

Year

Report

Young's

RUG

2022

Table of Contents

Introduction	3
Mission	4
Vision	5
Events of 2022	6
Statistics	9
Looking back	10
Goals	12
Active & Board Members	13

Introduction

What a year it has been! 2022 was, again, a year worth looking back on. YoungRUG has continued some of the things we have worked hard for and been successful at over the past few years. On top of that, new initiatives were taken.



Frederiek van Rij
Chair YoungRUG

As in previous years, we managed to organize an event related to professional development or networking almost every month. A recurring successful event is the mentoring programme, in which young professionals and more experienced colleagues learn from each other. I recommend reading more about the mentoring program on page 10.

In addition to organizing monthly activities, YoungRUG's active members have organized themselves into various groups to work on long-term projects. The Career Perspectives working group deserves to be highlighted. They have put an enormous amount of time and effort into conducting interviews with managers and writing a report with the goal of creating more insight into career opportunities for young professionals within the UG. You can read more about the great work this group has delivered on page 11.

Another initiative established is a collaboration between YoungRUG and the Traineeship Young Professionals of the UG. The trainees and active members of YoungRUG are working together to organize interesting activities for all young professionals of the UG. This was a logical step since the trainees are in fact part of the YoungRUG community and this way we can connect with each other more easily.

Furthermore, YoungRUG is working hard to find the right position within the university to have more say on topics that are close to the hearts of young professionals. This is not an easy task and I cannot say it too many times to everyone who contributes in one way or another: thank you!

YoungRUG is a platform for young professionals from the UG, where knowledge-sharing and gaining inspiration is key. We focus on professional and personal development. With a fresh and open mindset, we build towards an active YoungRUG community. We do this by organizing events that foster community building and offer opportunities to young professionals to develop certain skills and build a network within the organization.

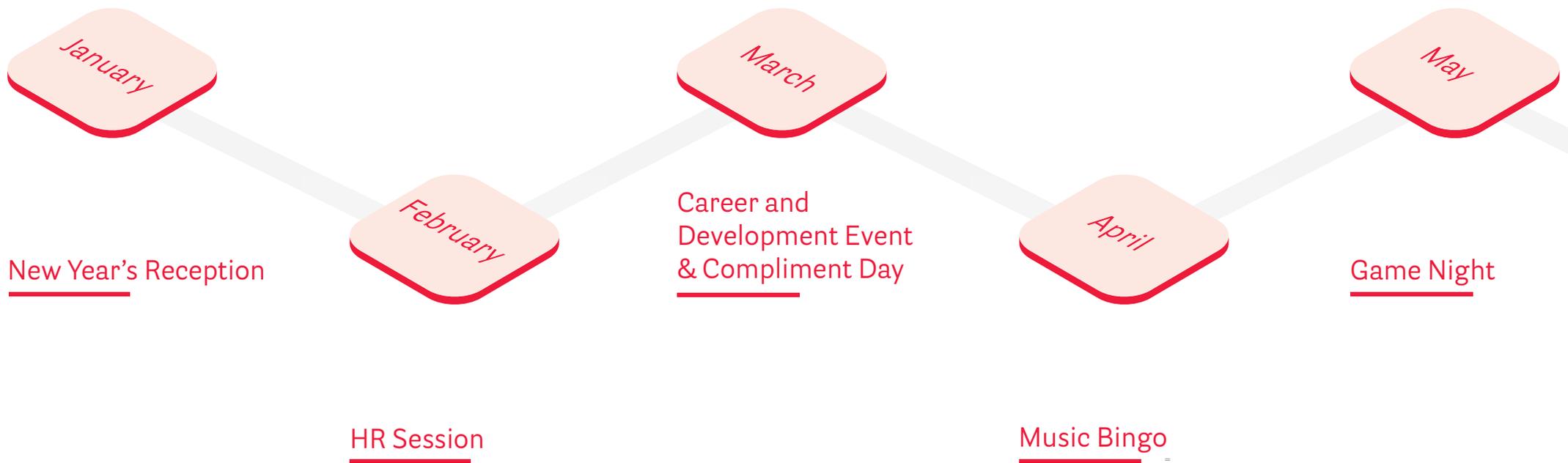
- Established in 2019

MISSION

In 2025, YoungRUG is an established network within the UG and we have become the knowledge platform for young professionals. YoungRUG is a community where young professionals come together and can learn from each other. Together we organize an inspiring programme of events where networking and development are central. YoungRUG also acts as a sparring partner on topics related to young professionals both inside and outside the UG.

- Established in 2019

Events of 2022





As a young professional in a big organization as the UG, it is nice to meet other people in a similar career stage. YoungRUG helped me to build a network across the borders of the different faculties.

Being part of this community has helped me develop more insight in the organization, in my own professional identity and development, and it is also a lot of fun!

- Sofie Van den Eynde
Active Member



Lustrum Party



Mentor Programmne



YoungRUG On Tour



Baking Workshop

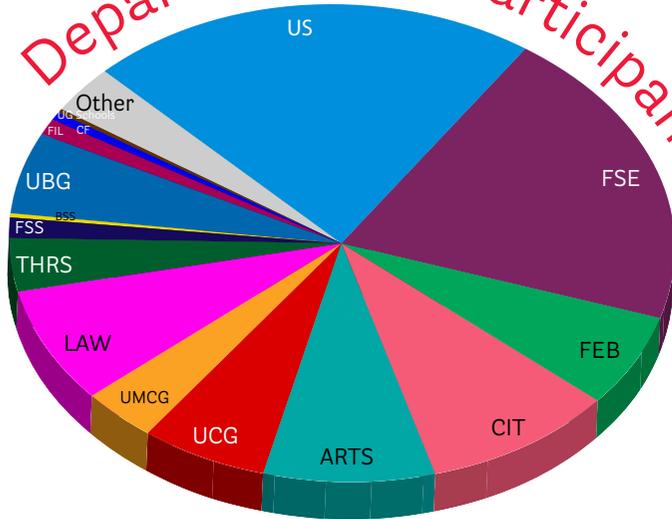


College Tour



Statistics

Departments of Participants



5
board
members

425
followers on
Instagram

10
active
members



Being a mentor in the YoungRUG mentor-mentee programme for me is a unique way of helping out a university colleague and at the same time to get insight in another department of the university. Besides the nice cross-faculty/department contact, it extends the network of both the mentee as the mentor and best of all, guiding a colleague forces me to reflect on my own behaviour as well. I highly recommend joining as a mentor or mentee!

- Niels Rambags
Mentor in all editions of the Mentor Programme

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11
events
organized in
2022

224
participants in the
events in 2022

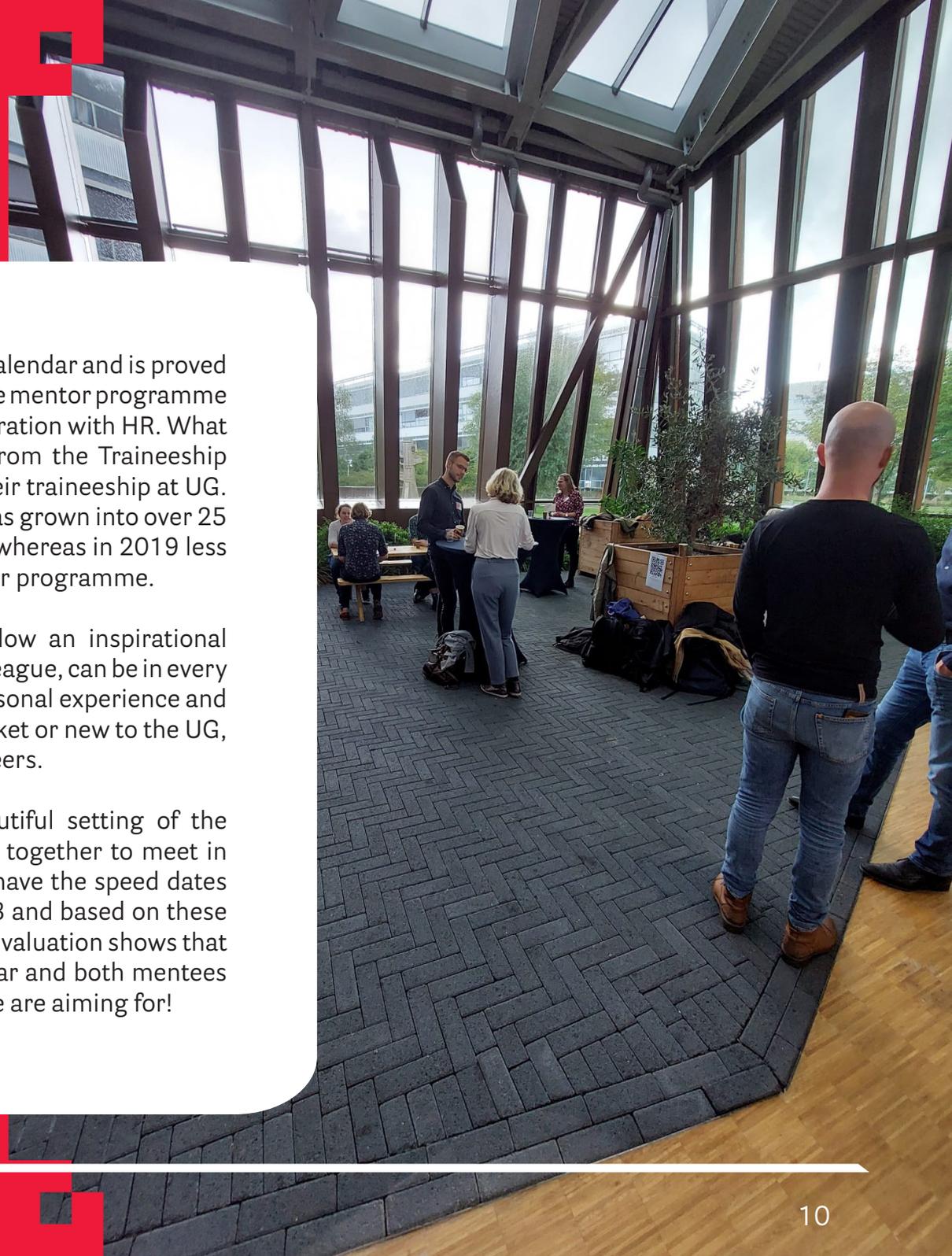
Looking back

The Mentor Programme

An event that returns every year in the YoungRUG activity calendar and is proved to be very successful, is the mentor programme. In 2019, the mentor programme for young professionals was set up by YoungRUG, in cooperation with HR. What was new in the most recent edition, was that trainees from the Traineeship Young Professionals participated as mentees as part of their traineeship at UG. Partly due to their participation, the mentor programme has grown into over 25 mentee-mentor couples starting their mentoring journey whereas in 2019 less than 10 mentee-mentor couples participated in the mentor programme.

In the mentor programme, mentor-mentee couples follow an inspirational journey of professional development. A mentor (senior colleague, can be in every sense of the name) provides advice based on their own personal experience and expertise. Mentees, someone relatively new to the job market or new to the UG, can learn a lot from mentors and get inspired for their careers.

This year, the speed date event took place in the beautiful setting of the Greenergy. Several mentees and potential mentors came together to meet in 20-minute conversations. It was wonderful to be able to have the speed dates in person again. Afterwards, everyone provided their top 3 and based on these preferences, YoungRUG made the final matches. The mid-evaluation shows that mentor-mentee couples are enjoying the programme so far and both mentees and mentors are learning from each other. Exactly what we are aiming for!





YoungRUG is a pleasant addition to the everyday work I do at the UG. I work a lot with people of different ages. That's nice, but it's really pleasant to think about what you want in your career at the UG with a group of young employees. In addition, I learn a lot of new things during my work at YoungRUG that are very useful in my daily work.

It's great to be able to develop myself in this way!

- Susanne Dijk
Board Member

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Working group Career Perspectives

The aim of the working group 'Career Perspectives' is to create more insight into career opportunities for young professionals. Besides this, YoungRUG aims to have a key role in the inter-faculty exchange of career opportunities.

In this project, we formulated several questions for young professionals in order to get more information about their wishes, needs and challenges within the organization and their expectations for career pathways. These questions concern the role of the organization in providing personal development possibilities and career related activities for young professionals.

After analyzing the data from the focus group discussions with young professionals we decided to look into the manager's point of view on career perspectives for young professionals within the UG . To do so we held several interviews with managers of (young) professionals in the UG. The final report is in preparation and it will be shared with all relevant stakeholders.

Goals

Improve
Brand Awareness



Organize
Activities



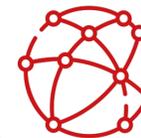
Promote
Collaboration
within the UG



Visualize
Career Perspectives



Expand our
Network



Boost
Communication



Active & Board Members

