

# WOMEN LEADERS IN TECHNOLOGY

*Inspire. Empower. Educate. Mentor.*

## Report

# 1. WLiT Fellowship Pokhara 2025

The WLiT Fellowship program is an annual technical and leadership program for young women studying computer science, enabling them to become leaders and innovators through capacity building, advocacy, and ecosystem support.

## 1.1 Recruitment

Recruitment for the program was conducted through a 28-day open call via WLiT's social media, with outreach carried out mostly through alumni from the region. WLiT received a total of 64 applications, of which 86.2% were from Gandaki Province.

15 fellows were selected through an application screening and interview process carried out by program alumni. Scholarships were provided on a sliding scale based on need and interview performance.

Most fellows were from Kaski district, Gandaki Province. While many participants came from public or community school backgrounds, WLiT identified greater ethnic diversity as an area for improvement in future cohorts.

## 1.2 Bootcamp

The Bootcamp, the initial stage of the Fellowship program, was an intensive two-week hybrid workshop. The first week was held online, followed by an in-person week at Lakeside, Pokhara. The Bootcamp encompassed technical and leadership sessions, followed by a three-day hackathon.

The Technical Sessions introduced fellows to web development, covering Git, JavaScript, Node.js, MongoDB, UI/UX design, and related tools. Fellows gained hands-on experience building a task management app under the guidance of technical trainers. By the end of the Bootcamp, the fellows had developed five innovative web-based platforms during the hackathon.

The 15 fellows were divided into five groups, each carefully formed to balance technical skills and leadership potential. Each group was assigned a "Tech Mom" for technical guidance and a "Group Mom" to support presentation skills and coordination. Bootcamp closing was held in the presence of local government representatives, local companies, alumni, and mentors.

## 1.3 Mentorship

All 15 fellows were paired with 15 female tech professionals active in Pokhara. During June and July, two mentorship sessions were held, with mentors guided on goal setting, feedback, and values.

- In-person – Mentor Introduction & Orientation
- In-person – Mentor-Mentee Bhela

## 1.4 Monthly Meetups

These sessions helped fellows build online safety awareness and practical career-readiness skills, laying the groundwork for the internship placement process later in the program.

## 1.5 School Activities

As part of the Fellowship, fellows are expected to lead school-based outreach sessions on introductory computing, internet safety, and career counseling in tech, following the model used in prior WLiT Fellowship cohorts.

## 1.6 Internship

The internship component served as a bridge between classroom-based learning and professional experience, placing fellows in two-to-three-month internships, traineeships, or fellowship opportunities with partner organizations across Nepal.

The journey began with a CV and cover letter writing session in September, followed by multiple rounds of review involving mentors, group moms, and the internship strategic manager. A session on interview skills and internship etiquette followed in November. Although formal collaborations with external organizations could not be secured for this cycle, the team actively circulated internship openings within its network, and fellows also pursued opportunities independently.

WLiT directly approached FORA, Anakamala, SoftUp, YHH IT Solutions, and Jankari Tech; fellows independently secured placements at the remaining companies. A total of 15 fellows were placed across nine organizations:

## 1.7 Graduation

The graduation ceremony for WLiT Fellowship Pokhara 2025 was held on Saturday, October 18, 2025, at the Science Lab of Prithvi Narayan Campus, Bagar, Pokhara. The event was attended by 30 people, including all 15 graduating fellows, their mentors, past alumni from Pokhara, company representatives, and government officials.

The program marked the end of the third Pokhara cohort, featuring certificate distribution, experience-sharing from fellows, and remarks from attendees. Fellows shared their six-month journey with peers, company representatives, and mentors, including reflections on their internship experiences.