



WEBINAR INVITATION

Bridging the Skills Gap - Apprenticeship Programs for Women in Transport



Tuesday,
2 December,
2025



8 – 9AM ET



Webex &
MC 6-100, World Bank
Office, Washington DC

[Register Here](#)

Join us for the **second virtual webinar** in the Women in Transport (WiT) network's webinar series. Focusing on one of the network's key pillars, **attraction and recruitment**, this session will showcase apprenticeship programs from **two countries**, highlighting how these structured pathways open doors for women in the transport and logistics sector. The discussion will cover the design of apprenticeship programs, how they are shifting workplace norms, and how they address gender disparity to strengthen economic inclusion in the transport sector. Our speakers will share their lessons learned and practical insights from the programs they lead in their regions.

We look forward to your participation as we *drive* change together!

SPEAKERS

MODERATOR



Guillermo Petzhold

SALVADOR MOBILITY DEPARTMENT,
BRAZIL



Eng. Elizabeth Sway Mark

ENGINEERS REGISTRATION BOARD,
TANZANIA



Carmen Neithammer

EUROPEAN INVESTMENT BANK

Please note: All speakers will present in English, and translated captions from English to Russian, Arabic, Spanish, French, and other languages will be provided. If you have any questions, please contact us at wit@worldbank.org



About the Women in Transport (WiT) Network

Women make up just 12% of the workforce in the transport and storage sector globally. To drive change, select development institutions came together to form the Women in Transport (WiT) network. WiT aims to empower women across all areas of the transport sector, with a particular focus on enhancing women's participation in mid- and high-skilled technical and leadership roles.

Membership

As a WiT network member, organizations enjoy multiple peer-driven and industry centric benefits. While joining the network is free of charge, membership requires **developing gender activities** with realistic targets and active participation. Members formalize their commitment through a **letter of intent (LOI)**, a **legally non-binding** aspirational goal-setting document.

For inquiries on membership registration, please contact us at wit@worldbank.org.

The WiT Network was established by the World Bank Group (IBRD/IDA, IFC, MIGA), Asian Development Bank (ADB), European Investment Bank (EIB), International Transport Forum (ITF) at the OECD, and the German Agency for International Cooperation (GIZ), and is now joined by the European Bank for Reconstruction and Development (EBRD) and Union for the Mediterranean. The network is operational in the Europe and Central Asia and the Middle East and North Africa regions, with plans to expand gradually into other regions.



If you have any questions about the network, please contact the Women in Transport network team at wit@worldbank.org.



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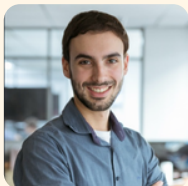


December 2, 2025

Speaker Information



Eng. Elizabeth Sway Mark holds a Bachelor's degree in Telecommunications Engineering from the University of Dar es Salaam. She has over three years of experience in the telecommunications industry and eight years in coordinating the Structured Engineers Apprenticeship Programme (SEAP) under the Engineers Registration Board (ERB) in Tanzania. A registered professional engineer and member of Institute of Engineers Tanzania and its Women Chapter, she currently serves as a Senior Engineer at ERB. She is also a STEM ambassador, actively promoting science among youth, especially girls. Elizabeth has also completed several leadership and instructor trainings and serves as a Subject Matter Expert for SEAP's ongoing development.



Guillermo Petzhold is a Special Advisor at the Salvador Mobility Department, working to promote more sustainable and inclusive mobility for all. With over 10 years of experience, he has led projects in public transport, shared mobility, electromobility, and travel demand management in more than 30 cities around Latin America, collaborating with local governments, startups, multilateral banks, and NGOs. He has co-authored the Technical Guide for Urban Mobility Projects with Brazil's Ministry of Cities, tools developed at WRI Brasil, as well as a number of academic papers. Guillermo holds a Master's degree in Transportation Engineering and a Bachelor's degree in Civil Engineering from the Federal University of Rio Grande do Sul (UFRGS)



Carmen Niethammer is a Sr. Gender Specialist at the European Investment Bank (EIB), based in Luxembourg. She promotes women's access to finance through commercial banking and leads the EIB Gender Team on mobility investments, aiming to close gender gaps while enhancing productivity, competitiveness, and innovation. Carmen's work also focuses on strengthening the gender and climate-lens investing nexus. She conceptualized and helped establish the EU Women Climate Leaders Network. Prior to joining EIB, Carmen worked at the IFC/World Bank Group, with assignments in Brazil, Egypt, Sri Lanka, and the U.S. She is a Senior Fellow at the Willy Brandt School of Public Policy and a graduate of Johns Hopkins University.



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