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Call for Expression of Interest

Skills4Girls: IT Girls are coming to your school

CEF/BIH/2026/005

1 Timeline

Posted	Oct 6, 2026
Clarification Request Deadline	Oct 21, 2026
Application Deadline	Oct 31, 2026
Notification of Results	Nov 9, 2026
Start Date	Dec 1, 2026
End Date	Nov 30, 2028

2 Locations

- A Bosnia and Herzegovina
 - a Federacija Bosne i Hercegovine
 - b Brcko distrikt
 - c Federacija Bosne i Hercegovine
 - d Federacija Bosne i Hercegovine

3 Sector(s) and area(s) of specialization

- A Education
 - a Skills development for adolescents

4 Issuing Agency

UNICEF

5 Project Background

Despite adolescent girls often outperforming boys in certain STEM subjects during primary and secondary education, they continue to be significantly underrepresented in STEM-related study fields and careers. Deeply rooted gender norms and structural barriers, particularly for girls from marginalized communities, limit their participation in digital spaces, employment opportunities, and decision-making processes. Evidence from the IT Girls programme demonstrates both the challenges and the potential for change: 52% of girls initially believed that ICT was "not for them", 70% would not have joined a mixed-gender digital skills programme, while 88% reported increased confidence after participating in mentorship activities. Under the POWER4Girls programme, Skills for Girls: Breaking Barriers, Building Futures (2025-2028), UNICEF Bosnia and Herzegovina is implementing three mutually reinforcing components: • Component A: Integration of the Digital Competencies Framework into secondary education curricula; • Component B: Expansion and modernization of the IT Girls programme; and • Component C: Establishment

of Safe Spaces for marginalized girls This Call for Expressions of Interest relates specifically to Component B: IT Girls Expansion (Empowerment and Practice). Building on the integration of digital competencies into formal education systems, this component aims to expand the IT Girls model to 200 schools across seven administrative units, reaching an additional 6,500 adolescent girls, in addition to approximately 4,000 girls already reached through previous programme phases. The expansion will provide girls with practical, engaging opportunities to develop digital, technical, and transferable skills while strengthening their confidence, leadership abilities, and interest in STEM careers. The selected NGO partner will support programme implementation in Zenica-Doboj Canton, Herzegovina-Neretva Canton, West Herzegovina Canton, and Brčko District, while maintaining close coordination and communication with the Pedagogical Institutes from these cantons. It is expected from the selected NGO to inform the Pedagogical institute or Ministries of Education (where there is no Pedagogical Institute) from these administrative units of trainings for teachers, contents of the trainings, and events organized, with the aim to keep them informed and close to the programme implementation. As mentioned above, the selected NGO will be asked to have some communication and coordination with Pedagogical institutes who will be responsible to implement trainings for teachers in Una-Sana Canton, Sarajevo Canton and Tuzla Canton. This communication and coordination will mostly be related to sharing communication materials for IT Girls communication channels, training of master educators for AI, Blockchain and gaming, and sharing the updated IT Girls methodology with these new topics. The programme combines hands-on digital skills development with the continued provision of ICT equipment and the establishment of girl-friendly learning environments within schools. The model builds on previous IT Girls experience, including: • Equipping schools with electronic kits based on microcontrollers and related components (delivered by UNICEF); • Training teachers in programming, electronics, and gender-responsive pedagogy; • Establishing IT Girls Clubs as safe learning and innovation spaces for girls; and • Connecting girls with mentors and female role models from STEM fields. In this new phase, the programme will be expanded to an additional number of schools and would include content related to Artificial Intelligence (AI), Blockchain, and Gaming, reflecting emerging labour market trends and future skills requirements. The selected NGO is to fill out the attached Programme document and budget form for the period of two years of implementation.

6 Expected Results

The selected NGO partner will be responsible for: School and Programme Implementation • Supporting the onboarding and engagement of participating schools; • Supporting the establishment and functioning of IT Girls Clubs; • Conducting monitoring visits to participating schools; and • Organizing the annual IT Girls Fair. • Regular reporting on the programme results and impact Teacher Capacity Development The partner will organize teacher trainings for 48 newly enrolled schools and 44 existing schools. Brčko Distrikt - 6 old, 7 new schools Herzegovina-Neretva Canton 12 old, 9 new schools West-Herzegovina Canton 9 old, 2 new schools Zenica-Doboj Canton 16 old and 30 new school Trainings will be based on the already developed IT Girls methodology and training materials, available at UNICEF website: ARDUINO ZA SVE; IT Girls - tinkering with e-waste; Priroda za upoznavanje nastavnika i nastavnika sa metodama rodno odgovornog poučavanja ; Priroda za edukatore o rodno odgovornom poučavanju; Course(DIGIEDU.UNSA.BA): Rodno odgovorne metode poučavanja Training delivery in the first year of implementation, will include: 6 trainings for teachers in groups per the level of education (on Arduino, e-waste in IT Girls, Gender responsive teaching methods, AI, Blockchain and Gaming), and one training for 30 educators on AI, Blockchain and Gaming. In the second year of implementation refresher trainings for teachers are to be organized, per level of education. Methodology Adaptation and Resource Development UNICEF has already developed modules for teachers on using AI, Blockchain and Gaming in classrooms. These materials are to be adapted to the IT Girls programme model, the NGO partner will support the rollout of related training sessions for all participating teachers. Working closely with UNICEF, external technical experts, and IT Girls Master Educators, the selected NGO will: • Support the adaptation of AI, Blockchain, and Gaming learning content to the IT Girls methodology; • Contribute to the development and contextualization of training materials and learning resources; and • Following finalization of the methodology, support the translation, graphic design, and production of manuals and training materials. Mentorship and Role Model Engagement The NGO partner will organize and facilitate three mentorship cycles connecting adolescent girls with women professionals and role models from STEM sectors, including, but not limited to, the IT Super Girls network. These activities will aim to strengthen girls' confidence, career aspirations, and understanding of education-to-employment pathways in technology-related fields, specifically focusing on marginalized girls. Communication and Visibility The selected partner will support programme visibility and outreach through: • Website maintenance and content management; • Social media engagement and content development; • Promotion of programme achievements and participant stories; and • Documentation of good practices and lessons learned. Throughout implementation, the partner will receive technical guidance and quality assurance support from UNICEF and the external IT Girls Master Educators who led programme implementation during the previous phase. Adolescent-led Monitoring and participation To strengthen girls' agency, leadership, and ownership of programme implementation, the selected NGO partner will support the implementation of the adolescent-led monitoring mechanism within participating IT Girls schools, in close coordination with UNICEF and mreSVUBiH. A common adolescent monitoring methodology and set of tools will be developed under Power4Girls and made available for programme implementation. Girls participating in IT Girls Clubs will have an active role in applying and refining these tools, facilitating peer feedback, interpreting findings, identifying priority issues and proposing programme improvements. The NGO proposal should describe how the partner will: •Facilitate the identification and meaningful participation of IT Girls representatives in the joint adolescent-led monitoring mechanism •Support participation of relevant IT Girls representatives and school-level actors in training and feedback activities organized through the common Power4Girls monitoring mechanism •Ensure that adolescent monitoring activities can be undertaken safely and voluntarily within participating schools, in line with agreed safeguarding, confidentiality,



consent/assent and data-protection requirements;. •Support trained IT Girls representatives to facilitate light peer-feedback activities within participating schools, alongside student council representatives and other youth representatives where applicable; •Documentation of findings, recommendations, and resulting programme adaptations. •Evidence of how adolescent feedback informed improvements in IT Girls activities

7 Indicative Budget

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8 Other Information

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9 Selection Criteria

Name	Description	Weight
Clarity of activities and expected results		30
Experience working with UN		10
Local experience and presence		10
Sector expertise and experience	CSO is to showcase its experience working in the field of education, and collaborating with schools, line ministries of education, pedagogical institutes, and teachers.	30
Innovative approach		10
Cost effectiveness		10

10 Attachments

Description	URL
Programme document is a required document to be filled and submitted.	Download the document here
Budget is a required document to be filled and submitted.	Download the document here

11 Concept Note Template

[Download the document here](#)

12 For more information on this partnership opportunity, and to apply, please visit

[UN Partner Portal](#)