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 Global Development Professionals

**GenderPro for UNICEF Gender Focal Points**

An internal facilitated capacity building initiative, GenderPro for Gender Focal Points consists of online learning, webinars and digital communities of practice. UNICEF Gender Focal Points can opt to take the credentialing test after completing the capacity program, or request to take it directly. The GenderPro credential is recognition of competency of the Gender Focal Point skill profile. Credentialed Gender Focal Points are profiled on a roster in UNICEF’s Human Resources (HR) Talent Management System, and receive an official notification from HR.
GenderPro GW Capacity Building Programme for Global Development Professionals

UNICEF and George Washington University (GWU) are collaborating to design and deliver an applied gender capacity and credentialing programme for mid- to senior-level UNICEF and other global development and humanitarian professionals. These professionals must have at least 25 per cent of their job description and function on gender programming.

Participants choose a learning path of either Public Health or Social Development and gain practical skills on how to apply a gender analysis in programme design, monitoring and evaluation.

The programme is 35 hours over 14 weeks of facilitated online learning, an applied practicum focused on a work deliverable, and a 1-week residential course in Washington DC, USA.

A pilot cohort of only UNICEF staff will run April – July 2019 for 40 participants. UNICEF participants will be nominated through gender and other sectoral networks.

“GenderPro helped me to be much more aware of the type of support needed to improve programming but also highlighted the concrete tools needed to carry out this mission.” - GenderPro participant

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 Credential

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.

Skills and competencies necessary to be certified at will be developed by a global technical advisory group comprised of gender and development experts.

Professionals may apply for the 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 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 late 2019.

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