

## **An Integrated Approach to Upholding Adult and Continuing Education Initiatives in a Higher Education Institution, South Africa**

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### **Abstract**

Adult learning is a critical endeavour in South Africa. Contributing factors include the historical and legacy issues as well as development goals of the country which are supported and guided by legislation which set out particular criteria which need to be complied with. Most public higher education institutions in South Africa have a rigorous and well-articulated approach to supporting employees in learning and development activities. Higher education institutions contribute to the skilling of the country through knowledge production by way of undergraduate and postgraduate programmes and graduates. Over and above this, higher education institutions are also committed to creating opportunities for their own employees to undertake learning and development at all stages of their employment.

This paper undertakes an analysis of initiatives and activities undertaken in a post-democratic higher education institution. Using quantitative and document analysis, a review of policy initiatives, funding and other support initiatives were undertaken. The data indicates that a comprehensive policy and committee administration process supports adult learning and development initiatives. The outcomes for employees are the attainment of higher qualifications, promotion and advancement opportunities and greater outcomes in respect of motivation, confidence and enhanced competencies.

**Keywords:** development; learning; legislation; higher education institution