

YOUNG SIKH PROFESSIONALS NETWORK ANNUAL REPORT 2019/20



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SINCE 1971 WE HAVE GROWN OUR CONTRIBUTION



INTRODUCTION FROM OUR CHAIR

The 2019/2020 operating year resulted in the continued evolution of the organisation. This evolution was partially preceded by strategic insight and planned transformation from our refresh last year, which positioned us advantageously to face the unexpected environmental constraints and opportunities arising from COVID-19. The entire YSPN Team showed a remarkable amount of resilience during the restriction period, exemplify the spirit of sewa that our organisation has come to be known for, and continuing to operate to the best of our abilities despite environmental difficulties.

We were fortunate enough to host three physical events prior to the declaration of physical restrictions in Australia and New Zealand, the largest of which was Elevate 2020. This year's conference was held in Melbourne, following feedback from Victorian panellists in 2019's conference, and in reflection of the larger Sikh population in Victoria. The event had 100 attendees and saw YSPN engage with the Victorian community through sponsorship and distribution agreements with AEK Consulting, and the Victorian Sikh Association. The event also introduced a community-first, innovative new format which used the audience to workshop solutions to the most pressing problems in our community across two dimensions: the migrant experience, and how our community focuses its effort in performing sewa. Eight initiatives were developed as part of the program, and participants pledged either financial resources or time to the delivery of these initiatives. Significant progress was made across five initiatives that were strategically important to YSPN.

Entering this operating cycle, we had already completed a rigorous process to identify the key environmental conditions surrounding the organisation, as well as our capabilities and opportunities. We solicited input from a wide range of stakeholders to inform the strategic direction of the organisation. The result of this was the completion of a new strategy, which changed our organisation from a primarily events, capacity development, and advocacy organisation, into one that did those things in addition to harnessing latent capacity and focusing it in the right areas. The mechanism our strategy leaned on to do this was through our technology capabilities - and this focus and transformation proved to be a key reason why our organisation was able to transition into a digital focus rapidly. The groundwork for this evolution had already been laid, and the imposition of physical restrictions provided the impetus for us to accelerate our timetable.

Following the global realisation of the seriousness of the pandemic and declaration of physical restrictions, our team immediately moved into action. We quickly

established resources in Punjabi and English for our community in relation to COVID-19, ensuring that our community had a centralised location where credible information could be found. Our team also successfully lobbied NSW Health to change their policy around Personal Protective Equipment (PPE) following reports of discriminatory treatment of Sikh Doctors in the health system and held an important event highlighting medical and psychological best practices given the restrictions, and in particular, brought attention to resources for vulnerable members of the community.

The strategy this year resulted in the formation of a Leadership Development organisational unit, which is now responsible for the delivery of our digital group mentoring program. This year, the team continued delivering on their stellar transformation from last year with the transition to a paid program, and a more global mentor and mentee footprint. Approximately 25% of the participants in the programs were from outside Australia hailing from the UK, Singapore and New Zealand. This broader footprint, combined with an average satisfaction rating of 9.4 (out of 10) is a validation of the value in our mentoring program. It bodes well for the increasing global brand awareness of YSPN, as we strive to develop ethical leaders.

Our Migrant Success Team, another new organisational unit formed as a result of the strategy refresh embarked on their journey to meaningfully impact the lives of new migrants through the transition to online CV Checks. The team was able to deliver several major initiatives, firstly transitioning to a completely online process available by e-mail and website form, as well as synthesise the results from reviewing over 200 CVs to date, into a humorous short video in Punjabi to draw out the key mistakes they see. The team has been doing a lot of operational groundwork over this year to nail down processes in anticipation of a major increase in scale.

And finally, an immensely positive outcome to emerge this year as a result of our strategy refresh was the formation and launch of our inaugural advisory board. The board comprises nine eminent professionals spanning a breadth of backgrounds including, public and private sector organisations. It paves the way for a more sustainable, and viable organisation, guided by professionals from within our community at the highest professional ranks.

I have every confidence that YSPN will continue to grow from strength to strength with the team we have in place, and the advisor's we have now put in place to ensure our time, effort and resources are best used in the pursuit of sewa for the community.

Best Regards,
Ramneek Singh
YSPN Chair

We've had a rollercoaster of a year over the last 12 months. From bushfires to floods and now COVID-19, it has been a challenging year for all Australians including our Sikh community in Australia.

It's hard to believe that just 12 months ago we celebrated the 550th birth anniversary of Guru Nanak Dev Ji, the founder of the Sikh faith. Celebrations were held across the world, including in all Australian States and Territories to mark this momentous occasion.

In Sydney, Sikh Youth Australia, with the support of over 20 Sikh and multi-faith organisations, including YSPN, organised the first-ever multi-faith music festival held in NSW – the “Divine Steps Festival” in the heart of Sydney City to honour Guru Nanak Ji's philosophy of progressiveness and humanism. This was a daylong event that brought the city's Sikh community, along with Hindu, Jewish, Muslim, Sufi, Baha'i, ISKCON, Hillsong Christian and Ecumenical communities to present divine music, as a tribute to Guru Nanak who built a religion in the oneness of humanity. It attracted over 4,000 attendees, raised \$30,000 for charity, served 4,000 meals in langar. The unique nature of the event and spirit of collaboration earned accolades from the broader Australian community and most importantly inspired a greater appreciation of the fundamental tenets of Sikhism.

In February YSPN organised the second national Sikh professional conference in Melbourne – Elevate 2020. This again was an outstanding event bringing together the best Sikh professionals in this country to share their success stories.

COVID-19 then set new challenges for our community in so many ways. Given the spirit of sewa, our community rose once again to bring food relief to thousands of Australians right across the nation. This selfless service has been recognised by all sections of the political and social establishments in Australia and has made all of us proud to be Guru Nanak's Sikhs. In addition, SYA and YSPN both transitioned to a “virtual” events strategy in place of our traditional in-person events, focussed on providing much needed spiritual, social and professional support to a community dealing with unprecedented challenges.

In so many ways, what both these projects highlighted is that the Sikh community, in a deeply polarised and divisive world, is willing to build on the strength of spirit and faith embodied by our Guru's to make a positive contribution to the social cohesion and economic development of Australia and the world. This is also a testament to our commitment to innovation and agility in delivering Sewa to where it's needed in an increasingly digital world.

Sikh Youth Australia congratulates YSPN for another successful year and looks forward to continuing to support their strategic objectives of uplifting the professional development of Sikhs across Australia and New Zealand.

Sincerely

Satwant Singh Calais

President

Sikh Youth Australia

**MESSAGE FROM
OUR PARENT
ORGANISATION,**

SIKH YOUTH AUSTRALIA



OUR VISION AND STRATEGY

**“YSPN CHANNELS SEWA TO DEVELOP
ETHICAL SIKH LEADERS FOR A
PRODUCTIVE AND INCLUSIVE
BROADER COMMUNITY”**

CHANNELS SEWA

YSPN uses its capabilities to channel Sewa (energy, resources, and motivation) to where it is required most-organisations and people in a systematic and scalable way.

DEVELOP ETHICAL SIKH LEADERS

YSPN actively develops the skills within our community and provides opportunities for everyone to take ownership of their professional development on a foundation of ethics and values.

PRODUCTIVE AND INCLUSIVE

YSPN inspires our audience to achieve economic security through more productive contribution to the economy, especially for new migrants; and facilitates the relevant connections across people, skills and resources that will deliver this result.

MAJOR ACHIEVEMENTS

CV PROGRAM



280+
CVS REVIEWED



29,611
PEOPLE REACHED

CV skit highlighting top 5 CV mistakes

MENTORING



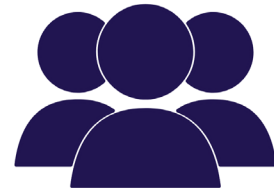
29
MENTEES

50+
APPLICATIONS
RECEIVED

25%
FROM UK,
SINGAPORE & NZ

24%
ON SKILLED
WORKING VISA

30%
WERE
STUDENTS



75%
SELF-REPORTED INCREASE
IN SKILL COMPETENCY

9.4 / 10
PROGRAM RATING

15
MENTORS

DIGITAL REACH



707,798
REACH

610,588
IMPRESSIONS

In its short existence, YSPN has managed to create a tremendous amount of impact on the Sikh community in Australia and New Zealand. As an organisation, we are motivated by creating the conditions for young Sikh professionals to succeed and these examples highlight a few of the many times we have managed to create material impacts on young professionals in our community.

YSPN IMPACTS

Mentoring Program Testimonials



The path of starting a company is a massive undertaking. Being a founder can be a lonely journey and not well understood by most people around you. So it's really helpful to have someone from the outside who's further down the career path to have as a mentor and seek guidance from not solutions (as often the solution is already in our mind). But simply a listening ear with a massive amount of empathy and the occasional guiding pointers to prod you towards a solution - and then having the confidence and courage to double down on that course of action towards that solution. My mentor, Ned, has been brilliant in that regard. Happy to also make a newfound friend. Not sure what sort of methodology was employed by YSPN in the background to facilitate the mentor-mentor pairing, but mine was spot on. ””

— Shariff Raffi, Founder



The program gave me specific advice that was tailored to my situation. The skills and knowledge I have gained alongside meeting like-minded people have been invaluable and definitely worth my time and money. Thank you so much to the whole team who has made this happen! ””

— Paras Wadhwa, Student



YSPN's mentoring program is a well-formed, insightful experience. The calibre of mentors (and also other mentees that I've now connected with) is impressive, and your mentor can really help you hone in on your areas of development and offer prompts, ideas, and considerations to change your way of approaching those areas and thinking about them. I'm very pleased with what I've gained from my experience, and it was well worth the cost (which was significantly discounted from typical mentoring programs too). I'd highly recommend it to anyone looking to develop themselves personally or professionally for new skills and opportunities. ””

— Rajpreet Singh, Business Development Manager

Migrant Success CV Program Testimonials



I am very thankful for you guys for running YSPN for such a noble cause. I would be very much happy to volunteer for you guys. ””



Wow, the YSPN resume template looks so simple and neat. I'm really happy you're doing such a great job without any charge. ””



I really appreciate your effort in reviewing my resume. Feedback and comments given were extremely useful and beneficial. Thanks again for your help and cheers to your excellent work! ””



Thank you for doing this initiative. It will greatly impact Sikh youth. ””



ADVISORY BOARD

The advisory board is a non-executive, non-statutory and non-fiduciary board of advisors comprised of the most eminent Sikhs within the network who have experience or resources to support the strategic direction of YSPN.



Tarandeep S Ahuja
Partner
McKinsey & Company



Harinder Sidhu
Deputy Secretary
DFAT



Vivek Bhatia
Managing Director and CEO
Link Group



Pam Bains
Group Executive Network
Aurizon



Inder Singh
Group Chief Financial Officer
QBE Insurance



Malvinder Singh Bains
Neuroscientist
University of Auckland



Luckbir Singh
Director
MacDonnells Law



Karan Anand
Director
Monitor Deloitte



Sarv Girm
CIDO
Cuscal Payments

YSPN EXECUTIVE PROFILES



Ramneek Singh
YSPN Chair
Entrepreneur



Sofia Kaur
New Zealand Lead
Teacher



Hasveen Chahal
Sydney Lead
Law Graduate



Yadveer Grewal
Brisbane Lead
Product Manager



Balraj Hansra
Perth Lead
Chief of Staff



Srishti Kaur
Melbourne Lead
Fashion Designer



Amardeep Gill
Mentoring Lead
Professional Coach



Manisha Pannu
Migrant Success Lead
Senior Associate



Jasdeep Singh Chhabra
Elevate Lead
Operations/ Commercial Executive



Saksham Kapoor
**Digital, Marketing and
Engagement Lead**
Associate Director



Reshpaul Chahal
External Affairs Lead
Finance Analyst



Ramy Dayal
Finance Lead
Tax Manager

SYDNEY

YEAR IN REVIEW



Ramneek Singh
YSPN Chair
Entrepreneur



Hasveen Chahal
Sydney Lead
Law Graduate

CV Check Gurdwara Pop-up Stalls – 2019/20

In 2019 and early 2020, many members of the YSPN Sydney team were involved in providing members of the Sangat with free CV checks and career counselling at monthly YSPN pop-up stalls in Glenwood Gurdwara. The COVID-19 social restrictions introduced in April 2020 prompted these team members to work with YSPN members across other geographies to digitise this CV check process. Many Sydney members continue to be actively involved in this digitised sewa initiative.

Raising the Bar – Diversity in the Legal Profession with Meeno Chawla – August 2020

In August 2020, YSPN Sydney hosted a webinar on the topic of diversity in the legal profession with Meeno Chawla, the first Sikh Afghan to be called to the Bar of England and Wales. Meeno Chawla discussed her journey to the Bar and provided attendees with advice on the power of storytelling and the need for resilience when striving for career success. The webinar provided an opportunity to surface issues associated with the lack of diversity that exists in the legal profession both in Australia and the United Kingdom.

This webinar attracted over 85 attendees from across the globe, including attendees from the United Kingdom, India, Switzerland, New Zealand and Australia. The content of the webinar resonated with many of these attendees, with feedback such as *“I absolutely loved the content of this webinar! It was unique and interesting and generated a great discussion”* and *“I found Meeno Chawla’s persistence and hard work very inspiring”* a testament to how it was well-received by attendees.

THE SYDNEY TEAM



Saksham Kapoor
**Digital, Marketing and
Engagement Lead**
Associate Director



Ramzy Kaur
Marketing and Engagement
International and Derivatives Dealer



Simren Samrai
Events
Accountant



Jasdeep Singh Chhabra
Elevate Lead
Operations/ Commercial Executive



Reshpaul Chahal
External Affairs Lead
Finance Analyst



Gursimrat Bawa
External Affairs
Chief of Staff



Malika Kanwar
External Affairs
Associate Director - Sales



Shawn Singh
Platforms
Head of Global Operations



Jaibeer Singh
Migrant Success
Management Consultant



Tanveer Kaur
Mentoring
Strategy and Analytics Supervisor



Aman Kaur
Mentoring
Finance Manager



Jaskiran Kaur
Mentoring
Graduate

MELBOURNE YEAR IN REVIEW

Startup your Journey – August 2019

Partnering with Sikh Youth Australia YSPN Melbourne hosted a special evening with Entrepreneurial Tech Veteran Ravneek Singh from Thailand. Expertly facilitated by a star of our own, Daizy Maan who leads the SPARK Deakin Startup Program and BOLD Punjab, a social enterprise to inspire women of colour to break through barriers and shine in their own space, the evening commenced with an activity designed to enhance delegate involvement. This set the tone for the evening and the conversations that followed.

Beyond the understanding of Ravneek's achievements through business, the discussion held space for Ravneek to share some deep reflections drawing upon his learnings from Sikhi and how faith in shabad gave him the confidence to navigate the business world and create impact. The attendees left the event motivated to push themselves out of their comfort zone and inspired to connect with an incredibly successful and humble Sikh Leader.

Elevate – February 2020

Elevate 2020 brought together over 80 Sikh professionals to discuss matters of significance that are not collectively being covered in the community. Aptly themed 'Sangat of the Future', this was the soil for the seeds planted in 2019 theme 'Sewa in a rapidly changing world'. Meeting on the lands of the Wurrundjeri people of the Kulin nations we gathered from all parts of Australia, New Zealand and overseas and reflected on the challenges we are facing that have the power to change the future forever. We challenged ourselves and each other to dig deep within ourselves, reflecting on our identity, values and beliefs to curate a future like no other. One where we increase the focus on community and ensure we live and breathe the concept of sewa that is within us all. Our delegates came from various professions, regions and backgrounds. With an engaged group, collectively, we unpacked issues facing our community ranging from people with experience and success as migrants to professionals navigating the corporate world and business owners in their entrepreneurship journey. We were very fortunate to host Elevate 2020 in person prior to the pandemic. In hindsight, the universe could not have chosen a better time for us to feel connected, unified and motivated to meet the demands that were soon to challenge us and the world in a way never seen before.

March 2020 – Present

Since March 2020, Melbourne has been in lockdown as a result of COVID-19 which has changed a lot for our team dynamics and events. As the rest of the organisation, we have also taken the Digital Event route with a mental health-focused webinar. Much of the team has been involved across the organisation including CV checks, finance team and marketing content creation, including events.

Digital Webinar – Stress Management and Resilience through changing times – with Speaker Amrit Sandhu – August 2020

With the increase of anxiety around the repercussions of COVID-19, YSPN held a webinar focusing on Stress Management and Resilience Through Changing Times on Saturday 5th August 2020. To help us navigate through these challenging topics and emotions, we spoke with a highly accredited life coach, Amrit Sandhu, founder of Inspired Evolution, a teacher certified by Eckhart Tolle's School of Awakening, and a Mindvalley's Master Certified Trainer for both Australia and India.

Amrit took us on a journey through what stress is, and what we can all do to overcome it in day-to-day life with practical exercises.

THE MELBOURNE TEAM



Srishti Kaur
Melbourne Lead
Fashion Designer



Preet Toki
Finance
Pricing Manager



Anmol Dandiwal
Marketing and Engagement
Student



Harjot Minhas
Marketing and Engagement
Site Engineer



Teeshal Bal
Mentoring
Senior Project Manager (Engineering)



Sahejpreet Kaur
Events
IT Student



Raman Singh
Events
Business Analyst



Daizy Maan
Events
Program Manager

BRISBANE

YEAR IN REVIEW

The YSPN Brisbane team adjusted to the emergence of COVID-19 by applying themselves across digital events focused on well-being and migrant and professional success. Much of the team is involved in delivering mentoring workshops to promising young Sikh leaders or providing online CV checks and career advice for professional migrants. These activities are significant as they help support young Sikh professional during an especially challenging time in their careers and personal lives.

In addition to the above activities, YSPN delivered two marquee events over the past year:

YSPN Talks – The Great Debate – October 2019

On 28th October 2019, YSPN Brisbane held an interactive debate featuring Gurmeh Singh, Member of the NSW Parliament, and Taj Pabari, one of Australia's youngest and most successful social entrepreneurs. Our two distinguished speakers debated and discussed penitent issues relevant to the young Australian Indian population.

Attendees had the opportunity to hear from both speakers about their career journeys, the opportunities and challenges they faced and how they got to where they are today.

This was followed by a debate format where topics surrounding India youth in Australia were debated, and the audience had an opportunity to provide real-time give scores after each round on which speaker debated the question the best. This interactive format was a fun and engaging way for the audience to engage with the speakers and facilitate discussion amongst each other.

YSPN Webinar – Looking After Your Physical & Mental Health During COVID-19 – April 2020

On 18th April 2020, YSPN held its first-ever webinar on “Looking after your Physical and Mental Health Well-being during COVID-19”. Our accredited speakers Dr Kuljit Singh (General Practitioner with a special interest in preventative and lifestyle health) and Jatinder Kaur (Accredited bilingual mental health clinician and social worker) provided participants practical tips and strategies to maintaining positive mental and physical health during these unprecedented times.

This webinar was delivered right at the start of the COVID-19 pandemic spreading across Australia, causing significant stress and anxiety. Over 50 attendees from across Australia, New Zealand and as far as London tuned in to get practical advice on how to look after their well-being during this unprecedented pandemic.

Viewer feedback was overwhelmingly positive with many attendees finding the tools and insights “*extremely helpful*”, “*super-relevant*” and “*uplifting*”. This webinar remains available on YSPN's Facebook page in its entirety for those who were unable to take advantage of it the first time, or for those participants that feel a refresher would be helpful.

THE BRISBANE TEAM



Yadveer Grewal
Brisbane Lead
Product Manager



Preety Bains
Events
Child Safety Lawyer



Amardeep Gill
Mentoring Lead
Professional Coach



Karan Mand
Mentoring
Business Analyst



Manisha Pannu
Migrant Success Lead
Senior Associate



Harpal Dhillon
Migrant Success
Medical Student



Gursahaj Singh
Migrant Success
Student



Navdeep Gill
Marketing and Engagement
Engagement Specialist



Ramy Dayal
Finance Lead
Tax Manager



PERTH

YEAR IN REVIEW

2020 threw up a number of challenges due to COVID-19, and a changing dynamic in the team that called for a rotation in roles and new team members. YSPN Perth began the year with a successful 'showcase' event in February which shared our newly drafted strategy with our Perth supporters. This was to be followed by a schedule of planned events; however, due to COVID-19 and also the increased stress on the team from the global pandemic, we ramped down our activities to focus on catering to the teams welfare.

Throughout the year, we had several engagements that involved strengthening our brand including with the Multicultural Liaison office with the WA Police, The Office of Multicultural Interests, WA Government, Chamber of Commerce WA (CCIWA). Our engagement with the WA Police involved making them aware of YSPN, which could then act as a conduit to the local community to ensure our needs as a community was met with relation to policing. The WA Government engagements included the WA Government's desire to strengthen partnerships with India and how YSPN could play a part in that. CCIWA also expressed how we could work together to solve some of the challenges being faced in the international student market. All of these engagements are multi-year engagements that will, no doubt progress further in 2021.

THE PERTH TEAM



Balraj Hansra
Perth Lead
Chief of Staff



Sanjiv Rangi
Finance
Data Analyst



Baldeep Bhullar
Marketing and Engagement
Project Engineer



Amtoj Sethi
Digital, Marketing and Engagement
Project Engineer



Amrit Khamo
Events
Lawyer



Ishmeet Walia
Events
Telecommunications Engineer



Jevanpal Singh
Events
Group Property Manager



Neha Sran
Events
HR and Payroll Officer

AUCKLAND

YEAR IN REVIEW

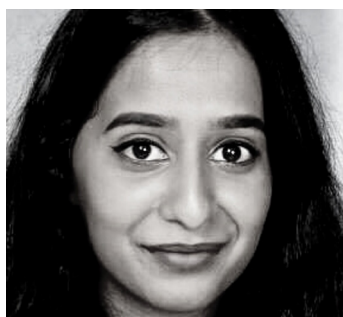
2020 Vision – November 2019

2020 has brought with it an array of changes, challenges and opportunities for the world as we once knew it - a transformation which YSPN in Auckland has experienced alongside our Australian counterparts. We closed 2019 with one of our most exciting events to date, launching our new strategy with a keynote delivered by our very own Ramneek Singh! Ramneek spoke to a new ambitious aim of channelling sewa to develop ethical Sikh leaders and engendered a real belief in the legacy of young Sikh professionals here in Tamaki Makaurau might leave for generations to come. Since then, we have welcomed an array of incredible young leaders onto our core team, assisted in the development and implementation of our new strategy across Australia and New Zealand, secured funding to support Kiwis job-seeking in the time of COVID-19 and continued to foster our connections with the wider community we are committed to serving.

THE AUCKLAND TEAM



Sofia Kaur
New Zealand Lead
Teacher



Natasha Bhangal
Events
Secondary School Teacher



Ashvindev Singh
Events
Improvement Specialist



Rajpreet Singh
Marketing and Engagement
Entrepreneur



Harsharin Kaur
Migrant Success
Risk Management (Public Sector)



Gursirat Tapia
Mentoring
Technology Consultant



Ameer Singh
Events
Legal and Risk - Solicitor



Prabhjit Singh
Events
Mathematics Teacher

Digital, Marketing and Engagement

Marketing and Engagement

2019-20 was a landmark year for the community, Australia/NZ and the world in general. The combination of the December 2019 bushfires and COVID-19 meant that we all had to adapt to 'the new normal' very quickly.

The year saw the launch and execution of Elevate 2020, our second conference, held in Melbourne and attended by over 100 attendees. The marketing campaign for the conference saw phenomenal reach, reaching over 70,200 people on Facebook alone, with over 80,200 impressions.

Overall, we saw increased engagement and reach across all social platforms, reaching: a total of 707,798 reach and 610,588 impressions.

We also started refocusing our content strategy, beginning work on a series of blog posts profiling eminent members of the Sikh community, including some members of the YSPN executive team. This enabled our audience to draw on and learn from these successful career stories. Additionally, our regular content updates, articles and shared content helped us move from our regular programming of event-based posts, and add value to our audience across a range of topics. Main topics of high engagement included our content on Gurburab 550, the Divine Steps Festival and the trip to India undertaken by 4 YSPN executives, sponsored by the ICCR, with a combined reach of almost 23,000 people on Facebook alone.

Digital

The technology offerings of the organisation were developed and evolved to reflect the changing requirements of our audience, and in line with our new strategy. The creation of our COVID-19 content hub gave the community a one-stop-shop of resources to find their way through a difficult time in their lives, and information they could rely on regarding help provided by government bodies, background and information on the virus itself, and official positions on best practice and safety precautions during the pandemic.

We further expanded our technology portfolio, and now run our technology stack on the world-class Microsoft Azure platform, giving us a new level of sophistication, security and scalability. The COVID-19 situation meant the end of face to face events, forcing us to shift to new, uncharted territory – we saw increased attendance, engagement and reach through online workshops on Zoom, YouTube Live and Instagram/Facebook Live, as well as the opportunity to call on international (and local) speakers otherwise not available to us due to various locations being in lockdown throughout the year.

Mentoring Program

The YSPN Mentoring Program has never been more relevant than it has been in 2020. As the COVID-19 pandemic forced people to social distance, limit physical

interaction and create uncertainty in the job market, the YSPN Mentoring Program offered a proven way to virtually connect the aspiring and existing workforce and build valuable relationships. It was up to the team this year to take the infrastructure already built and tailor it to the contemporary issues and needs of the community.

Initially, a market validation exercise was conducted with the team surveying 100+ people to identify relevant topics and enable the mentors to design tools and frameworks around these topics. For marketing the program, access to "Free Expert Content" was delivered in the form of video content to give a showcase of the program. 70 people had accessed this content within 5 days and were able to view how experts such as Partners, Directors and Coaches suggest ways to improve communication, networking and leadership skills.

The team received 50+ applications, and 29 were assessed and accepted into the program. These applications were accepted on the basis of showing that they were suited towards what the YSPN Mentoring Program had to offer, in that they showed an obvious interest in developing themselves, learning from others and respected the time that was going to be committed by the mentor.

To embody YSPN's core value of Sewa, all proceeds from the program have been reinvested into scaling and supporting the infrastructure for the program. In addition, financial aid and payment plan options were offered to those mentees where financial cost may have been a barrier to accessing the mentoring program.

The results tracked midway through the program highlighted:

- A self-reported 75% increase in skill competency by the end of the program survey.
- Program rated 9.4/10 in helping mentees achieve their goals by the end of the program.
- Out of the 29 mentees on this year's mentoring program, 25% were from outside of Australia (UK, Singapore, NZ), 24% were on a skilled working visa, and 30% were students.

The YSPN Mentoring Program is immensely grateful for the volunteering efforts offered by 15 high-quality mentors from Malaysia, New Zealand and Australia. They range from C-Suite, Partners, Directors, Senior Managers and Entrepreneurs. To thank them for their precious time and deliver value to the mentors, beyond having the experience of developing another professional, the YSPN Mentoring Team:

- Organised training on how to run a mentoring/coaching session, led by Executive Coach Helen Treloar.
- Built a "Mentor Directory" to build a warm introduction for mentors to contact and network with each other.

Whilst we are almost at the end of the direct mentee-mentor fortnightly interaction, it is still not over for both. The conclusion of this program would have seen:

- A minimum of six fortnightly mentoring sessions across 15 different mentor/mentee groups
- Two webinars from highly accomplished experts on developing universally-relevant career skills
- The first-ever experiential Virtual Mentee and Mentor Networking event conducted across 4 different time zones

We are excited to continue the journey this year and are looking forward to taking our learnings and building forth into 2021.

External Affairs

2020 was another great year for the External Affairs function, highlighted by Elevate 2020, growing relationships with our communities and key stakeholders, and recognition of the success of YSPN by external organisations.

Elevate 2020 saw the External Affairs team over \$6,000 through crowdfunding in Melbourne, the funding designed to be used in various projects that YSPN will be implementing over the next 24 months, including both Migrant Success and Mentoring pillars.

The highlight for External Affairs this year was being awarded the Celebrating Diversity Grant by Multicultural New South Wales, which was in recognition of YSPN initiatives for Empowering and Accelerating Sikh Migration.

We also launched the YSPN International Student Advisory Project this year. This initiative builds upon the findings of our initial Economic Impacts of Sikhs in Australia report where it was identified that there remains dormant economic potential within the community through factors such as underemployment, and a disproportionately high representation in structurally declining industries. A key segment of this demographic is current and future international students. Additionally, the growing number of stories of exploitation of international students across Australia and New Zealand along with uncertainty around a post-pandemic future further motivated us to provide support and advocate for migrant students where it is required. The first step includes conducting a series of virtual roundtable discussions in December 2020, with new and recent International students from across Australia to understand the landscape and nature of their experience. These insights, along with our research, will then be utilised to draft thought leadership and advocacy products over the course of 2021.

YSPN has been fortunate to have a number of supporters who have provided us with both financial and non-financial support. These include Montagio Custom Tailoring, AusPac Finance, Multicultural NSW, Indian Link,

AEK Group, Western Bulldog Football Club, Robbielall, Redolence Tech, Victorian Sikh Association and Sikh Youth Australia.

Migrant Success

The Migrant Pillar is one of the key initiatives borne out of YSPN's strategy refresh undertaken in February this year.

Since its formation, the pillar has been primarily focussed on assisting the community (in particular migrants and international students) navigate the challenges brought by the COVID-19 pandemic. One of our key initiatives is the free online CV check program. Since its launch, members of the YSPN team (comprising engineers, lawyers, consultants, accountants, etc) have assisted over 200 people to improve their CVs, so they are better positioned when applying for jobs. Participants of the program have expressed gratitude with YSPN's service during this time, with one participant stating that *"being new to the country and not knowing many professionals here has made it hard for me to know how to properly do my CV and how to prepare for job interviews. I am extremely grateful for the volunteers at YSPN who give up their time and offer their expertise to help us."*

To broaden the reach and scale the impact of the CV check service, we also launched an entertaining video in Punjabi (with English subtitles) depicting the 5 common mistakes people make in their CVs to promote their service – the video has reached almost 30,000 people on Facebook alone.

Separately, the Migrant Pillar has also generated content to further support the community during these times including resume writing guidelines and articles on industries currently hiring and organisations offering help to the community (for e.g. free food and delivery etc).

OUR CURRENT PARTNERS

YSPN Australia would like to express sincere gratitude to our current partners. The funding, services and expertise provided by these organisations assist and encourage YSPN to both meet and exceed its strategic objectives each year. YSPN is dedicated to ensuring that we create the conditions for every young Sikh professional to succeed and amplify their influence; our partners, sponsors and supporters are helping us to realise this goal.

Thank you to all of you that have made this all possible from day one.

CORNERSTONE PARTNERS



CURRENT SPONSORS, PARTNERS, SUPPORTERS:



EXPAND TO MORE CHAPTERS

We've built a presence in Australia and New Zealand and over time learned that there is a demand for chapters in other parts of the world. Our current focus has been to finetune our operations and establishing robust technological and governance structures to aid in this expansion. The next year will see us establish partnerships and networks to expand YSPN presence, globally.

PRIORITIES

LAUNCH THE LEADERSHIP FELLOWSHIP PROGRAM

The program was a key strategic thrust identified in our strategic refresh, and we did preliminary thinking in how to set this up over this year. The focus for the next year will be implementing the program.

FOR

RE-ENGAGE WITH OUR CORE AUDIENCE

We hit the ground running after the strategy refresh restructuring and focusing on a very vulnerable group comprising of international students and young migrant professionals. Over the next year, we will be bringing our attention back to our core group and help them close the gap they feel has been left by COVID in their career trajectories.

2021

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