



YPD

Young
Professionals
in development

Young Professionals in Development

Apply now for the next round!

February - July 2025



**ICA World
Foundation**

broadening perspectives

What is it?

‘**Young Professionals in Development (YPD)**’ is a high-level traineeship programme by the **ICA World Foundation**.

The programme aims to provide selected university students and recent graduates with practical experience on **donor-funded projects in beneficiary countries** in the Global South, implemented by one or more ICA World member organisations.

The first edition of the programme took place between February and July 2024, and the second edition is currently underway (October 2024 – March 2025).

Starting in February 2025 until July 2025 a new cohort of 5 to 10 outstanding young professionals will be enrolled in a **6-month traineeship programme**.



The YPD traineeship represents a transformative field experience for young professionals on their early career path in the field of international cooperation.

This programme contributes to the implementation of the Sustainable Development Goals in different geographical areas and within various sectors of expertise.

YPD Objectives

1

CULTURE

Raise awareness of development cooperation among young people and foster a culture of sustainability and equality

2

EXPERIENCE

Offering unique opportunities for students and recent graduates to learn and gain hands-on experience working on donor-funded projects, ideally in developing countries.

3

PERSPECTIVES

Contribute to generating perspectives and creating employment opportunities for young people while fostering their personal and professional growth.

ICA World Foundation

Founded by IBF International Consulting in 2018, the ICA World Foundation brings together the members of **ICA World – the International Consulting Alliance** - to make a positive contribution to development. Our mission is to support the achievement of the UN Sustainable Development Goals and to create a lasting, long-term impact.

We aim to contribute to a more equitable, sustainable, and prosperous world by broadening perspectives from early years to later stages. To reach this goal we aim to undertake a series of activities, specifically linked to education, training, traineeships and awareness-raising. These are our core programmes:

- **Young Professionals Traineeship Program (YPD)**
- **Volunteer Training Initiative (VTI)**
- **Critical Thinking in Schools**
- **Development Cooperation Awareness Raising**



“Education is the passport
to the future!”

www.icaworldfoundation.org

ICA World - the International Consulting Alliance is a unique **network** of 100+ independent member organisations and 50+ individual experts with clear technical or geographic specialisation, working on donor-funded projects in different beneficiary countries.

Since 2012, ICA World facilitates long-term cooperation between a growing network of trusted partners in development cooperation. The goal of the Alliance is to **win together new projects**, ensure **high-quality project delivery** and make a **sustainable impact**.

ICA World aims to:

- promote cooperation on donor-funded projects
- foster local ownership and technical expertise
- share knowledge, best practices and success stories
- contribute to positive and sustainable development



**Networking for
Development**

www.icaworld.net

Young Professionals in Development

1

TRAINING

Early February 2025

A few days of virtual induction trainings aimed at providing trainees with some basic knowledge about the development cooperation sector.

2

EXPERIENCE

Feb 2025- Jul 2025

(Field) experience on projects implemented by one or more ICA members.

A mid-term meeting to exchange on experiences & ask training-related questions.

An individual coaching session for future career advice will be offered.

3

CONCLUSION

End of July 2025

YPD experience comes to an end.

Final online gathering to share experiences, best practices and lessons learned by the trainees.

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The **programme covers all costs of the traineeship** (travel, accommodation, other living expenses), and is financed through different funding schemes:

**The EU's
Erasmus +
Traineeship
programme**

**Municipal and
regional
scholarships** for
young graduates

**Budgets of the
projects**
(whenever
possible)

**Donations from
ICA members,
partners and other
sponsors**

Who can apply?

Eligibility Criteria

- The YPD Traineeship Programme is open to final year undergraduate students, Master's students, and upcoming graduates.
- Background in international relations, development studies, development economics, or similar.
- Excellent command of English, other languages are an asset.
- French/Spanish is required for francophone/hispanophone areas.

Selection Criteria

- You have proven interest or experience in development aid projects and/or international affairs.
- You are service-minded, pro-active and outgoing and have excellent communication, interpersonal and organisation skills.
- Strong IT skills are required (MS Excel and MS Word proficiency).
- Additional digital and marketing skills will be considered an asset.



The Sustainable Development Goals are a universal call to action to end poverty, protect the planet, and ensure a sustainable future for all.

YPD Selection Process



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The selection for the traineeship positions available at the YPD joint Traineeship Programme is carried out on a rolling basis (first come, first serve), based on applications received during the competitive call. The process involves evaluating candidates' **qualifications, skills and motivation.**



Shortlisted candidates will be contacted by the selection team by 15 December 2024.

TIMELINE

Nov

Call for Applications

First assessment and interviews with preselected candidates

Nov-Dec

Selection of candidates and 2nd round of interviews with potential host organisations

Nov-Jan

Securing adequate funding (in cooperation with the selected trainees)

January

Preparation for departure (flights, accommodation, visa etc.)

February- July

Traineeship

Young Professionals in Development

Applications



The YPD trainees will be selected through a competitive **Call for the Traineeship Applications**.

Deadline: 25 November 2024

Those interested in the YPD Traineeship Programme can apply by sending the **completed application form and a detailed CV**, in English, to the following email address:

info@icaworldfoundation.org

Apply to the YPD Traineeship Programme and Good Luck!