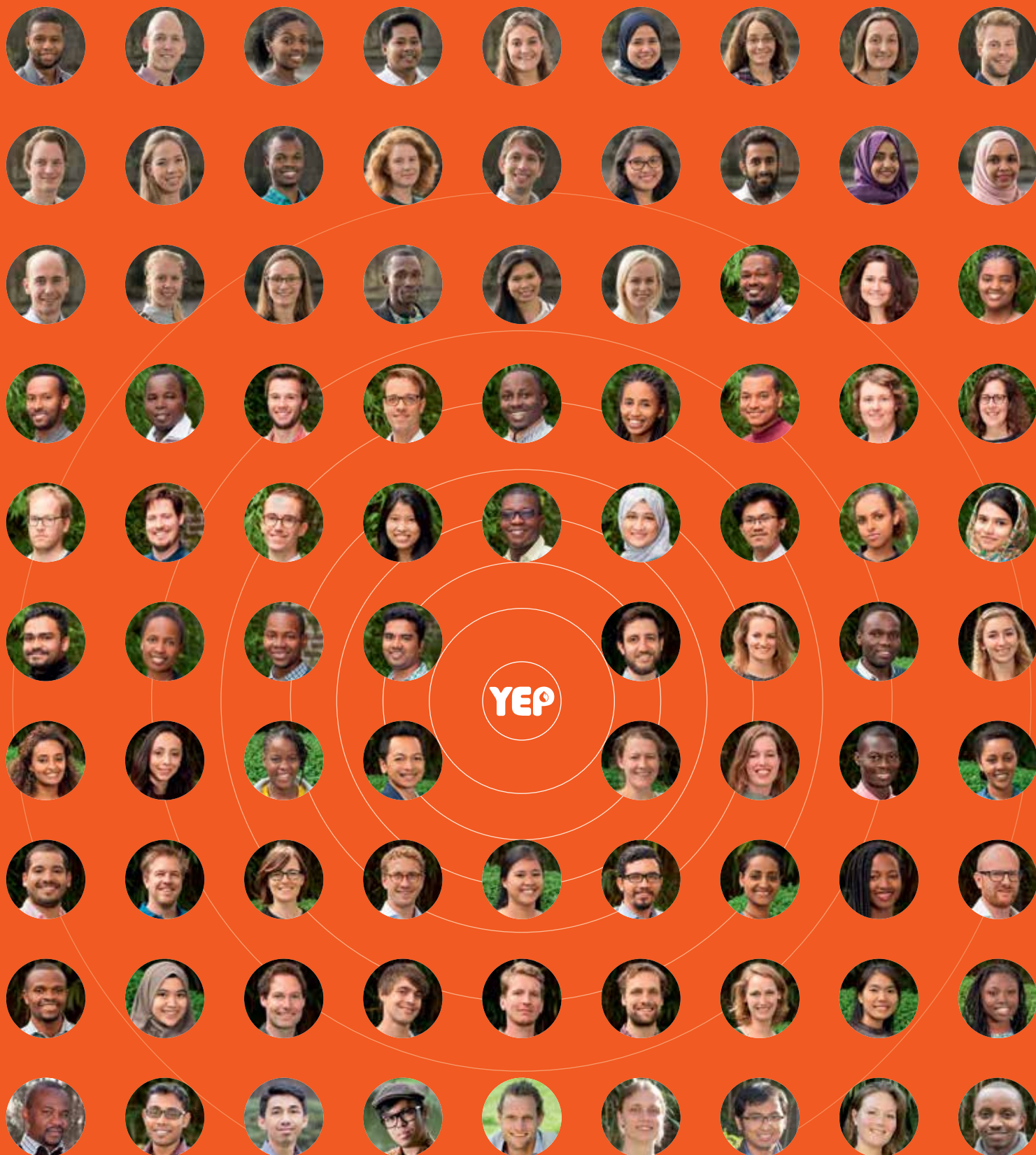


YEP *Effect*

Edition 3 • 2018





Content

Introduction	page	1
YEP Vision 2030		2
Ministry of Foreign Affairs		3
YEP Duo		5
Business Case Development Toolkit		6
YEP is boosting effectiveness of		
Start-Ups and SMEs		7

Golden Rules for YEP Proposals	page	8
Ripple Effect		9
Young Experts around the World		10
YEP contribution to SDGs		13
Participating Partners		14
Partners Talking		15
YEP Alumni Survey		16

Life after YEP	page	17
Future Career		18
YEP Global Network		19
GO YEP Energy		20

YEP *Effect*

Introduction

We proudly present you the third edition of YEP Effect with inspiring stories from our Young Experts, their organisations and their working environment! Young Expert Programmes (YEP) gives an impulse and kick-starts the international careers of young, Dutch and local, talented professionals in the Water & Agrofood sectors. Since 2013, the number of Young Experts grew to almost 300 in 36 countries at 96 organisations. Moreover, the demand for young professionals and innovative practices in- and outside the current YEP-related sectors continues to grow. Enjoy the read!

YEP believes that connecting young highly motivated and talented people with a strong international network is key towards sustainable international trade and development. Through co-funding, training, coaching and building a network, YEP aims to enhance the attractiveness of this young capital, to the Dutch Water & Agrofood organisations. YEP builds to a more sustainable world and helps to ensure the continued availability of expertise for these sectors for the future. In this sense YEP has the ambition to actively contribute to the Sustainable Development Goals (SDGs).



YEP is carried out jointly by the Dutch Ministry of Foreign Affairs, the Netherlands Water Partnership (NWP) and the Food & Business Knowledge Platform (F&BKP).



Ministerie van Buitenlandse Zaken



Young Expert talent is seeking **the opportunity** to gain hands-on **international experience** facilitated by the right training and coaching, which is essential for their **future career**



The aging **Dutch top sectors** 'Water' and 'Agrofood' are in **need of young talent** with experience abroad, and **lack the means to accommodate** this international talent development



Combating **the sustainability challenges** **our world** is facing now and in the future **requires the commitment** and brainpower of our **most exceptional talent**

YEP Vision 2030

YEP strongly believes in the ability and drive of young professionals towards a better and more sustainable world. The YEP Programme Bureau, with support of the Deloitte Impact Foundation, developed a strategy for extension of the current programmes and possible expansion to new themes. The talent, knowledge, and flexibility of our Young Experts are a great attribution to the achievement of the Sustainable Development Goals (SDGs). We are convinced that the continuation of YEP Water and YEP Agrofood between 2020 – 2030 is necessary to pursue this sustainable transformation. In addition, we have the ambition to expand to Renewable Energy to complete the NEXUS Water – Food – Energy.

On September 1st 2017, the YEP Visionary Day was organised to discuss the future of the Young Expert Programmes with our relevant stakeholders. On October 5th 2017, this future vision 2030 was presented to the Dutch Ministry of Foreign Affairs, where the following was agreed upon:

- For 2018, the YEP Programme Bureau can continue to allocate 2-year Young Expert contracts within the YEP Water and YEP Agrofood programmes
- YEP can submit a proposal for extension of YEP Agrofood, with the request to align the end-date of the programme to that of YEP Water (December 31st 2020)
- YEP can submit a proposal for an inception phase of YEP Energy
- The YEP Programme Bureau will get 0,85 fte extra support
- YEP will be evaluated in 2019: if positively, a new proposal for continuation for YEP Programmes in 2021-2025 can be submitted



“The Deloitte Impact Foundation believes the most effective way to organise and monitor its

impact is to focus on three areas: education, scaling societal innovation, and enduring society.

I believe the Young Expert Programmes links to all these areas, therefore it is great we could support the YEP Programme Bureau in the development of their 2030 vision”

(Jelle Joustra, Consultant Strategy at Monitor Deloitte)

Deloitte
IMPACT
FOUNDATION

Monitor
Deloitte.

Ministry of Foreign Affairs

Pim van der Male

Pim van der Male is Senior Policy Officer Water Management at the Dutch Ministry of Foreign Affairs. He focuses on Water and Sanitation programmes and Public Private Partnerships in the Water sector. He is also member of the YEP Programmes Steering Committee. “Key elements of the YEP Programmes for me is its focus on youth and its intensive training & coaching programme for the Young Experts. Young professionals help to innovate the sector. In addition, the creation of a network of young talents offers a long term perspective for sector collaboration between partners.”



Pim van der Male

“YEP can be seen as an ‘impulse programme’ creating the necessary conditions for young professionals in the Water and the Agrofood sectors to obtain a better starting position within the workspace of international development and foreign trade. YEP provides opportunities for both Dutch and local academics to further develop themselves. The strengthening of local capacity and a growing alumni network of local Young Experts allows the Netherlands and its partner countries a basis to further build their relationship on. The Young Expert Programmes also strengthens the

collaborations within the Dutch water sector, as the Ministry of Foreign Affairs works closely with the sector parties within the programme.

The Young Experts will, during their assignment as a Young Expert, contribute to the Water and Agrofood themes, which are linked to the Sustainable Development Goals (SDGs 2 and 6). These SDGs are an integral part of the Water and Food Security clusters within the Inclusive Green Growth (IGG) department of the Ministry of Foreign Affairs. The programmes are also well connected thematically to the Dutch ‘Top Sector’ policy.”

Theory of Change

Young Expert Programmes was initiated with three main objectives in mind for the targeted sectors:

- rejuvenation of the human capital
- increased level of innovation
- building and sustaining an active international network of Young Experts and alumni to increase knowledge exchange and promote partnerships

Daniela Schoorl & Paula Beens

The content of YEP Effect is based on a Theory of Change. The YEP Programme Bureau regularly reviews its Theory of Change, including its underlying assumptions and its Key Performance Indicators (KPIs), for the purposes of accountability, communication, learning, monitoring and evaluation to ensure that the programmes continue to contribute to the impact we aim for. Daniela Schoorl and Paula Beens of the department of Inclusive Green Growth (IGG) at the Dutch Ministry of Foreign Affairs are currently supporting the YEP Programme Bureau in updating the current Theory of Change.



Daniela Schoorl



Paula Beens

“While working at the Ministry of Foreign Affairs we are also doing an Advanced Master in International Development at the Radboud University in Nijmegen. As an assignment for our studies we are taking a closer look at the Theory of Change of YEP. This Theory of Change is meant as a working document to analyse and evaluate change processes in development practice. It focuses on the added value of YEP and what kind of impact YEP would like to achieve in the long-term. This should be measured through well described KPIs which adhere to certain assumptions that are made, based on the outputs YEP accounts for. We are planning to publish our findings in the next YEP Effect.”





Victoria:

- I want to see a positive change in the eating habits and health of Ugandans through increased consumption of vegetables
- I want to see an increase in the welfare and income of farmers, due to the use of improved farming systems
- I want to see Greentech Uganda as a self-sustained full-grown company

YEP Duo

Maarten Hermus

Position: Agri-business developer

Victoria Nakyagaba

Position: Agri-business developer

Organisations are encouraged to apply for duo positions: one Dutch Young Expert and one local Young Expert. Duo positions support YEP's vision to exchange knowledge and share cultural backgrounds and diversity, with the ultimate goal for the Young Experts to be more effective in their working environment. The Dutch Young Expert will adapt more easily to local habits and customs of the new country (s)he will be working in, with the support of the local Young Expert. The local Young Expert benefits through the interaction and the joint YEP training in The Netherlands whereby (s)he gets the opportunity to gain a better understanding of the 'Dutch way' of working. Maarten and Victoria are such a duo. They are Young Experts from batch 9, working at VDS A'Campo in Uganda, where they are responsible for the set up and management of a new company called Holland Greentech Uganda.

Holland Greentech offers mainly Dutch inputs and services to vegetable growers in Uganda and Rwanda. Maarten and Victoria are managing the company together. Therefore the positive impact it is making on the vegetable farming communities, can all be attributed to these two talented Young Experts. By making available reliable quality inputs, farm productivity of their customers has increased substantially. This is contributing to both food security and increased farmer income. Through its product sales, the company also works on improving market access and trade for Dutch horticultural input suppliers.

Maarten explains: "We launched Holland Greentech Uganda a year ago, whereby we started off with building partnerships with our suppliers and setting up marketing and sales of the products. Since we are still a young company, our business development activities are very broad and include both financial and operational management, as well as project management."

Victoria adds: "We have introduced new technologies that can boost agricultural productivity. Showing farmers that there is a better and simpler, yet more effective way of cultivating crops, has restored a lot of lost hope, increased knowledge and yielded a more productive society."

Personal effect

Victoria tells us how they complement and learn from each other as a Young Expert duo: "We both have our own skills and expertise. The YEP training helped us identifying our strengths and weaknesses and showed us how to support each other in developing our individual skills. Our work tasks are assigned to the one that has the most interest in the activities involved, and this has helped us achieving quick results. As a Young Expert duo, we discuss our personal development plans and sometimes we remind each other of our areas of improvement. Furthermore, we attend activities that can help us in attaining our personal development goals."

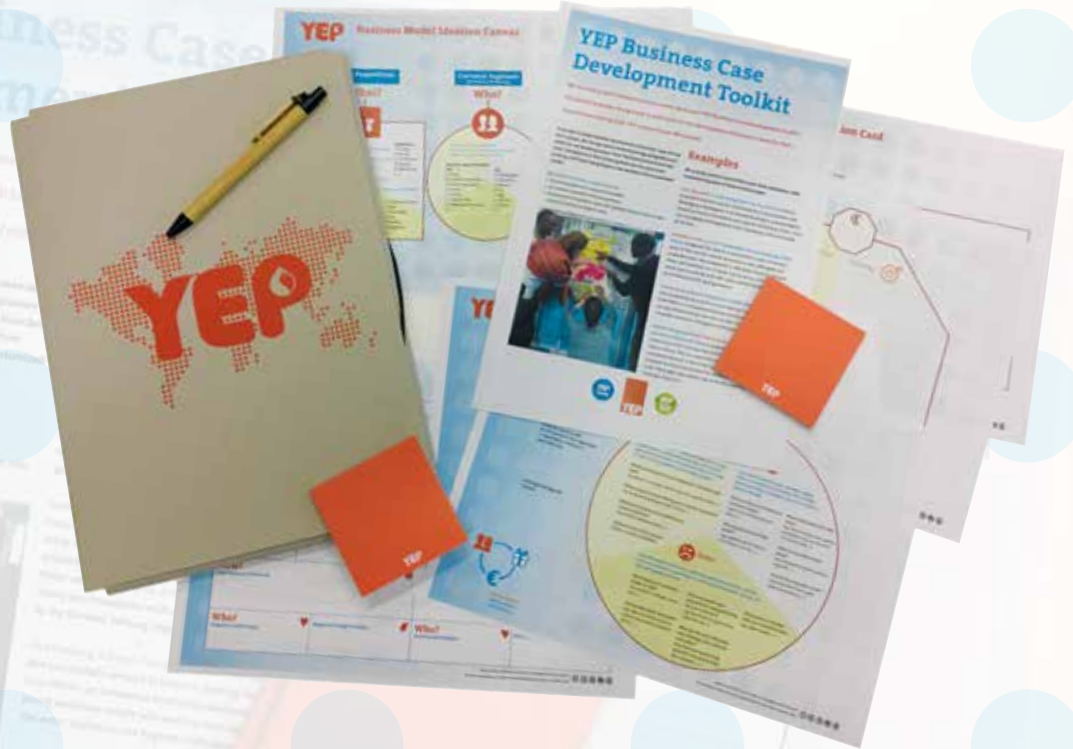
Multiplier effect

"We have created employment in Uganda, as we managed to grow to a team of 6 people within our first half year of business and supplied improved inputs and services to over 100 farmers. And as a company we are starting up a new office in Zambia, where we shall also have a duo of Young Experts to join YEP."

Visit their website: hollandgreentech.com

YEP Business Case Development Toolkit

All Young Experts are trained on Business Case Development, as an important part of their YEP career development path. As part of the training, the Young Experts receive the YEP Business Case Development Toolkit, providing tools that will help them further develop their entrepreneurial skills. The Toolkit includes guidelines on how to manage co-creation processes with local partners and gives practical tools for the development of business cases that create both social and ecological value.



Alumnus Young Expert Dolly Ratsimba from Madagascar, is one of the Young Experts who started his own company, using the Business Model Canvas, which was included in the Toolkit, as a basis. During his employment as a Young Expert at Practica Foundation in Madagascar, while he searched for local partners, he soon found himself working together with the local municipality. With his company, Impact Madagascar, he dislodges (empties) latrines based on demand from the municipalities and individual households, and then transports the excreta to the waste water treatment plant outside the city. The business contributes to three Sustainable Development Goals: Good Health and Well-Being, Clean Water and Sanitation, and Gender Equality. The company has a female manager, representing the company's culture and society it operates in. Today, Impact Madagascar already has 12 employees!

Current basic business information

- Business model based on dislodging latrines at 23 Euro per m³
- Company has 12 employees of which 3 work full time, and 9 are freelancers
- Depending on size of the latrine, they need emptying every 2 to 3 months for drum latrines or 1 to 2 years for pit latrines and septic tanks
- 1121 households have been served as clients in past 3 years
- Female manager for a team of 11
- Until now 570 days of work have been put into the company

Upscaling ideas and possibilities

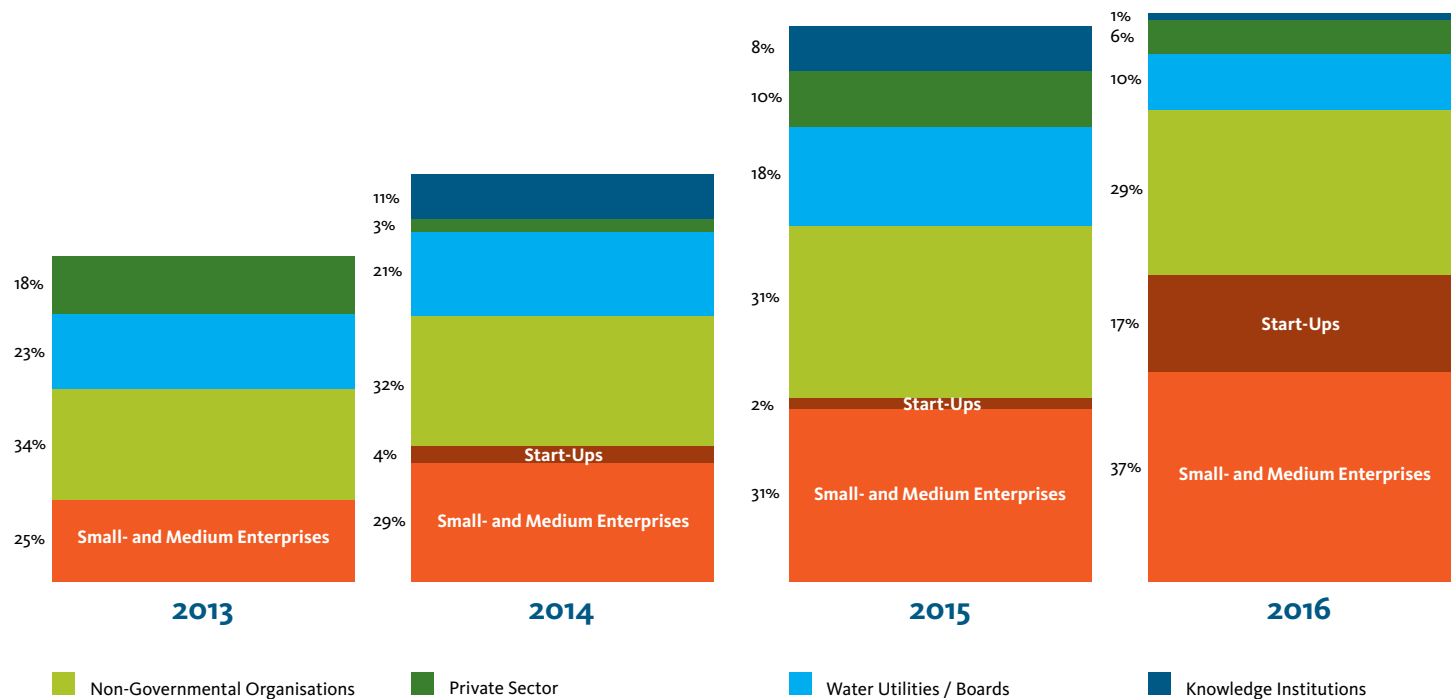
- Introducing new pricing models for its services (Monthly, 50/50 payment etc.)
- Extending product and service offering by:
 - Building own latrines (<200 euro), and provide them to clients on contract basis
 - Selling the sludge as fertilizer for agriculture
 - Drying sludge to produce bricks, which can be sold as a fuel (Sanivation)
- Building new partnerships with NGOs, Governments, Businesses
- Extending business to another city
- Setting up a website

YEP is boosting effectiveness of Start-Ups and SMEs

Bridge between trade & aid

The Dutch Top sectors Water and Agrofood have the ambition to increase their international impact by encouraging Start-Ups and Small and Medium Enterprises (SMEs) to double their export. YEP wants to contribute to this ambition by the strategic deployment of Young Experts on SDG-related projects. In this way YEP creates a bridge between new opportunities for Dutch business partners (TRADE) and development cooperation (AID). Deloitte analysed our dataset of business partners and concluded that YEP's stakeholder group increasingly exists of Start-Ups and SMEs:

- Start-Ups and SMEs accounted for more than half of the YEP years in 2016
- Since the launch of YEP Agrofood in 2015, the total number of YEP years at Start-Ups and SMEs increased with +41%
- NGOs account for a stable 1/3 of all YEP years



Notes: Categorisation of companies based on application form of organisation and judgement of YEP Programme Bureau. In each year the total of contracted YEP years per Young Expert (average 1.7 years) is shown.

SMEs = Small and Medium sized Enterprises, including NGOs with commercial activities



Golden Rules for YEP Proposals

Since 2013, the YEP Programme Bureau has read, reviewed and discussed over 400 applications. The number of proposals that we receive per round has increased substantially, so competition is up! We noticed that overall quality of the proposals has improved over the last few years, however, the quality between the different proposals still varies a lot. A badly written proposal, does considerably reduce your chances of being selected, even if your project is really good. What will make us select your proposal? Not surprisingly, we look for quality, both in contents and presentation. We would like to share some golden rules that could help improve your chances in obtaining a YEP position:

1 Use English

All proposals need to be written in English. Avoid writing (some parts) in Dutch.

2 Take time to write

Realise that you are writing a proposal for a position that is worth either €12.000,- or €40.000,-.

The investment you make in writing the proposal can prove itself worthwhile.

3 Be accurate

Avoid giving us the impression that the proposal was written hastily. Try to avoid grammatical errors, copy-pasted texts, wrong names, missing attachments or using older submission forms (download the latest versions of the forms on the YEP website).

4 Cross-check with your colleagues

Simple mistakes can easily be avoided if you have one of your colleagues check your proposal.

5 Answer the questions asked

Read, and re-read the questions and ensure your answers cover all aspects and that it is understandable, also for those not taking part in the project.

6 Describe what makes your preferred candidate perfect for the job

In case you have a preferred candidate, describe their expertise and motivate why this candidate is the best candidate for this position.

7 Ask for feedback

The YEP Programme Bureau is more than willing to give general feedback on the areas that can be improved before the deadline. Make use of this!

8 Respect the deadline

Proposals submitted after the deadline are not eligible, and therefore, will not be reviewed. Save time, money and effort by adhering to the deadline.

[Note, there is a new version of the YEP application form, which now includes a summary page. Use this for batch 14 and download it from our website!](#)

Ripple Effect

Alwin Commandeur



During the Amsterdam International Water Week (AIWW) in November 2017, Young Experts got on stage to present an original solution for the urban expansion of Yangon, the largest city in Myanmar. Alwin Commandeur, Young Expert of batch 6 is working at the TU Delft – Valorisation Centre and Royal HaskoningDHV in Myanmar: “We got the chance to show how important – and how much fun – it is to have young water professionals involved in projects abroad!”



“Prior to the AIWW we formed a small team that worked on the Dala Township, an area that is just across the river of downtown Yangon and where the city is planning to expand in the coming decades. Dala and its future development are full of water challenges. The team consisted of a mix of students, Young Experts, Myanmar and Dutch senior experts and managers, from the government and private sector. During the eight weeks prior to the AIWW, we experienced a great interaction between the team members, with each of them bringing in knowledge from their different backgrounds and experiences. The Young Experts were guided by the seniors in the team, who helped them frame their fresh and creative ideas into the local context. Especially in developing countries, where tailored and new solutions are needed, we see many benefits of having young water professionals.”

“In 2018 I will be a Young Expert alumnus. I look back at two awesome and very valuable years at the start of my career. I picked up so many experiences while working abroad, and I was able to extend my network in the international water sector through events such as the AIWW. Even though you are on your own in an unfamiliar country, there is always this commitment, enthusiasm and support from your organisation and from the Young Expert Programmes. YEP, together with my managers at TU Delft and Royal HaskoningDHV, created this opportunity for me, for which I am very thankful.”



AMSTERDAM
INTERNATIONAL
WATER WEEK

Young Experts around the World

Eligible Countries

Africa

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

Asia

Afghanistan
Bangladesh
Bhutan
Cambodia
India
Indonesia
Jordan
Laos
Lebanon
Mongolia
Myanmar
Nepal
Pakistan
Palestinian territories
Philippines
Sri Lanka
Vietnam
Yemen

North America

Guatemala
Haiti
Nicaragua

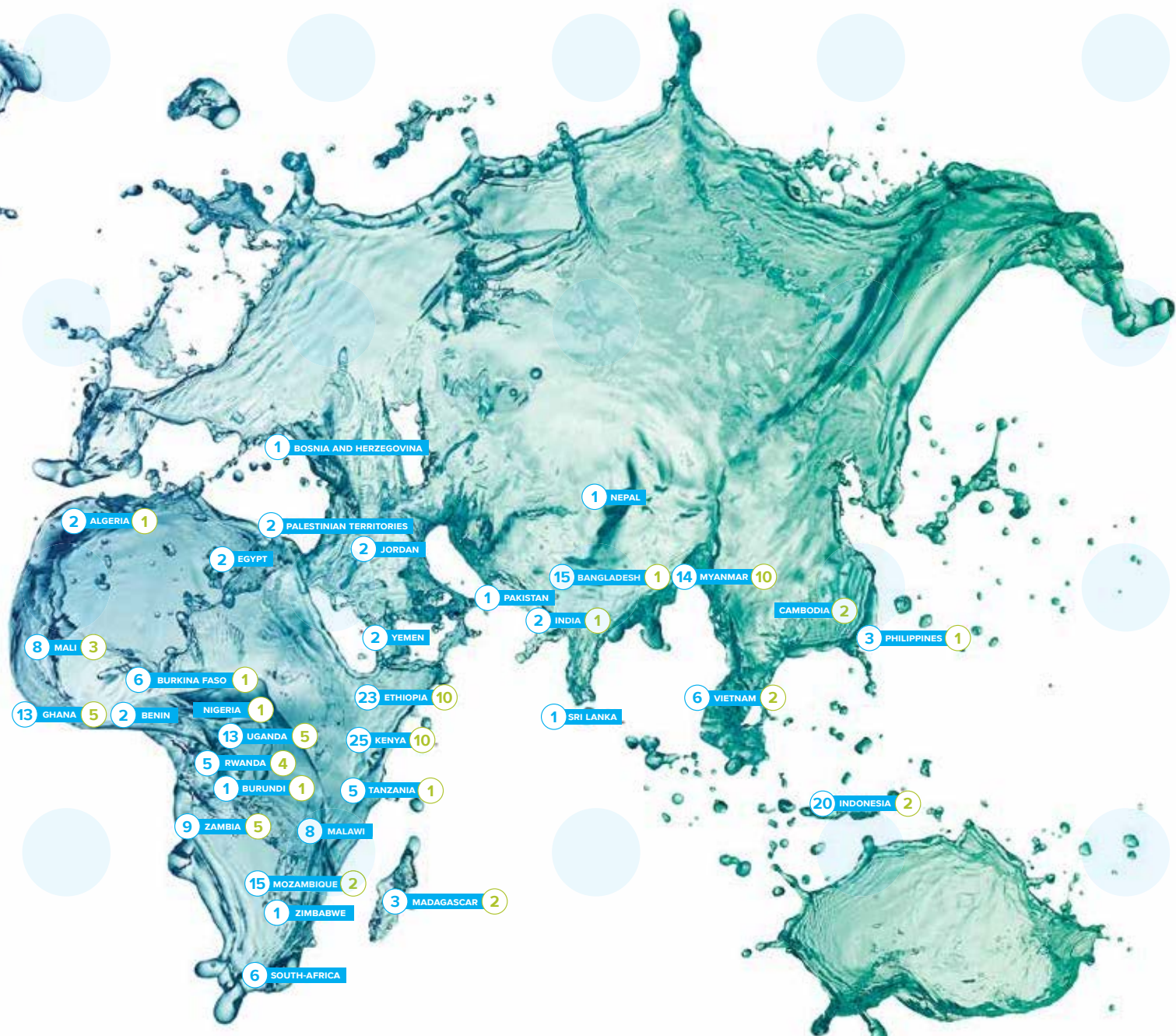
South America

Bolivia
Colombia
Peru
Surinam

Europe

Armenia
Georgia
Kosovo
Moldavia





1 Young Water Expert — 1 Young Agrofood Expert → Based on batches 1-13





Participating Partners

UNIC VAN WATERSCHAPPEN

brabantWater



Agri Pro Focus



AQUANET



ARCADIS

TheBlueLink



Aqua for All



aidenvironment



veris investments



SATELLIGENCE



Deltares

Solidaridad



PRACTICA FOUNDATION



akvo.org

vd's a'campo



SNV



DENYS



Partners Talking

Flexbase



Jan Willem Roël

FlexBase BV started more than 8 years ago, designing and building floating and amphibious structures a wide variety of applications for living, working and recreation. They are currently scaling up their activities in Indonesia, Bangladesh, Germany, Malaysia, Philippines, Thailand and the United Kingdom. Nujjat Jahan, Young Expert in batch 12, is the first employee in the newly started company Amphidesh Ltd. in Bangladesh.

Jan Willem Roël, CEO of the company: "She plays a key role as the linking pin between the Dutch organisation and the Bangla local environment."

"Our mission is to provide a comprehensive design consultancy and manufacturing service, for floating and amphibious projects based on experience with 'Building on Water'. The company is the result of the knowledge and experience of Kingspan Unidek, Europe's largest manufacturer of polystyrene, and Dura Vermeer, one of the largest construction companies in the Netherlands. Together with local partners, we develop and design floating structures. Our Young Expert in Bangladesh, Nujjat, is very motivated and you see her growing on the job. She is now starting to run her own projects."



Larive



Wouter van Vliet

Larive is an SME with 15 employees based in Zeist, the Netherlands. Larive International provides local expertise and practical assistance to companies entering emerging markets in Asia and Africa. Since 2016 Larive employed four Young Experts, based in India, Kenya and Myanmar. Wouter van Vliet, director and partner at Larive, is very enthusiastic about his Young Experts and the Young Expert Programmes. "With the current globalisation it is very important to offer international work experience to young professionals."

"YEP offers the right support and coaching to the Young Experts, which is an essential part of the programme. The Young Experts create a bridge between the project or office abroad, and our employees in the Netherlands. Through the pro-active communication of the Young Experts mutual understanding improves. This creates local enthusiasm, which supports the relationship with our clients. In one or two years, the Young Experts will have concrete results to show from their work. They leave something physically behind when they finish their YEP experience."

In batch 14, which will start in 2018, a new Young Expert will join Larive in Eastern Africa. This Young Expert needs to have the technical skills to support us in expanding our services in ecologically sustainable fish farms within Eastern Africa. Our Young Experts in Kenya have already successfully worked on this, and we are now ready to expand to Tanzania, Rwanda and Uganda!"

One to Watch



Robert van Dortmond

One to Watch connects ambitious entrepreneurs in Nepal and Myanmar to expertise and international growth capital. They do this by providing a 100 day Accelerator programme called Rockstart Impact. Robbert Groenen, Young Expert from batch 11, is currently their Country Manager in Myanmar. A local Young Expert from Myanmar will start in batch 14. Robert van Dortmond, mentor at Rockstart, is very positive about YEP: "The Young Experts are not only ambitious young professionals, but are highly committed to have a positive impact in the countries where they are working."

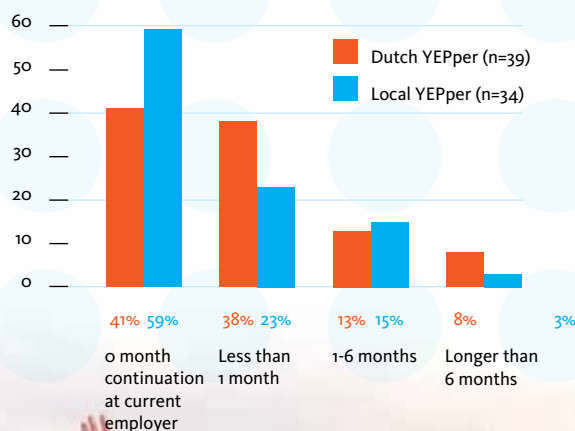
"One to Watch and Rockstart Impact, identify impactful Small Medium Enterprises (SMEs), analyse their current performance and compare this to the level needed to secure an investment. Rockstart Impact is specifically designed to support the entrepreneurs in bridging the gap between current levels of performance and what is needed for an investment. One to Watch then facilitates investments for those SMEs most able and committed to bring positive changes."

Robbert started up our activities in Myanmar from scratch and was able to give a boost to the operational and on the inspirational side of our organisation! The YEP network has at least two benefits for us. The first benefit is the international learning possibilities, which allowed us to discuss our experiences with other organisations that have Young Experts. The second benefit is the network within the country itself, which is valuable, especially when we are thinking of moving our operations into a new country."

YEP Alumni Survey

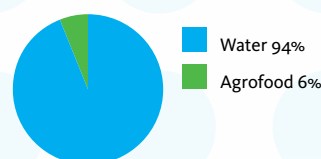
In order to find out what career steps the YEP alumni have taken since the end of their YEP experience, the YEP Programme Bureau held a survey in May – June 2017. The alumni from batch 1 to 7 were asked how long it took to find a job after YEP, to specify their current employment status, what organisations they currently work for and what their current job titles are. Out of 100 alumni 73 responded to the questionnaire. These infographics show an overview of the most important results*.

In this chart you can see how long it took for Dutch and local Young Expert alumni to find a job after YEP. We are happy to see that many alumni either continued working with their YEP employers or quickly found a new job.

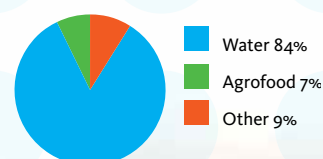


- 92% are employed
- 91% are still working in the YEP related sectors
- 69% is still involved in international development
- 31% have manager's positions
- 19% work as technical experts
- 4% started their own business
- 94% indicated to be satisfied to extremely satisfied with their current job

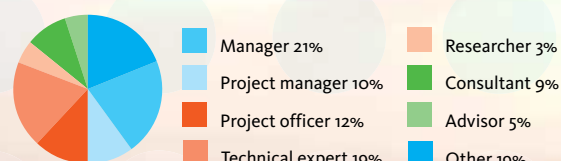
YEP sector



Current sector



Current job titles



* Please note: YEP Agrofood started in 2015 from batch 7 onwards. This is why the water sector is more dominant in this overview.

Life after YEP

James Kisekka



James Kisekka from Uganda started in 2014 as a Young Expert (batch 2) at RAIN. After his YEP experience he stayed with RAIN and even continued to contribute to YEP, as currently he is a mentor of two Young Experts in Rwanda and Tanzania. “I wanted to make RAIN a major player in the water sector, not only in Uganda but in the whole of the East Africa region in general.”

“Looking back at my time as a Young Expert, I wanted to improve my understanding, knowledge and experience in water resources management, given my background in forestry. My daily activities, included conducting field studies, developing new projects, representing RAIN in meetings with stakeholders and providing technical and in some cases also management support to RAIN’s implementing partners.

RAIN is now considered an important player on Catchment based Integrated Water Resource Management (IWRM) in Uganda, and was able to develop multiple activities in other countries in the region. The track record and connections of RAIN have been key in attracting and convincing our clients to work with us. The project RAIN4sale, which I consider my brainchild and I am very proud of, has recently been selected as the most innovative out of 26 projects that participated in a seminar in Ghana!”

Ripple Effect

“My participation within YEP led to other Young Experts being recruited in various countries. AMREF, one of the three organizations which hosted me in 2014, recruited Janet Kabachunguzi (batch 4). I also contributed to two different proposals for YEP positions, which were granted by YEP Programmes. Now I am the mentor of Goodluck Estomih Laizer, who joined RAIN (batch 8) in Tanzania, and Diane Ndutiye Munezero, who joined RAIN through the Ecological Management Foundation (batch 13) in Rwanda. The Young Experts are the eyes and ears of our organisations in their respective countries of placement. It is through these Young Experts that we can establish and/or strengthen the involvement of RAIN in the countries we want to become more active.”



Batch 2 : James Kisekka



Batch 4 : Janet Kabachunguzi



Batch 8 : Goodluck Estomih Laizer



Batch 13 : Diane Ndutiye Munezero

Future Career

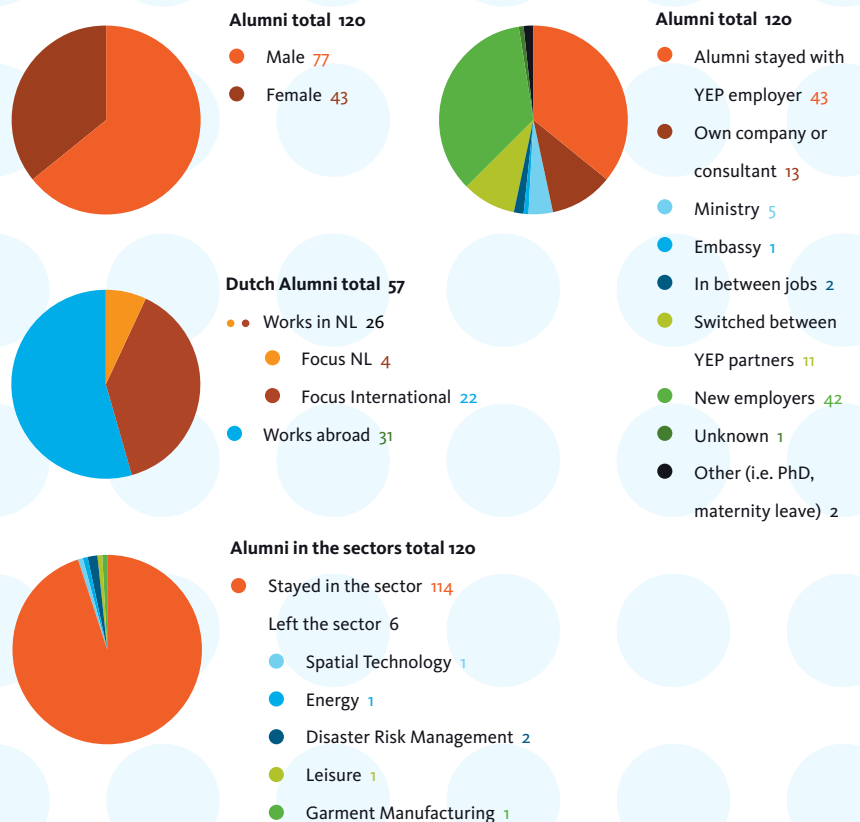
After concluding their YEP careers, the Young Experts become part of the YEP Global Alumni Network. The YEP Programme

Bureau follows up on their careers after YEP. Almost all alumni continue their careers in the Water and/or Agrofood sectors.

With their expertise and experience within YEP, they are in high demand, so almost all alumni are employed quickly after YEP. No less than fifteen Young Experts are already working in management functions; on their way to become the CEOs of the future!

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 January 2018



YEP Global Network

The YEP Global Alumni Network started in 2015, when the first Young Experts finished their YEP contracts. The Global Alumni Network is very active, not only in the Netherlands, but also abroad.

YEP supports several activities, such as professional workshops and intervention weekends.



Leadership

In September 2017 the third alumni event in the Netherlands was organised at MDF Consultancy & Training in Ede. The topic of the day was 'Leadership'. The fact that it could be held at the office of one of our partners, was a confirmation to us, of how dedicated our partners are to YEP and its alumni network!

Herman Snelder, Managing Director MDF shared his experience in managing MDF for the past 30 years. He reflected on what has changed over the years and how this affects leading a diverse team. Using his vast experience, he shared his insights on what traits are needed for YEP Alumni to become successful leaders. The alumni finished the afternoon with a discussion around one of the unique selling points of YEP: "We recruit high potentials to become our future CEO's, managers and/or technical experts." (YEP Effect 2). They discussed whether they all have the ambition to become leaders, what leadership skills they have acquired during their YEP experience, and what skills they would like to further develop.

Country	When	No YE's attending
Ethiopia	December 2015	12
Ghana	September 2016	5
Indonesia	April 2017	12
Kenya	April 2015	5
	December 2015	5
	February 2016	10
	May 2016	10
	October 2016	5
Mozambique	June 2015	6
	June 2016	9
	September 2017	6
Myanmar	June 2016	10
	July 2017	12
Netherlands	May 2016	6
	November 2016	11
	September 2017	7
Tanzania	November 2016	5
Uganda	November 2015	5
Uganda/Rwanda	January 2017	10
Vietnam/Bangladesh	June 2017	8
Zambia/Malawi	August 2015	3
	November 2015	7
	August 2016	7
Zimbabwe/Zambia	April 2017	9
South Africa	May 2017	5

Intervention

Intervention is a form of learning from colleagues by getting together and discussing questions, ideas or challenges that you face during your work. YEP encourages intervention through supporting intervention weekends, which are organised by Young Experts (current and alumni) themselves. Moreover, the YEP network strengthens when Young Experts from various batches and backgrounds are getting together in their specific countries.

There is no standard programme for the weekends, as it fully depends on the local situation. Shared learning is crucial and a field trip to YEP organisations or projects should be incorporated. To organise an intervention weekend, Young Experts and alumni hand in a proposal for the programme and budget to the YEP training coordinator for approval.

Travel expenses to and from the weekends are to be covered by the Young Experts or their organisations. Any costs related to the accommodation, food, and field trips can be covered by YEP.



This infographic show the number of alumni activities: in the Netherlands, regional (intervention) and the number of attendance.

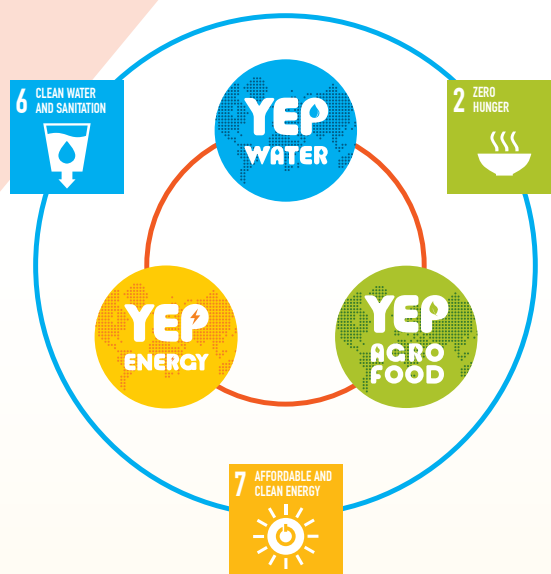
GO YEP Energy

Young Expert Programmes has the ambition to expand its programmes with YEP (Renewable) Energy. Energy has been the missing link within the Nexus Water – Food – Energy. Our stakeholders who were present at the YEP Visionary Day on September 1st 2017, together agreed that a YEP Energy would offer an extra dimension to the cross-sectoral exchange and would provide a synergy build-up with YEP Water and YEP Agrofood. A proposal for the inception of YEP Energy has been submitted to the Dutch Ministry of Foreign Affairs.

The renewable energy sector promotes the use of energy from renewable resources such as bio-mass, sun, wind and water. Sustainable and renewable energy is quickly increasing its global share in supplying clean energy to the world. By setting up a YEP Energy we will be contributing to the United Nations Sustainable Development Goal 7 2030; to 'Ensure access to affordable, reliable, sustainable and modern energy for all' and support the Paris Agreement on Climate, in its aims towards a sustainable energy transition from fossils to renewables.

The proposed inception phase will be used to ask the sector feedback on the added value of a YEP Energy and to test earlier assumptions with regards to its demand by the sector. The following questions will therefore be asked:

- Would the renewable energy sector benefit from having more Dutch and local young professionals, that actively build networks, share knowledge and innovate within an international context?
- Can YEP Energy be added to Young Expert Programmes following the examples from YEP Agrofood and YEP Water or are adjustments needed?
- Which organisation could function as a coordinating platform for YEP Energy? (like the Netherlands Water Partnership is currently doing for YEP Water and the Food & Business Knowledge Platform for YEP Agrofood?)
- How to secure financial support in order to employ Young Experts in the renewable energy sector through YEP Programmes?



Visualisation of YEP Energy within the Nexus approach and the SDGs



Colophon

Texts Paul van Essen, Liesbeth Vranken, Paula Beens, Ralph Pessers and Daniela Schoorl

Design Ab Bol, Lumen Rotterdam

Print NPN drukkers, Breda

Address YEP, Bezuidenhoutseweg 2, 2594 AV Den Haag

Copyright All rights are reserved. Nothing from this publication may be reproduced without the explicit permission of the publisher.

Photography Leul Habte Abdi, Liesbeth Vranken and Hbb Communicates

YEP: Kick-starting international careers in Water & Agrofood

YEP Programmes is giving an impulse to a more dynamic international Water and Agrofood network by supporting a new generation of young professionals. The Dutch government believes that co-creation by Young Experts ensures innovation and strengthens a vibrant network for the realisation of the Sustainable Development Goals by 2030.

YEP Water was launched in 2013, promoting young talent within the international Dutch water sector. Two years later, in 2015, the programme was extended to YEP Agrofood, due to further internationalisation of the food & agribusiness value chains and the increasing importance of sustainable development of the Agrofood sector.

Since 2013, almost 300 Young Experts kick-started their international careers through employment by Dutch companies, knowledge institutes or NGOs, in 35 countries at 93 organisations.

YEP functions as a bridge that creates mutual benefit for all stakeholders:

- Career opportunities, talent development and sector rejuvenation
- NGOs, knowledge institutes, SMEs and large private companies from Water, Agrofood and related sectors
- Dutch top sectors and strengthening the international reputation
- Network of Dutch and Local Young Experts and alumni
- Young Expert talent and commitment to contribute to the Sustainable Development Goals (SDGs)
- New opportunities for the Dutch economy (TRADE) and development cooperation (AID)



Contact

The YEP Programme Bureau can be contacted via info@yepprogrammes.com. The Netherlands Water Partnership acts as the Programme Bureau's lead agency.

Address

YEP Programme Bureau
c/o the Netherlands Water Partnership
PO Box 82327
2508 EH The Hague

Bezuidenhoutseweg 2
2594 AV The Hague
The Netherlands
Phone: + 31 70 304 3704