



Ministerial Resolution No. (173) of 2025

On

Governance of Higher Education Institutions' Obligations with respect to Students' Work Experience

The Minister of Higher Education and Scientific Research:

Having taken cognizance of:

- The Federal Decree-Law No. (28) of 2024, amending certain provisions of Federal Law No. (1) of 1972 Concerning the Competencies of Ministries and the Powers of Ministers;
- Federal Decree-Law No. (48) of 2021 On Higher Education;
- Cabinet Resolution No. (106) of 2024 Approving the National Qualifications Framework;
- Cabinet Resolution No. (21) of 2025 concerning the Organizational Structure of the Ministry of Higher Education and Scientific Research;
- Ministerial Resolution No. (27) of 2024 concerning the Licensing of Higher Education Institutions, the Accreditation of their Academic Programs, and the Outcomes-Based Quality Assurance Framework; and
- In view of the requirements of the public interest,

Has hereby resolved:

Article (1)

Definitions

For the purposes of this Resolution, the following words and expressions shall have the meanings ascribed thereto respectively unless the context otherwise requires:

Work Experience: Training required as part of the program/for graduation from a higher education institution, which integrates theoretical knowledge with practical application in a real work environment, with the aim of developing practical skills and preparing the graduate for the labor market in their field of specialization.

Fake Work Experience: The enrollment of a student in a Nominal Training Program with various training entities without actual implementation of the training content or fulfillment of the intended outcomes thereof, whether in terms of actual attendance, acquisition of skills and knowledge related to the specialization, appropriateness of the training entity to the requirements of the Work Experience, or failure in supervising the quality of the Work Experience, intended as a means of



circumventing the regulations and resolutions governing Work Experience programs, or for the purpose of meeting study/graduation requirements in a merely nominal manner.

Training Entity: The entity that provides Work Experience to the student, accredited by the higher education institution in accordance with standards ensuring the appropriateness of the training entity and its capacity to deliver the Work Experience content, achieve the intended outcomes thereof, provide a suitable and safe Work Experience environment for the student, and appoint competent supervisors with the requisite qualifications, experience, and ability to conduct objective evaluations.

Academic Supervisor: The person appointed by the higher education institution responsible to oversee and monitor the student's Work Experience.

Training Entity Supervisor: The person appointed by the Training Entity to guide and evaluate the student during Work Experience period.

Article (2)

Objectives

This Resolution aims to establish the frameworks and regulations governing higher education institutions' compliance with students' Work Experience requirements, through the development of a supervisory ecosystem to ensure the quality of the Work Experience and aligns its outcomes with the nature and outcomes of the academic program, as well as the needs of society and the labor market.

It further seeks to promote transparency, responsibility, and accountability, thereby enhancing the performance of higher education institutions and contributing to the advancement of the educational process in the State.

Article (3)

Higher Education Institutions' Obligations with respect to Students' Work Experience

Higher Education Institutions shall:

1. Communicate and cooperate with various Training Entities to provide Work Experience opportunities that commensurate with the institution's plans, programs, and students' needs in terms of numbers and specializations.
2. Verify the suitability of the Training Entity and its capacity to deliver the content of the Work Experience and achieve the intended outcomes.
3. Ensure the availability of a suitable and safe Work Experience environment for the students.



4. Ensure the competence of the Training Entity Supervisors, whether within the higher education institution or at the Training Entity, in terms of qualifications, experience, and ability to conduct objective evaluations.
5. Develop training plan/guides that achieve the intended outcomes of the Work Experience and document their approval with the Training Entity.
6. Monitor the student's performance by periodically reviewing the evaluations prepared by the Training Entity, including interim and final assessments prepared by both the Training Entity Supervisor and the Academic Supervisor.
7. Provide the necessary administrative support to the student, coordinate such support with the Training Entity, and prepare the student for the Work Experience program prior to enrollment.
8. Ensure students' compliance with attendance requirements for Work Experience through appropriate attendance-tracking mechanisms.
9. Ensure students' completion of the Work Experience plan by maintaining a system for tracking daily tasks recorded by the student and approved by the supervisor at the training site.
10. Conduct field visits to students at their training locations, document the results thereof, and compare the student's records in the tracking system with the approved training plan.
11. Maintain all documents related to Work Experience and provide them to the Ministry upon request.
12. Submit detailed periodic reports to the Ministry concerning the Training Entities with which it cooperates, including a comprehensive evaluation of their performance and the quality of their Work Experience programs.
13. Establish a robust plan to exercise oversight over students' Work Experience.

Article (4)

Oversight of Students' Work Experience

The Ministry shall take all measures and actions necessary for oversight and verification of the completion and fulfillment of the requirements of Work Experience.

Article (5)

Breach of Obligations

Without prejudice to any more severe penalty or administrative sanction provided for under any other legislation, higher education institutions, and technical and vocational education and training institutions that breach the obligations stipulated herein, and where it is established that the Work Experience programs they organized were nominal, shall be



subject to the penalties prescribed under the Federal Decree-Law on Higher Education referred to herein, its executive resolutions, and any subsequent resolutions prescribing penalties for breach of its provisions.

Judicial enforcement officers at the Ministry shall take the measures necessary to establish violations of the provisions of this Resolution.

Article (6)

Publication and Entry into Force

This Resolution shall be published in the Official Gazette and shall enter into force as of the date of its issuance.

Original signed by:

H.E Dr. Abdulrahman Abdulmanan Al Awar
Minister of Human Resources and Emiratisation,
and
Acting Minister of Higher Education and Scientific
Research

Issued on: 05/08/2025