number of my colleagues had not even landed a job after college, some had just started their own entrepreneurial journey without any prior work experience (and mainly due to the rising rates of unemployment) and others were working in very bureaucratic environments which did not offer the focus on personal development as a balance to professional growth.

Clearly, there are financial and quality-control limitations, which limit the numbers that can participate, but I thought if YEP could reach 20 young people per batch, I could also reach at least 20 more in my own circle. After all, my faith taught me to freely give as I had received. With the personal development training, I have been able to share in small discussion groups valuable lessons from my coaching sessions, such as the ‘Fire Man Theory’ with some of my friends back home, highlighting the benefits of coaching: a balanced personal-professional guide. I have been able to utilize the learning about my strengths and personality skills set, to focus on the strengths and unique personalities of my colleagues. Through the master classes on Stakeholder Management, Gender in Value Chains and Change Management, I have been able to apply knowledge to my ongoing projects to achieve better results while sharing the knowledge with my team members. With in-house training on sustainable development and intercultural cooperation, in addition to actual experience of working in intercultural teams, I have shared my stories of interacting and working with amazing young people from diverse backgrounds creating significant change in different parts of Asia, Africa, Europe, and Latin America with groups such as the Young Diplomats of Ghana (YDG), and my colleagues who have otherwise not had the opportunity of being employed and/or deployed, not working in intercultural teams and or are in environments that do not foster personal and intercultural growth in alignment with professional growth. Mostly I have also enjoyed rotating the books I receive from YEP and coaching like ‘Our Iceberg Is Melting’, Byron Katie’s process of self-inquiry- ‘The Work’ and the Appreciative Inquiry (AI), amongst my family and friends and having interesting discussions on our learnings, facing both the fear and excitement of change.”

“YEP has been really great. It has been an amazing experience which has come with tremendous opportunities, real-life challenges of communication, limitations of financing and inevitable intercultural clashes but also very practical ways to deal with them and work together for the common goal of creating positive change in the world as Young Experts. At the peak of my highlights is knowing and sharing in part of the lives of my colleagues from all over the world. I know will feel at home in all the 68 countries represented due to the presence of YEPers. I will not trade this YEP experience for anything, rather, I would love for more young people to have access to this programme and to the Young Experts trained so far in order to ensure that our positive ripple effect reaches the very ends of the world.”

Ghana National Petroleum Corporation
(on SDGs, their role in sustainable energy and their ability to finance the SDG implementation)

Young Diplomats of Ghana (on SDG1 and SDG2)
Adriaan Ruijmschoot, an alumni Young Expert (batch 3), participated in the online masterclass in 2018. After YEP, Adriaan became a project manager for Vitens Evides International (VEI) in Cagayan de Oro in the Philippines, where he now works on the ‘Ridge to Coast, Rain to tap’ project. It is a project funded through the ‘Sustainable Water Fund’ (FDW) of the Dutch Ministry of Foreign Affairs. One of the requirements for the completion of the inception phase of this project, was a Gender Assessment of partner organisations and a corresponding Inclusiveness Plan. This triggered Adriaan to follow the masterclass Gender in Value Chains.

Adriaan: “Even though the Philippines has a relatively good gender balance, when comparing it to many other countries, examples of discrimination can still be found, especially when extending the gender focus to the dimensions of religion, ethnicity and, or sexual orientation. The requirements set for the project proposal and the information given during the online masterclass, gave me increased insight into these topics. Through different learning methods the masterclass gave me the possibility to critically think about gender differences. Within our inclusiveness plan, all partners have now defined two or three actions for the upcoming year. Most of these activities target inclusion within the partner organisations themselves, by exploring how to provide equal payment and chances for all employees. It was more challenging to define actions aimed at the project beneficiaries, but some have been included such as the “Participatory Cultural Impact Assessment” that was conducted jointly between our partner Hineleban Foundation and several indigenous communities in Mindanao. Personal activities included making a gender value chain for the water supply sector in Cagayan de Oro, and to identify potential gender constraints. We hope to perform similar gender in value chains mapping exercises with other partners in the future.”

The inception phase has been finalized and it now awaits approval from the RVO, the Netherlands Enterprise Agency. Adriaan also shared the gender and inclusiveness plan within the organisation of VEI.
Future Career

Already 205 Young Experts concluded their YEP careers and joined the YEP Global Alumni Network. All alumni are welcome at intervision weekends in their country or region, and/or alumni meetings in the Netherlands. Furthermore, alumni Young Experts are great YEP Ambassadors; they have pitched on several events about their YEP experiences!

On the left you will find an overview of the branches in which the Young Experts started their careers, as well as an overview of the branches they are currently working in.

Alumni facts until April 2019

Alumni total 205

- Male: 100
- Female: 85

- Works in The Hague: 49
- Focus NL: 39
- Focus International: 58
- Works abroad: 46

Alumni in the sectors total 205

- Stayed in the sector: 97

- Other sector: 13
  - Climate: 1
  - Consulting: 1
  - Disaster Risk Management: 1
  - Energy: 2
  - Environment: 1
  - Finance: 1
  - IT: 1
  - Leisure: 1
  - Logistics: 1
  - Sales: 1
  - Spatial Technology: 1

- Manager functions: 45
- Other (PhD, volunteer): 3

Alumni total by employer

- YEP employer: 78
- Switched between YEP partners: 28
- Other:
  - Owner company or consultant: 9
  - Other employer: 62
  - Government: 12
  - Embassy: 1
  - In between jobs: 3
  - Study: 1
  - Other ( NGO, volunteer): 3

Alumni total by type of collaboration

- YEP employer: 78
- Switched between YEP partners: 28
- Other types of collaboration: 15

Life after YEP

Jacques Tuybishime

In 2016, Jacques Tuyishime started as a Young Expert Agronomist at VDS A’Campo/ Holland GreenTech in Rwanda (Batch 7). After concluding his YEP contract, Jacques became the Managing Director of Holland GreenTech (HGT) in Rwanda. Jacques is a strong YEP Ambassador, inspiring other young professionals with his YEP experiences, and continuing to include local youth to HGT. In 2018, he was invited to speak about his experiences at the African Green Revolution Forum (AGRF 2018) and the Global Youth Economic Opportunity Summit 2018.

Jacques: “As the Managing Director of HGT, I am partnering and working with different projects and organisations (Government and non-governmental) to support farmers in terms of products and services. One of the objectives is to train and reach more farmers. Threby our focus is mostly on youth, representing our future farmers, and on strengthening the agriculture vocational training in schools.”

The positive impact of HGT on local youth in agribusiness has gained much traction within Rwanda. Jacques: “I was invited for an interview by the Rwanda National Television to inspire young people who want to work in agribusiness. I explained how HGT is offering youth an internship of 6 months to obtain hands on agribusiness skills. Thereby it was also a nice opportunity to show to Rwandans the products and services of HGT.”

Following the TV appearance, Jacques was invited to speak at the African Green Revolution Forum (AGRF 2018). During this forum, HGT organised a session about youth in agriculture and showcased how to motivate young people to do farming. Jacques was then also asked to present at the the Global Youth Economic Opportunity Summit 2018 in Washington DC. “I spoke about youth in agribusiness and I explained the model that HGT uses to stimulate youth to work in the agricultural sector. I also touched upon the importance of collaboration between the private sector and other organisations, either through Public Private Partnerships or other types of collaboration to reach our goals.”

After concluding YEP, Jacques continues to maintain the relationships within the Young Experts network, sharing experience, learning from each other and working together.

Néné Barry

In 2017, as part of YEP batch 11, Néné Barry started as a Young Expert at Witteveen+Bos working as a Project Manager in Ghana. Néné worked within different segments of the WASH and agricultural sector on different activities related to project development and planning. Last year, she became Country Manager of Witteveen+Bos in Ghana and also got elected as Board Member for the Ghana Netherlands Business & Culture Council (GNBCC).

In February this year, vice prime minister Carola Schouten from the Dutch Ministry of Agriculture, Nature and Food, visited Accra. Néné Barry and fellow Young Experts Marjolijn Heekelaar and Susanne Raekofsen had the opportunity to talk to her about their work and experiences through YEP Programmes.

Néné: “It was very nice and an honour to talk to Ms Schouten. She was very open and sincerely interested in our stories, of what brought us here, what held us here and how we see our future. We talked about how it felt to live and work in Ghana and about the challenges we face here. For us, Marjolijn, Susanne and myself, there was the opportunity to pitch the importance of YEP Programmes to us.”

“We were able to share the value of the international experience, how it provided a steep learning curve in a very short time frame also due to the major responsibilities we were given in our work. We really appreciated how Ms Schouten showed a sincere interest in our work as well as the YEP Programmes.”
On Thursday 21 March, we celebrated World Water Day. They are now! Follow the YEP mascot: four Delft blue YEP tiles are now being posted on social media. Also, the Board launched the YEP Alumni Alumni Board. You are welcome! Are you a YEP Alumnus? And are you interested in joining the YEP Alumni Board? You are welcome!

Please send an email to the YEP programme bureau: info@yepprogrammes.com

The YEP Programme bureau recognises that YEP alumni have a lot to share, offer and learn. This includes the network they built during and after their YEP experience, the knowledge they have gained, the businesses they are setting up, as well as the challenges they face around, e.g. returning to their home country.

Therefore, a YEP Alumni Board has recently been installed, consisting of six YEP Alumni. The Board aims to support YEP Alumni in their continuous careers, as well as to form the link between them and current Young Experts. For that, the Board aims to organise activities, networking drinks, share interesting news and events and opportunities, etc.

The Alumni Board currently consists of the following members:
- Anne Jansen
- Dianne Slot
- Giel Hendriks
- Kim Coates
- Niels van den Berge
- Sara Groenendaal

Past events

Global drinks
In November 2018, the Alumni Board organised a global online YEP drinks event. Current and alumni Young Experts joined from the Netherlands, Bangladesh, Ethiopia, Mali, Myanmar, Uganda, and Zambia for a great digital get together.

The YEP mascot
Also, the Board launched the YEP Alumni mascot: four Delft blue YEP tiles are now travelling around the world. Pictures of the mascot are being posted on social media. Follow #yepglobalnetwerk to find out where they are now!

World Water Day
On Thursday 21 March, we celebrated World Water Day in the Netherlands. A large group of actors from the water sector, including Dutch Minister Kaag of Foreign Trade and Development Cooperation, came together at the Royal Tropical Institute (KIT) in Amsterdam. Dianne (YEP Alumna, the Netherlands) and Boris (Batch 14, Ivory Coast) gave a stunning speech about the crucial role that young people play in the water sector, which got them a big round of applause. Lawrence Kimanu, another YEP Alumnus, made the final remark on World Water Day!

Later, in the restaurant, the alumni and participants of YEP Batch 14, who happened to be in the Netherlands for their return training, continued the celebration and networking. It was great to see so many members of the YEP family in one place!

YEP Alumni Board

YEP Alumni: join the Board!
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In 2018, YEP Tailor-made was officially launched, next to the current programmes YEP Water and YEP Agrofood. YEP Tailor-made is a tailored YEP programme for organisations that already receive subsidy by the Dutch government and therefore cannot apply to the regular YEP Programmes.

Via YEP Tailor-made, these organisations can buy in the unique YEP Training & Coaching programme for Young Experts active in their companies and organisations and become part of the extensive YEP Global Network.

There are two ways this can be done:
1. Integrated as part of existing YEP Programmes batches (e.g. Example Embassies)
2. Own YEP batch (e.g. Example WaterWorX)

In 2018/2019, 24 local Young Experts of WaterWorX and five Dutch Young Experts at Dutch Embassies started through the YEP Tailor-made programme.

Example Embassies
The five Dutch Young Experts kickstarted their international careers in the Agrofood sector at the Embassies of the Kingdom of the Netherlands in Benin, Kenya, Rwanda, Burundi and Ethiopia (Batches 14 and 15) through the AgriProFocus’s Talent Pool Programme. This Programme connects Dutch Embassies working on Food & Nutrition Security (SDG 2) with young professionals who strive to become young leaders within this field.

Example WaterWorX
24 motivated local Young Experts were included in the YEP Global Network through a collaboration between YEP and WaterWorX. WaterWorX is a joint programme of the Dutch water companies, set up to ensure a contribution to the DGIS WASH Policy, the Dutch Ministry of Foreign Affairs and the global SDG 6 on clean water and sanitation. The group of local Young Experts started their training programme in November 2018, adjusted to the needs of WaterWorX and ensuring optimal training and development. The 24 motivated local Young Experts (13 women and 11 men from 12 different countries) working at water utility companies contribute to the availability and sustainable management of water and sanitation (SDG 6).

Are you interested in joining YEP Tailor-made? Please contact us through info@yepprogrammes.com.