

EmployAbility Avenue

The Employability Insider

December, 2025

Issue 5



#CAREER GUIDANCE

**CAREER
GUIDANCE**
Woe & Hope



LET'S HEAR FROM YOU
Youth Voices:
Guided or Not?

BURSARY
Pamela's Story

LLYCE
Finally Career
Guidance

THUBELIHLIE
Navigate the site
with us



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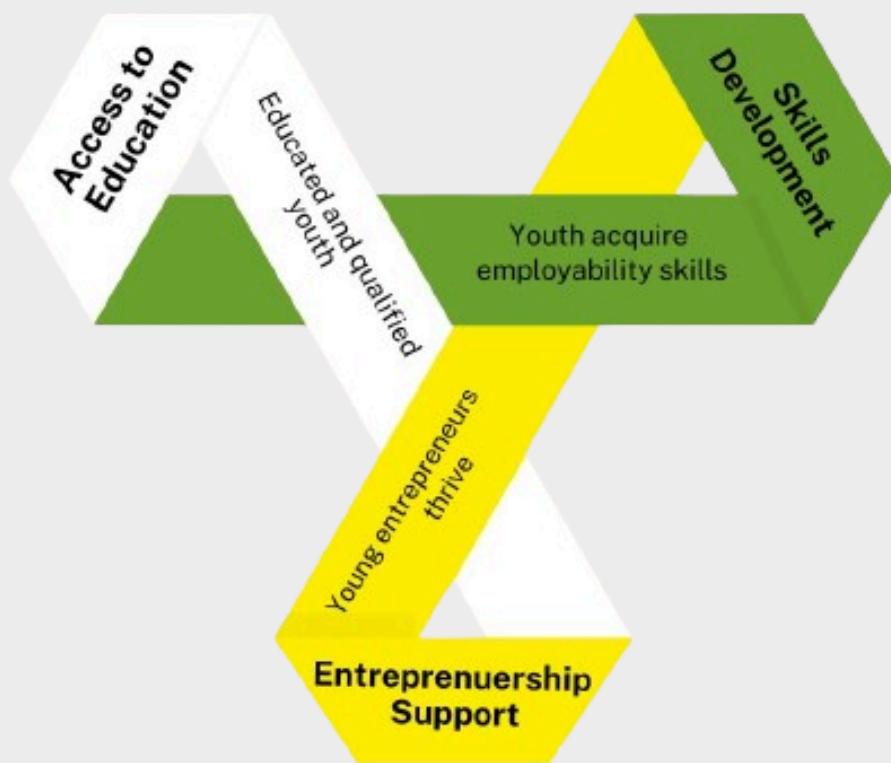
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*A diverse group of LLYCE participants has created the articles this month.
We are honored to present their viewpoints*

RESILIENCE BY DESIGN: THE PATH TO HEALING AND INNOVATION IN ESWATINI



Left: NGO Leaders during the last day of training. **Right:** Nosipho Lukhele presenting one of the exercises that were part of the training.

By Neithel Kunene, NLL staff

100% of participants felt more resilient after this transformative week. Professors Without Borders and Nhoso Likusasa Le'llichakazile empower Eswatini's youth to move from vulnerability to victory.

For one powerful week, 75 young people and NGO leaders in Eswatini were guided along a path of empowerment, healing, and innovation through the groundbreaking Resilience by Design program. Delivered in partnership between Professors Without Borders (PWB) and Nhoso Likusasa Le'llichakazile (NLL), the initiative was dedicated to achieving a vital goal: "Empowering Youth to Heal, Lead, and Create Change".

The program addressed the holistic needs of the participants, who included youth from the NLL bursary programme, survivors of gender-based violence, and young people with disabilities.

The intensive week featured two core workshops, on mental health and design thinking. Impilo Lesha: A Mental Health Toolkit for Healing and Hope.

This session focused on supporting emotional resilience through art therapy, journaling, and reflective group discussions. Participants shared they found renewed confidence and self-esteem.

Design Thinking for Entrepreneurial Innovation: Moving from healing to action. This workshop equipped participants with practical tools to approach problems with empathy, creativity, and a non-judgmental problem-solving mindset.

The impact was undeniable. Remarkably 100% of all participants reported that they felt more resilient after completing the program.

This success underscores the program's ability to create a safe space for vulnerability and shared learning, helping young Emaswati not only secure their employment but secure their futures.

By connecting mental well-being with entrepreneurial strategy, the Resilience by Design program acts as a critical step on the larger Likusasa Letfu Path, which includes resources like Personal Career Guidance Consultations, Job Search support, and Entrepreneur Support, proving that true career readiness is built on a foundation of confidence and strategic thinking.



GBV survivors and the Deaf community at the end of the training.

This was our second collaboration with ProWiBo in Eswatini, and we like to thank them for partnering with us. We are looking forward to their next visit.



NLL Youth during the training



PROFESSORS
WITHOUT
BORDERS

THUBELIHLÉ.ORG: NAVIGATING THE PLATFORMS CAREER PAGE FOR SUCCESS



By Neithel Kunene, NLL staff

In Eswatini, access to reliable career resources and opportunities can be a game-changer. Thubelihle.org stands out as a crucial community hub, specifically designed to empower the youth and women of Eswatini by connecting them to information, development, and career support. It is a vital tool that, if navigated correctly, can significantly strengthen your career prospects.

Phase 1: Foundational Guidance

Your journey on Thubelihle should start with self-assessment and professional help.

Look for the button labelled "Book a Career Guidance session.", and book your session with our specialised team. This important step will help you matching your interests and talents with labor market opportunities, moving beyond general advice.

Explore the "About Us". Thubelihle's mission is to be a one-stop-shop for skills development, human rights information, and opportunities tailored for youth and women. Ensure you use the resources most relevant to you.

Phase 2: Opportunity and Information Mapping

Once you have a clearer idea of your direction, the site becomes a powerful engine for finding and preparing for opportunities.

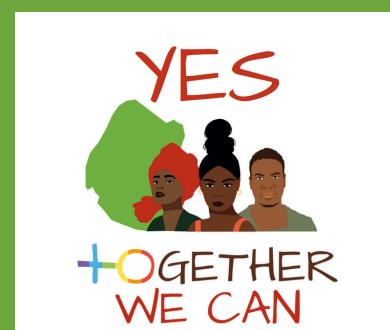
Scan the Featured Jobs: Regularly scroll down to the "Featured Jobs" section for a quick snapshot of current, live vacancies across Eswatini. *Pro Tip: Click through to see the required skills and use this information to identify personal skill gaps you need to address.*

Access the NGO Directory to find out which organisation is doing what and where in Eswatini. This is essential for networking, finding mentors, or discovering non-traditional job or training openings in specific sectors like development or health.

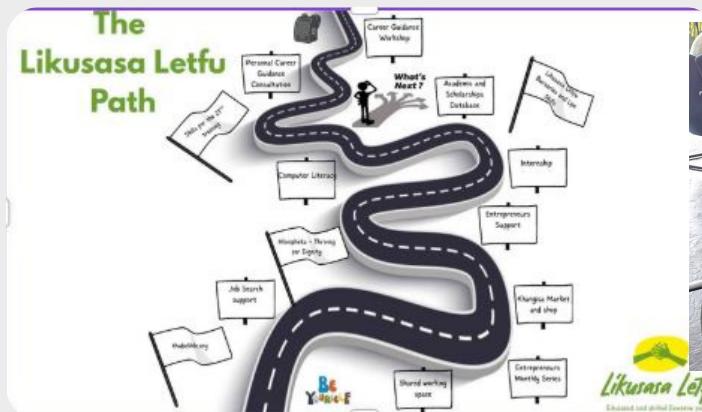
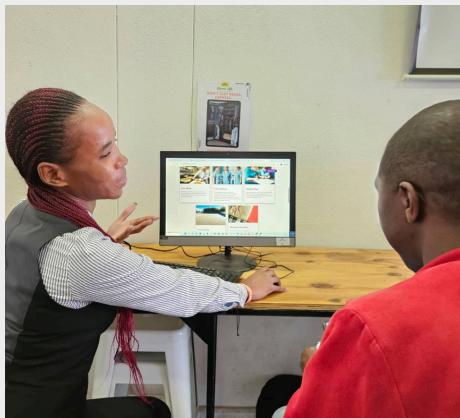
Review Education and Events: Look for links related to "Apply to Study in Eswatini" and event advertisements. This keeps you informed of local tertiary institutions, workshops, trainings, and expos.

You leave the Thubelihle.org platform with strengthened career resilience. You gain Clarity from personalised guidance, Market Intelligence from the job and NGO directories, and Connections to become an informed and active participant in Eswatini's professional ecosystem.

Thubelihle.org is your community-powered launchpad. The key is to be active: Book the consultation, review the job opportunities, and engage with the directory to shape your future, today.



SUPPORTING YOUNG ADULTS ON THEIR CAREER JOURNEY: NAVIGATING THE PATH TO PURPOSE



*Pamela Maseko assisting a client apply online, **far Right:** Siphesihle Mthethwa conduction a career guidance session*

By Pamela Maseko, NLL staff

The transition from student life to a fulfilling career is complex, requiring planning, self-awareness, and support. In Eswatini, this journey is often hampered by inadequate career guidance in the school system, which frequently lacks the depth needed to prepare students for the world of work. Guidance is limited to brief sessions, leaving students without exposure to diverse career options or crucial labor market trends.

This failure is compounded by socio-economic pressure. Many graduates work in jobs they dislike, a consequence of parental influence prioritising perceived "safe" careers, like accounting or medicine, over personal passion. The mantra is often "Do what will get you a job and make money quickly," overriding the crucial step of self-discovery.

The long-term fallout from this pressure-driven choice is severe. It leads to reduced productivity, mental health challenges like burnout and anxiety, and stunted national innovation when creative or specialised fields are discouraged as "too risky".

This dissatisfaction creates a cycle, as unfulfilled graduates impose similar limiting pressures on their own children.

The Likusasa Letfu Path offers a strategic antidote to this systemic problem. Designed as a continuous, non-linear road, the path signifies that support is needed at every turn.

The program begins with self-discovery and planning through Personal Career Guidance Consultations or a Career Guidance Workshop. We help young adults connect with their unique strengths and identify their gaps. Our team provide life skills training, job search support, entrepreneurship mentorship as well as academic and scholarships services.

Likusasa Letfu champions Entrepreneurship through dedicated support, the Khanyisa Market and Shop, and Entrepreneurs Monthly Series, transforming job-seekers into job-creators.

Resources such as job search support and a shared working/studying space help ensure the community supports the journey.

LL Career Centre has access to an updated database on scholarships and universities tailored to youth in Eswatini. We can help you identify the institution, and apply for studying and financial aid.

By integrating these elements, Likusasa Letfu provides the comprehensive guidance often missing in formal schooling, ensuring graduates are not only employed but truly fulfilled.



*Vee de Graph from 2 in 1
Consulting, with a student during
ICDL Exam*

DESIGNING DESTINY: HOW THE HLONIPHEKA PROJECT IS FORGING RESILIENCE AND EMPLOYABILITY IN ESWATINI



St Josephs Graduation Day from Hlonipheka Project, a group of persons living with disability were trained on employability

By Banele Nkambule, NLL staff

The journey to a fulfilling career should be one of confidence and opportunity, yet for many young adults, especially Gender-Based Violence (GBV) survivors and Persons with Disabilities (PWDs), barriers remain stubbornly high.

In Eswatini, a groundbreaking initiative is actively dismantling these obstacles. The Hlonipheka project, started by UNFPA Eswatini and supported by the EU, is carving out truly inclusive spaces for youth to develop essential life skills and job readiness. The program focuses on building confidence and boosting employability, including training in critical areas like GBV response.

After the first year, project leaders realised that maximising engagement required a new approach. The project trainings were thoughtfully rebranded, leading to different groups feeling a deeper connection and ownership over the material.

The enhanced curriculum goes beyond basic job skills to address the contemporary reality of the youth, incorporating vital components:



NLL and UNFPA Staff

- Career Guidance: helping participants align personal passion with aptitude.
- Digital Literacy & Safety: addressing the dual nature of social media, participants learn to navigate its advantages while mitigating disadvantages like cyberbullying and body shaming.
- Entrepreneurship: a key focus is transforming mindsets. Participants learn how to come up with a viable business idea and are supported in taking the crucial next steps toward putting it into life or starting it.
- Digital Skills: Fifteen participants undertook the rigorous International Computer Drivers Licence (ICDL) training, with three successfully passing the exam, and the rest certified as Digital Citizens
- Inclusion: Mid-2025 saw 20 PWDs complete specialised workshops, and online training successfully reached 19 hearing-impaired participants, underscoring the commitment to accessibility.

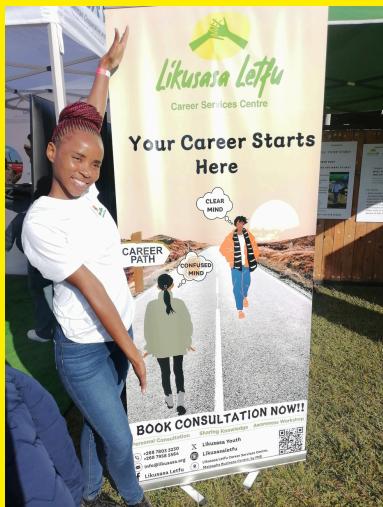
The results of this comprehensive approach are encouraging:

- Initial Outreach: in late 2024, the project successfully trained 27 young women (GBV survivors) and 23 PWDs (including 15 young women and 8 young men).

While the project has seen remarkable success, challenges persist. Project leaders cite difficulties in managing diverse disability types within a single training environment and securing limited visibility materials.

Despite these hurdles, the Hlonipheka project, supported by the resilience of NLL, continues to deliver serious, transformative guidance ensuring that every young Eswatini adult has a guided path to purpose and prosperity.

Career Guidance in Eswatini: Woe & Hope



NLL Career Coaches

By Siphezise Mtsetfwa, NLL Staff

In Eswatini, young people find themselves trapped in a world of limited opportunities, making it increasingly difficult to dream beyond their circumstances. This “cage” feels impenetrable, yet every cage has a way out. For our youth, that escape should be access to tools and resources that support informed decision-making and purposeful growth. Career guidance is meant to be that key—an essential driver of self-discovery, career clarity, and lifelong development.

But the truth is, we have failed to use career guidance for what it truly is. In Eswatini’s academic spaces, career guidance has been misunderstood, under-explained, and misrepresented. Ask the average high school learner what career guidance is, and you will either get blank stares, vague assumptions, or the tired belief that it’s simply about choosing a university after Form 5 or Grade 12.

This misconception exists because teachers, who are not trained in career development, often use career guidance periods for everything except career guidance. We call teachers “second parents” and expect them to shape futures, yet we give them no training, no structure, and no clear tools. Students are left with nothing but the empty reassurance that “if you pass, you can be anything in life.” That is not guidance. That is a comforting sentence that leads nowhere.

Over time, we have reduced career guidance to a one-dimensional function geared only toward tertiary placement. This narrow interpretation persists because the education system has done little to promote career guidance as a multidimensional framework for navigating life, work, and identity.

Yet while our schools struggle, one organisation has

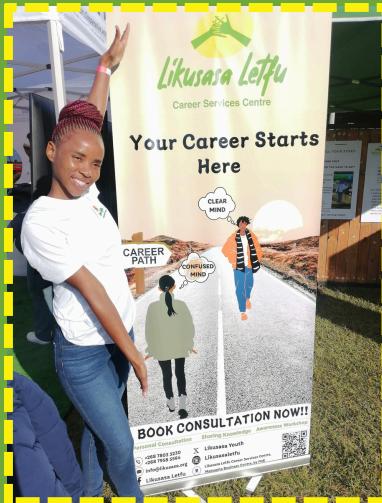
taken it upon themselves to bridge the gap and bring career guidance to the youth. Likusasa Letfu stands as Eswatini’s only dedicated career guidance centre outside the academic system. Here, young people are supported in discovering their purpose, understanding their career identity, and charting realistic pathways toward their goals. We believe no dream is too small and no circumstance too limiting when proper guidance exists.

This is why it is crucial for the Eswatini government, especially the Ministry of Education and Training, to redefine and invest in career guidance. Before youth unemployment drains an entire generation of its potential, we must rebuild guidance into a national priority; structured, resourced, and professionally delivered. Our young people deserve direction, not chance. They deserve a future shaped with intention, not guesswork.

CAREER GUIDANCE

Career guidance can get you to a place of clarity and action, helping you discover fulfilling career paths, make informed educational choices, master job search skills, navigate career changes or transitions, and build a lifelong strategy for professional growth by understanding yourself and the job market.

LIKUSASA'S PIPELINE: THE STORY OF PAMELA



Pamela Maseko at work.

By Pamela Maseko, NLL staff

Before I found my way to Nhoso Likusasa Le'lichakazile (NLL), I was adrift. I only had my Form 5 results; I had no job and no clear path forward. I felt lost and completely without direction. The world seemed like a daunting place, and I didn't know what my next step was, or even if I had one. I remember feeling a heavy sense of hopelessness, a feeling that I was completely stuck.

Then, a lifeline came in the form of the **Likusasa Letfu Bursary and Skills Programme**. Being accepted changed everything for me. It was through this program that, after completing my business certificate studies, I participated in the **NLL's internship programme** and was placed here, at the **Likusasa Letfu Youth Centre for Employability**, and my entire life shifted. Through the NGO's mission and values, I not only learned how to run an office and write reports, but I also gained a new sense of purpose.

I saw that the very feelings of despair I had experienced were shared by many young people in Eswatini.

I wouldn't have been able to help them without Nhoso Likusasa lelichakazile. It takes kindness and a willingness to listen and to relate to the different situations each young person faces.

I discovered my passion for helping people transform their lives, starting with something as simple as writing their CV or preparing them for a job interview. I've had many young people come back to tell me they've found jobs, and each story has been a victory. But one particular story will always stand out to me. A young man came into our office, completely defeated. He had no hope left and was about to give up on his job search. We discussed his struggles, wrote his CV, and a new application letter for a general worker position at BEARS Furniture.

His application was successful, and he is now the Operations Manager. His story is a powerful reminder of how a little hope and support can change a person's life.



Pamela has touched so many lives, giving them hope, even when she felt hopeless, always extended a hand, even when she needed it. NLL is so happy to have crossed paths with her, Eswatini Youth is a great caring hands of a person with a big heart!

-Neithel Kunene

SKILLS AND PERSONAL DEVELOPMENT

THE NEW DEFINITION OF EMPLOYABILITY: FROM JOB SECURITY TO CAREER RESILIENCE

By Penelope Matsebula, NLL Staff



Youth panel during the Global Careers Month, South Africa's Regional event with Christopher Beukes, from South Africa Career Development Association

The working world has undergone a fundamental transformation. In an era defined by rapid technological change, automation, and global instability, the traditional notion of employability, once simply holding technical qualifications to secure a stable job, is obsolete.

The new definition of employability is no longer about securing a job for life, but about securing one's career for life. It is a dynamic set of attributes, knowledge, and skills that allows an individual to move self-sufficiently within the labour market, continuously adapt to change, and realise their potential through sustainable employment and entrepreneurship. This marks a profound shift from relying on job security to building career resilience (relying on one's own marketable skills across multiple roles).

The Three Pillars of Modern Employability

Modern employability is built on three interconnected pillars, moving beyond simple academic knowledge to encompass critical behavioral and digital competencies:

1. Cognitive and Adaptive Skills
(The Ability to Think): This is the capacity to thrive amid uncertainty. It includes Critical Thinking and Problem-Solving, and Adaptability.
2. Interpersonal and Soft Skills
(The Ability to Connect): As work becomes project-based and collaborative, the capacity to manage relationships is paramount.
3. Digital and Technical Skills
(The Ability to Use Tools): Technology is the language of the modern workplace.

Fluency requires Digital Literacy, the skill of evaluating information effectively, and the commitment to Continuous Upskilling/Reskilling in emerging fields like AI and data analytics to avoid professional obsolescence.

The core difference is that career security is now the individual's obligation. Professionals must treat their careers as an asset requiring continuous investment. This means proactively assessing skills against market needs, cultivating a professional network, and adopting a Portfolio Mindset—developing a diverse set of transferable skills and experiences. Success is no longer found in a static safe harbour, but in mastering the art of navigation through constant change.

In November, we joined the Global Career Month initiative. We hosted three online events, one (pictured above) was the Regional event, featuring a youth panel discussing the definition of Employability. We want to thank the South Africa Career Association and Christopher Beukes for their mentorship and support.

LET'S HEAR FROM YOU!

DO YOU THINK, IF YOU RECEIVED ANY FORM OF CAREER GUIDANCE, ANYTHING WOULD HAVE CHANGED IN YOUR LIFE AFTER HIGH SCHOOL?

Career guidance is a process of providing advice, information, and tools to help people of any age make informed educational, training, and occupational choices, develop career management skills, and successfully navigate their professional journey from exploring options to making career changes. Lets hear what a selected Youth has to say about career guidance in their lives, its impact and where it could have helped them.

“To be honest, its hard to say, i have always trusted that things will unfold as they are meant to, Maybe with guidance i'd have had a clearer direction. It is possible that career guidance could've helped me avoid some pitfalls. But figuring things out on my own has helped me build a lot of resilience”

-Edward Mohale



“If i had received career guidance eariler my life would have been different from now, i had no vision and goals after high school. I received career guidance later in my life and i am grateful becasue it gave me purpose and a vision together with support.”

Hlangabetele Dlamini



“Honestly, career guidance would have significantly changed my path after high school. I didn't realize that skills like crocheting, learned from my heritage, could become a real career.

Guidance would have helped me explore my creative strengths and given me the confidence to see my craft not just as a hobby, but as a future business. It could have taught me that entrepreneurship sometimes comes from what is already in your hands, not just formal training.

Guidance might have changed my timeline, but I believe I was always meant to create and build something with my hands—it wouldn't have changed my destination.”

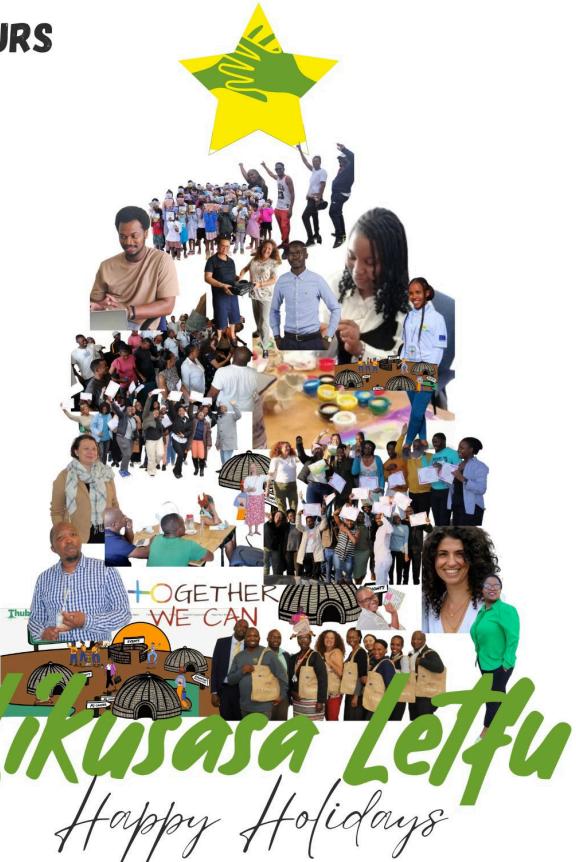
-Wels Craft



“At that time career guidance was a theory in our minds, not as practical as now. It wouldn't have helped since i hadn't experienced life then but if i could get a session now it would give me the lifeskills it provides” *-Mfundu Nzima*



FROM THE NLL FAMILY
TO YOURS



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