

02nd WorldSkills Eswatini National Competition Rules and Regulations



MINISTRY OF LABOUR AND SOCIAL SECURITY
(MOLSS) & MINISTRY OF EDUCATION AND
TRAINING(MOET)

CHANGING LIVES THROUGH SKILLS

WORLDSKILLS ESWATINI COMPETITIONS RULES AND REGULATIONS FOR 2026

**Eswatini National Skills Competition is conducted by the Ministry of Education
and Training (MoET) and Ministry of labour and Social Security (MoLSS)**

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Supported by:



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Purpose and Introduction of Skills Competitions

Purpose

The purpose of skills competitions is to establish the value of skills, encourage Senior to participate in technical and vocational education and training, and raise social awareness and public interest through competitions. It also serves to review the outcomes of technical and vocational education and training programs, and by fostering mutual learning and observation, it enhances the skill levels of technical personnel.

At a time when the country is committed to developing technology-intensive industries and service sectors, the demand for both the **quantity** and **quality** of technical talent is rapidly increasing. In addition to actively promoting technical and vocational education, expanding the implementation of skills certifications, and holding skills competitions, such events aim to amplify their influence, create a positive trend, and enhance society's emphasis on technical and vocational training. This encourages young people to participate enthusiastically in such programs, equipping them to become key contributors to the country's economic and social development.

Introduction

Like in first National Skills Competition in Eswatini, competitors to participate were actively nominated from vocational institutions and prevocational high schools. Eswatini anticipates having the National Skills Competition annually as a major event for technical and vocational education and training with various government agencies, schools, affiliated organizations, corporations, and vocational training institutions nominating competitors to participate.

The National Skills Competition also serves to select outstanding competitors to represent Eswatini in WorldSkills African and WorldSkills International Competitions. As such, the age limits for participants are as follows:

- **Junior Group:** Competitors must be born on or after **January 01, 2005**
- **Senior Group:** Competitors must be born on or after **January 01, 2002.**

In this 02nd National Skills Competitions, the number of competition skills area are currently at 5 and will expand to more areas in future to meet the demand for technical talent driven by rapid economic development.

Skills Competition Committees

Organizing Committee

The organizing committee is comprised of the representatives from the Ministry of Labour and Social Security (MoLSS), Ministry of Education and Training (MoET) and the Technical and Vocational Skills Certification Enhancement Project (The Project) of the Technical Mission of Taiwan. The Committee members are as follows:

1. Earnest Simelane – DIVT Director, MoLSS
2. Dr. Buyisile Dladla – Chief tertiary Colleges Inspector, MoET
3. Mr. Lucky Ndlovu – Principal of Gwamile VOCTIM (MoET)
4. Mr. Henry Khumalo – Principal of ECOT (MoET)
5. Mr. Baron Wang – Project Manager (The Project)
6. Matsidiso Tfwala – Senior Inspector TVET Colleges (MoET)
7. Thembekile Dlamini - Senior Inspector TVET Colleges (MoET)
8. Nimrod Mdluli – Senior Inspector Pre-Vocational (MoET)
9. Sam Shabangu – Senior Inspector Design and Technology (MoET)
10. Gcinile Mkhombe – Senior Inspector Consumer Science (MoET)
11. Maqakala Dlamini – Deputy Director DIVT (MoLSS)
12. Mazambane Dlamini – DIVT Trade Testing Officer (MoLSS)
13. Tandzisile Mbingo – Project Secretary (The Project)

The country's Official Technical delegate and Technical Delegate for WorldSkills competition is Mr. S. M Mndawe (Principal Secretary, MoLSS) and Earnest

Simelane (DIVT Director) respectively.

List of Experts and Staff Members

The experts across the three skills trade are as follows:

Cooking:

1. Gcinile Mkhombe* - Ministry of Education and Training
2. Lungile Dlamini - Eswatini College of Technology
3. Rebecca Magongo- Eswatini College of Technology
4. Lousa Potgieter – Independent
5. Philile Nabaala – Independent (retired)

Welding Technology:

1. Kunene Elvis * - Gwamile VOCTIM
2. Selbourne Nkambule - Gwamile VOCTIM
3. Noncedo Thusi – Mpaka Vocational Training Centre
4. Sidumo Dlamini – Sikhunyane High School
5. Gulwako Benele – MITC
6. Samkelo Mkhwanazi – Salem High School
7. Simangaliso Phangwane – Mvimbeko High School
8. Bongiwe Dlamini – SITC

Automotive Technology:

1. Nontsikelelo Dlamini* - Gwamile VOCTIM
2. Dlamini Sandile – Lusito Training
3. Richard Bhembe – MITC
4. Mabila Mpendulo – SITC
5. Motsa Cedrick - ECOT
6. Dennis Mazibuko - CTA
7. Thokakele Phakathi - CTA
8. Simelane Earnest – Mpaka Vocational Training Centre
9. Simelane Makhosi – NISTIC

Fashion Technology:

1. Thanks Malaza* - National Handicraft Training Centre
2. Debra Sihlongonyane – Ngwane Park TVET
3. Thando Ndlangamandla – Ngwane Park TVET
4. Nompendulo Mbingo – St Joseph High School

Electrical Installation:

1. Shongwe Jabulani* - Gwamile VOCTIM
2. Dlamini Manyakatane – Gwamile VOCTIM
3. Mphiwa Manyatsi – Gwamile VOCTIM

Note: * indicate the chief expert. Staff members refer to designated technical assistants found at workshops.

Overview of Competition Venues and Dates

The skills competitions are jointly managed by the MoET and MoLSS with the support from the Taiwan Technical Mission's Technical and Vocational Skills Certification Enhancement Project. The project has over the years invested in upgrading several workshops at Eswatini College of Technology, Gwamile VOCTIM and the DIVT. Based on the upgraded workshops, the decision to pilot the skills competition on three trades and choose ECOT and Gwamile VOCTIM as competition venue was mostly influenced by the modernized workshops available at the institutions.

The skills competition finals are to be held on February 10th, 2026 to February 13th, 2026. Automotive Technology, Welding Technology, Electrical Installation and Fashion Technology will be held at Gwamile VOCTIM while Cooking will be hosted by Eswatini College of Technology.

Competitor Statistics

The competitions began in September 2026 with 116 competitors across five different skills trade namely welding technology, automotive technology, cooking, fashion technology, and electrical installation. As the 02nd national skills competition, fashion technology and electrical installations were newly added trades. The competitors were also selected across the four regions as in the previous competition and there was no open application process. The MoET assisted in identifying the various schools and competitors were then selected by their teachers to represent their school. In the preliminary skills competitions; there were 38 competitors for cooking; 42 competitors for welding (12 were from vocational colleges and 30 were from pre-vocational high schools; for fashion technology there were 40 competitors. For automotive technology, there were 12 competitors and were all from vocational colleges.

There candidates from high school that were absent during the preliminary while there were also no candidates from the local companies especially for automobile, welding, and electrical installation. Most companies like RES Corporation and Usutu Forest Products had no candidates within the set age limit and could not release anyone to represent their company.

Preliminary Skills competition					
Skill / Category	Cooking	Welding technology	Automotive Technology	Fashion Technology	Electrical Installation
Junior	38	30	12	20	4
Senior		12			
Total Competitors			116		

Table 1.0: Preliminary Skills Competition Statistics

The participating vocational colleges were; Eswatini College of Technology, Gwamile VOCTIM, Manzini Industrial Training Centre, Mpaka Vocational Training Centre, Siteki Industrial Training Centre, Nhlangano Industrial Skills Training Centre, Lulakeni Regional Education Centre, Big Bend Regional Education Centre, STREEC etc.

Participating high schools/institution for Cooking were ECOT, Elulakeni Rec, Lozitha High, Ngwane Central, Zombodze High, Dwalile High, Boyane High, St Philips High, Entfonjeni High, Mpaka High, Mpolonjeni High, Christ The King High, Mankayane High, Mpaka REC, Elulakeni Rec, Mayiwane High, Londunduma High, Nhlangano Central High, Entandweni High, Nkwene High, Nkiliji High, Entfonjeni Rec, Ngcoseni High, Lavundlamanti High, Ekukhanyeni High, Franson Christian.

Semi-finals were held in December 2025 and almost half of the competitors in each skills trade were eliminated, and the distribution of competitors per skills trade and category was as follows:

Semi-Finals Skills competition					
Skill / Category	Cooking	Welding technology	Automotive Technology	Fashion Technology	Electrical Installation
Junior	20	15	12	10	6
Senior		9			
Total Competitors			72		

Table 1.1: Semi-Finals Skills Competition Statistics

From the semi-finals' competition, finals were selected and are set to undergo an intensive one-week training in January 2025 in preparation for the finals in February 2025.

Finals Skills competition					
Skill / Category	Cooking	Welding technology	Automotive Technology	Fashion Technology	Electrical Installation
Senior	6	6	6	6	4
Junior		6			
Total Competitors			34		

List of Competitors (Finalists)

AUTOMOTIVE TECHNOLOGY

1. Vilakati Junior Siphelele – Eswatini College of Technology
2. Motsa Sikoletu – Manzini Industrial Training Centre
3. Zishwili Mangaliso – Gwamile VOCTIM
4. Jele Mzwakhe– Gwamile VOCTIM
5. Mabuza Mcebo– Eswatini College of Technology
6. Khumalo Sotja – Siteki Industrial Training Centre

FASHION TECHNOLOGY

1. Ngwenya Simphiwe - Ngwane Park TVET
2. Mazuzu Ntombifuthi - Mpaka Vocational Training Centre
3. Gwebu Siyabonga - Ngwane REC
4. Mngwambi Gabriel - Fontein High School
5. Makhubu Thubelihle- Lobamba National High School
6. Zwane Nkosenhle – Ncabeni High School

WELDING TECHNOLOGY

Junior

1. Sithole Sifiso – Franson High School
2. Mabuza Lungelo – Emvimbeko High School
3. Masuku Philani – Salem High School
4. Dlongolo Mshonishwa - Ekukhanyeni High School
5. Mavuso Melusi – Evelyn Baring High School
6. Mdluli Zwakele – Ebenezer FEA High School

Senior

1. Mcondisi Hlatshwako - Mpaka Vocational Training Centre
2. Mkhwanazi Siphosethu – Nhlangano Industrial Training Centre
3. Dlamini Blessing – Manzini Industrial Training Centre
4. Kunene Zodwa – Siteki Industrial Training Centre
5. Mazibuko Kwanele - Mpaka Vocational Training Centre
6. Tsabedze Siyabonga – Gwamile VOCTIM

COOKING

1. Gwebu Luyanda – Mpolonjeni High School
2. Mvubu Tivamile – Entandweni High School
3. Nxumalo Tebenguni – Eswatini College of Technology
4. Zulu Nkosilehla – Ngwane Central High School
5. Makhanya Luyanda – Londunduma High School
6. Mabuza Sisekelo – Dwalile High School

ELECTRICAL INSTALLATION

1. Dlamini Siphosenkosi – National Handicraft Training Centre
2. Kunene Sebenele – National Handicraft Training Centre
3. Vilakati Sethabelo – Mpaka Vocational Training Centre
4. Zwane Fisiwe - Gwamile VOCTIM

The 02nd National Skills Competition Regulation

Introduction and Purpose

To promote the development of vocational training and technical and vocational education in our nation, this competition aims to encourage skill learning, enhance the national technical standards, and select outstanding participants to represent the country in international skills competitions.

Organizing Units

1. **Supervising Units:**

- Ministry of Education and Training
- Ministry of Labour and Social Security (DIVT)

2. **Host Unit:**

- Ministry of Education and Training (Eswatini College of Technology and Gwamile VOCTIM)

3. **Co-organizing Units:**

Technical and Vocational Skills Certification Enhancement Project
(Taiwan technical Mission)

Competition Date

The competition will take place from **February 11, 2026 (Wednesday)** to **February 12, 2026 (Thursday)**.

For detailed schedules, please refer to the event calendar or visit the following websites:

- **Competition Official Website:**

<https://www.facebook.com/people/Eswatini-Skills-Competitions/61563801632369/>

Competition Venue

1. **Locations:**

- **Venue 1:** Eswatini College of Technology, Mbabane (Cooking Competition)

- **Venue 2:** Gwamile VOCTIM, Matsapha (welding and automotive competition)
- 2. Event Office Contact:**
- The contact details for the event office will be announced registration venue before the competition.

Key Event Schedule for the 02nd National Skills Competition

- **February 10, 2026**
 - 09:00–12:00: Pre-competition briefing for experts of all categories.
 - 10:00–11:30: Competitor registration.
 - 11:30–15:00: Venue familiarization for competitors.
 - 16:00–18:00: Opening ceremony.
- **February 11–12, 2026**
 - 08:30–17:30: Competition sessions.
- **February 13, 2025**
 - 08:30–09:30: Post-competition review meetings for all categories.
 - 09:30–12:00: Scoring and result compilation.
 - 12:00–12:30: Result confirmation meeting.
 - 13:30–14:00: Check-in for the closing and awards ceremony.
 - 14:00–15:30: Closing and awards ceremony.

Competitor Eligibility and Registration

- 1. Competition Categories:**
 - Senior
 - Junior
- 2. Eligibility and Sources:**

Eligibility: Competitors must hold the nationality of the Kingdom of Eswatini. Age restrictions are as follows:

- **Junior Group:** Competitors must be born on or after **January 01, 2005**
- **Senior Group:** Competitors must be born on or after **January 01, 2002.**
- Competitors may not register for both groups simultaneously.

3. Notes:

- Competitors will not be charged any registration fees.

Competition Rules

1. Competitors must adhere to all competition rules and instructions issued by experts or technical advisors.
2. Cheating will result in disqualification and forfeiture of rankings and rewards.

Awards

1. Welding Skills Area:

- 1st place: Prize gift worth E10,000.00 plus certificate.
- 2nd place: Prize gift worth E7,500.00 plus certificate.
- 3rd place: Prize gift worth E5,000.00 plus certificate.

2. Automotive Skills Area:

- 1st place: Prize gift worth E10,000.00 plus certificate.
- 2nd place: Prize gift worth E7,500.00 plus certificate.
- 3rd place: Prize gift worth E5,000.00 plus certificate.

3. Cooking Skills Area:

- 1st place: Prize gift worth E10,000.00 plus certificate.
- 2nd place: Prize gift worth E7,500.00 plus certificate.
- 3rd place: Prize gift worth E5,000.00 plus certificate.

4. Fashion Technology Skills Area:

- 1st place: Prize gift worth E10,000.00 plus certificate.
- 2nd place: Prize gift worth E7,500.00 plus certificate.
- 3rd place: Prize gift worth E5,000.00 plus certificate.

5. Electrical Installation Skills Area:

- 1st place: Prize gift worth E10,000.00 plus certificate.
- 2nd place: Prize gift worth E7,500.00 plus certificate.
- 3rd place: Prize gift worth E5,000.00 plus certificate.

Experts' Appointment and Guidelines

1. Experts are appointed by the host organization.
2. Experts must adhere to the **Guidelines for Skills Competition Experts**, event rules, and instructions outlined in the experts' notification letters.

Dispute Resolution

1. **Disputes During the Competition:**

If competitors encounter disputes during the competition, they must immediately report the issue to the experts for resolution. Disputes raised after the competition has ended will not be accepted.

2. **Objections to Results:**

If a competitor disputes the competition results, they must submit a written objection within **3 hours** of the results announcement. The objection (using the "Results Dispute Application Form," Form 2) must include:

- Competition category,
- Full name,
- Date of birth,
- Gender,
- National ID number,
- Residential address, and
- Explanation of the objection.

Late submissions will not be entertained.

3. **Dispute Handling Process:**

To address disputes during the competition, objections to results, or issues related to expert misconduct, the organizing committee may convene a **Technical Dispute Review Panel**.

The decisions of the panel will be communicated to the applicant in writing by the organizing committee.

Competitor Guidelines

(Please read carefully to protect your rights and interests.)

I. General Regulations

1. Competitors must comply with the provisions of the **competition handbook, competition rules, this guideline**, and any temporary instructions issued by the organizing committee.
2. Competitors must adhere to the competition schedule, participate on time in competitions and official ceremonies, and complete check-in within the specified time. Late arrivals will result in disqualification. For teams of two or more, all members must check in together.
3. Competitors must abide by the competition rules to uphold the honor of themselves and their nominating organizations. Acts of cheating are strictly prohibited. Violations of competition rules will result in a total score of zero.
4. Competitors must wear the uniforms and safety equipment specified for their respective categories. If no specific requirements are stated, work attire is recommended, adhering to principles of cleanliness and professionalism.

II. Competition Period (Including Check-in, Venue Familiarization, and Competition)

1. **Senior Group:** February 09 to February 12, 2026 (Thursday) (4 days).
2. **Junior Group:** February 09 to February 12, 2026 (Thursday) (4 days).

III. Notes on Check-in, Accommodation, and Transportation

1. Check-in:

1. Competitors must bring the **National Identification Card** to complete check-in in person at the designated location. Additionally, bring **competition tools** (as per the Personal Tool List). For those staying overnight, please also bring toiletries and clothing.
2. **Check-in Time:**
 - **Senior Group:** February 10th, 2026 (Tuesday) at 1000hrs. [Late arrivals will be disqualified].

- **Junior Group:** February 10th, 2026 (Tuesday) at 1000hrs. [Late arrivals will be disqualified].

3. Check-in Location:

- **Gwamile VOCTIM**, Administration Block, Reception Area.
- **Eswatini College of Technology, Department** of Hospitality and Tourism, Reception Area.

2. Transportation:

Competitors are responsible for arranging their own transportation and are encouraged to use public transport. The organizing committee will reimburse competitors of their transport fares as per the competition registration data. Transport for competitors to the venue for opening and closing ceremony will be provided by the organizing committee.

3. Meals:

Breakfast, Lunch and dinner will be provided **free of charge** by the organizing committee during the competition period.

4. Accommodation:

Accommodation will be provided by the organizing committee and are exclusively for competitors only. Friends and family members are not eligible to free accommodation or related subsidies.

IV. Guidelines for the Opening and Closing Ceremonies

The **Opening Ceremony** will be held on **February 10, 2026**, and the **Closing and Awards Ceremony** will be held on **February 13, 2026**. Competitors are required to attend.

1. Opening Ceremony (All competitors should attend):

1. **Check-in Time:** 14:00 PM to 15:30 PM on **February 10, 2024 (Tuesday)**.
2. **Check-in Location:** **Happy Valley Hotel, Hall 2**, Conference Room
3. **Entry:** Competitors must present the official identification badge issued by the organizing committee.

2. Closing and Awards Ceremony:

1. **Check-in Time:** 13:00 PM to 13:30 PM on **February 13, 2026 (Thursday)**.
2. **Check-in Location:** **Happy Valley Hotel, Hall 2, Conference Room**
3. **Entry:** Competitors must present the official identification badge issued by the organizing committee.

Guidelines for Experts in Skills Competitions

1. Responsibilities of Experts

1. Experts, including Chief Experts and other appointed experts (hereinafter referred to as "experts"), must check in at the designated time and attend all work meetings related to their respective categories before participating in judging activities.
2. Experts must sign a **conflict-of-interest declaration** before becoming familiar with the competition venue. They will then inspect the venue, equipment, tools, and materials with the competition staff.

2. Duties of Experts

1. Follow the Chief Expert's assignments and evaluate the competitors' performance.
2. Assist the Chief Expert in addressing technical and competition-related questions raised by competitors during the competition.
3. Accurately document the competition process and provide feedback or suggestions to the Chief Expert.
4. Comply with competition rules and decisions made during related meetings.

3. Verification of Competitor Information

Upon the competitors' arrival at the venue, experts must verify the competitor list and relevant documents. Any discrepancies or omissions must be promptly reported to the organizing committee for correction.

4. Competitor Equipment and Entry Regulations

1. Experts must ensure that competitors wear the required uniforms or safety gear before entering the competition venue.
2. Competitors' tools and materials must comply with the **Personal Tool List**. Unauthorized items or those not approved by the Chief Expert may not be brought into the venue. Disputes regarding such items must be resolved through a Experts' meeting, with the decision announced publicly to the competitors. No objections will be accepted after this announcement.

6. Announcement of Materials

Before the competition begins, experts must announce the materials and tools provided, require competitors to confirm and sign off on them, and ensure no further objections are raised.

7. Explanation of Competition Criteria

Before the competition starts, the Chief Expert must explain the competition tasks and provide the competitors with the complete scoring criteria to help them understand the evaluation focus.

8. Daily Schedule of Experts

Experts must arrive at the competition venue **30 minutes before the competition begins** to prepare or attend Experts' meetings. They must also participate in post-competition review meetings. Experts may not leave the venue during the competition without permission.

9. Extension of Competition Time

If competition time needs to be extended, it must be decided in a Experts' meeting and announced to the competitors **at least halfway through the originally scheduled time**.

10. Modification of Competition Tasks

If competition tasks need to be modified during the competition, the decision must be made in a Experts' meeting and publicly announced to the competitors.

11. Immediate Scoring Requirements

For items that require immediate scoring during the competition, experts must evaluate them promptly. Subjective criteria must be scored first, followed by objective criteria. The scoring sheets must be signed by all experts, and any amendments must be similarly signed.

12. Photography and Video Recording

No one is allowed to take photos or record videos during the competition unless it is announced by the organizing committee or approved by the Chief Expert. Violators must be warned and reported to the organizing committee.

13. Scoring Venue Access Restrictions

During scoring, only those approved by the Chief Expert may enter the scoring area.

14. Prohibition of Private Interactions

Experts must not interact privately with competitors, discuss their work, or handle their projects. Violations may lead to disciplinary actions by the Chief Expert or the organizing committee.

15. Post-Competition Explanation

After the competition but before scoring, experts must explain the key skills and development directions related to the competition tasks to the competitors. However, they must not comment on individual competitors' work.

16. Scoring of All Completed Work

Experts must score all completed work, regardless of functionality or completion level. Scores should be ranked by descending order for **gold**, **silver**, **bronze**, **fourth**, and **fifth** places. Ties are not allowed.

17. Confidentiality of Results

Experts may not disclose competition results or rankings before they are officially announced.

18. Submission of Final Results

Once the experts finalize the results and rankings, they must sign the **final scoring sheet**, which should include the original scoring sheets, feedback forms, explanations of winning entries, and the competitor list. These materials must be submitted by the Chief Expert to the organizing committee within the specified time. No amendments or objections will be allowed after submission.