Development and humanitarian organizations are increasingly recognizing that staff with expertise and technical skills in gender are essential to achieving transformative results for women and girls and better outcomes for all. Established by UNICEF in partnership with the Bill and Melinda Gates Foundation and in consultation with a range of experts, GenderPro is an applied capacity building and credentialing programme aimed at professionalizing gender expertise across the development and humanitarian sectors.

GenderPro equips people with the practical, hands-on, sector relevant skills they need to meaningfully address gender in their work. It is also a credentialing programme that recognizes this professional expertise.

It has two main components:
- GenderPro for UNICEF Gender Focal Points
- GenderPro at George Washington University for Gender Specialists and Gender Sector/Thematic Specialists

GenderPro for UNICEF Gender Focal Points
An internal capacity building initiative, GenderPro for Gender Focal Points consists of online learning on the UNICEF Agora training platform, webinars with global, regional and country office gender experts, and digital communities of practice. UNICEF Gender Focal Points can opt to become credentialled through a testing process either directly or following completion of the training. Credentialled Gender Focal Points are recognized through a dedicated roster in UNICEF’s Human Resources’ Talent Management System.
GenderPro GW Capacity Building Programme for Gender Specialists and Gender Sector Specialists

GenderPro at the George Washington University (GenderPro GW) is a rigorous, competency-based training and credentialing program for mid- to senior-level gender, development and humanitarian professionals. It equips participants with practical, sector-relevant gender expertise that allows them to perform results-oriented, gender-intentional programming, using internationally recognized best practices and approaches—all backed by field-recognized credentials.

This blended learning programme includes:
- online learning
- one-week intensive residential course
- practicum facilitated by expert mentors

The programme is designed to address the needs of both Gender Specialists and Gender Sector/Thematic Specialists to know how to integrate evidence-based, gender-responsive strategies and intervention solutions for sustainable results. Gender Analysis, Programming, Advocacy and Gender-Integrated Monitoring, Evaluation, Research and Learning, Cross-cutting issues such as Violence Against Women and Girls and Humanitarian Assistance and Ethics in Research and Practice, are addressed across all modules.

Participants will each select a sector-specific track—Public Health or Social Development—so that those with interest and expertise in, for example, health, nutrition, HIV/AIDS or WASH can focus their training on public health issues, while professionals in education, child or social protection can focus on social development content. All modules draw on practical resources and case studies. The objective is to know how to integrate evidence-based gender responsive strategies and interventions for sustainable results.

Following the pilot cohort for UNICEF staff, the GenderPro GW capacity building programme will be open to professionals from other international development and humanitarian organizations by mid-2019.

GenderPro GW Credentialing Programme for Gender Specialists and Gender Sector Specialists

The GenderPro Credential is the first globally-recognized professional credential in gender and development. Hosted at the George Washington University, the GenderPro Credential will build an international network of highly-skilled gender and development professionals contributing to wider visibility and professionalization of the gender and development field.

The GenderPro Credentialing System has two levels: (1) the Gender Specialist Credential, and (2) the Gender Sector Specialist Credential. Skills and competencies necessary to be certified at each level will be developed by a global, technical advisory group, comprised of gender and development experts.

Professionals may apply for either credential and do not have to complete the GenderPro GW capacity building program to be assessed. However, participants who successfully complete the GenderPro GW capacity building program should have developed the necessary skills to successfully apply for and obtain the GenderPro Credential. Assessment methods may include an oral or written exam, presentations of professional work and other methods.

Candidates will be assessed by the GenderPro Credentialing Board. This Board will include experts from the George Washington University and around the world, and will be convened in close consultation with UNICEF. The GenderPro Credentialing Board will maintain the standards of the two-level credentialing system, evaluate candidates based on their demonstrated skill set, and approve candidates to be credentialed.

The GenderPro Credentialing system is anticipated to be operational by Autumn 2019.

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