USAID's Workforce Gender Equality Accelerated Program Frequently Asked Questions

Is the Accelerated Program exclusively for utilities, or can organizations from other sectors participate?

The Accelerated Program is open to companies and organizations in **any male-dominated sector** where men comprise a significant portion of the workforce, leadership team, and technical positions. Any company or organization that wants to advance gender equality at their company is encouraged to register. This could include companies from the energy, water, agriculture, ICT, transportation, construction, mining, oil and gas industries, and beyond. Additionally, government officials from Ministries of Defense, Energy, Infrastructure, Environment, Mining, Transportation, etc., are also encouraged to apply.

How is the Engendering Industries Accelerated Program different from the Engendering Industries Intensive Program?

The Engendering Industries Intensive Program requires a two-year commitment and includes rigorous baseline assessment and reporting, participation in the 12-month Gender Equity Executive Leadership Program (GEELP) facilitated by Georgetown McDonough School of Business, and two years of intensive change management coaching.

The Accelerated Program is a six-month commitment, including a brief rapid assessment, a five-day in-person or a 7-week virtual course, five coaching sessions conducted over four months, and minimal reporting. The Accelerated Program is a good stepping stone for companies and organizations who wish to improve gender equality, but are unable to commit to the more intensive Engendering Industries approach, or were not selected for the Engendering Industries Intensive Program because of capacity limitations.

Do participants need to be fluent in English?

At this time, English proficiency is a requirement to participate in the Accelerated Program in all locations, with the exception of the Latin American program hosted by Los Andes in Colombia, which will be offered in Spanish, and for Vietnamese participants joining the program hosted by Vietnam Fulbright University, as the course will be offered simultaneously in both English and in Vietnamese. While we are not currently offering the course in other languages, we will consider providing additional simultaneous translation services based on demand. Please contact gender.accelerated@tetratech.com for more information.

What are the time and financial commitments for participating in the Accelerated Program?

While the Accelerated Course is designed to help organizations implement initiatives that increase women's workforce participation, advancing gender equality in a workforce requires a dedication of time and resources. The Accelerated Program is a six-month commitment that yields actionable gender equality plans to address the unique needs of your organization. Each organization will complete a rapid organizational assessment, which takes approximately eight hours to complete. Course participation will require approximately 40 hours per person, which will be spread out over the span of seven weeks (if virtual) or one week (if it is an in-person course). Additionally, participants can expect to spend approximately three hours each week (20 hours total) completing homework assignments. Following the course, participants will be expected to participate in five, one-hour coaching sessions over the span of four months, and will spend approximately 10 to 15 hours per month implementing the action plan they develop during the course. Repeating the organizational gender assessment upon completion of the program will require another eight hours of collective time at the end of the program.

What are the deadlines for the 2021 course offerings?

The following are the course dates and registration deadlines. Register [here](#)!

- East Africa Region (hosted virtually by KenGen, Kenya): August–September 2021.
    - Deadline for registration: July 30, 2021

- Southeast Asia Region (hosted virtually by Fulbright University Vietnam): September 1, 2021–November 5, 2021
    - Registration Deadline: August 15, 2021

- Latin America and Caribbean Region (hosted virtually by Universidad de Los Andes, Colombia): October–November 2021
    - Registration Deadline: September 15, 2021

- West Africa Region (hosted virtually by Lagos Business School, Nigeria): October–November 2021.
    - Registration Deadline: September 15, 2021