



ASU 
جامعة العلوم التطبيقية
APPLIED SCIENCE UNIVERSITY

SUSTAINABLE DEVELOPMENT GOALS

2025

SDG 4: QUALITY EDUCATION



Table of contents

SDG 4: QUALITY EDUCATION	3
Applied Science University (Bahrain) – SDG 4: Quality Education (2020–2025)	3
Inclusive and Equitable Access to Education for All	3
♦ Support for Students with Special Needs	3
♦ Financial Aid for Economically Disadvantaged Students	3
♦ Empowerment of Women and Underrepresented Groups	4
♦ Outreach to Non-Traditional Learners	4
Lifelong Learning and Continuing Education Opportunities	5
♦ Continuing Education & Professional Development Programs:	5
♦ Bridging Programs and Pathways	5
♦ Professional Certification and Executive Training	5
♦ Adult Education and Community Courses	6
Educator Training and Quality Enhancement Programs	7
♦ Academic Staff Development (Advance HE Fellowship Scheme)	7
♦ Ongoing Training Workshops and Mentorship	7
♦ Research in Education and Quality Assurance	8
Partnerships to Improve Educational Standards and Access	8
♦ Dual-Degree International Partnerships	8
♦ Accreditations and Memberships	9
♦ Government and Industry Collaborations	9
♦ Educational Organizations and NGOs	10
Educational Outreach in the Community and Schools	10
♦ Community Engagement Programs	10
♦ Workshops for Schools and Educators	11
♦ Community Training and Public Lectures	11
Digital Learning and Remote Education Technologies	11
♦ Rapid Transition to Virtual Learning (COVID-19)	11
♦ Blended Learning Infrastructure	12
♦ Online Programs and Platforms	12
Conclusion	13
References	14

SDG 4: QUALITY EDUCATION

Applied Science University (Bahrain) – SDG 4: Quality Education (2020–2025)

Applied Science University (ASU) in Bahrain has implemented numerous initiatives aligned with **UN Sustainable Development Goal 4: Quality Education**, reflecting its commitment to inclusive, equitable, and high-quality education. Below is a structured report of ASU's efforts since 2020, with evidence-based examples addressing key areas relevant to the Times Higher Education (THE) Impact Rankings submission for SDG 4.

Inclusive and Equitable Access to Education for All

◆ Support for Students with Special Needs

ASU maintains an inclusive campus policy welcoming students of all abilities. The university provides dedicated services for students with disabilities or learning difficulties, including wheelchair-accessible facilities, counseling, and academic support in collaboration with relevant entities [1]. These measures ensure that students with physical impairments, sensory impairments, autism, and other special needs can fully participate in university life, with confidentiality and support assured by university policy [1].

◆ Financial Aid for Economically Disadvantaged Students

To promote equitable access, ASU offers financial assistance through a Student Support Fund for students facing financial hardship [2]. Eligible students can apply for needs-based aid to cover tuition and continue their studies, with a committee reviewing applications against set criteria (e.g. income proof, lack of other sponsorship) [2]. These aid schemes – which have been actively publicized since 2020 – help ensure that low-income and at-risk students are not barred from completing their education due to financial constraints [2]. Notably, during the COVID-19 disruptions in 2020, ASU highlighted various financial aid schemes to support students in continuing their educational journey [3].

◆ Empowerment of Women and Underrepresented Groups



Bahrain Small & Medium Enterprises Society ASU partners with the Bahrain Small & Medium Enterprises Society through a Memorandum of Understanding to undertake collaborative activities including joint events and training with a focus on entrepreneurship.

ASU is committed to an inclusive environment that supports female students and other underrepresented groups. The university has formed partnerships to advance women's participation in education and business, such as the Memorandum of Understanding with the Bahrain Businesswomen's Society focusing on enhancing the role of women in business and entrepreneurship [4]. Through this collaboration, ASU organizes joint events and training programs that encourage women's professional development, thereby fostering gender equality in higher education and beyond [4]. Additionally, ASU's policies on equal opportunities and diversity (as noted in its quality reviews) underscore its dedication to nondiscrimination and inclusion of all students regardless of background [5].

◆ Outreach to Non-Traditional Learners



University Honored by His Excellency Lieutenant General Sheikh Rashid bin Abdullah Al Khalifa, Minister of Interior, During the Graduation Ceremony of “Open Prisons” Programmes Beneficiaries

Demonstrating a broad view of “education for all,” ASU has extended learning opportunities to non-traditional and marginalized learners. In late 2024, ASU partnered with Bahrain's Ministry of Interior on the “Open Prisons” initiative, delivering specialized educational and training programs for inmates and beneficiaries of alternative sentencing. ASU was officially recognized by the Interior Minister for its role in rehabilitating and reintegrating these learners into society through education [6]. Under a 2024 MoU with the Ministry's Verdict Enforcement & Alternative Sentencing Directorate, ASU now offers courses to develop the skills and improve the employment prospects of those serving alternative sentences, supporting their successful re-entry into the community [7]. This pioneering effort illustrates ASU's commitment to inclusive education reaching even formerly excluded populations.

Lifelong Learning and Continuing Education Opportunities

◆ Continuing Education & Professional Development Programs:



Alternative Sanctions signs MoU with Applied Science University to offer programmes for beneficiaries

ASU provides numerous lifelong learning opportunities through its Training, Development and Continuing Education Centre. The center offers short courses, workshops, and certificate programs aimed at adult learners, professionals, and the broader community (e.g. language courses and IT skills training). For instance, ASU's Continuing Education Centre launched an English Language Enhancement program to improve staff and community members' communication skills, tailoring instruction to participants' proficiency levels [8]. Such programs demonstrate ASU's role in upskilling learners outside of its degree programs, enabling working adults and other learners to continually develop their competencies.

◆ Bridging Programs and Pathways

To facilitate lifelong learning and access to higher qualifications, ASU introduced bridging programs that allow diploma holders and working professionals to transition into undergraduate studies. These Bridging Programme tracks (e.g. in Computer Science and Engineering fields) enable those with prior college credit or experience to earn bachelor's degrees by taking customized courses [9]. By recognizing prior learning and offering flexible pathways, ASU helps adult learners and part-time students advance their education with minimal redundancy.

◆ Professional Certification and Executive Training

Applied Science University becomes Bahrain's first university authorized training partner with PMI



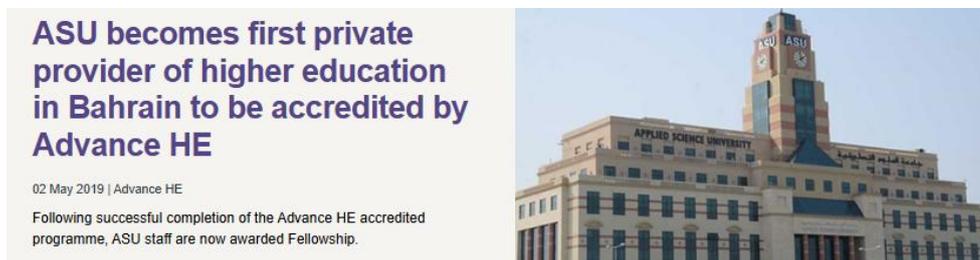
In line with its strategic plan 2020–2025, ASU has sought to expand professional development offerings for students, alumni, and industry practitioners. A recent milestone is ASU becoming an authorized training partner of the Project Management Institute (PMI). In 2025 ASU was accredited by PMI as Bahrain’s first university Authorized Training Partner, allowing it to deliver globally recognized project management certification courses [10]. Through this partnership, ASU offers PMI training programs to its students, alumni, and the wider community, giving them a competitive edge with industry-recognized credentials [10]. This reflects ASU’s mission to connect education with industry needs, and to provide lifelong learning opportunities that advance careers and skills even beyond graduation.

◆ Adult Education and Community Courses

Outside of formal degree tracks, ASU’s community engagement efforts include educational programs for the public. The university has delivered specialized training courses in collaboration with local organizations to address community learning needs. For example, in 2022 ASU faculty delivered a training workshop on “Methods of Reduction and Design of Political, Financial and Social Infographics” for employees of a government general secretariat, focusing on enhancing their professional skills in data visualization and communication. This course, featured in ASU’s 2021–2022 Community Engagement report, is one of several examples of how ASU tailors its expertise to serve lifelong learning in the public sector [11]. By designing and delivering such targeted trainings, ASU fulfills its role in spreading knowledge beyond its student body and supporting continuous education in the workforce.

Educator Training and Quality Enhancement Programs

◆ Academic Staff Development (Advance HE Fellowship Scheme)



ASU has invested heavily in training its educators and upholding high teaching standards. A cornerstone of this effort is the **ASUrise Advance HE Centre**, an in-house professional development scheme accredited by Advance HE (UK). Since 2018, ASU has been recognized by Advance HE to confer **Higher Education Academy Fellowships** to faculty who demonstrate effective teaching practices [12]. By 2019, nearly 50 ASU staff had achieved a category of HEA Fellowship (including 13 Senior Fellows) through ASUrise [12], and the numbers have grown each year. As of 2023, the ASUrise scheme has seen over 150 successful fellowship recognitions across three levels (Associate, Fellow, Senior) [13], indicating that a majority of ASU's academic staff are now internationally certified in teaching excellence. This intensive faculty development program – the first of its kind at a private Bahraini university [12] – ensures that instructors are continually improving pedagogy, aligning with global best practices (the UK Professional Standards Framework), and ultimately enhancing the quality of student learning. ASU's President has stated the aspiration *“to make all colleagues in the University achieve HEA fellowship status”*, underlining the institutional priority placed on teaching quality [8].

◆ Ongoing Training Workshops and Mentorship

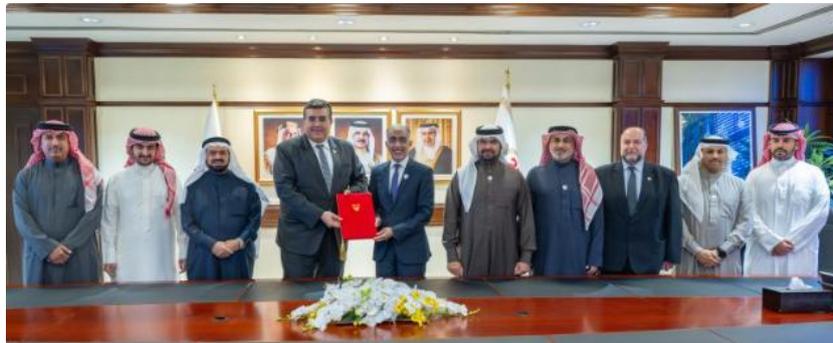
Through ASUrise and the Academic Staff Development Unit, ASU provides regular training workshops, mentoring, and peer support for educators. Advance HE experts have been invited to campus (and online) to conduct teaching enhancement sessions; for example, in 2017 and again in subsequent years, ASU hosted trainers from the UK to run programs guiding faculty toward fellowship applications [8]. Internally, senior faculty who are certified as Fellows/Senior Fellows now mentor junior staff. The ASUrise Centre offers a structured fellowship preparation program including cohort-based workshops and one-on-one mentorship to help academics reflect on and improve their teaching practice [13]. This continual professional development culture has led to demonstrable improvements in course delivery and student feedback. By raising the status and skills of teaching (in partnership with organizations like Advance HE and through its own Centre), ASU directly contributes to SDG 4's target on improving the quality of higher education.

◆ Research in Education and Quality Assurance

In addition to practical training, ASU encourages scholarly engagement with educational improvement. Faculty members at ASU undertake research on pedagogy and educational policy – for instance, ASU academics have published studies on virtual learning during COVID-19 [14] and on inclusion in education in the Gulf region [5]. ASU is also active in international networks for quality assurance in education, being an associate member of the **International Network for Quality Assurance Agencies in Higher Education (INQAAHE)** [9], which enables ASU to share and adopt global best practices in program quality and accreditation. Furthermore, ASU’s internal Quality Assurance & Accreditation Center works continuously on curriculum review, learning outcomes assessment, and faculty evaluations, ensuring that feedback from students and external examiners is used to enhance teaching effectiveness (as documented in annual reports and the 2019 QAA review of ASU [12]). These efforts to professionalize teaching and rigorously assess educational quality underscore ASU’s commitment to excellence in education delivery.

Partnerships to Improve Educational Standards and Access

◆ Dual-Degree International Partnerships



ASU actively collaborates with reputable foreign universities to broaden access to quality education and international qualifications in Bahrain. Notably, ASU’s partnership with **London South Bank University (LSBU)** in the UK allows students to earn dual bachelor’s degrees in several disciplines while studying in Bahrain [4]. Since 2017, ASU and LSBU have jointly offered programs in Engineering, Law, and Business where graduates receive degrees from both institutions [4]. This dual-award scheme provides ASU students with an **internationally recognized UK degree without leaving Bahrain**, effectively improving access to global education standards for local students. It also involves curriculum alignment and quality oversight by LSBU, thereby elevating ASU’s academic standards through exchange of expertise. As of 2025, ASU continues to expand such programs (recently hosting an LSBU delegation to strengthen these offerings and explore new opportunities for students [15]).

◆ Accreditations and Memberships

The university has forged partnerships with leading educational and professional bodies to improve program quality. ASU's College of Business, for example, is pursuing accreditation with the **Association to Advance Collegiate Schools of Business (AACSB)** and has obtained membership as a first step [4]. Similarly, ASU's accounting program is accredited by the **Association of Chartered Certified Accountants (ACCA)**, granting graduates exemptions in professional certification exams [4]. These partnerships with accreditation agencies elevate curriculum standards to meet global benchmarks. ASU is also a member of the **Association of Arab Universities (AARU)** [4] and the **International Association of Universities (IAU)** [4], engaging in regional and global dialogue on higher education improvement. Such collaborations enable ASU to adopt best practices in teaching, governance, and student support by learning from peer institutions.

◆ Government and Industry Collaborations



Memorandum of Understanding (MoU) Between the University and the

ASU works closely with government bodies in Bahrain to align academic outcomes with national educational priorities and to widen access. In February 2025, ASU signed an MoU with its own **Alumni Club** (a nationally registered association of alumni) to coordinate career counseling, job placement support, and skill-development workshops for students [16]. This partnership helps current students transition successfully into the labor market by leveraging alumni expertise and employer networks, thereby improving educational impact. Additionally, ASU has formal agreements with local authorities such as the **Capital Governorate of Bahrain**, focusing on “undertak[ing] collaborative activities to benefit ASU students and Bahraini society in general” [4]. Under this collaboration, community-based learning projects, internships, and civic engagement programs have been organized to enrich student learning while addressing community needs. Another significant partnership was established with the **Ministry of Works** in 2025 to enhance practical training for students in engineering and science fields. Through this MoU, ASU students gain hands-on experience via placements on national infrastructure projects (bridges, wastewater treatment plants, etc.)

and field visits facilitated by the Ministry [15]. Joint workshops and conferences are also planned to foster knowledge exchange between academia and industry [15]. The core aim is to “reinforce the link between academic curricula and practical application” so that graduates enter the workforce with relevant skills [15]. These examples illustrate how ASU’s government and industry partnerships directly contribute to improving the quality and relevance of education, as well as creating new access routes for student development.

◆ Educational Organizations and NGOs



ASU partners with various educational organizations to broaden educational access. For example, ASU has an MoU with **Huawei** to establish an ICT academy on campus (providing students with courses and certifications in latest technologies) [17], and with **Hitachi Energy** to offer student internships in sustainable energy projects [18]. In the social sector, ASU collaborates with groups like the **Bahrain SMEs Society** (to promote entrepreneurship education) [4] and the **Social Media Club** (to provide joint training on digital media skills) [4]. Each of these partnerships serves to either raise the standard of ASU’s educational offerings or extend learning opportunities to wider segments of society. By working with diverse partners – from tech companies to non-profits – ASU leverages external expertise and resources to enrich its curriculum, thus fulfilling SDG 4’s call for inclusive, quality education through multi-stakeholder cooperation.

Educational Outreach in the Community and Schools

◆ Community Engagement Programs

ASU’s Community Engagement Office actively runs outreach initiatives that promote education and lifelong learning outside the campus. One example is ASU’s support for community educational events such as the “*My Life is a Beat*” festival organized by a Bahraini youth voluntary team. In 2021, ASU co-sponsored and helped run this festival, which was aimed at inspiring young people through educational activities and creative arts [19]. The event drew public figures, media personalities, and students from various schools, and ASU’s involvement provided academic volunteering and organizational expertise. By engaging in such events, ASU extends its educational mission to the community, encouraging learning, creativity, and social inclusion beyond its own student population.

◆ Workshops for Schools and Educators

ASU faculty and staff contribute to capacity-building in primary and secondary education through workshops and collaborative projects. In 2023, in cooperation with the Ministry of Education's Private Education Directorate and a local educational consultancy, ASU experts delivered a training session for school principals and teachers focused on **inclusive education practices**. The session addressed common challenges schools face in implementing inclusion and shared strategies for creating supportive learning environments for students with diverse needs [20]. Such outreach ensures that ASU's pedagogical knowledge benefits not just university students but also K-12 educators and learners, thereby raising the overall quality of education in the community. Another outreach effort is ASU's participation in annual school career fairs and open days – for instance, ASU took part in the Higher Education and Career Fair 2022 in Riyadh to guide high school students in the region about pursuing quality higher education [21]. This regional outreach helps prospective students make informed decisions and underscores ASU's role in advocating for educational advancement at the school level.

◆ Community Training and Public Lectures

Beyond formal partnerships, ASU frequently offers free or low-cost public lectures, seminars, and short courses on topics of social importance. For example, ASU professors have given public talks on financial literacy and ICT skills in community centers in Manama, and the university has delivered training to government employees to improve their professional competencies (such as the infographics design course noted earlier) [22]. During the pandemic, ASU moved some of its community seminars online – hosting webinars on mental health, entrepreneurship, and digital transformation that were open to the public. By sharing university knowledge with the broader community through these outreach activities, ASU contributes to lifelong learning and helps uplift educational standards outside its campus, consistent with SDG 4.

Digital Learning and Remote Education Technologies

◆ Rapid Transition to Virtual Learning (COVID-19)

When the COVID-19 crisis struck in early 2020, ASU swiftly implemented a comprehensive online learning system to ensure continuity of education. In March 2020, following a government-mandated closure of educational institutions, ASU launched a new virtual learning platform that enabled students to attend lectures remotely in real-time and interact directly with their professors [3]. The system, rolled out during what the university called a “precautionary vacation,” provided various online services to maintain the students' academic progress and campus engagement [3]. It created a direct digital link between each

student and instructor for coursework, effectively replicating the classroom experience virtually. This swift digital transition – completed within weeks – prevented any significant disruption to learning and was praised as aligning with national efforts to combat the pandemic while safeguarding education [3]. The success of ASU’s e-learning rollout is further evidenced by the university holding its first-ever virtual ceremony to honor outstanding students for the Spring 2020 semester, celebrating student achievement via online technology [23].

◆ Blended Learning Infrastructure

Building on the pandemic experience, ASU has strengthened its IT infrastructure and pedagogical capacity for blended and online learning. Classrooms have been upgraded with smart technology to support hybrid instruction (simultaneous in-person and remote teaching), and faculty have been trained in using learning management systems and virtual collaboration tools. ASU’s e-library and digital databases have been expanded, allowing students 24/7 online access to academic resources – an important step for learning continuity during lockdowns and for part-time students off campus. The university’s commitment to digital education is also reflected in research: ASU scholars studied the efficacy of virtual learning during COVID-19 and gathered student feedback to refine online teaching methods [5]. This evidence-based approach has led to improvements in the online delivery model, enhancing its quality and user-friendliness in the post-pandemic period.

◆ Online Programs and Platforms

In recent years, ASU has begun exploring fully online and open education offerings to increase access. It has participated in Bahrain’s national discussions on virtual university programs and worked with the Higher Education Council on guidelines for distance learning [24]. ASU also joined the **Najafi Global Initiative** (in partnership with Arizona State University) which aims to offer 100 million learners free educational opportunities, reflecting ASU Bahrain’s interest in massive open online courses (MOOCs) and global e-learning outreach [25]. Internally, the university is enhancing its student portal and mobile app to concentrate academic services (registration, advising, course materials, etc.) in one digital platform for ease of access. These digital tools and programs demonstrate how ASU leverages technology to broaden educational access and maintain quality. By embracing online learning platforms, ASU not only navigated the challenges of the pandemic but also set the foundation for more flexible, tech-enabled education in the future, aligning with SDG 4’s emphasis on effective and resilient learning environments [3].

Conclusion

From 2020 onward, Applied Science University in Bahrain has shown a robust, evidence-backed commitment to **“Quality Education” (SDG 4)** through comprehensive policies and initiatives. The university’s efforts encompass inclusive education for marginalized groups, abundant lifelong learning and upskilling programs, dedicated training to improve teaching quality, strategic partnerships that enhance educational outcomes, active community outreach to spread knowledge, and digital innovation to make learning accessible. Each example provided – supported by official university documents, news releases, and third-party reports – highlights ASU’s multifaceted approach to advancing quality education. These initiatives not only fulfill specific SDG 4 indicators (such as equal access, lifelong learning opportunities, qualified teachers, and educational outreach) but also collectively strengthen ASU’s impact on students and society. Through its sustained commitment and collaborative ethos, ASU has become a leading model among Bahraini higher education institutions for driving progress toward the Sustainable Development Goals in education [12] [10].

References

- [1] ASU, "Our-services," [Online]. Available: <https://www.asu.edu.bh/student-counselling-office/our-services/>. [Accessed 10 2025].
- [2] ASU, "Financial-aid," [Online]. Available: <https://www.asu.edu.bh/about-the-office/financial-aid/>. [Accessed 10 2025].
- [3] ASU, "Virtual-learning-for-the-university-students," [Online]. Available: <https://www.asu.edu.bh/virtual-learning-for-the-university-students/>. [Accessed 10 2025].
- [4] ASU, "Affiliations-and-partnerships," [Online]. Available: <https://www.asu.edu.bh/vice-president-for-academic-affairs-and-development/affiliations-and-partnerships/>. [Accessed 10 2025].
- [5] QAA, "Applied-science-university-iqr-22," [Online]. Available: https://www.qaa.ac.uk/docs/qaa/reports/applied-science-university-iqr-22.pdf?sfvrsn=7c00a181_8. [Accessed 10 2025].
- [6] ASU, "University-honored-by-his-excellency-lieutenant-general-sheikh-rashid-bin-abdullah-al-khalifa-minister-of-interior-during-the-graduation-ceremony-of-open-prisons-programmes-benefic," [Online]. Available: <https://www.asu.edu.bh/university-honored-by-his-excellency-lieutenant-general-sheikh-rashid-bin-abdullah-al-khalifa-minister-of-interior-during-the-graduation-ceremony-of-open-prisons-programmes-benefic/>. [Accessed 10 2025].
- [7] BETA BNA, "Article," [Online]. Available: <https://beta.bna.bh/en/article/GlqsJk6Qt3Ef4mkx>. [Accessed 10 2025].
- [8] ASU, "24h-Presidents-News-Digest-V2," [Online]. Available: <https://www.asu.edu.bh/wp-content/uploads/2024/02/24h-Presidents-News-Digest-V2-16042017.pdf>. [Accessed 10 2025].
- [9] ASU, "Academic-staff-development-unit," [Online]. Available: <https://www.asu.edu.bh/academic-staff-development-unit/>. [Accessed 10 2025].
- [10] Zawya, "Applied-science-university-becomes-bahrains-first-university-authorized-training-partner-with-pmi," [Online]. Available: <https://www.zawya.com/en/press-release/companies-news/applied-science-university-becomes-bahrains-first-university-authorized-training-partner-with-pmi-apvcz9aq>. [Accessed 10 2025].
- [11] BNA, "AlternativeSanctionssignsMoUwithAppliedScienceUniversitytoofferprogrammesforb

- eneficiaries," [Online]. Available: <https://www.bna.bh/en/HRHPremierissuesEdicts34and35/AlternativeSanctionssignsMoUwithAppliedScienceUniversitytoofferprogrammesforbeneficiaries.aspx?cms=q8FmFJgiscL2fwlzON1%2BDIVVucS1tRnlcKFRsXSZyrs%3D>. [Accessed 10 2025].
- [12] Advance, "Applied-Science-University-becomes-first-private-provider-of-higher-education-in-Bahrain-to-be-accredited-by-Advance HE," [Online]. Available: [https://www.advance-he.ac.uk/news-and-views/Applied-Science-University-becomes-first-private-provider-of-higher-education-in-Bahrain-to-be-accredited-by-Advance HE](https://www.advance-he.ac.uk/news-and-views/Applied-Science-University-becomes-first-private-provider-of-higher-education-in-Bahrain-to-be-accredited-by-Advance-HE). [Accessed 10 2025].
- [13] ASU, "Asurise-advance-he-centre," [Online]. Available: <https://www.asu.edu.bh/asurise-advance-he-centre/>. [Accessed 10 2025].
- [14] SCIRP, "PAPER," [Online]. Available: <https://www.scirp.org/journal/paperinformation?paperid=114373>. [Accessed 10 2025].
- [15] ASU, "The-university-and-ministry-of-works-signed-a-memorandum-of-understanding-to-enhance-student-training-opportunities," [Online]. Available: <https://www.asu.edu.bh/the-university-and-ministry-of-works-signed-a-memorandum-of-understanding-to-enhance-student-training-opportunities/>. [Accessed 10 2025].
- [16] ASU, "Memorandum-of-understanding-mou-between-the-university-and-the," [Online]. Available: <https://www.asu.edu.bh/memorandum-of-understanding-mou-between-the-university-and-the/>. [Accessed 10 2025].
- [17] ASU, "NEWS PAGE 7," [Online]. Available: <https://www.asu.edu.bh/category/news/page/7/>. [Accessed 10 2025].
- [18] Gotouniversity, "Programs-and-courses," [Online]. Available: <https://www.gotouniversity.com/applied-science-university-of-bahrain/faq/programs-and-courses>. [Accessed 10 2025].
- [19] ASU, "SDG 3.3.5," [Online]. Available: <https://sustainability.asu.edu.bh/sdg-3/3-3/3-3-5/>. [Accessed 10 2025].
- [20] bahrain_teachers_college, "INSTAGRAM," [Online]. Available: <https://www.instagram.com/p/C6-3TNvsb14/>. [Accessed 10 2025].
- [21] Gulfuniversities, "Bahrain-applied-science-university-applied-science-university-participates-in-the-higher-education-jobs-fair-in-the-kingdom-of-saudi-arabia," [Online]. Available: <https://gulfuniversities.org/bahrain-applied-science-university-applied-science-university-participates-in-the-higher-education-jobs-fair-in-the-kingdom-of-saudi-arabia/>. [Accessed 10 2025].

- [22] ASU, "CE-Booklet-2021-2022-2-1," [Online]. Available: <https://www.asu.edu.bh/wp-content/uploads/2023/09/CE-Booklet-2021-2022-2-1.pdf>. [Accessed 10 2025].
- [23] ASU, "Applied-science-university-honored-its-outstanding-students-via-online-technology-for-the-first-time," [Online]. Available: <https://www.asu.edu.bh/applied-science-university-honored-its-outstanding-students-via-online-technology-for-the-first-time/>. [Accessed 10 2025].
- [24] Redalyc, "JOURNAL," [Online]. Available: <https://www.redalyc.org/journal/279/27966514004/27966514004.pdf>. [Accessed 10 2025].
- [25] Thunderbird, "Impact-inclusive-excellence-building-thriving-communities-through," [Online]. Available: <https://thunderbird.asu.edu/thought-leadership/insights/impact-inclusive-excellence-building-thriving-communities-through>. [Accessed 10 2025].