



NEWSLETTER

NOVEMBER 2023 | Volume 3

ESHEC
ESWATINI HIGHER
EDUCATION COUNCIL

Ensuring relevance & excellence



IN THIS EDITION:

- ▶ ESHEC 2023 TO 2026 STRATEGY
- ▶ QUALITY ASSURANCE OF HIGHER EDUCATION INSTITUTIONS
- ▶ TRADE FAIR 2023





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SWAZILAND EDUCATION RESEARCH ASSOCIATION AND ESWATINI HIGHER EDUCATION COUNCIL **1ST CONFERENCE**



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**DATE: 6-8 DEC, 2023 | VENUE: ESIBAYENI LODGE
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ABOUT ESHEC

The Eswatini Higher Education (ESHEC) was established in terms of the Higher Education Act of 2013. The entity has a responsibility to develop and implement a system of quality assurance for higher education, including registration, accreditation, institutional audits, quality promotion and standards development.

>> ESHEC CORPORATE STATEMENTS

The following purpose, intent and values align with the desired work ethic and demands from the Council's mandate which is entrenched in leadership, staff and as a philosophy against which decisions are based on:

>> PURPOSE

We regulate and coordinate higher education to ensure that institutions produce programmes that are responsive to the socio-economic needs of the country.

>> INTENT

Globally comparative higher education institutions and programmes.

>> SLOGAN

Ensuring relevance and excellence

>> VALUES



PROFESSIONALISM

ESHEC is committed to upholding and maintaining high standards of proficiency when providing services to the nation.



INTEGRITY

We strive for honesty, fairness and objectivity in all our dealings with HEIs and other Stakeholders.



PARTNERSHIPS

We value the collective wisdom that emerges from sustainable and beneficial partnerships with public and private organisations.



RESPONSIVENESS

We will provide frank, impartial and timely feedback to Government, stakeholders and partnerships.



ACCOUNTABILITY

We strive for honesty, fairness and objectivity in all our dealings with HEIs and other Stakeholders.

>> ESHEC 2023 TO 2026 STRATEGY

E SHEC launched its three-year strategy and also rebranded its corporate image including the logo, in an event held at the Royal Villas in Ezulwini on 23 August 2023.



ESHEC Board Member, Dr Sonene Nyawo directing the proceedings during the launch.

AIM OF THE NEW STRATEGY AND REBRANDING:

The broad intention of the ESHEC Strategy 2023 to 2026 is relevance and quality of the higher education sub sector. ESHEC's intent is to directly contribute to the Eswatini's economic growth through human capital development by ensuring that programmes address skills shortage within Eswatini ensure graduate mobility through a globally comparative higher education. Another intent is to influence government policy on higher education, generate evidence to be able to effectively consult government on issues of higher education, and ensure be proactive skills anticipation research, working with other Government Ministries, employer bodies and professional bodies.

Between 2015 and 2023 there have been many developments in the sector that warrant a change in ESHEC's approach. This brings the need for ESHEC to rebrand and position herself as a value-add to higher education service providers and stakeholders especially government and industry. Therefore, through the new strategy ESHEC is stepping up to

In 2022 ESHEC began the process to develop this transformative strategy that will reform its approach towards emerging skills, skills mismatch, and scarce skills in our education system. This strategy ensures industry collaborations and fosters synergy with all stakeholders.



Some of the guests who attended the launch.

position herself as an enabler and facilitator and as a result established the advocacy and communications function. This function is responsible for extending ESHEC to higher education institutions and facilitating interface with stakeholders like Government ministries, industry and the public.

In 2022 ESHEC began the process to develop this transformative strategy that will reform its approach towards emerging skills, skills mismatch, and scarce skills in our education system. This strategy ensures industry collaborations and fosters synergy with all stakeholders. The strategy also automates all ESHEC operational processes including those to do with applications from higher education institutions, in a bid to minimise turn-around time. In a nutshell, the strategy:

- The strategy recognises that higher education cannot exist in isolation. This strategy ensures industry collaborations and fosters synergy with all stakeholders.
- The strategy focuses on the development of learning programmes that address emerging skills, skills mismatch, and

scarce skills in our higher education system.

- The strategy also ensures efficiency of ESHEC and automates all ESHEC operational processes including those to do with applications from higher education institutions, in a bid to minimise turn-around time.

IMPLEMENTATION OF THE STRATEGY

The strategy implementation is facilitated through three (3) Strategic programmes which have three assigned leaders and each strategic programme has different projects. Implementing a strategy through strategic projects ensures that the strategy does not just remain a paper strategy. The strategic programmes are: Efficiency Optimisation, Relationship Transformation and Relevance & Sustainability. There are ten strategic projects namely: Optimise operational construct, development of a comprehensive Performance Management System (PMS), ensure automation of all ESHEC business processes, establishment of a stakeholder

>> ESHEC 2023 TO 2026 STRATEGY

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UNESCO Education Officer Nelsiwe Nicky Ndwandwe and Ministry of Education and Training EMIS Manager, Jabulani Shabalala.



Ministry of Education and Training, Director of Education, Dr Ntombenhle Dlamini speaking during the launch.



ESHEC CEO Dr Loretta Mkhonta and the Minister of Education and Training's representative Acting Principal Secretary Naniki Mnisi.



MoET Director Guidance and Counselling Lindiwe Dlamini with Acting Chief Tertiary Inspector Matsidiso Tfwala.

feedback system, ensuring of stakeholder collaboration, culture transformation, core data management, TVET support, Artificial Intelligence alignment and rebranding strategy.

The strategy and the strategic projects and the new ESHEC rebranding strategy were approved by Council in the extraordinary meeting of 11 August 2023. In the same meeting, Council approved the revised budget for 2023/2024 to cater for the strategic projects. Implementation and budget for these projects is staggered over the three (3) year period of the

strategy. Secretariat has earmarked Fridays for the implementation and monitoring of strategic projects that have been approved by Council, and reviewing of activities.

The research, monitoring and publications manager has been tasked with the monitoring function and the CEO gives oversight on all implementation. The ESHEC strategic projects will be ongoing for three years (2023 to 2026). Therefore, the report only covers information on progress of projects planned for this financial year and those currently ongoing.



ESHEC Board member Khulile Sikhondze.



UNESCO Education Officer Nelsiwe Nicky Ndwandwe and SANU Vice Chancellor Dr Faith Mlotsa-Mngomezulu.



Invited guests followed the proceedings with keen interest.



Ministry of Labour and Social Security Director MRDP Amos Ngwenya, Deputy Prime Minister's Office Director NCSD Mhambi Ndlangamandla and Dr Mkhumbulo Ndlovu.



ESHECs Welile Mavuso, Nhlanhla Sigwane and Promise Malaza.



Dr Sonene Nyawo following the proceedings closely.



ESHEC Board Chairperson Makhosazana Madondo delivering her speech.



ESHEC 2023 TO 2026 STRATEGY

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EFFICIENCY OPTIMISATION PROGRAMME			
STRATEGIC OBJECTIVE	STRATEGIC PROJECT	INTENT OF PROJECT	PROGRESS
Optimise ESHEC's operational efficiency.	Optimise operational construct	Ensure that ESHEC processes, targets, policies, operating procedures, and the organogram are connected in an intelligent way.	The project's first activity is planned to start in January 2024.
	Development of a comprehensive PMS	Ensure that ESHEC has accurate data to understand their human and Organisational performance	Planned for next financial year 2024/2025.
	Ensure Automation	ESHEC Business fully automated	<p>Module for Quality assurance processes: The uploading of institutional data is ongoing.</p> <p>The Financial Module: Benchmarking with two Public Enterprises conducted between August and September 2023, in order to understand their IT software and hardware systems. The exercise focused on the Financial Module. The Financial Module has been developed and will be implemented by 30 November 2023.</p>

RELATIONSHIP TRANSFORMATION PROGRAMME			
STRATEGIC OBJECTIVE	STRATEGIC PROJECT	INTENT OF PROJECT	PROGRESS
Strengthen relationship with our stakeholders.	Establishment of Stakeholder Feedback System	Have a feedback system in place that gives ESHEC accurate annual data on stakeholder perceptions.	Scheduled to start in November 2023.

RELATIONSHIP TRANSFORMATION PROGRAMME			
STRATEGIC OBJECTIVE	STRATEGIC PROJECT	INTENT OF PROJECT	PROGRESS
	Stakeholder Collaboration	To ensure constant collaboration with stake-holders in order to access their expertise in creating quality & relevant programmes.	<p>ESHEC has developed a database of local and external subject matter experts.</p> <p>ESHEC has subscribed with external quality assurance bodies (SAQAN and AFRIQAN) and is benefitting from collaborations with other regional Councils on Higher Education namely CHE and ZimCHE.</p> <p>Partnerships with development partners being established namely EU, UNESCO, and Commonwealth of Learning (COL).</p> <p>Partnerships established with other regulators include ESCOMM and ESEPARC for capacity building support and research support.</p> <p>ESHEC identified primary and secondary stakeholders, including the Ministry of Labour and Social Security, DIVT, EMIS, Scholarship Unit, Central Statistics Unit, HRPD, Media Houses, UNESCO, and professional bodies and is working with most of these partners.</p> <p>On 1 November 2023 ESHEC held a symposium on skills development with professional bodies and employee bodies. MOUs for professional bodies were drafted.</p> <p>ESHEC is yet to do extensive stakeholder classification so as to rope in the relevant structures and stakeholders to assist in other mandate of ESHEC that relates to the vetting of sources of funding for HEIs.</p>
	Culture Transformation	ESHEC has an inclusive culture of growth and collaboration (inter-dependence, communication, & employee capacitation).	<p>A wellness programme is being implemented, and Ms. Batfobile Dlamini was appointed as the ESHEC wellness focal person.</p> <p>Quarterly Capacity building initiatives ongoing for staff. In 2023/24 financial year, all management enrolled in online development programmes namely: Orgtology (CEO and FAM), Monitoring and Evaluation (RMP), Strategic Leadership (QAM).</p>



ESHEC 2023 TO 2026 STRATEGY

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RELEVANCE AND SUSTAINABILITY PROGRAMME			
STRATEGIC OBJECTIVE	STRATEGIC PROJECT	INTENT OF PROJECT	PROGRESS
Optimise ESHEC's operational efficiency.	Core data Management	Have accurate data available to make decisions that will ensure that institutions produce qualifications that are responsive to the socio-economic needs of the country.	<p>Research on Skills Gaps and Emerging Skills: A problem statement for the skills development and anticipation study has been developed and approved. ESHEC engaged the Ministry of Labour and Social Services for collaboration and technical support for the study.</p> <p>Terms of reference for the consultancy and Tender document submitted to ESPPRA.</p> <p>Vital Statistics for Higher Education for reporting nationally and to the Ministry of Education: Benchmarking on vital statistics on higher education done with Council on Higher Education in South Africa. The Education Management Information Systems (EMIS) Unit in the Ministry of Education and Training (MoET) has given guidance to ESHEC. Statistics being mined in the ESHEC Integrated online system.</p>
	TVET Support	Creating a relevant framework and support for the underserved TVET sector	Scheduled to being in January 2024 in collaboration with DIVT.
	AI Alignment	Explore advances in artificial intelligence to position ESHEC as a future thinking entity.	Scheduled to start in January 2024
	Rebranding Strategy	Rebrand ESHEC in order to position it as a value adding and enabling entity as opposed to just being a regulator.	The ESHEC rebranding is aimed at positioning ESHEC as a value-adding and enabling entity. The Rebranding Project is aligned with the new ES-HEC Strategy launched on the 23 rd of August, 2023.

QUALITY ASSURANCE OF HIGHER EDUCATION INSTITUTIONS

INTRODUCTION

The role of the ESHEC is to develop and institutionalise a culture of quality consciousness and commitment to continuous quality improvement in higher education institutions. This involves disseminating information on quality assurance matters across the sector, raising awareness of and responsiveness to quality issues among all key stakeholders, developing relevant policies and good practice guidance, and engaging with and supporting higher education institutions in initiatives for quality improvement. It is also responsible for providing support and developing and implementing initiatives to build and strengthen capacity for high-quality provision at institutional and learning programme levels. Achievements of the reporting period are reported as follows:

EVALUATION OF PUBLIC AND PRIVATE INSTITUTIONS AND PROGRAMMES FOR ACCREDITATION

In the reporting period, the Quality Assurance (QA) team undertook two institutional assessments for one public institution and one private institution. The team also conducted programme assessments for one public institution. In addition, secretariat tabled two institutional assessment reports to Council. These are undertaken in the previous reporting period. Below is a summary of these activities:

i) Registration of Higher Education Institutions

In the reporting period, two institutions were tabled before Council and were granted registration by Council in their

scheduled meeting of 19 July 2023, after a review of their institutional assessment report by the Academic Planning and development Committee (APDC). These are NOSA Eswatini and St. John Eswatini. NOSA was granted full registration and St. John Eswatini was granted provisional registration.

ii) Southern Africa Nazarene University (SANU)

A review panel of eighteen (18) members led by the CEO visited SANU to conduct both the institutional and sixteen (16) programme assessments from 12 July 2023 to the 20 July 2023. Among the (16) sixteen programmes assessed was the Bachelor of Education in French (Primary) programme that the Ministry of Education commissioned. This programme was meant to fill the gap of teachers with degrees in French. Eighteen

>> QUALITY ASSURANCE OF HIGHER EDUCATION INSTITUTIONS - continued

(18) relevantly qualified and experienced Subject Matter Experts (SMEs) from Eswatini, South Africa, Botswana and Lesotho were engaged by ESHEC for this assignment. The institutional assessment report and the programme assessment report for the BA Education (French) were reviewed and approved with recommendations by Council in the scheduled meeting of October 2023.

iii) REGENT Business School (RBS)

ESHEC also undertook an institutional assessment for Regent Business School from the 30 to 31 August 2023. A panel of ten (10) subject matter experts conducted the institutional assessment and evaluation of fourteen (14) programmes. They were assembled both locally and externally. The institutional assessment report will be reviewed by Council in their scheduled meetings of October 2023.

iv) Institution of Development Management (IDM)

Six programmes were assessed at IDM on the 13 September by a panel of experts assembled by ESHEC. A panel of six subject matter experts evaluated six

programmes in the institution. Among the programmes assessed at IDM were the following programmes that had previously been discontinued and they are: Bachelor of Community Development, Bachelor of Management in Education and School Leadership and Bachelor of Occupational Safety and Health. The IDM programme assessment reports are still to be submitted for review by the Academic Planning and Development Committee and Council.

v) University of Eswatini (UNESWA)

ESHEC continued with preparations for having UNESWA undertake their institutional assessment. In the reporting period, UNESWA submitted their much-improved Self-Assessment report which was reviewed by ESHEC. A comprehensive work plan was discussed and finalised between ESHEC and UNESWA. This work plan details how the institution will be assessed according to faculties and programmes. Timelines were set for the institutional assessment of UNESWA. The institutional assessment which includes all their programmes began on 23 October 2023 and will be finalised by 31 March 2024.



ESHEC members and UNESWA personnel pose for a group photo during the institute's assessment visit.

UNESWA INSTITUTIONAL ASSESSMENT IN PICTURES



>> QUALITY ASSURANCE OF HIGHER EDUCATION INSTITUTIONS - continued

1. QUALITY PROMOTION AND CAPACITY DEVELOPMENT

a. Eswatini Communications Commission (ESCCOM) Training

On 3 to 9 August 2023, ESHEC staff and HEIs were capacitated on data management and data security through a workshop facilitated by the Eswatini Communications Commission held for both the ESHEC team and the HEIs respectively. These workshops

were aimed at building capacity on data management and data security of Higher Education Institutions, data protection and the legal implications and abiding by the Higher Education Act (2013) and the Data Security Act. This emanated from concerns raised by HEIs during the launch of the ESHEC Online system on 25 May 2023, where HEIs raised concerns about the safety of their data that is being collected and kept by the regulator (ESHEC). The training resolved any outstanding matters in this regard.



Representatives from different HEIs listening attentively.



Dr Oliver Museka making his contribution.



ESCCOM Data Protection Manager, Sicelo Simelane.

2. COMPLIANCE MONITORING

The Eswatini Higher Education Council (ESHEC) is mandated to audit the quality assurance practices of higher education institutions. ESHEC exercises this function using institutional guidelines to measure quality and adherence to the stipulated quality regulations. There are a total of thirty-six (36) provisionally registered higher education institutions (HEIs) and twelve (12) public higher education institutions.

a. Higher Education Institutions visited for monitoring of compliance in the reporting period

From July to September, twelve (12) private higher education institutions (HEIs) underwent compliance monitoring. The monitoring focused on the institution's policies, systems, procedures, strategies, and resources for the quality management of the core functions of learning and teaching, including the relevant academic support services.

Table 1: Private Higher Education Institutions monitored

PRIVATE HIGHER EDUCATION INSTITUTIONS	STATUS
Hillside College	Functional TVET
UTECH College	Functional TVET
Bethel Vocational Centre	Functional TVET
Sicobho Skills Centre	Functional TVET
Emergency Medical Rescue College	Functional HEI
Advanced School of Information Technology	Functional HEI
Bosco Youth Agricultural Centre	Functional TVET
Workers College	Functional HEI
Ngwane Park TVET	Functional TVET
Resource College	Functional TVET
Limkokwing University of Creative Technology	Functional HEI
Eswatini Medical Christian University	Functional HEI

The practice is that after the compliance monitoring visits by the compliance consultants, the compliance consultants do follow-up visits to some of the institutions to present the findings and stimulate the development of comprehensive institutional self-assessment reports. The following institutions underwent follow-up visits post the compliance monitoring visits:

PRIVATE HIGHER EDUCATION INSTITUTIONS
Muna Health
Emergency Medical Rescue College
Providence International Training Institute
Hillside College
AMADI
UTECH
Bradford College
Bethel Vocational Centre
Intellectus Campus Eswatini
Resource College

» QUALITY ASSURANCE OF HIGHER EDUCATION INSTITUTIONS - continued

OTHER ACTIVITIES OF THE QUALITY ASSURANCE FUNCTION

a. Non-Credit Bearing Courses and Online Learning Framework Development

Draft guidelines were developed for the non-credit-bearing short courses and online learning framework. The guidelines were presented to the Academic Planning and Development Committee (APDC) on 10 July 2023 for guidance. It was recommended that ESHEC engage a consultant and involve stakeholders in the development of the guidelines. This process is ongoing.

b. Review of the Institutional and Programme Evaluation Standards

After the retreat of July 2023, the terms of reference and tender documents for this consultancy were developed. It was advertised locally but was unresponsive. An application for deviation was submitted to ESPRA in line with Section 6 of the Public Procurement Act, 2011, however it was later declined by the Agency. ESHEC had intended to source the services of experts to review institutional and programme assessment guidelines, development of guidelines for online and development of guidelines for short-non-credit bearing programmes. The process is ongoing.

3. RESEARCH, MONITORING AND PUBLICATIONS

The Higher Education Act 2013 mandates ESHEC to advise Government on matters of the sector. Higher education plays an important and increasing role in the

development of Human Capital of the nation. The higher education sector has many challenges including the problem of inability to gain access into university, funding of public higher education, the mismatch between university programmes and the labour market, escalating and unregulated cost of private higher education.

a. Research strategic goal 1

Under this goal, ESHEC aims to ensure being up to date and having a better understanding of the national and internationally evolving quality assurance trends. This goal further exists to ensure that research unit effectively advises the council and ensures effective dissemination of all information and its use in the council's advocacy. Under this goal, the Research unit released its third publication titled, "Adopting Blended Learning for Quality and Equitable Education in Higher Education Institutions", in July 2023. The paper sheds light on the difficulties in incorporating the blended learning approach into the teaching and learning process in higher education. It suggests employing intervention tactics that are informed by theory, logical, contextual, and evidence-based, as outlined in Graham et al.'s (2013) Blended Learning Framework, to effectively implement blended learning in higher education institutions in Eswatini. The publication is readily accessible at <https://eshec.org.sz/wp-content/uploads/2023/10/ADOPTING-BLENDED-LEARNING-FOR-QUALITY-AND-EQUITABLE-EDUCATION-IN-HIGHER-EDUCATION-INSTITUTIONS.pdf>.

From the next quarter, the Unit will now shift focus from systematic literature review publications to reporting on empirical data.

b. Research strategic goal 3

This goal is about establishing processes and programmes to help ESHEC develop research capacity and stimulate research work within institutions of higher education in the country. Under this goal, ESHEC and Eswatini Educational Research Association (EERA) are doing preparations to host a joint conference on 6th – 8th December. The theme is “Transforming Education for the Emerging Context”. The preparations for the conference are well underway. Abstracts have been reviewed, and acceptance letters have also been sent to the authors. The keynote speaker identified by ESHEC is Professor M. Rollnick, who has confirmed her availability for the conference.

c. Research strategic goal 4

This goal is about enhancing enhance sustainability and effectiveness of higher education in Eswatini. Under this goal the research unit is monitoring the **development of the Higher Education Policy** that is being facilitated by Mohale Emmanuel Consulting Services (MECS). On 15 August, the ESHEC secretariat held a validation session to discuss the draft of the higher education policy and address related issues. Validation sessions with the Higher Education Institutions (HEIs) and other stakeholders, which include the government Ministries, professional bodies, trade unions, the private sector, security clusters, higher education institutions, Student Representative Councils, faith-based organisations, the Secretariat, PEU, DIVT, were held from August 17th to 25th. The Ministry of Finance and the Public Enterprise Unit (PEU) were also consulted. Validations with the Board were done on 22 September, 2023. An engagement with the Ministry of Education and Training was scheduled for 25 September. However, this validation is still pending.

Under this goal the unit is also monitoring the **review of the Fees Structure for Higher Education Institutions**. On the 4th of August, MECS submitted the Fees Structure

draft. On 15 August, the secretariat met for this particular draft, and following this meeting, several modifications were suggested to the consultant. Between the 17 and 25 August, validation sessions for the proposed Fees Structure study were conducted with various stakeholders, such as HEIs, Youth Fund, and student bodies. However, the Research Office recognised the need for further engagement with HEIs, with the sole reason of justifying the proposed fees structure. This engagement was done on 6 October, 2023.

A third activity of the research unit under this goal, is the coordination of the study on the **Development of a Sustainable Funding for Higher Education** which is being undertaken by ESEPARC. On the 1st of August, ESEPARC submitted a situational analysis for the study on Sustainable Funding for Higher Education. The research office reviewed and discussed a few issues with the consultant. The study is in the data-generating stage, which has been delayed because the initial email method did not yield satisfactory outcomes, resulting in the consultant hiring data collectors. The data collectors were trained, and a media poster was created to raise awareness among higher education institutions. Data collection was completed by October 13, 2023.

d. Research strategic goal 5

Under this goal, the research unit focused efforts in this quarter on the development of an institutional framework to inform skills development. Following a board resolution of the retreat of July 2023, the Research Unit, in collaboration with ESEPARC, developed a White Paper in August 2023. The paper seeks to assist ESHEC to facilitate discussions and participation of industry and professional bodies in skills development. The proposed framework for Eswatini aims to explore the skills sectors as a means of economic recovery and to bridge the gap between higher education and industry. By implementing the suggestions outlined in the White Paper, Eswatini can address the skills gaps, skills mismatches, and emerging

QUALITY ASSURANCE OF HIGHER EDUCATION INSTITUTIONS - *continued*

skills needs while bridging the gap between higher education and industry. The white paper was the foundation for the ESHEC symposium of 1 November 2023.

e. Study that addresses the Skills gap, skills mismatch, and emerging skills

In the current financial year, ESHEC has budgeted for a study to get data or statistics on skills gap, skills mismatch, and emerging skills. The need for this study emanates from the development of the ESHEC Strategy for 2023 to 2026 which showed that ESHEC has no baseline to use to determine numbers of scarce skills and emerging skills that it needs to accredit programmes, as per its new strategy. ESHEC has noted the persistent mismatch and gap between available and required skills in the country, along with low graduate absorption and underutilisation of skills. To address this, ESHEC needs to go beyond an understanding of the skills demands or shortages, to having up-to-date information, key statistics, and quantifiable data specifying the present skills surplus and deficits, the needs and the mismatches between higher education and industry beyond the firm.

The study's baseline has been established, and possible actors for the study have also been identified. These include the Ministry of Education and Training (as the parent Ministry), the Ministry of Labour and Social Security and the Eswatini Economic Policy Analysis and Research Centre (ESEPARC). A problem statement was developed and approved. ESEPARC has the potential to play a significant role in this study since this study builds on the 2021 Skills Audit Report previously conducted by ESEPARC. By collaborating with the Ministry of Labour and Social Security, the survey can reach a broader population beyond the

higher education institutions where ESHEC operates.

f. Collection of Vital statistics for higher education in Eswatini

The Research Office plans to collect vital statistics on higher education in the country, in collaboration with the Ministry of Education (EMIS and EQA). In order to understand the type of data that a higher education regulator collects, the office benchmarked with South Africa Council on Higher Education (CHE), and further added other vital statistics. The vital statistics to be collected are as follows:

- 1. Institutions Data**
 - 1.1. Public Institutions
 - 1.2. Private Institutions
- 2. Student Data by Institutional Type**
- 3. Student Enrolment**
 - 3.1. Enrolment by gender
 - 3.2. Enrolment by qualification level
 - 3.3. Non-entering
 - 3.4. By Age Group
- 4. Student Completion Data**
- 5. Student Data by Programme**
 - 5.1. Undergraduate degree programmes
 - 5.2. Postgraduate degree programmes
- 6. Student Enrolment Data by Field of Study**
- 7. Student Completion Data**
 - 7.1. Completion by field of study
 - 7.2. Completion by gender
- 8. Student data by institution**
 - 8.1. Students' success by institution
- 9. Staff Complement**
 - 9.1. Senior Management Staff
 - 9.2. Academic Staff
 - 9.3. Administrative Staff
 - 9.4. Service Staff
 - 9.5. Student, staff ratios

Congratulations

THE RIGHT HONARABLE PRIME MINISTER,
HIS EXCELLENCY MR RUSSELL MMISO
DLAMINI



The Eswatini Higher Education Council-ESHEC Board of Directors, management, and staff congratulates His Majesty king Mswati for the appointment of His Excellency, Mr Russell Mmiso Dlamini as the Honourable Prime Minister of the Kingdom of Eswatini. May the Lord grant him all the strength, wisdom and grace as he executes his duties

BAYETHE! WENA WAPHAKATHI!



www.eshec.co.sz

>> ADVOCACY AND COMMUNICATIONS

In February 2023 ESHEC set up the advocacy and communications function within ESHEC. The sector developed visibility Strategy Concept note which is being implemented. The main objective of the activity is to sensitise members of the public especially those in remote areas on what ESHEC is and its activities and bring positive awareness to the public on the advantages of enrolling in ESHEC accredited institutions. The sector is also responsible for advocacy for ESHEC and is critical in partnership and relationship-building for ESHEC, across all sector.

a. Progress for second quarter 2023

For month of August 2023, the Advocacy and Communications Office, in collaboration with a local consultancy (Sibuko Acres) and stakeholders, coordinated, the launch of the ESHEC Strategy 2023-2026 and Rebranding strategy launch on 23 August 2023 at the Royal Villas Hotel, Ezulwini.

b. ESHEC's participation at the Eswatini International Trade Fair 2023

The Eswatini International Trade Fair 2023 took place from 1 to 10 September 2023. ESHEC was housed in the Main Hall. The ESHEC stand had visits from approximately 250 people per day over the ten days at the EITF 2023. ESHEC made deliberate effort to ensure the participation of all sectors especially the Advocacy and Communications and the Quality Assurance sectors. Participation at the 2023 Trade Fair gave ESHEC the chance to achieve the following:

- Establish new connections with potential customers.
- Enhance brand visibility and build strong relationships.
- Gain insights and feedback.
- Meet potential stakeholders.

All functions of ESHEC especially the Quality Assurance team attended the Trade Fair at Manzini, where the Quality Assurance

Department was able share information about the mandate of the Council. Both the Communications and Quality assurance sector recorded the input from the general public and cross section of stakeholders at the Trade Fair.

Many applauded the improved visibility of ESHEC and the regular publishing of the list because it enables students and sponsors to choose reputable institutions that are registered by ESHEC. There was, however, a lot of negative feedback with regards to HEIs and experiences of members of the public with HEIs. The following are the perceptions and views of people who visited the stand.



ESHEC's Stall at the Eswatini International Trade Fair 2023 looked inviting.



His Majesty King Mswati III with ESHEC,s Dr Ncamsile D Motsa, Thembinkosi Mkhabela and Dr Monica Nkwanyana during the official opening of the Eswatini International Trade Fair 2023.



Her Royal Highness Princess Sikhanyiso also visited the ESHEC stand. With her are ESHEC's Sphiwayinkhosi Nsibandze, Nhlanhla Sigwane, Dr Monica Nkwanyana and Musawenkosi Zwane.



Both young and old people visited the stand with keen interest to learn more about ESHEC.

>> ADVOCACY AND COMMUNICATIONS - continued



Senate President Lindiwe Dlamini and Babazile Nsibandze also visited the ESHEC stand and ESHEC's Sphiwayinkhosi Nsibandze attended to them.

IT SERVICES

a. Introduction

The Information technology function exists to support the mission and vision of the Eswatini Higher Education Council (ESHEC). Investments in information technology are driven principally by the desire to improve the way work is done; to improve decision making; to adhere to various laws, regulations, and policies; and to help the organisation manage its risks.

b. Strategic milestone

The automation of Eswatini Higher Education Council is the digitising of the core business processes for ESHEC through the introduction of an online system. ESHEC introduced a digitised system developed to manage data and organisational processes that will allow their stakeholders to capture

and share their information for regulatory purposes. The ESHEC business processes which have the registration module that includes establishment, registration of institutions and accreditation of programmes are at 85% completion. The data will be used by ESHEC for decision-making and to report to stakeholders especially the Ministry of Education and Training.

c. ESHEC System Upgrade

The ESHEC Business process system was upgraded with new features with the help of the Quality Assurance Team. Some of the features added to the system were the chat boxes which will make it easy to communicate with institutions on matters related to quality assurance processes. This will also assist HEI's to upload the relevant data by constantly being assisted by the ESHEC system administrator and the QA team. This chat box aids the QA team to easily communicate with all HEI's individually or all at once.

Congratulations!

Hon Minister of Education and Training, Owen Nxumalo



The Board, Management, and Staff of the Eswatini Higher Education Council-ESHEC would like to congratulate Mr Owen Nxumalo on his appointment as the Minister of Education and Training by His Majesty King Mswati III.

We wish him all the best!

**BAYETHE WENA
WAPHAKATHI !!**

» REGISTRATION OF HIGHER EDUCATION PROVIDERS

In order to be registered, institutions should meet standards as set out in the Higher Education (General) Regulations of 2016, published in Legal Notice 14 of 2016.

An institution is said to be recognised if granted approval under one of the following categories:

1. Provisional Authority to Establish and Operate

In accordance with section 19 of the Higher Education Act of 2013, a new and establishing institution may be granted provisional authority to establish and operate for a period not exceeding two years.

2. Full Registration

In terms of Part IV of the Higher Education Act of 2013, an institution which has met the quality standards to the satisfaction of the Council may be given full registration.

3. Accreditation

Institutional accreditation is granted in line with Part V of the Higher Education Act. It may be granted to an institution that has operated for over five years under the full registration certificate and has proven beyond doubt that all its structures and operations are effective. The institution should also have proven that it is internally and externally efficient. The following is a list of the of credible institutions and accredited programmes:

QUICK GUIDE OF BEING AN ACCREDITED INSTITUTION

1. Apply for establishment
2. Apply for registration
3. Apply for accreditation of your programmes
4. Login@eshec.org.sz
5. Follow prompts

LIST OF INSTITUTIONS GRANTED FULL REGISTRATION

1. African Christian College
2. Botho University
3. Mananga Centre for Regional Integration and Management
4. Development
5. Good Shepard College of Nursing
6. Emmanuel Wesleyan Bible College

PUBLIC INSTITUTIONS

1. Institute for Development Management (IDM)
2. Matsapha Police Academy
3. University of Eswatini (UNESWA)
4. Southern African Nazarene University (SANU)
5. Eswatini College of Technology (ECOT)
6. Eswatini Medical Christian University
7. William Pitcher Teacher Training College
8. Ngwane Teacher Training College
9. Gwamile Voctim
10. Mpisi Farm
11. Skills Centres
12. ECODEC Ezulwini
13. EIMPA (Eswatini Institute of Management and Public Administration)

LIST OF INSTITUTIONS GRANTED AUTHORITY TO ESTABLISH AND OPERATE

- Advanced School of Information Technology (RSTP)
- BOSCO Youth Agricultural Centre (BYAC)
- Emergency Medical Rescue College
- Institute of Research Management and Development (IRDM)
- BSA Training Centre (Ngwenya)
- Soft Tech Swaziland
- Bahamas Academy
- Regent Business School
- Centre for International Technology and Consultancy (CIT)
- AMADI University College
- Workers College
- Birch Cooper Graduate Institute
- Global University College
- CITEC College
- Ngwane Park TVET
- Providence International Training Institute
- Hillside College
- Bradford College
- Swaziland College of Theology
- Resource College
- Muna Health life Institute
- St John Eswatini
- Ubombo Technical College (U-Tech College)
- Eswatini Christian Medical University
- Limkokwing University of Creative Technology (LUTC)
- African Prime Institute for Science and Technology (APIST)
- Intellectus Campus
- Eastern and Southern African Management Institute (ESAMI)
- Springfield Research University
- Bethel Vocational Centre
- Sicobho Skills Centre
- African Christian College
- Botho University
- Mananga Centre for Regional Integration and Management Development
- Good Shepard College of Nursing
- Emmanuel Wesleyan Bible College
- NOSA ESWATINI



Find us at Lilunga House,
1 Floor. Somhlolo Road.
P.O. Box 6582
Mbabane
H100



Tel: 24042278/24048119



www.eshec.org.sz



info@eshec.org.sz

