



NEWSLETTER

APRIL - SEPTEMBER 2024 | VOLUME 1 & 2

ESHEC

ESWATINI HIGHER
EDUCATION COUNCIL

Ensuring relevance & excellence



IN THIS EDITION:

- ➡ National Labour Market Skills Project (NLMSP) Launch
- ➡ Four New Institutions Granted Full Registration
- ➡ Updated List of Registered Institutions
- ➡ ESHEC at Trade Fair 2024

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Market Skills Project survey.



National Labour Market Skills Project (NLMSPP)

Shaping Tomorrow's Skills Today



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EDITORIAL

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BACKGROUND

ESHEC is a parastatal entity established under the Higher Education Act of 2013. This legal framework sets the stage for ESHEC's operations and defines its core responsibilities (Higher Education Act of 2013). The Eswatini Qualifications Framework (ESQF) underscores ESHEC's quality assurance functions (ESQF, 2020). The Public Enterprise Unit (PEU) circular of 2017 confirmed ESHEC's parastatal status.

The Definition of Higher Education: The Higher Education Act of 2013 defines higher education as "all learning programs that commence after secondary schooling" and higher education institutions as "any institution which provides higher education on a full-time, part-time, or distance education" and secondary education as "post-O-level or A-level."

CORPORATE STATEMENTS

The following vision, mission, and values align with ESHEC's work ethic and mandate, guiding leadership decisions and staff philosophy

PURPOSE

We regulate and coordinate higher education, ensuring institutions produce programmes responsive to the country's socio-economic needs.

INTENT

Globally comparative higher education institutions (HEIs) and programmes.

VALUES

1. **Professionalism** – ESHEC is committed to upholding and maintaining high proficiency standards when providing services to the nation.
2. **Integrity** – We strive for honesty, fairness and objectivity in all our dealings with HEIs and other stakeholders.
3. **Partnerships** – We value the collective wisdom from sustainable and beneficial partnerships with public and private organisations.
4. **Accountability** – We transparently work towards clear objectives and accept responsibility for our decisions and actions.
5. **Responsiveness** – We will provide frank, impartial, and timely feedback to the government, stakeholders, and partnerships.

EDITORIAL

ESHEC's Commitment to Excellence and Engagement

Welcome to the ESHEC Newsletter for the first and second quarters of the year. As we reach the halfway mark of 2024, we are excited to share the significant strides we have made in advancing higher education in Eswatini.

Empowering Legislators and Enhancing Higher Education

One of the highlights this past quarter was hosting two pivotal workshops aimed at providing comprehensive orientation on the higher education sector in Eswatini to the Portfolio Committee Members from the House of Assembly and Senate. The primary objective of these workshops was to equip legislators with valuable insights into the higher education landscape of Eswatini. By doing so, ESHEC aims to foster informed decision-making and policy development that will enhance the quality and accessibility of higher education in the country.

Training for Tertiary Officials

In our continuous effort to empower higher education institutions, we successfully trained over 200 tertiary

officials in accreditation and compliance. This training is a crucial step in enhancing the quality and relevance of programmes offered by these institutions. By equipping officials with the necessary skills and knowledge, we are ensuring that our educational standards remain high and that students receive the best possible education.

Celebrating Achievements

On a lighter note, we are proud to announce that ESHEC clinched 3rd place in the stand excellence awards, Education and Information Services category, at the 2024 Eswatini International Trade Fair. This recognition is a testament to our commitment to excellence and our dedication to providing valuable information and services to the public.

Looking Ahead

As we move forward, ESHEC remains dedicated to engaging with our stakeholders and fostering a collaborative environment. We believe that by working together, we can shape a higher education sector that meets the evolving needs of our society thus **Ensuring Relevance and Excellence!**



FOREWORD FOR THE 2ND AND 3RD QUARTER NEWSLETTER OF THE ESWATINI HIGHER EDUCATION COUNCIL (ESHEC)

As we reflect on the achievements of the second and third quarters, I am proud to share the significant strides the Eswatini Higher Education Council (ESHEC) has made toward enhancing higher education in the Kingdom of Eswatini. This period has been marked by strategic initiatives aimed at fostering innovation, strengthening institutional capacity, and expanding our reach to ensure that the council's services directly benefit our communities.

One of the key highlights is the forging of new strategic partnerships, most notably with Business Eswatini. This collaboration is instrumental in creating stronger linkages between higher education institutions and the private sector, ensuring that the education we provide is not only relevant but also aligned with the evolving needs of our economy. By working together, we are creating opportunities for students to gain practical exposure and for institutions to be informed by industry trends, thereby contributing to the development of a well-rounded, future-ready workforce.

Another pivotal project we have embarked on is the implementation of our Artificial Intelligence (AI) Strategic Project. In a world increasingly driven by technology, it is critical that ESHEC and our higher education institutions adopt AI to streamline their business processes. This initiative is geared toward transforming administrative efficiency, data management, and decision-making processes through AI integration. The ESHEC secretariat is already using AI tools in editing reports and data analytics.

Capacity building continues to be a cornerstone of our work, as we are committed to equipping our higher education institutions with the knowledge and tools necessary to navigate a dynamic educational landscape. During this period, we hosted workshops on key issues affecting higher education. These engagements have provided valuable insights and strengthened the capabilities of our higher education leaders and faculty members on programme development that is aligned to industry needs. ESHEC has been proactive in extending services beyond institutional boundaries and into the communities



“ I would like to extend my sincere appreciation to all our Council, Government Ministries, partners, higher education institutions, Professional Bodies and the many stakeholders who continue to support ESHEC in realizing our shared vision of educational excellence. ”



we serve. This was shown by our participation in the Career Fair hosted by the Ministry of Labour and Social Security. By taking our services directly to the people, we have ensured that young students, parents, and job seekers alike have access to vital information about higher education pathways, programs, and career opportunities. Such initiatives are critical to ensuring that ESHEC remains accessible and responsive to the needs of our nation.

As we move forward, we remain dedicated to driving transformative change in Eswatini's higher education sector.

I would like to extend my sincere appreciation to all our Council, Government Ministries, partners, higher education institutions, Professional Bodies and the many stakeholders who continue to support ESHEC in realizing our shared vision of educational excellence.

Thank you, and we look forward to further progress in the months ahead.

Dr Loretta Mkhonta
Chief Executive Officer
Eswatini Higher Education Council (ESHEC)

“

*Together,
let's build a brighter future
for higher education
in Eswatini!*

Dr. Ncamsile D. Motsa

”



PLAGIARISM AND ACADEMIC INTEGRITY IN HIGHER EDUCATION: UNDERSTANDING, PREVENTION, AND INTERVENTION STRATEGIES

Abstract

Plagiarism is a widespread issue in higher education that goes beyond being an academic violation to challenge the fundamental principles of truth, originality, and integrity upon which the academic world is built. It poses significant challenges to the integrity of academic pursuits. This paper draws on extensive research and scholarly insights

to provide a comprehensive analysis of the complexities surrounding plagiarism in higher education. It explores its definitions, underlying causes, and manifestations, as well as thoroughly examines the detrimental effects of plagiarism on students, the quality of higher education, individual Higher Education Institutions

(HEIs), and academic integrity. The aim is to examine how HEIs handle plagiarism in Eswatini and to stress the need for proactive approaches and recommendations to foster a culture of academic integrity and reduce the occurrence of plagiarism within the higher education space.

Snippets of the findings



"We have a policy on plagiarism, but it lacks clarity and specificity."

Dr Hlata - Pool Academy



"Despite having policies in place, our institution lacks clear processes for addressing suspected cases of plagiarism."

Mr Rev - Juan Vocational Centre



"As an institution, it is also unclear what constitutes minor (forgivable) or major (unforgivable) plagiarism."

Mr Dlamini - CLM University



"We effectively communicate the policies and consequences to both educators and students."

Dr Hlata - Pool Academy



"Students struggle to comply with the policies."

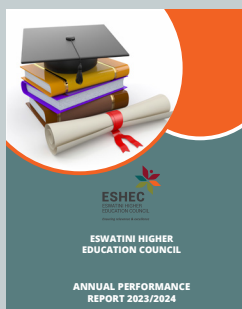
Ms Maziya - Theresa Training Institute



"When plagiarism is suspected, offenders often become defensive, and without clear policies on how to address such issues, it becomes a problem."

Mr Mali - Muntu College

ESHEC Annual
Report 2023-24



Exciting News from ESHEC!

We are thrilled to announce the release of the **ESHEC Annual Report 2023-24!**

Dive into our latest report to discover the impactful projects and initiatives we've been working on to advance the Higher Education Sector in Eswatini. From innovative programs to strategic partnerships, see how we're shaping the future of higher education.

Read the full report here.

Stay informed and join us on this journey towards educational excellence!

For more updates and information, visit www.eshec.org.

A CRUCIAL MESSAGE FOR SCHOOL LEAVERS: CHOOSE WISELY FOR YOUR FUTURE

School leavers and those applying to local Higher Education Institutions, as you embark on the exciting journey of tertiary education, it's essential to make informed decisions about your future. The Eswatini Higher Education Council (ESHEC) is here to guide you on registered institutions and accredited programmes. Before you commit to any programme, please take a moment to read this important guide.

Why Accreditation Matters

Studying an unaccredited programme can result in obtaining a qualification that is not recognized. Imagine dedicating years to your education only to find out that your qualification holds no value. To avoid this, always verify the accreditation status of the institution and programme you are interested in. Visit the ESHEC website at www.eshec.org to check the accreditation status before you apply, register or pay tuition fees.

Red Flags to Watch Out For

If an offer seems too good to be true, it probably is. For instance, if Institution A requires five good credits for a programme, but Institution B offers the

same programme for just one credit, you should be cautious. Ask yourself how this is possible and verify the information on the ESHEC website.

The Importance of Making the Right Choice

Choosing an accredited institution ensures that you receive a quality education that is recognized by employers and other educational institutions. Accredited qualifications enhance your credibility, employability, and provide better opportunities for career advancement.

Final Thoughts

To all the young people starting their life after school, make the right choices and be aware of the potential pitfalls. Always verify the accreditation status of the institutions and programmes you are considering. Your future depends on the decisions you make today.

Best wishes on your educational journey!

For more information, visit www.eshec.org. Stay informed and make **wise choices** for a successful future!

NEW APPOINTMENTS



Ms Tanele Dlamini
Admin and Personal
Assistant to the CEO

Tanele Dlamini joined ESHEC as an Admin and Personal Assistant to the CEO. She is a dedicated professional with a strong background in Public Management and Human Resources. She holds a Diploma in Public Management and further advanced her education with a B.Tech Degree.

Tanele began her career as an Office Administrator, gaining valuable experience before moving on to work for prominent companies such as Eswatini Electricity Company, Standard Bank, and Eswatini Mobile, where she served as a call center agent. Her career took a significant turn when she joined The Times of Eswatini Group as an HR Officer. Her dedication and performance led to a promotion to HR Manager, a role she held until her April 2024.



Dr Emmanuel L. Howe
Senior Quality Assurance
Officer

Dr. Emmanuel L. Howe joined ESHEC as Senior Quality Assurance Officer. He holds a PhD from North West University, along with multiple advanced degrees and certificates in higher education, business information systems, cybersecurity, and disaster risk management. He has lectured at Tshwane University of Technology, Limkokwing University, and Botho University, and served as a senior consultant at the Institute of Development Management. Dr. Howe is an active researcher, presenting on topics such as mobile learning, cybersecurity, and higher education. He is dedicated to ensuring quality assurance practices are upheld in higher education.

ESHEC AND BUSINESS ESWATINI FORGE NEW PATHWAYS FOR SKILLS DEVELOPMENT



BE CEO Mr. E. Nathi Dlamini highlighted the urgent need for relevant skills in the private sector, exacerbated by the rapid changes brought about by the 4th industrial revolution.

In a significant move to address the pervasive skills gaps in Eswatini, the Eswatini Higher Education Council (ESHEC) executive team, led by CEO Dr. Loretta Mkhonta, met with Business Eswatini (BE) today in the War Room of BE. This meeting, initiated by ESHEC as a new member of BE, aimed to identify areas of interest and collaboration, particularly focusing on the accreditation of higher learning institutions and the relevance of course content to industry needs.

Addressing Skills Gaps

BE CEO Mr. E. Nathi Dlamini highlighted the urgent need for relevant skills in the private sector, exacerbated by the rapid changes brought about by the 4th industrial revolution. He noted that despite the proliferation of private academic and

technical institutions, employers often find themselves retraining new hires, indicating a significant mismatch between the skills taught and those required by the industry.

ESHEC's Comprehensive Accreditation Program

Dr. Mkhonta acknowledged the existing shortcomings within the academic landscape and emphasized ESHEC's commitment to a multi-pronged accreditation program. This program focuses on evaluating course content and the quality of lecturers to ensure that graduates are well-prepared to meet industry demands. In cases where institutions fail to meet these standards, ESHEC has taken decisive action, including closing down non-compliant institutions.

Collaborative Efforts for Better Outcomes

Dr. Mkhonta appealed to BE to partner with ESHEC in leveraging synergistic opportunities that could expedite the delivery of much-needed skills solutions to the industry. BE has committed to involving ESHEC in various sector meetings, providing a platform for engaging with industry leaders. This collaboration

is part of BE's ongoing initiatives to tackle youth unemployment in the country.

A New Era of Cooperation

The meeting marks the beginning of a new era of cooperation between ESHEC and BE, aimed at aligning educational outcomes with industry needs. By working together, these organizations hope to create a more responsive and effective higher education system that can produce graduates equipped with the skills necessary for the modern workforce.

This strategic partnership is expected to bring about significant improvements in the quality of education and training in Eswatini, ultimately contributing to the country's economic growth and development.



BE CEO Mr. E. Nathi Dlamini & ESHEC CEO Dr. Loretta Mkhonta

ESHEC IS PLEASED TO INTRODUCE PROFESSOR REGIS CHIRESHE



Professional Biography:

Regis Chireshe is a Full Professor of Educational Psychology and Special Needs Education. He is currently a Chief Director: Quality Assurance Arts, Social Sciences and Humanities at the Zimbabwe Council For Higher Education. His main duty is to lead quality assurance teams in institutional and programme registration and accreditation, institutional and academic audits activities in Zimbabwean universities with a view to establish and maintain standards.

He holds a BSc Hon in Psychology (UZ), MSc Educational Psychology (UZ), FTEC (HEXCO), FETD (HEXCO), Outcome based Assessment in HE and ODL (UNISA) and DEd Psychology of Education (UNISA). He is a registered educational psychologist with the Allied Health Professions Council of Zimbabwe. He has risen through the ranks of Lecturer, Senior lecturer and Associate Professor. He has been a Head of Department, Deputy Dean, Dean and Director of Quality Assurance and Academic Planning at Great Zimbabwe University. He has over 80 publications in referred journals and publication outlets. He has supervised 23 PhD students to completion. He serves on the editorial boards of a number of reputable journals such as International Perspectives in Psychology: Research, Practice and Consultation, Journal of Psychology in Africa and African Journal of Psychological Assessment. He has made numerous presentations at local, regional and international conferences. He has been an external assessor and examiner for a number of na-

tional and international universities such as Kenyatta University, Makerere University, University of Pretoria, North West University, University of Ibadan, University of Eswatini and University of Johannesburg.

He has worked as a Research Champion for Walter Sisulu University (May 2009 to June 2011) and as a Professor at the University of South Africa (July 2011 to April 2014). He was a visiting Professor at Kyambogo University, Uganda from September 2008 to April 2009.

He had his contact leave at the National Council For Higher Education-Uganda in June 2022.

He is a fellow of the Zimbabwe Academy of Sciences.

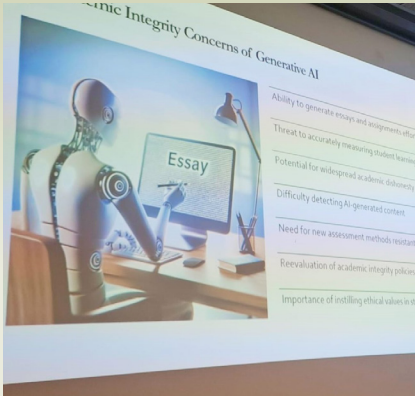
Assignment with ESHEC:

During his sabbatical at ESHEC, Professor Chireshe will assist ESHEC to:

- Audit the Council's Quality Assurance Unit practices and processes against international best practices and identify gaps if any;
- Assist Council to fill in the identified gaps.
- Assist Council in revising its Regulations for the Establishment and Registration of Institutions and Accreditation of Programmes.
- Assist the Council in carrying out research on the state of higher education in Eswatini which will become a yearly activity and a basis to guide higher education policy in the country.
- Assist the Council in establishing a journal of Higher education quality assurance.

The Eswatini Higher Education Council is pleased to introduce Professor Regis Chireshe who is the Chief Director for Quality Assurance Practices and Procedures with the Zimbabwe Council for Higher Education (ZIMCHE) to all its partners and stakeholders. Professor Chireshe has joined ESHEC on a sabbatical attachment from October 2024 to the end of January 2025. As the Chief Director for Quality Assurance Practices and Procedures with the Zimbabwe Council for Higher Education (ZIMCHE), Professor Chireshe brings valuable higher education experience from Zimbabwe, Uganda and South Africa. Therefore, this sabbatical attachment presents a valuable opportunity for mutual learning and collaboration between the ZIMCHE Quality Assurance Director and the Eswatini Higher Education Council Regulator. By leveraging each other's expertise and experiences, we aim to strengthen the quality assurance mechanisms in the higher education sector for the benefit of all stakeholders.

ESHEC EMBARKS ON AI TRAINING FOR STAFF



Prof. Sandile Motsa



DR. Sikhomba Gumbi & Prof. Sandile Motsa

Artificial Intelligence (AI) is revolutionizing organizational operations, offering unprecedented opportunities for efficiency, automation, and enhanced decision-making. Recognizing this potential, the Eswatini Higher Education Council (ESHEC) has initiated a comprehensive AI training program for its staff. This initiative aims to equip employees with the necessary knowledge and skills to effectively integrate AI technologies into their daily tasks, thereby boosting productivity and fostering innovation.

Introduction to AI Training

The AI training program is designed to demystify AI, showcasing its practical applications and preparing ESHEC staff to confidently utilize AI tools. The training covers a broad spectrum of AI applications relevant to the organization, including automation, data analysis, and decision-making support. By enhancing technical skills, the program aims to improve operational efficiency and promote ethical considerations and data protection when working with AI technologies. Furthermore, it encourages innovative thinking by demonstrating how AI can solve problems and optimize processes, significantly reducing manual workloads and allowing staff to focus on strategic responsibilities.

Challenges in AI Adoption

Adopting AI comes with its set of challenges. A primary concern is the lack of technical expertise among staff, which can make understanding complex AI concepts difficult. Resistance to change is another hurdle, with some employees hesitant to adopt AI tools due to fears of job displacement or unfamiliarity with the technology. Infrastructure limitations, such as outdated systems or insufficient resources, can also impede AI integration. Additionally, maintaining data privacy and compliance is crucial, as there are concerns about protecting sensitive information and ensuring AI systems adhere to relevant laws and ethical standards.

Benefits to ESHEC Staff

The AI training program promises numerous benefits for ESHEC staff. It will enhance oversight, quality assurance, and decision-making processes. By using data-driven models to assess compliance, the training will improve fairness in regulatory decisions and transparency in how these decisions are made. AI systems can streamline the accreditation process by efficiently analyzing data from institutions, identifying patterns of compliance or areas of concern, and automating routine assessments. Moreover, AI will assist ESHEC

in evaluating the effectiveness of educational programs and policies, providing insights into trends such as graduation rates, employability, and skill gaps.

Way Forward

To ensure effective AI adoption, the training programs will be tailored to different skill levels, from beginner to advanced, ensuring all staff can grasp AI concepts. Practical, hands-on workshops will allow employees to directly interact with AI tools, building familiarity and confidence. Continuous support and resources will be provided to facilitate ongoing learning and adaptation to AI technologies. A collaborative culture will be promoted, encouraging departments to share insights and strategies for integrating AI. Additionally, regular training on the ethical use of AI, with a focus on data privacy and compliance, is essential to ensure responsible implementation.

The ESHEC AI training program represents a significant step towards modernizing the organization's operations and enhancing its capacity to deliver high-quality education services. By embracing AI, ESHEC is poised to lead the way in innovative and efficient higher education governance.

ESHEC ENGAGES WITH PROVIDERS OF SHORT NON-CREDIT BEARING COURSES

At the Eswatini Higher Education Council (ESHEC), we deeply value our stakeholders and continuously strive to incorporate their input to better serve them. ESHEC had a productive meeting with providers of short non-credit bearing courses at Bethel Courts, Ezulwini. This engagement is part of our ongoing efforts to ensure that our educational offerings are aligned with the needs and expectations of all our stakeholders.

A Commitment to Stakeholder Engagement

ESHEC is committed to being an enabler in the higher education sector. We believe that engaging with our stakeholders is crucial for shaping a better and more responsive higher education system. By actively seeking

input from various educational providers, we aim to create a collaborative environment where all voices are heard and valued.

Productive Discussions

During the meeting, we discussed the current landscape of short non-credit bearing courses and explored ways to enhance their quality and relevance. Providers shared their insights and experiences, highlighting the challenges and opportunities they face. This open dialogue allowed us to gain a deeper understanding of their needs and how ESHEC can support them more effectively.

Shaping the Future Together

Our engagement with stakeholders is not a one-time event but an ongoing process. ESHEC is always open for engagement

and collaboration. We believe that by working together, we can shape a higher education sector that meets the evolving needs of our society. Our goal is to ensure that all educational offerings, whether credit-bearing or non-credit bearing, are of the highest quality and contribute to the development of skilled and knowledgeable individuals.

The meeting at Bethel Courts, Ezulwini, was a testament to ESHEC's commitment to stakeholder engagement and collaboration. We look forward to continuing these productive discussions and working together to enhance the higher education landscape in Eswatini.

For more information on ESHEC's initiatives and upcoming events, visit www.eshec.org.



ESHEC APPRECIATES MEDIA SUPPORT

In the second quarter of 2024, the Eswatini Higher Education Council (ESHEC) experienced a significant boost in media exposure, thanks to coverage from a variety of prominent news outlets and media houses. These included EBIS 1 and 2, Inside Biz, Eswatini Financial Times, Independent News, Times of Eswatini, Times Sunday, Eswatini Observer, Weekend Observer, Sunday Observer, Eswatini TV News, Market View on Eswatini TV, and Channel YeMaswati, among others.

Transforming Public Perception

This surge in media coverage has played a crucial role in transforming the public and stakeholders' perception of ESHEC. Through strategic communication efforts and widespread media exposure, ESHEC's initiatives and achievements have been effectively highlighted, leading to a clearer understanding of its vital role in the higher education sector.

Dispelling Misconceptions

The positive visibility garnered through these media channels has dispelled previous misconceptions about ESHEC, showcasing the council as a proactive enabler of quality education and development. This newfound recognition underscores ESHEC's commitment to fostering accredited institutions and ensuring

high standards in higher education.

Strategic Communication Efforts

ESHEC's strategic communication efforts have been instrumental in this transformation. By engaging with various media platforms, the council has successfully communicated its mission, goals, and achievements to a broader audience. This has not only enhanced public awareness but also strengthened stakeholder confidence in ESHEC's capabilities.

Recognized Commitment

As a result of this increased media exposure, ESHEC is now widely recognized for its dedication to promoting quality assurance and compliance within Eswatini's higher education sector. The council's efforts in accrediting institutions and ensuring they meet the highest educational standards have been brought to the forefront, reinforcing its reputation as a key player in the nation's educational landscape.

The second quarter of 2024 has indeed been a period of significant growth and positive transformation for ESHEC, thanks to the power of media exposure. This momentum is expected to continue, further solidifying ESHEC's position as a leader in higher education governance in Eswatini.



ESHEC AND MINISTRY OF LABOUR SIGN LANDMARK MOU



This agreement not only ensures transparency and accountability but also sets a clear path for our joint efforts to transform the vocational training landscape in Eswatini, addressing the critical issue of youth unemployment and empowering the next generation



The Eswatini Higher Education Council (ESHEC) and the Ministry of Labour and Social Security have taken a significant step towards improving vocational education in Eswatini by signing a Memorandum of Understanding (MoU). This agreement, facilitated through the Directorate of Industrial and Vocational Training (DIVT), aims to enhance the quality and relevance of vocational training programs across the country.

Key Objectives of the MoU:

- **Curriculum Development:** Crafting academic programs that meet industry requirements.
- **Quality Monitoring:** Ensuring high standards through vigilant oversight of training providers.
- **Advisory Committees:** Establishing expert panels to guide vocational training initiatives.
- **Regional Benchmarking:** Keeping Eswatini's training programs current with regional trends.
- **Resource Mobilization:** Securing technical and financial resources to enhance skilled manpower.

Aligning with ESHEC's Mandate

This MoU aligns perfectly with ESHEC's mandate to develop and implement a quality assurance framework for universities, colleges, and Technical Vocational Education and Training (TVET) institutions. ESHEC is responsible for registering service providers and accrediting learning programs, ensuring they meet the highest standards.

Supporting National TVET Policy

The agreement also supports the National Technical and Vocational Education Training (TVET) Policy 2022 – 2027, which tasks ESHEC with establishing a quality assurance framework for TVET delivery. This collaboration is set to address critical issues such as youth unemployment and skills mismatch, aligning vocational training with the dynamic demands of the job market.

Statements from Key Figures

Principal Secretary Makhosini Mndawe, who signed on behalf of the Ministry, emphasized the

importance of this agreement in ensuring transparency and accountability. "This agreement not only ensures transparency and accountability but also sets a clear path for our joint efforts to transform the vocational training landscape in Eswatini, addressing the critical issue of youth unemployment and empowering the next generation," he stated.

ESHEC Board Chairperson Makhosazana Madondo highlighted the MoU as a precursor to future initiatives. "The signing of this MoU is just the beginning of our collaborative journey," Madondo stated. "We share a broad vision that includes benchmarking, developing new programs, and more."

A New Era in Vocational Education

Dr. Loretta Mkhonta, CEO of ESHEC, articulated the vision behind this collaboration, stating that the partnership marks a new era in vocational education in Eswatini. "By working closely with the Ministry of Labour and Social Security through the DIVT, we are committed to creating a robust framework that addresses the skills mismatch and enhances the employability of our graduates," she said.

This groundbreaking collaboration is set to fortify Eswatini's educational framework, focusing on aligning vocational training with industry needs and driving socio-economic development in the country.





MINISTER OF EDUCATION AND TRAINING VISITS ESHEC

On May 3, 2024, the Eswatini Higher Education Council (ESHEC) had the honor of hosting the Minister of Education and Training, Owen Nxumalo, for a familiarisation visit. This significant event aimed to provide the Minister with a comprehensive understanding of ESHEC's mandate, operations, and the challenges it faces.

Purpose of the Visit

Minister Nxumalo's visit was a crucial step in strengthening the relationship between the Ministry of Education and Training and ESHEC. By gaining firsthand insights into the council's activities, the Minister demonstrated his commitment to supporting and enhancing the higher education sector in Eswatini.

Key Discussions

During the visit, ESHEC representatives presented detailed overviews of their mandate and operations. They highlighted the council's efforts in promoting accredited higher education institutions, ensuring quality assurance, and addressing the skills gaps in the workforce. The discussions also covered the various challenges ESHEC encounters, including

resource constraints and the need for greater collaboration with other stakeholders.

Minister's Commitment

Minister Nxumalo expressed his appreciation for the work being done by ESHEC and acknowledged the importance of their role in shaping the future of higher education in Eswatini. He committed to collaborating closely with ESHEC to address the challenges they face and to support their initiatives aimed at improving the quality and accessibility of higher education.

Conclusion

The familiarisation visit by Minister Owen Nxumalo marks a significant milestone in the ongoing efforts to enhance higher education in Eswatini. ESHEC is grateful for the Minister's support and looks forward to a fruitful collaboration that will benefit students, educators, and the broader community.

For more updates on ESHEC's activities and initiatives, visit www.eshec.org.

Together, *let's build a brighter future* for higher education in Eswatini!



ESHEC Board Members, Matsidiso Tfwala, Dr Rangarirai P. Taruvunga & Makhosini Makhubu



ESHEC MOVES FORWARD WITH ACCREDITATION FOR EIMA'S BACHELOR OF ARTS IN MUSIC EDUCATION

In line with the Eswatini Higher Education Council's (ESHEC) strategic intent to accredit programmes that address scarce skills and are relevant to the nation's needs, the Secretariat had the honor of assessing and interviewing the management of the Eswatini Institute of Music and Arts (EIMA) on June 18-19, 2024. The focus of this assessment was EIMA's proposed Bachelor of Arts in Music Education.

Accreditation Process

The Academic Planning and Development Committee (APDC), a sub-committee of the ESHEC board, has granted accreditation to the Bachelor of Arts in Music Education programme. This decision marks a significant step forward in recognizing the importance of music education and its role in fostering cultural and artistic development in Eswatini.

Pending Endorsement

While the APDC has approved the accreditation, the final endorsement is pending and will be reviewed by the incoming ESHEC board in October 2024. This endorsement is crucial for the programme to be officially recognized and for EIMA to begin offering this valuable educational opportunity to aspiring music educators.

Strategic Importance

Accrediting the Bachelor of Arts in Music Education aligns with ESHEC's commitment to



Subject matter Expert Kiewiet Pali & Dr. Loretta Mkhonta

promoting programmes that address the skills gap in Eswatini. Music education not only enriches the cultural landscape but also provides students with the skills and knowledge necessary to pursue careers in music and arts education.

The Eswatini Institute of Music and Arts is poised to make a significant impact on the higher education sector with its Bachelor of Arts in Music Education. ESHEC's ongoing efforts to accredit relevant and scarce-skills programmes demonstrate a commitment to enhancing the quality and diversity of higher education in Eswatini. We look forward to the final endorsement in October and the positive contributions this programme will bring to our educational landscape.

For more updates on ESHEC's activities and initiatives, visit www.eshec.org.



*Quality Assurance Officer
Musawenkhosi Zwane*



*Kiewiet Pali Inspecting the
facilities*

ESHEC HANDS OVER CERTIFICATES TO FOUR INSTITUTIONS

Matsapha Police Academy (MPA) Achieves Full Registration

In a significant milestone, the Matsapha Police Academy (MPA), a key institution for training prospective police officers, security personnel, cyber-crime analysts, and leaders for the Royal Eswatini Police Service, has been awarded a certificate of full registration by the Eswatini Higher Education Council (ESHEC) on July 30, 2024. This achievement underscores MPA's commitment to promoting quality assurance standards and compliance with Eswatini higher education guidelines. During the certification ceremony, the Academy also received accreditation for four of its programs: Diploma in Police Science, Basic Recruit Certificate, Leadership, and Junior Supervisory Skills certificates.

Eswatini Institute of Music and Arts (EIMA) Advances in Accreditation

Aligned with ESHEC's strategic intent to accredit scarce-skills and relevant programs, the Eswatini Institute of Music and Arts (EIMA) underwent a thorough assessment and interview process by the ESHEC Secretariat on June 18-19, 2024. The Academic Planning and Development Committee (APDC), a sub-committee of the ESHEC board, has granted accreditation for EIMA's proposed Bachelor of Arts in Music Education. However, the final endorsement of this program is pending approval by the incoming board in October 2024.

Southern Africa Nazarene University (SANU) Receives Full Registration

On August 23, 2024, the ESHEC Council resolved to award



Southern Africa Nazarene University (SANU) a certificate of full registration. Out of the fourteen programs submitted for assessment, eight were accredited. A ceremony to hand over the certificates of full registration and program accreditation was held on September 20, 2024. The accredited programs span two faculties, Health Sciences and Education, and include BEd Leadership and Management for Inclusive Education, BEd in Special and Inclusive Education, BEd Primary Teaching (French), Primary Teachers Diploma, Diploma in Pharmaceutical Sciences, BSc in Pharmacy, BSc in Nursing & Midwifery, and MSc in Nursing.

Emergency Medical Rescue College (EMRC) Granted Full Registration

Following a rigorous assessment process, the Emergency Medical Rescue College (EMRC) was granted full registration by

the ESHEC Council on August 23, 2024. The assessment scrutinized the college's policies, processes, facilities, teaching, assessment, and staffing quality assurance standards. Of the thirteen programs submitted for assessment, six were accredited by the Council. These include the Certificate in Emergency Medical Rescue & Care, Diploma in Emergency Medical Rescue & Care, Diploma in Public Health Management, Certificate in Occupational Health & Safety, Diploma in Occupational Health & Safety, and BSc in Occupational Health & Safety.

These achievements highlight ESHEC's ongoing commitment to promoting quality assurance and compliance within Eswatini's higher education sector, ensuring that institutions meet the highest standards of education and training.





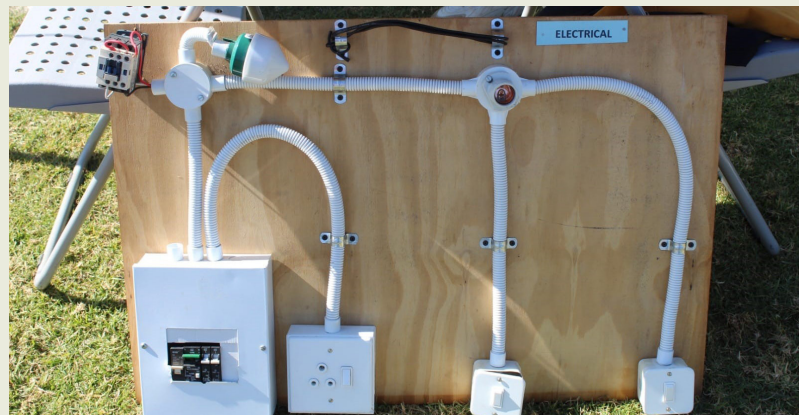
ESHEC AT ESWATINI NATIONAL CAREER EXPO 2024

The Eswatini National Career Expo 2024, launched at the Happy Valley Hotel on June 21, 2024, marked a significant event in the educational calendar. The Expo, which continued with regional events across the country, provided a platform for students to explore diverse educational and vocational training opportunities. ESHEC played a pivotal role in this initiative, participating in five of the six regional events held in Shiselweni, Lubombo, Mankayane, Piggs Peak, and Mbabane.

Outcomes of ESHEC's Participation:

- Enhanced Collaboration:** The Expo fostered strengthened partnerships between tertiary institutions and key stakeholders, creating a collaborative environment for future educational initiatives. This collaboration has led to increased consultations with ESHEC on the credibility of programs related to recruitment and academics.
- Increased Awareness:** ESHEC's participation raised awareness about the diverse educational and vocational training opportunities available, helping nearly 30,000 students make informed career choices across the six events.
- Youth Empowerment:** By providing access to information on career opportunities and vocational training, ESHEC empowered the youth, addressing the critical issue of youth unemployment.
- Promotion of Entrepreneurial Skills:** The Expo highlighted the importance of entrepreneurial skills in driving innovation and economic growth, encouraging students to consider entrepreneurship as a viable career path.
- Strategic Career Guidance:** Emphasizing the significance of making strategic career choices, ESHEC provided timely guidance to help students secure sustainable employment opportunities.

The Eswatini National Career Expo 2024 has proven to be a resounding success, with ESHEC's active participation playing a crucial role in its achievements. The Expo not only enhanced collaboration and awareness but also empowered the youth and promoted entrepreneurial skills, paving the way for a brighter future for Eswatini's students.





The Minister of Education and Training Owen Nxumalo, MOET Senior Officials and Portfolio Committee Members



ESHEC HOSTS INFORMATIVE WORKSHOPS FOR PARLIAMENTARIANS

The Eswatini Higher Education Council (ESHEC) recently hosted two significant workshops aimed at providing comprehensive orientation on the higher education sector in Eswatini to the Portfolio Committee Members from the House of Assembly and Senate. These workshops took place on August 5th and 8th, respectively.

Engaging Legislators in Higher Education

The primary objective of these workshops was to equip legislators with valuable insights into the higher education landscape of Eswatini. By doing so, ESHEC aims to foster informed decision-making and policy development that will enhance the quality and accessibility of higher education in the country.

Key Presentations and Discussions

During the workshops, presentations were delivered by representatives from ESHEC and the Eswatini Qualifications Authority (EQA). These presentations covered a wide range of topics, including the current state of higher education, accreditation processes, and the importance of maintaining high educational standards. The sessions provided a platform for open dialogue, allowing legislators to ask questions and gain a deeper understanding of the challenges and opportunities within the sector.

Attendance by Key Stakeholders

The workshops were graced by the presence of the Minister of Education and Training (MoET) and other MoET officials. Their participation underscored the government's commitment to supporting and advancing higher education in Eswatini. The involvement of these key stakeholders added significant value to the discussions, ensuring that the insights shared were aligned with national educational priorities.

Conclusion

The successful hosting of these workshops by ESHEC marks a pivotal step towards strengthening the collaboration between higher education institutions and legislative bodies in Eswatini. By providing legislators with a thorough understanding of the higher education sector, ESHEC is paving the way for more informed and effective policymaking. This initiative highlights ESHEC's dedication to promoting educational excellence and ensuring that the higher education system in Eswatini continues to thrive.

For more information on ESHEC's initiatives and upcoming events, visit www.eshec.org.

Together, let's build a brighter future for higher education in Eswatini!

Are you:

- A public or private sector organisation?
- A civil society organisation or NGO
- A training institution
- An individual who has completed their studies within the past five years?

**If “yes” we are
looking for you!**



National Labour Market Skills Project (NLMSPP)

Shaping Tomorrow's Skills Today



For more information:

 www.separc.co.sz

 +268 7618 7369



ESWATINI'S SKILLS PROJECT: BRIDGING GAPS AND SHAPING A FUTURE-READY WORKFORCE

Eswatini is advancing with the National Labour Market Skills Project (NLMSP), a critical initiative designed to address skills gaps and align the workforce with the evolving needs of industry. Led by the Eswatini Higher Education Council (ESHEC) in collaboration with the Taiwan Technical Mission (ICDF) and the Eswatini Economic Policy Analysis and Research Centre (ESEPARC), the project seeks to shape a future-ready, competitive workforce to meet the demands of the modern economy.

Data collection for the NLMSP will commence on September 2, 2024, and span six months, with enumerators gathering input from stakeholders nationwide. Eswatini faces significant challenges, including a 33% national unemployment rate and 58.2% youth unemployment, compounded by a mismatch between skills supply and labour market demand.

Speaking at the project launch at Sibane Sami Hotel in Ezulwini on August 24, 2024, Minister of Labour and Social Security Phila Buthelezi emphasised the initiative's importance.

"To thrive in this rapidly changing global environment, we must understand the skills our workforce currently has and identify the gaps that need addressing to meet future challenges," Buthelezi stated.

"This is not just about collecting data but using it to drive job creation, economic growth, and improve lives."

The Ministry of Education and Training (MoET) supports the NLMSP, which aligns with its ongoing curriculum updates to include industry-specific skills. "We are confident that leveraging the data from the NLMSP will help Eswatini build a workforce equipped to drive productivity, innovation, and national prosperity," said Acting Principal Secretary Nanikie Mnisi.

ESHEC CEO Dr Loretta Mkhonta highlighted the project's role in aligning Eswatini's education system with industry needs, enhancing the quality of education, and ensuring qualifications meet regional and international standards.

"Our collaboration with the Taiwan Technical Mission and ESEPARC is a testament to our commitment to creating an education system that addresses skills gaps and meets the needs of the modern workplace," Dr Mkhonta stated.

The Chief of the Taiwan Technical Mission, Chang-Ching Yeh, emphasised the project's strategic importance, noting its potential to refine technical workforce planning and policy development.

"This project will provide comprehensive data, allowing us to develop more effective strategies to address challenges in the technical workforce market," Yeh said.

DIVT Director Earnest Simelane noted that the NLMSP will identify skills gaps and necessary programme updates, ensuring that educational offerings are relevant and aligned with industry demands. "We aim to ensure that our programmes are practical and beneficial, meeting both the country's and the industry's needs," Simelane explained.

Meanwhile, Business Eswatini described the NLMSP as a transformative step towards ushering in a new era of quality education and skills alignment with industry needs.

"By investing in upskilling and reskilling programmes, the Government, private sector and all social partners, not only enhance the workforce's competencies needed to enhance productivity but also contribute to creating a talent pool that is agile and future-ready and prepared to drive Eswatini's economic transformation. In a rapidly changing global trading environment, relevant skills are increasingly becoming indispensable for businesses wishing to hold their own in a fiercely competitive business environment," said CEO E. Nathi Dlamini.

The Central Bank of Eswatini sees the NLMSP as a crucial tool for understanding and addressing skills imbalances.

"We will continue to provide insights into labour market needs, ensuring that human capital is aligned with industry demands, which is essential for the country's socio-economic growth," said Director – Human Capital Zithulele Gina.

ESEPARC CEO Dr. Thabo Sacolo also underscored the initiative's potential to shape strategic investments in education and training, providing a roadmap for sustainable economic prosperity.

"As we move forward, it is crucial that we understand the changing dynamics of the labour market. This project will allow us to forecast future skills demands and ensure that our education system is prepared to meet those challenges," he said.

Overall, the NLMSP represents a collaborative vision for national growth, aligning Eswatini's workforce development with the needs of a rapidly evolving global market.





LAUNCHING THE ESHEC/UN ACADEMIA PLATFORM: A NEW ERA OF COLLABORATION

The Eswatini Higher Education Council (ESHEC), in partnership with UN Eswatini, is excited to announce the establishment of the ESHEC/UN Academia Platform. This innovative initiative had its first stakeholder engagement on August 16, 2024, with selected higher education institutions in Eswatini.



Advancing the Sustainable Development Goals (SDGs)

The primary aim of the ESHEC/UN Academia Platform is to create a United Nations Academic Impact (UNAI) that fosters collaboration, partnership, and knowledge exchange between the United Nations and higher education institutions in Eswatini. This platform is dedicated to advancing the Sustainable Development Goals (SDGs) agenda by leveraging the intellectual and research capabilities of academia to address complex global and national challenges, including poverty, inequality, climate change, and peacebuilding.



Enhancing Student Learning Experiences

In addition to fostering collaboration, the platform aims to enhance student learning experiences by incorporating SDG-related content into academic programs. This approach promotes interdisciplinary methods to sustainable development, ensuring that students are well-equipped to tackle the pressing issues of our time.

Establishing a UN Student Platform

A secondary aim of the ESHEC/UN Academia Platform is to establish a UN student platform for advocacy and debates on thematic areas. This platform will direct key actions and recommendations to the UN-Academia, empowering students to actively participate in shaping policies and solutions for sustainable development.

A Mechanism for Dialogue and Expertise Sharing

The ESHEC/UN Academia Platform will serve as a vital mechanism for facilitating dialogue, sharing expertise, and leveraging the strengths of higher education institutions. By doing so, it aims to create a robust network that can effectively address the multifaceted challenges we face today.

Conclusion

The launch of the ESHEC/UN Academia Platform marks a significant milestone in the journey towards sustainable development in Eswatini. Through this platform, ESHEC and UN Eswatini are committed to fostering a collaborative environment that enhances education, promotes sustainable practices, and empowers the next generation of leaders.

Stay tuned for more updates on this exciting initiative and how you can get involved! For more information, visit www.eshec.org.

ESHEC AT THE ESWATINI INTERNATIONAL TRADE FAIR 2024



The Eswatini Higher Education Council (ESHEC) proudly participated in the Eswatini International Trade Fair (EITF) 2024, held at the Mavuso Trade Centre in Manzini from August 30th to September 8th. This prestigious event, attended by approximately 50,000 visitors as documented by the Eswatini Investment Promotion Authority, provided an excellent platform for ESHEC to engage with the public, promote accredited higher education institutions, and address various queries related to higher education in Eswatini.

Visitor Engagement

During the Trade Fair, the ESHEC stall attracted a significant number of visitors. Many were primarily interested in understanding which higher education institutions in Eswatini are accredited. They sought information on the implications of studying at unregistered institutions and the benefits of obtaining qualifications from accredited institutions.

Key Inquiries

Accredited Institutions: Visitors frequently inquired about the list of accredited higher education institutions in Eswatini. They were keen to ensure that their chosen institutions met the required standards set by ESHEC.

Implications of Studying at Unregistered Institutions: Many visitors expressed concerns about the consequences of studying at unregistered institutions. ESHEC representatives explained that qualifications from unregistered institutions might not be recognized, potentially affecting employment opportunities and further education prospects.

Accredited Qualifications: There was a strong interest in understanding what constitutes an accredited qualification and how it differs from non-accredited ones. ESHEC staff explained that having an accredited higher education qualification offers several significant advantages:

1. **Quality Assurance:** Accreditation ensures that the institution meets high standards of education, providing a quality learning experience.

2. **Recognition and Credibility:** Accredited qualifications are widely recognized by employers, professional bodies, and other educational institutions, enhancing credibility and employability.
3. **Transferability of Credits:** Credits earned from accredited institutions are more likely to be accepted by other universities if students decide to transfer or pursue further education.
4. **Eligibility for Financial Aid:** Students at accredited institutions are eligible for federal financial aid, scholarships, and grants, making education more affordable.
5. **Professional Licensure and Certification:** Many professional fields require graduation from an accredited program to sit for licensure or certification exams, essential for practicing in those fields.
6. **Career Advancement:** Accredited qualifications often lead to better job prospects, higher salaries, and opportunities for career advancement due to the trust employers place in accredited programs.
7. **Continuous Improvement:** Accredited institutions are committed to continuous improvement, regularly updating their curricula and teaching methods to stay current with industry standards and advancements.

Awards and Recognition

At the awards ceremony during the official closing of the EITF, ESHEC was awarded 3rd place in the Education and Information Services category. This recognition highlights the council's commitment to promoting quality higher education in Eswatini.

Conclusion

The participation of ESHEC in the Eswatini International Trade Fair 2024 provided a valuable opportunity for ESHEC to engage with the public, address their queries, and promote the importance of accredited higher education institutions and qualifications in Eswatini. This event underscored ESHEC's dedication to fostering educational excellence and supporting the aspirations of students and educators alike.

OVER 200 TERTIARY OFFICIALS TRAINED IN ACCREDITATION AND COMPLIANCE

...as ESHEC empowers higher education institutions to enhance the quality and relevance of programmes

The issue of emaSwati getting a raw deal, losing significant sums of money, and wasting time on low-quality, irrelevant tertiary programmes that leave graduates struggling to find employment may soon be resolved.

The Eswatini Higher Education Council (ESHEC) recently organised a two-day capacity-building workshop for over 200 quality assurance officials from Higher Education Institutions (HEIs) and other key stakeholders.

The workshop took place at eSibayeni Lodge in Matsapha on 18 and 19 September 2024. This proactive initiative by ESHEC aims to address the challenges institutions face in meeting regulatory requirements for programme accreditation, aligning academic content with industry needs, and ensuring that educational objectives comply with both local and international standards.

The theme for Day 1 was 'Programme Development and Accreditation Compliance,' equipping participants with practical tools for needs assessment and programme design. Day 2, themed 'Building Sustainable Systems for Enhanced Learning Outcomes,' empowered attendees to implement effective teaching and learning strategies while strengthening internal quality assurance systems to meet ESHEC requirements and improve educational outcomes.

ESHEC, a government entity established by the Higher Education Act of 2013, has a mandate that includes the promotion, accreditation, coordination, and determination of higher education in Eswatini.

Strategic Documents

Internationally renowned consultants Samuels Squared facilitated the workshop, having analysed

several strategic documents covering around 45 programmes. The interactive sessions were designed to equip stakeholders with the necessary skills and knowledge to meet ESHEC's rigorous standards.

"We focused on key areas such as needs assessment, programme design and development, and the continuous implementation of internal quality assurance mechanisms to foster sustainable improvements across the higher education sector," said Joe Samuels, the facilitator, and Director of Samuels Squared Consultancy.

"One of the critical challenges we identified was the tendency of institutions to adopt franchise programmes from other countries without fully adapting them to local needs. We are confident that moving forward, these programmes will better reflect the unique socio-economic and cultural context of Eswatini, enabling them to serve their intended purpose more effectively."

Crucial Support

The Acting Principal Secretary of the Ministry of Education and Training, Ms Nanikie Mnisi, commended ESHEC for successfully hosting the workshop, noting its crucial support for the Government's efforts to ensure academically rigorous programmes that reflect the cultural values, economic realities, and aspirations of emaSwati, as well as the local context. She highlighted that this aligns with the National Development Plan, the Government's Policy Framework, and the National Skills Development Strategy, stressing the importance of quality education for the country's socio-economic growth. Mnisi added that the initiative also resonates with the Sustainable Development Goals, particularly SDG 4: Quality Education, and SDG 8: Decent Work and Economic Growth.

"ESHEC's initiatives are aimed at ensuring that teaching strategies reflect global trends and specific industry needs, enhancing the relevance of educational programmes in Eswatini and ensuring their





accessibility and benefit to the wider population. These efforts also aim to address workplace and entrepreneurial realities,” said Ms. Mnisi.

Dr Sipho Shongwe, Quality Assurance Coordinator at the University of Eswatini (UNESWA), emphasised the value of the workshop in equipping participants with the necessary skills and knowledge to meet ESHEC’s stringent standards. He explained that the sessions focused on essential areas such as needs assessment, programme design and development, and the continuous implementation of internal quality assurance mechanisms within institutions. These efforts, Dr Shongwe noted, are directed towards fostering sustainable improvements across the sector.

“At UNESWA, we found immense value in the workshop, particularly as we are currently undergoing accreditation for some of our programmes. The workshop provided us with clarity on previously unclear aspects. I attended alongside Heads of Departments responsible for various programmes, and it was an excellent opportunity for us to fully understand ESHEC’s requirements, especially in programme design and development, which had previously been a challenge for us,” said Dr Shongwe.

Compliance with ESHEC

Dr Lomkhosi Mkhonta, Director of Quality Assurance at the Institute for Research Management and Development (IRMD), echoed Dr Shongwe’s sentiments, noting that compliance with ESHEC’s standards offers institutions an opportunity to significantly enhance the quality of education they offer. She asserted that by adhering to these standards, higher education institutions can contribute to a more resilient and robust higher education system in Eswatini, benefiting both students and the nation as a whole.

“This proactive approach by ESHEC supports institutions in meeting the requirements rather than taking a punitive stance towards non-compliance. Instead, they guide and assist us, thereby contributing to the Government’s efforts to increase the number of accredited institutions recognised by ESHEC. This provides emaSwati with more opportunities for skills development and training in properly accredited institutions, fostering the production of skilled professionals for Eswatini and beyond,” said Dr Mkhonta.

Ncamsile Makhanya, from the Matsapha Police Academy, mentioned that the institution had obtained full registration from ESHEC, and four of its programmes had been accredited.

"The workshop has been highly beneficial for higher education institutions, particularly in terms of programme development aimed at improving the country's economy. ESHEC has also emphasised the importance of collaboration with Government, other local and international learning institutions, and industry to ensure adaptability and forward-thinking in addressing the changing landscape of higher education," said Makhanya.

Quality Assurance

The Acting Country Director of the Institute of Development Management (IDM), Karabo Baipidi, who is also responsible for quality assurance, stated that many institutions are currently developing various learning programmes for accreditation with ESHEC.

"This initiative is designed to enhance the capacity and competence of those involved in developing learning programmes within different institutions. IDM sees the benefit of this, as we are in the process of implementing a new academic plan with a new set of programmes," said Baipidi.

"The insights gained from the workshop have been instrumental in ensuring that these new programmes are current and relevant to the needs of eSwatini, whether in Government, industry or for the students themselves. The country prioritises developing the right skills to propel the nation forward, and the best way to achieve this is by ensuring institutions of higher learning develop high-quality, relevant programmes. IDM is enthusiastic about this opportunity, as it aligns with our goals. We are eager to implement what we have learned and expect to see significant changes by this time next year."

Meanwhile, Stella Shongwe, Head of Academics at Limkokwing University of Creative Technology, expressed that the university feels empowered by ESHEC to deliver high-quality certificates that students and industry can trust. "The outcomes of the workshop are driving our research efforts and upgrading institutions to align with current digital migration trends. The focus is on e-learning and skills-based programmes, in line with the country's strategic direction," said Shongwe.

A Revelation

Sanele Gama from SoftTech College, an ICT institution based in Mbabane, said the workshop was more than just training - it was a revelation.

"It has empowered us to think critically about the relevance of our programmes in a global context and how we can ensure our students graduate with qualifications that stand the test of time," said Gama.

"By fostering these new perspectives, ESHEC is reshaping the future of higher education quality assurance in Eswatini, ensuring students receive the best education possible and institutions are equipped to deliver world-class standards. As the country moves towards realising its educational ambitions, the impact of this workshop will undoubtedly be felt in classrooms, boardrooms, and beyond."

Reflecting on the impact of the COVID-19 pandemic, Samuels stressed the need for innovation in teaching and learning, explaining that the pandemic had accelerated the adoption of blended learning and other modern educational strategies.

"Our role at ESHEC is not just to regulate but also to facilitate and guide institutions in their quest for excellence," said Dr Loretta Mkhonta, CEO of ESHEC. "As we continue to enforce compliance with the regulatory registration and accreditation standards, which were developed after extensive engagement with stakeholders in the education sector and line with international best practices, we will work alongside our institutions of higher learning and key role players on capacity-building initiatives. We will continue to provide the necessary resources, training, and support to ensure our programmes meet both local and international standards."

Dr Mkhonta emphasised that collaboration is key to progress, calling for greater cooperation with industry, communities, and all sectors of society. "We must learn from one another and explore best practices that have been successful in other contexts."

"There is a need to strengthen collaboration between higher education institutions and various industries, addressing the link between employability and diverse types of industries. Together, we must develop innovative solutions to better serve our institutions and students," she concluded.

There is a need to strengthen collaboration between higher education institutions and various industries, addressing the link between employability and diverse types of industries. Together, we must develop innovative solutions to better serve our institutions and students

CREDIBLE INSTITUTIONS IN ESWATINI 2024

ACRONYMS AND NAMES

ESHEC	Eswatini Higher Education Council
HE	Higher Education
HEI	Higher Education Institution
SER	Self-Evaluation Report
ESQF	Eswatini Qualifications Framework

INTRODUCTION

The Eswatini Higher Education Council (ESHEC) was established in 2015 in terms of the Higher Education Act of 2013 to regulate Higher Education provision in the country. Its mandate is to develop and implement a quality assurance system for higher education, covering among other areas, registration, accreditation, institutional audits, quality promotion and setting of standards. The Higher Education Act defines higher education as all learning programmes commenced after secondary education and leading to a higher qualification. For an institution to operate and be recognized in Eswatini, it must be registered in terms of the Higher Education Act, 2013.

REGISTRATION OF H.E.I PROVIDERS

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 credible institutions and accredited programmes:

A. PUBLIC INSTITUTIONS

NAME OF INSTITUTION	ACCREDITED PROGRAMMES	REMARKS/NOTES
UNIVERSITY OF ESWATINI	Programme assessment is ongoing	Fully Registered
MATSAPHA POLICE COLLEGE	Diploma in Police Science Certificate in Basic Recruit Training Certificate in Middle Management Skills Development Certificate in Junior Supervisory Skills Development	Fully Registered
ESWATINI COLLEGE OF TECHNOLOGY (ECOT)		
WILLIAM PITCHER TEACHER TRAINING COLLEGE		
NGWANE TEACHER TRAINING COLLEGE		
ESWATINI INSTITUTE OF MANAGEMENT AND PUBLIC ADMINISTRATION (EIMPA)		

B. GOVERNMENT FUNDED HIGHER EDUCATION INSTITUTIONS

NAME OF INSTITUTION	ACCREDITED PROGRAMMES	REMARKS/NOTES
ADVANCED SCHOOL OF INFORMATION TECHNOLOGY (ASIT)	Franchised Programmes from APTECH in India Diploma in Certified Computer Professional (CCP) Diploma in Arena Animation International Programme (AAIP) Diploma in Certified Network Specialist (ACNS) Diploma in Information Security and Ethical Hacking (ISEH)	Provisionally Registered. Accreditation is conditional on the ongoing quality assurance status of the programmes in the country of origin.
ESWATINI MEDICAL CHRISTIAN UNIVERSITY (EMCU)	Bachelor of Medicine and Surgery Bachelor of Radiography Bachelor of Nursing Science Bachelor of Medical Laboratory Science Bachelor of Psychology Bachelor of Social Work Bachelor of Pharmacy Bachelor of Computer Science Bachelor of Medicine and Surgery (MBBS)	Provisionally Registered.
GOOD SHEPHERD CATHOLIC COLLEGE OF HEALTH SCIENCES	Diploma in General Nursing Certificate in Nursing Assistant Post Graduate Certificate in Midwifery Diploma in Health and Safety	Fully Registered.
INSTITUTE OF DEVELOPMENT MANAGEMENT (IDM)	Bachelor of Arts in Human Resources Management Diploma in Human Resources Management Certificate in Human Resources Management Diploma in Information Technology Certificate in Freight Forwarding and Customs Compliance Bachelor of Science in Information Technology Bachelor of Occupational Health and Safety Bachelor of Education Management and School Leadership Bachelor in Community Development Diploma in Occupational Health and Safety	Provisionally Registered.
	Franchised Programme from the University of Namibia: Master of Business Administration	Accreditation is conditional on the ongoing quality assurance status of the programmes in the country of origin

NAME OF INSTITUTION	ACCREDITED PROGRAMMES	REMARKS/NOTES
LIMKOKWING UNIVERSITY	Associate Degree in Graphic Design Associate Degree in Creative Multimedia Associate Degree in Architectural Design Associate Degree in Public Relations Associate Degree in Events Management Associate Degree in Film and Television Production Associate Degree in Information Technology Associate Degree in Business Information Technology Associate Degree in Hotel Management Associate Degree in Business Management Bachelor of Science in Information Technology Bachelor of Arts in Professional Design Bachelor of Arts in Professional Communication Bachelor of Arts in International Business	Fully registered.
SOUTHERN AFRICAN NAZARENE UNIVERSITY (SANU)	Bachelor of Education in Special and Inclusive Education Bachelor of Education in Leadership and Management for Inclusive Education Bachelor of Education Primary Teaching (French) Primary Teachers Diploma Bachelor of Science in Nursing and Midwifery Diploma in Pharmacy Bachelor of Science in Pharmacy Master of Science Nursing	Fully registered.

C. LIST OF PRIVATE INSTITUTIONS

NAME OF INSTITUTION	ACCREDITED PROGRAMMES	REMARKS/NOTES
AMADI UNIVERSITY COLLEGE	Primary Teachers Diploma Bachelor of Commerce (Accounting) Bachelor of Education (Foundation) Bachelor of Education in Early Childhood Care and Development (ECCD)	Provisionally Registered
AFRICAN PRIME INSTITUTE OF SCIENCE AND TECHNOLOGY (APIST)	Diploma in Health Records and Information Technology Diploma in Agriculture and Community Development Certificate in Architecture Certificate in Electrical and Electronic Telecommunication	Provisionally Registered
AFRICAN CHRISTIAN COLLEGE	Bachelor of Theology	Fully Registered.
BOTHO UNIVERSITY	Bachelor of Science in Network Security and Computer Forensics Bachelor of Science in Computing Bachelor of Commerce in Accounting Bachelor of Business Administration in Business Management Bachelor of Science in Mobile Computing Bachelor of Science in Health Information Management	Fully Registered.

NAME OF INSTITUTION	ACCREDITED PROGRAMMES	REMARKS/NOTES
BIRCHCOOPER GRADUATE INSTITUTE	Programmes suspended	Provisionally Registered
BRADFORD COLLEGE	Primary Teachers Diploma (PTD) Secondary Teachers Diploma (STD)	Provisionally Registered
CENTRE FOR INTERNATIONAL TECHNOLOGY AND CONSULTANCY (CIT)	Primary Teachers Diploma (PTD)	Provisionally Registered
CITEC COLLEGE	Franchised programmes from University of Lusaka: Primary Teachers Diploma	Provisionally Registered
EASTERN AND SOUTHERN AFRICAN MANAGEMENT INSTITUTE (ESAMI)	Master of Business Administration Masters in Human Resources Management Master of Science in Project Management Bachelor of Business Administration Diploma in Management and Administration Diploma in Human Resources Diploma in Management	Provisionally Registered
EMERGENCY MEDICAL RESCUE COLLEGE (EMRC)	Bachelor of Science in Occupational Health and Safety Diploma in Occupational Health and Safety Diploma in Emergency Medical Care and Rescue Diploma in Public Health Certificate in Basic Ambulance Assistant Certificate in Occupational Health and Safety Certificate in Emergency Medical Care and Rescue Short Programmes: Basic Life Support for Health Care Providers Advanced Cardiac Life Support Light Motor Vehicle Rescue High Angle Rescue 1 High Angle Rescue 2 Confined Space and Rescue First Aid	Fully Registered
EMMANUEL WESLEYAN BIBLE COLLEGE	Certificate in Christian Service Diploma in Counselling	Provisionally Registered
GLOBAL UNIVERSITY COLLEGE	Programmes suspended	Provisionally Registered
INSTITUTE OF RESEARCH MANAGEMENT AND DEVELOPMENT (IRDM)	Franchised Programme from Zimbabwean Institute of Management Certificate Security Management Diploma in Business Studies Franchised Programme from the Kenyan Association of Professional Certificate Counselling Training Short Programmes: Customer Service Certification Basic Computer Training	Provisionally Registered Accreditation of franchised programmes is conditional on the ongoing quality assurance status of the programmes in the country of origin

NAME OF INSTITUTION	ACCREDITED PROGRAMMES	REMARKS/NOTES
MANANGA CENTRE FOR REGIONAL INTEGRATION AND MANAGEMENT DEVELOPMENT	Diploma in Human Resources Management Diploma in Marketing Diploma in Community Development Diploma in Computer Engineering Diploma in Financial Accounting Diploma in Public Sector Accounting Diploma in Office Administration Diploma in Entrepreneurship Diploma in Office Administration Certificate in Project Management Supervisors Development Programme Certificate in Human Resources Certificate in Project Management	Fully Registered
MUNA HEALTH LIFE INSTITUTE	Certificate in Health Life Management Sciences Human Wellness Promotion Human Health and Disease Prevention Human Capacity Development	Provisionally Registered
PROVIDENCE INTERNATIONAL TRAINING INSTITUTE	Programmes suspended	Provisionally Registered
REGENT BUSINESS SCHOOL (RBS)	Franchised Programmes from REGENT Business School in South Africa Higher Certificate in Business Management Higher Certificate in Entrepreneurship	Provisionally Registered Accreditation is conditional on the ongoing quality assurance status of the programmes in the country of origin
SPRINGFIELD RESEARCH UNIVERSITY	Bachelor of Science in Forestry Bachelor of Arts in Political Science and Governance Bachelor of Arts in Psychology Bachelor of Business Administration in Supply Chain Management and Logistics	Provisionally Registered
SWAZILAND COLLEGE OF THEOLOGY	Bachelor of Theology Bachelor in Psychology Diploma in Theology Diploma in Counselling	Provisionally Registered
WORKERS COLLEGE	Bachelor of Commerce Primary Teachers Diploma Secondary Teachers Diploma Early Childhood Teachers Diploma Franchised programmes from the University of Africa: Diploma in Occupational Health and Safety Diploma in Business Administration	Provisionally Registered Accreditation is conditional on ongoing quality assurance status of the programmes in the country of origin

D. PRIVATE TECHNICAL VOCATIONAL EDUCATION AND TRAINING INSTITUTIONS PROVISIONALLY REGISTERED

NAME OF INSTITUTION	ACCREDITED PROGRAMMES	REMARKS/NOTES
BETHEL VOCATIONAL CENTRE	Certificate in Construction and Building Certificate in Welding Design Certificate in Electrical Engineering	Provisionally Registered
BSA TRAINING CENTRE (Motshane)	Certificate in Heavy Motor Vehicle Certificate in Light Motor Vehicle Certificate in Health and Safety Certificate in Electrical Engineering Certificate in Plumbing	Provisionally Registered
BOSCO YOUTH AGRICULTURAL CENTRE (BYAC)	Certificate in Permaculture Certificate in Horticulture Certificate in Bee Keeping Certificate in Pig Production	Provisionally Registered
HILLSIDE COLLEGE	HIV/AIDS Management	Provisionally Registered
NGWANE PARK TVET	Diploma in Fashion Design	Provisionally Registered
RESOURCE COLLEGE	Programmes suspended	Provisionally Registered
SICOBHO SKILLS CENTRE	Certificate in Carpentry and Welding	Provisionally Registered
SIMAVSHEQ	Occupational Health and Safety programmes	Provisionally Registered
SOLAR TRAINING AND RENEWABLE ENERGY ENTREPRENEURSHIP CENTRE	Advanced Certificate in Renewable Energy and entrepreneurship	Provisionally Registered
UBOMBO TECHNICAL COLLEGE (U-TECH)	Programmes suspended	Provisionally Registered

E. PUBLIC TECHNICAL VOCATIONAL EDUCATION AND TRAINING INSTITUTIONS PROVISIONALLY REGISTERED

ESWATINI COOPERATIVE DEVELOPMENT COLLEGE (ECODEC)
GWAMILE VOCATIONAL AND COMMERCIAL TRAINING INSTITUTE

F. LIST OF INSTITUTIONS OFFERING NON-CREDIT BEARING SHORT COURSES

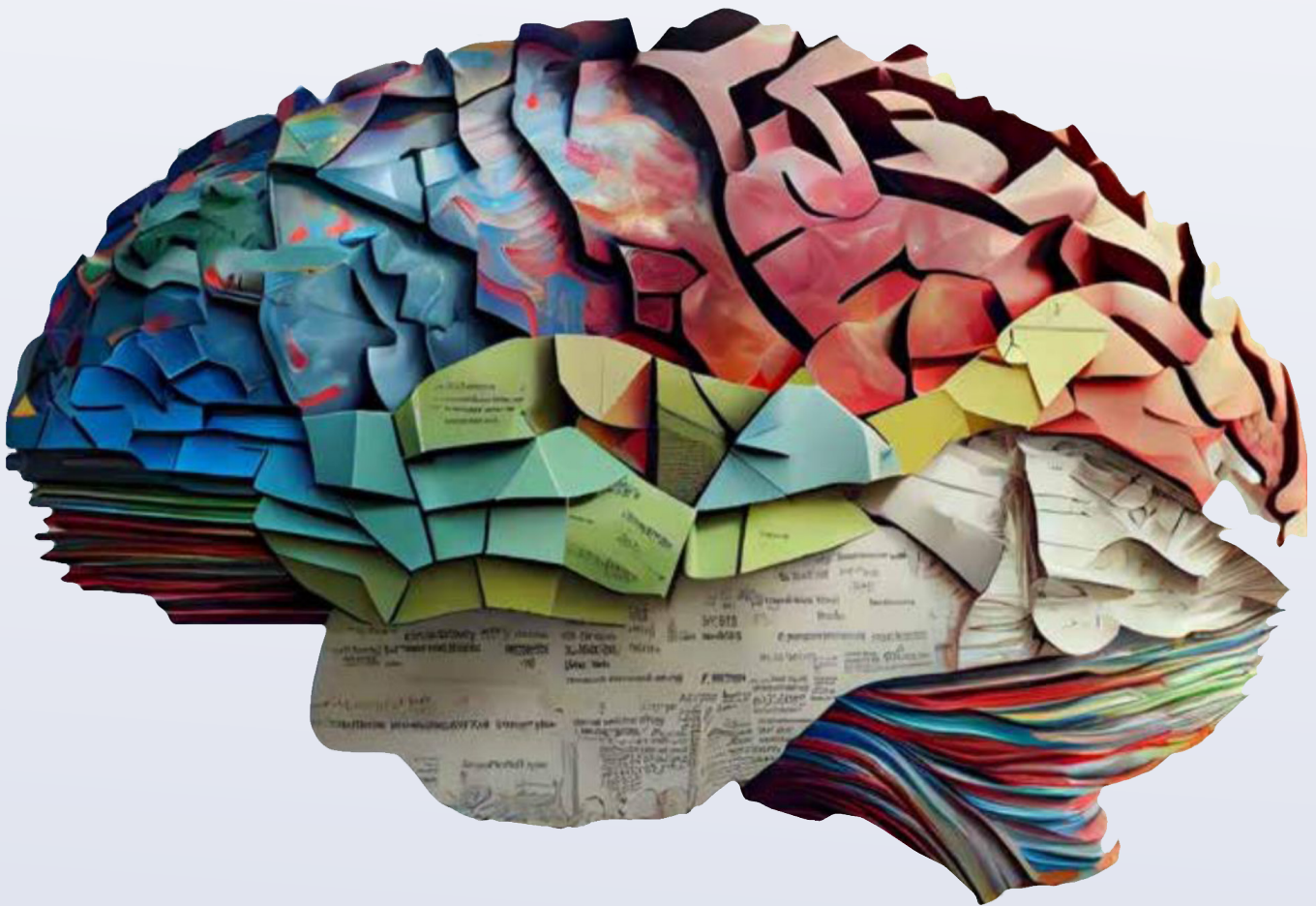
INSTITUTION	ACCREDITED SHORT COURSES
NOSA	Thirty (30) Occupational Health and Safety programmes
ST JOHN ESWATINI	Five (5) Occupational Health and Safety programmes
SHAK ENTERPRISE	Four (4) Occupational Health and Safety programmes
SOFT TECH	Eleven (11) IT and Project/Office Management Short Courses

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*Together,
we must develop innovative
solutions to better serve our
institutions and students*

Dr. Loretta Mkhonta

”



Join the Conversation!

Share your thoughts and insights on the National Labour Market Skills Project. Your input can help shape the future of skills development in Eswatini."



National Labour Market Skills Project (NLMSP)

Shaping Tomorrow's Skills Today



For more information:

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ESHEC

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