



Internship Placement Officer
Ssenyondwa Allan

.....

Date.....

Internship Training Officer
Kiyuba Sulaiman Nkuutu

.....

Date.....

Training Manager
Kyalimpa Joseph

.....

Date.....

Executive Director
Sebaggala M. Kigozi

.....

Date.....

Table of Contents

List of Acronyms.....	IV
List of Tables	V
List of Figures	VI
Executive Summary.....	VII
1.0 Introduction	1
2.0 General Information	2
2.1 University Procedure	2
2.2 UMA-HEST Procedure	2
2.3 Facilitation of Interns	3
3.0 Recommended Students.....	4
3.1 Recommended Students per Benefiting Institution	4
3.2 Recommended Students Composition (Sciences & Arts)	5
3.3 Recommended Students per Gender	6
4.0 Placement of Interns.....	7
4.1 Interns Placement per Benefiting Institution	7
4.2 Interns Placement per Gender.....	8
4.3 Interns Placement per Month.....	9
4.4 Students who Completed Internship	11
4.5 Interns Completion per Benefiting Institution	13
4.6 Arts Vs Sciences for Actual Interns who completed their Internship	14
4.7 Intern Completion per Gender	16
4.8 Intern Completion per Month.....	17
5.0 Interns Retained.....	18
5.1 Interns Retained per Benefiting Institution	21
5.2 Arts Vs Sciences for Interns Retained	21
5.3 Interns Retained per Gender	22
5.4 Interns Retained per Month	23
6.0 Interns Not Yet Placed	24
6.1 Interns Not Yet Placed per Benefiting Institution	24
6.2 Background of Interns Not Yet Placed	25
6.3 Interns Not Yet Placed per Gender	26
6.4 Status of other interns	27
7.0 Challenges and Mitigations.....	28



7.1 Recommendations to the Benefiting Institutions..... 31

8.0 Skills Attained..... 42

9.0 Way Forward and Conclusion 43

Annex I

List of Acronyms

AfDB	African Development Bank
BIs	Benefiting Institutions
BSc.	Bachelor of Science
BUS	Busitema University
Dip.	Diploma
Eng.	Engineering
GoU	Government of Uganda
GU	Gulu University
HEST	Higher Education Science and Technology
Info Techn	Information Technology
KYU	Kyambogo University
MoESTS	Ministry of Education Science Technology and Sports
MSc.	Master of Science
MU	Muni University
MUBS	Makerere University Business School
MUK	Makerere University Kampala
MUST	Mbarara University of Science and Technology
S&T	Science and Technology
UMA	Uganda Manufacturers Association
UMI	Uganda Management Institute
UIUCs	UMA-HEST Internship University Coordinators
IPO	Internship Placement Officer
RTD	Retained
PLD	Placed
T.T PLD	Total Placed
T.T RTD	Total Retained

List of Tables

Table 1: Distribution of Installments per stipulated period Interns Supervision	3
Table 2: Total Students recommended per BI	5
Table 3: Total Interns recommended per Background	6
Table 4: Gender distribution of Interns recommended per BI	6
Table 5: Interns placed and their % Composition per BI	7
Table 6: Gender Distribution and % composition per BI	8
Table 7: Interns placed per BI per month respectively.....	10
Table 8: Details of Interns who completed their Internship Training.....	11
Table 9: Actual Interns placed per and their % composition.....	13
Table 10: Tabular presentation of Interns retained in relation to the Interns placed.....	19
Table 11: Interns Not Yet placed per BI	24
Table 12: Arts Vs Science % composition of Interns Not Yet placed	25
Table 13: Status of Interns after their Internship	27

List of Figures

Figure 1: Presentation of Numbers recommended per BI.....	4
Figure 2: % Composition of Total Interns recommended.....	5
Figure 3: Cumulative distribution of Total placement per month.....	10
Figure 4: Percentage composition of Interns who completed Internship per BI	14
Figure 5: Trend for S&T and ARTS placement.....	15
Figure 6: % Composition of Arts vs. Sciences Interns who completed training.....	15
Figure 7: Gender composition of Interns who completed their Internship.....	16
Figure 8: Interns who completed in each Month of Placement	17
Figure 9: Trend for Actual and Total Placement	18
Figure 10: % Composition of Interns retained per BI.....	21
Figure 11: Arts Vs Sciences % Composition of Interns retained	21
Figure 12: Gender composition of Retained Interns	22
Figure 13: % composition of Interns retained per month	23
Figure 14: A Graph showing Interns Not Yet placed per BI	24
Figure 15: % Composition of Interns Not Yet placed per BI	25
Figure 16: A pie-chart for Arts Vs Sciences % composition of Interns placed	25
Figure 17: Interns Not placed per Gender per Month	26
Figure 18: Gender % composition of Interns Not Yet placed	26

Executive Summary

Uganda Manufacturers Association (UMA) in partnership with the Ministry of Education Science Technology and Sports (MoESTS) with support from the African Development Bank (AfDB) is running an internship program under the Higher Education Science and Technology (HEST) Project. The Project mostly focuses on Science and Technology interns.

The project's primary objective is to ensure that the graduates from the university are equipped with knowledge and skills that fit the demands of the employers and reduce on the unemployment rates among the youth in Uganda. The main goal of the project is to **improve skills of 2000** interns from eight Benefiting Institutions (BIs) namely: Kyambogo University (KYU), Busitema University (BUS), Makerere University (MUK), Gulu University (GU), Mbarara University of Science and Technology (MUST), Muni University (MU), Uganda Management Institute (UMI) and Makerere University Business School (MUBS). Ninety percent (90%) of the interns to be placed in the respective companies should be offering Science & Technology Courses while ten percent (10%) should be Arts interns. The project is providing skills to interns required by employers in Uganda to enhance their opportunities of employment in the future. While implementing the project activities, the following objectives must be met;

- To increase the Capacity of UMA to Manage Internship Programs
- To promote the HEST Project among UMA members and other Private Sector Companies.
- To improve Skills of Science and Technology Interns from the 8 Benefiting Institutions (BIs)
- To reduce the Cost on Expatriate Labour of Industries.

The Benefiting Institutions (BIs) recommended 920 (615 male and 305 female) interns in total. The placement target for the year 2015 for all the BIs was to place 400 interns in different companies. However, due to the high demand of particular courses especially in manufacturing companies, the target was surpassed by placing more 187 interns totaling to 587 (377 male (**64.22%**) and 210 female(**35.78%**)) interns. This means, the target was surpassed by **146.75%**. Of these placed interns only 552 (**94.04%**) (362 male (**65.58%**) and 190 female (**34.42%**)) interns managed to complete their internship.

Eighty four (84) **15.22%** (67-**79.76%** male and 17-**20.23%** female) of interns placed were retained in the companies where they placed, which constituted of the total interns placed.

Working together with the university coordinators the project is requesting for 1300 students from all BIs to be trained under the HEST project in 2016 although the target is 800.

1.0 Introduction

UMA has a total number of over 700 companies which lie in different sectors of the economy in all the four regions of the country (Central, Northern, Western and Eastern Region). Given this fact, UMA was the perfect executing agency when it comes to place of students in both Arts (Management studies) and Sciences.

Using respective preferred University procedures, the BIs recommended a total number of 920 interns. These were trained at UMA for 2/3 days in life and work place based skills in the months of March and June 2016 respectively. From April to December 2015, students were supported to do hands on internship training in companies for 3-6 months. The students were placed under company based technical supervisors with whom clear skills acquisition programs were agreed on. While at the companies, UMA-HEST Team made support supervision visits to ensure that skills acquisition was ongoing to the satisfaction of the company based technical supervisors.

The HEST Team managed to place 587 students but 552 managed to continue with their training and completed successfully. The majority of the placement (232 interns) were realized in July and of these 225 managed to complete their internship. The placements in the other months included; April (54), August (78), September (92), October (36), November (56) and December (39). The remaining interns (261) will be placed before the end of June 2016 when the next cohort of 2016-2017 arrives.

The chapters ahead will detail the general information and proceed with recommended students, placements of interns, students who completed their internship, retained interns, challenges and mitigations, interns not yet placed, skills attained and finally end with way forward and conclusion.

2.0 General Information

2.1 University Procedure

In a consultative meeting dated 11th March 2015 with all the stakeholders from all BIs, it was agreed that apart from the common selection criteria of using CGPA, university specific selection criteria would be used. The BIs placed adverts in several places including notice boards and made announcements in different faculties. Evaluation and selection was carried out by use of evaluation forms where females and students with disabilities were given special attention.

920 students were sent from the university but initially UMA-HEST had requested for 600 students.

2.2 UMA-HEST Procedure

The UMA-HEST Procedure is best described in bullet form here below:

- Received the recommended students forms from BIs
- Carried out a two- three day trainings in both the Multi-purpose and conference halls at UMA.
- The selected students were given contractual letters. Examples of the offer- and introductory letters are attached in the ***Annex***. The HEST IP address confirms that a particular student has been placed for internship under the project. UMA-HEST identifies these students with IP addresses and when placed.
- Students were placed to different companies according to the demands of the employers.

2.3 Facilitation of Interns

Payment of stipend takes place after reports have been submitted to the UMA-HEST web portal.

Below is an example of the installments used in the payment schedule:

Table 1: Distribution of Installments per stipulated period Interns Supervision

Date	Item	Amount
1 st Sept 2015	<i>Insurance premium to be deducted</i>	36,000/=
17 th Sept 2015	1 st Financial Disbursement	180,000/=
10 th October 2015	2 nd Financial Disbursement	170,000/=
15 th November 2015	3 rd Financial Disbursement	160,000/=
10 th December 2015	4 th Financial Disbursement	154,000/=
	Total	700,000/=

During the course of the internship, UMA-HEST Internship University Coordinators (UIUCs) and the Internship Placement Officer (IPO) are in continuous coordination with Interns and their respective supervisors. After setting up appointments with Work Place Based Supervisors, the UMA-HEST team and in some instances together with the Technical Coordinator–Higher Learning AfDB-MoESTS, Dr. Ngobi Robert visits the companies to liaise and find out how the internship is proceeding and how to make it work better.

Usually supervision forms are carried along to evaluate the progress of the interns. It should be noted that the UMA-HEST internship is an employer based internship and the main evaluation is the satisfaction of the employer.

3.0 Recommended Students

3.1 Recommended Students per Benefiting Institution

The HEST Project coordinators had an obligation of recommending specific numbers of students from their respective BIs to the UMA-HEST team for placement in different companies with respect to their educational background.

Figure 1: Presentation of Numbers recommended per BI

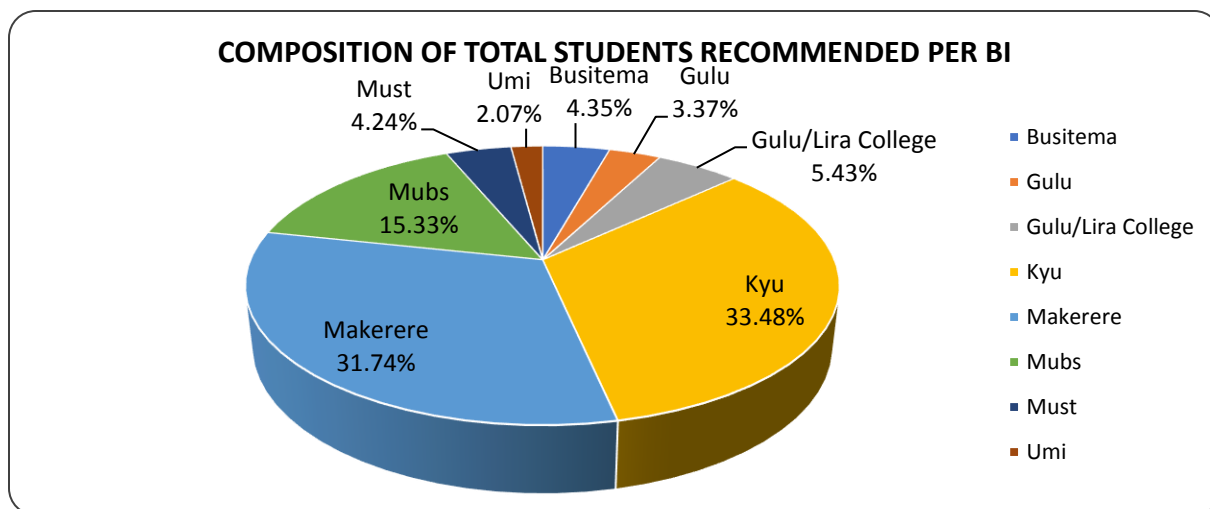


For BIs with a S&T background, Kyambogo University with a percentage of 33.48 (308) recommended the highest number of students for the placement, followed by MUK with a percentage of 31.74 (292), GULU combined with LIRA with a percentage of 8.80 (81), Busitema with a percentage of 4.35 (40) and MUST with the least percentage 4.24 (39).

For BIs with the Arts background, MUBS with a percentage of 15.33 recommended the highest number of students for placement, followed by UMI with the least number of students (19 – 2.07%). Below is a tabular and graphical presentation of the analysis.

Table 2: Total Students recommended per BI

UNIVERSITIES	STUDENTS RECOMMENDED	% COMPOSITION
Busitema	40	4.35%
GULU	81	8.80%
Kyambogo	308	33.48%
Makerere	292	31.74%
MUBS	141	15.33%
MUST	39	4.24%
UMI	19	2.07%
TOTAL	920	100.00%

Figure 2: % Composition of Total Interns recommended

3.2 Recommended Students Composition (Sciences & Arts)

Students recommended by BIs were from both a S&T and Arts background. But according to the goal of the HEST project of skilling over 2000 students from different Universities, the project emphasized that 90% of the students to be placed had to be from a S&T background and 10% from an Arts background.

Due to the high demands of interns from an Arts background by employers, an extra 7.39% of Arts students was requested for from the MUBS and UMI hence reducing the percentage of S&T students to be placed to 82.61%. Below is a tabular presentation of the total interns recommended from the two backgrounds.

Table 3: Total Interns recommended per Background

UNIVERSITIES	STUDENTS RECOMMENDED	% COMPOSITION
ARTS	160	17.39%
S&T	760	82.61%
TOTAL	920	100.00%

3.3 Recommended Students per Gender

For BIs with a S&T background, Kyambogo University recommended the highest number of Male students (266 – 43.25%), followed by MUK (200 – 32.52%). UMI and MUST recommended the least number of male interns (8 – 1.30% and 20 – 3.25% respectively). For Female interns, MUK recommended the highest number (92 – 30.16%), followed by Kyambogo University (42 – 13.77%). UMI and Busitema recommended the least number of female interns (11 – 3.61% and 14 – 4.59% respectively).

For BIs with an Arts background, MUBS recommended 48 (7.80%) male students whereas UMI had 8 (1.30%). For female interns, MUBS recommended 93 (30.49%) interns whereas UMI had 11 (3.61%).

Generally, Kyambogo University had the highest number of male interns recommended whereas MUBS had the highest number of female interns recommended.

Table 4: Gender distribution of Interns recommended per BI

UNIVERSITIES	% COMPOSITION	FEMALE	% COMPOSITION	MALE	TOTAL
Busitema	4.59%	14	4.23%	26	40
GULU	11.15%	34	7.64%	47	81
Kyambogo	13.77%	42	43.25%	266	308
Makerere	30.16%	92	32.52%	200	292
MUBS	30.49%	93	7.80%	48	141
MUST	6.23%	19	3.25%	20	39
UMI	3.61%	11	1.30%	8	19
TOTAL	100.00%	305	100.00%	615	920

4.0 Placement of Interns

4.1 Interns Placement per Benefiting Institution

Placement of interns recommended commenced in April 2015 and is still ongoing until the new cohort comes in. But for the case of this report, the placement period is between April and December 2015.

According to the placement records per BI with a S&T background, Kyambogo University placed the highest number of interns in companies for internship training (179 interns – 30.49%), followed by MUK (157 interns – 26.75%), GULU & LIRA University College (72 interns – 12.27%). Busitema and MUST had the least numbers of interns placed (20 & 22 interns – 3.41% & 3.75% respectively).

For BIs with an Arts background, MUBS placed the higher number of interns in companies for internship training 118 (20.10%) whereas UMI had least placed 19 (3.24%).

Generally, Kyambogo University placed the highest number of interns (179), due to an unforeseen high demand of Diploma students in Mechanical and Electrical Engineering. It should be noted, that in totality, the targeted percentage of each BI will be maintained and therefore not affected at the end of the project.

Below is a tabular presentation of the placement details between April and December 2015.

Table 5: Interns placed and their % Composition per BI

UNIVERSITIES	INTERNS PLACED	% COMPOSITION
Busitema	20	3.41%
GULU	72	12.27%
Kyambogo	179	30.49%
Makerere	157	26.75%
MUBS	118	20.10%
MUST	22	3.75%
UMI	19	3.24%
TOTAL	587	100.00%

4.2 Interns Placement per Gender

According to the placement records per BI with a S&T background, Kyambogo University had the highest number of Male interns placed in companies for internship training (155 interns – 41.11%), followed by MUK (108 interns – 28.65%). MUST and Busitema and MUST had the least numbers of male interns placed (14 & 11 interns – 3.71% & 2.92% respectively). For female interns, MUK had the highest placed (49 interns – 23.33%) and followed by GULU & LIRA University College (34 interns – 16.19%) whereas Busitema had the least female interns placed (6 interns – 2.86%).

For BIs with an Arts background, MUBS had the highest male and female interns placed in companies (43 & 75 interns – 11.41% & 35.71% respectively) whereas UMI had the least male and female interns placed (8 & 11 interns – 2.12% & 5.24% respectively).

Generally, Kyambogo University placed the highest number of male interns whereas MUBS placed the highest number of female interns.

Below is a tabulation of the above.

Table 6: Gender Distribution and % composition per BI

UNIVERSITIES	% COMPOSITION	FEMALE	% COMPOSITION	MALE	TOTAL
Busitema	2.86%	6	3.71%	14	20
GULU	16.19%	34	10.08%	38	72
Kyambogo	11.43%	24	41.11%	155	179
Makerere	23.33%	49	28.65%	108	157
MUBS	35.71%	75	11.41%	43	118
MUST	5.24%	11	2.92%	11	22
UMI	5.24%	11	2.12%	8	19
TOTAL	100.00%	210	100.00%	377	587

4.3 Interns Placement per Month

According to the monthly placement records for each BI from an Arts and S&T background;

In April no interns from S&T BIs were placed in companies, only Arts BIs placed interns. MUBS had the highest interns placed (35 interns) as compared to UMI that had the least placed (19 interns).

In July, Kyambogo University and GULU & LIRA had the highest interns placed in companies (76 & 60 interns respectively). Followed by MUK and MUBS (45 & 30 interns respectively), MUST and Busitema placed the least number of interns (12 and 9 respectively). UMI placed no interns in this month.

In September, MUK and Kyambogo University placed the highest numbers in companies (43 and 39 respectively). MUBS and Busitema placed the least interns in this month (6 and 4 interns respectively). GULU & LIRA, MUST and UMI placed no interns in this month.

In October, MUK placed the highest number of interns in companies for internship (19 interns). The rest of the BIs had at least an intern placed excluding UMI that had no intern placed in this month.

In November, MUK placed the highest number (20 interns), followed by MUBS and Kyambogo University (14 and 12 respectively). The rest of the BIs had at least an intern placed excluding UMI that had no intern placed in this month.

In December, MUK and Kyambogo University had the highest numbers of interns placed (11 interns each) and the rest had at least an intern placed excluding UMI that had no intern placed in this month.

Generally, the highest number of interns placed was recorded in July (232), followed by September and August (92 and 78 respectively). October and December had the least interns placed (36 and 39 respectively).

Figure 3: Cumulative distribution of Total placement per month

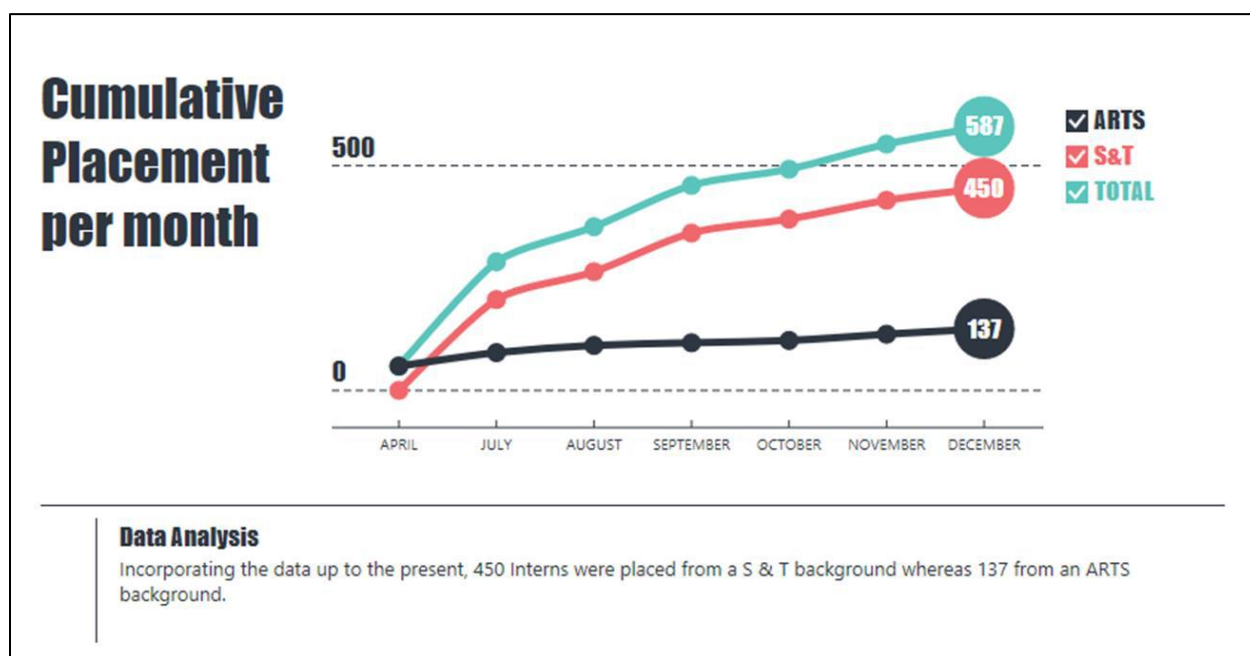


Table 7: Interns placed per BI per month respectively

UNIVERSITIES/MONTHS	APR	JUL	AUG	SEPT	OCT	NOV	DEC	TOTAL
Busitema		9		4	4	3		20
GULU		60	6		1	2	3	72
Kyambogo		76	37	39	4	12	11	179
Makerere		45	19	43	19	20	11	157
MUBS	35	30	16	6	5	14	12	118
MUST		12			3	5	2	22
UMI	19							19
TOTAL	54	232	78	92	36	56	39	587

4.4 Students who Completed Internship

587 (63.80 %) of the total interns in the UMA-HEST data base (920) have been placed in different companies and sectors in Uganda. 552 (94.09%) of the total interns placed (587) completed their internship with the different companies where they were placed. 362 (64.58%) of the total interns that completed the internship were male and only 190 (34.42%) were female interns. More details are tabulated below.

Table 8: Details of Interns who completed their Internship Training

	APR		JUL		AUG		SEPT		OCT		NOV		DEC	
BIs	F	M	F	M	F	M	F	M	F	M	F	M	F	M
BU			2	7			1	3	2	2	1	2		
% Composition	0.00%	0.00%	22.22%	77.78%	0.00%	0.00%	25.00%	75.00%	50.00%	50.00%	33.33%	66.67%	0.00%	0.00%
GULU			31	29	1	5				1	1	1	1	2
% Composition	0.00%	0.00%	51.67%	48.33%	16.67%	83.33%	0.00%	0.00%	0.00%	100.00%	50.00%	50.00%	33.33%	66.67%
KYU			10	65	4	33	5	34		4	5	7		5
% Composition	0.00%	0.00%	13.33%	86.67%	10.81%	89.19%	12.82%	87.18%	0.00%	100.00%	41.67%	58.33%	0.00%	100.00%
MUK			8	37	7	12	16	26	9	10	4	16	5	4
% Composition	0.00%	0.00%	17.78%	82.22%	36.84%	63.16%	38.10%	61.90%	47.37%	52.63%	20.00%	80.00%	55.56%	44.44%

	APR		JUL		AUG		SEPT		OCT		NOV		DEC	
BIs	F	M	F	M	F	M	F	M	F	M	F	M	F	M
MUBS	19	13	17	8	5	4	3	3	1	1	5	7	8	2
% Composition	59.38%	40.63%	68.00%	32.00%	55.56%	44.44%	50.00%	50.00%	50.00%	50.00%	41.67%	58.33%	80.00%	20.00%
MUST			5	6					0	2	3	2	0	1
% Composition	0.00%	0.00%	45.45%	54.55%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	60.00%	40.00%	0.00%	100.00%
UMI	11	8												
% Composition	57.89%	42.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	30	21	73	152	17	54	25	66	12	20	19	35	14	14

4.5 Interns Completion per Benefiting Institution

587 Interns recommended by different BIs were placed between April and December 2015 and placement is still ongoing in 2016 until the new cohort comes in. A total of 35 interns placed left their respective companies where they were having their internship training under the HEST Project resulting into an actual placement of 552 interns. MUBS and Kyambogo University had the most interns who left their internship (22 and 7 interns respectively) and no interns from Busitema, GULU & LIRA and UMI left their training.

According to the actual placement records per BI with a S&T background, Kyambogo University had highest number of actual interns placed in companies for internship training (172 interns – 31.16%), followed by MUK (154 interns – 27.90%), GULU & LIRA University College (72 interns – 13.27%). Busitema and MUST had the least numbers of actual interns placed (20 & 19 interns – 3.62% & 3.44% respectively).

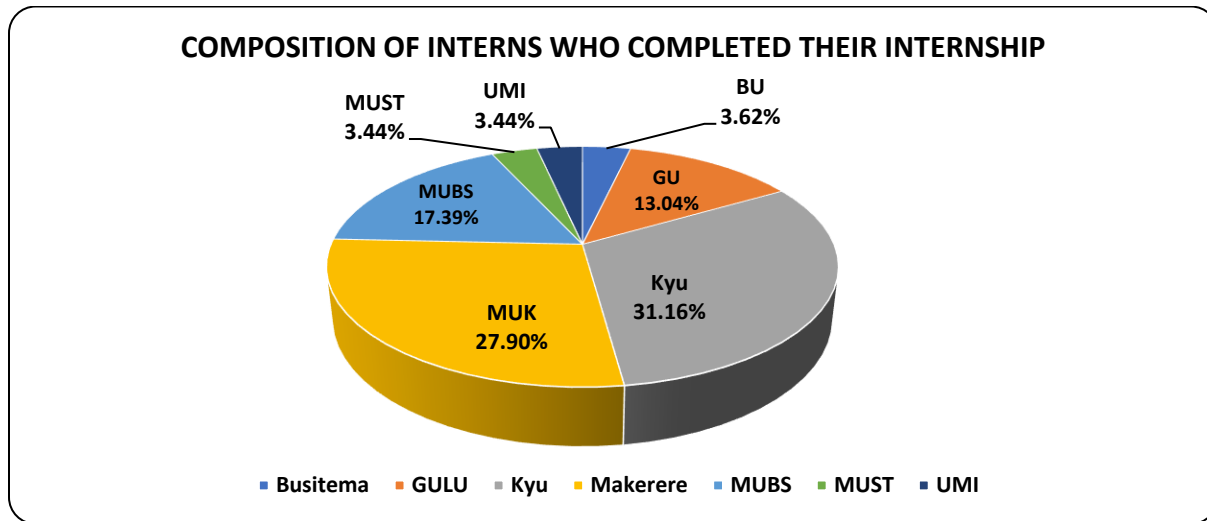
For BIs with an Arts background, MUBS placed the highest number of actual interns in companies for internship training (96 – 17.39%) whereas UMI had least placed (19 – 3.44%).

Generally, Kyambogo University placed the highest number of students (172) who actually completed their internship.

Below is a tabular and graphical presentation of actual placement details between April and December 2015.

Table 9: Actual Interns placed per and their % composition

UNIVERSITIES	INTERNS PLACED	INTERNS PLACED
Busitema	20	3.62%
GULU	72	13.04%
Kyambogo	172	31.16%
Makerere	154	27.90%
MUBS	96	17.39%
MUST	19	3.44%
UMI	19	3.44%
TOTAL	552	100.00%

Figure 4: Percentage composition of Interns who completed Internship per BI

As per the placement, the BI with the largest number of interns who completed was KYU (172- 31.16%) followed by MUK (154- 27.90%), MUBS (96- 17.39%), GU (72- 13.04%), BU (20- 3.62%) and lastly, MUST and UMI with 19 (3.44%) interns respectively. The huge numbers of interns placed in some Universities compared to others is attributed to the large numbers of interns recommended and placed.

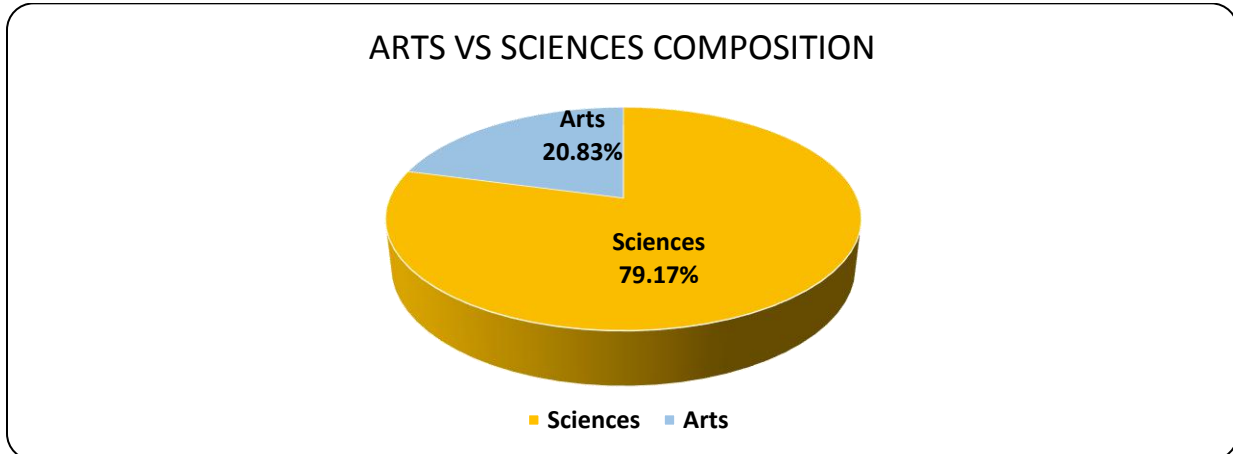
4.6 Arts Vs Sciences for Interns who completed their Internship

According to the goal of the HEST project of skilling over 2000 students from different Universities, it was emphasized that 90% of the students to be placed had to be from a S&T background and 10% from an Arts background. Basing on the records for the placement period in relation to the objective, 79.17% of the total interns who completed their training were from the S&T background whereas 20.83% were from an Arts background. The extra 10.83% was allocated to the Arts students from MUBS and UMI due to high demand for management students by employers.

Figure 5: Trend for S&T and ARTS placement



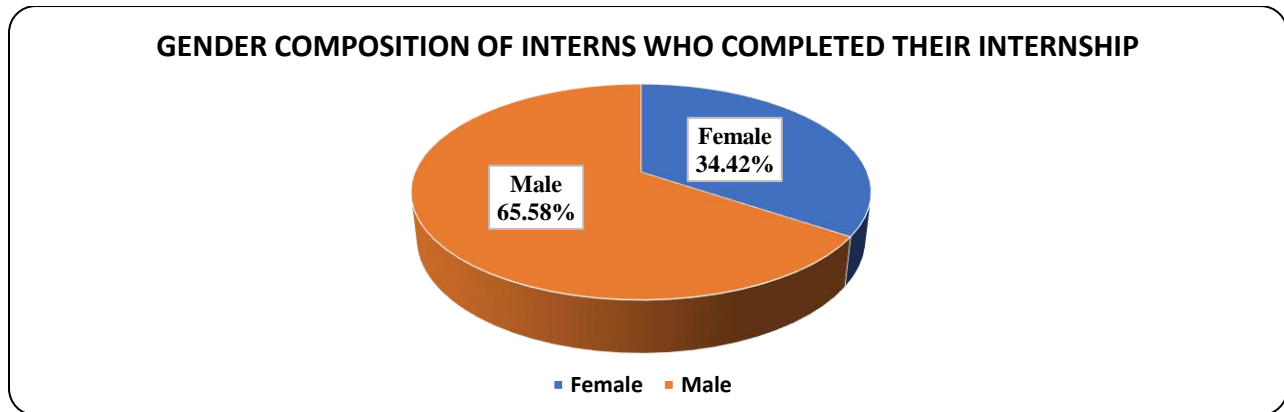
Figure 6: % Composition of Arts vs. Sciences Interns who completed training



With 35 interns out of the companies due to various problems, a total of 552 interns were able to complete their internship. Of the 552 interns, 79.00% (437) were from S&T and only 21.00% (115) were from an Arts background. The increased number of Arts interns in the Project was mainly attributed to the high demand of such interns for example, companies preferred more Marketing interns and so, the UMA-HEST Team requested for ore interns form MUBS to meet such demands.

4.7 Intern Completion per Gender

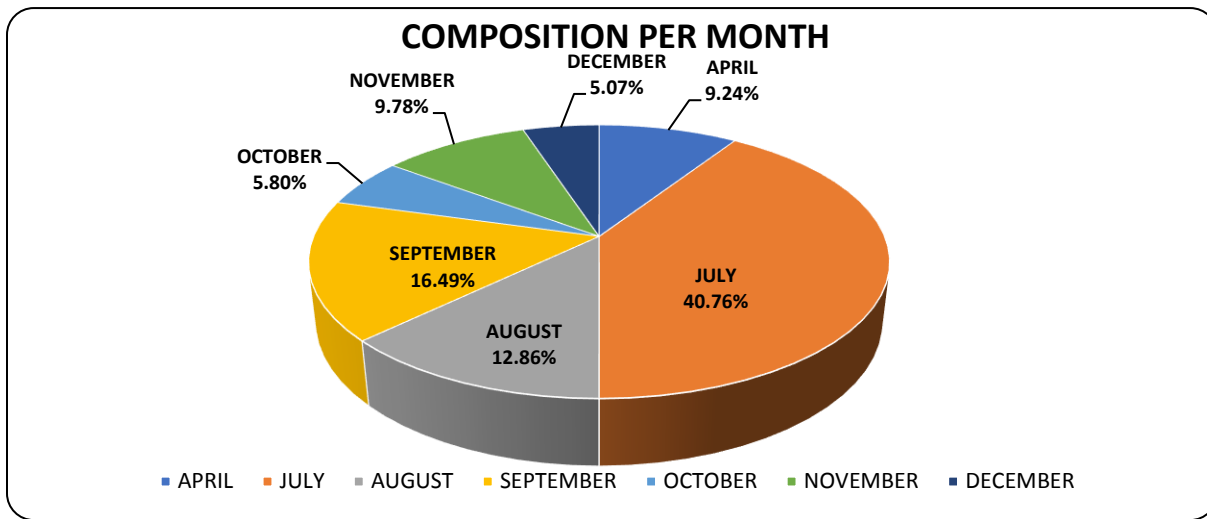
Figure 7: Gender composition of Interns who completed their Internship



Most of the interns placed were male. This explains the difference in Gender of the interns who completed their internship. 362 (66.00%) of these were male and 190 (34.00%) were female. The largest number of Female interns placed was from MUBS with 58 followed by MUK with 49 and lastly GU with 34 Female interns well as, the largest number of male interns placed were from KYU with 148 followed by MUK with 105 and lastly GU and MUBS with 38 male interns each. The month in which the largest number of female interns placed was July (73) followed by April with 30 female interns placed well as, the month with the largest number of male interns placed was July (152) followed by September with 66 male interns placed. This information is tabulated in table 1 above.

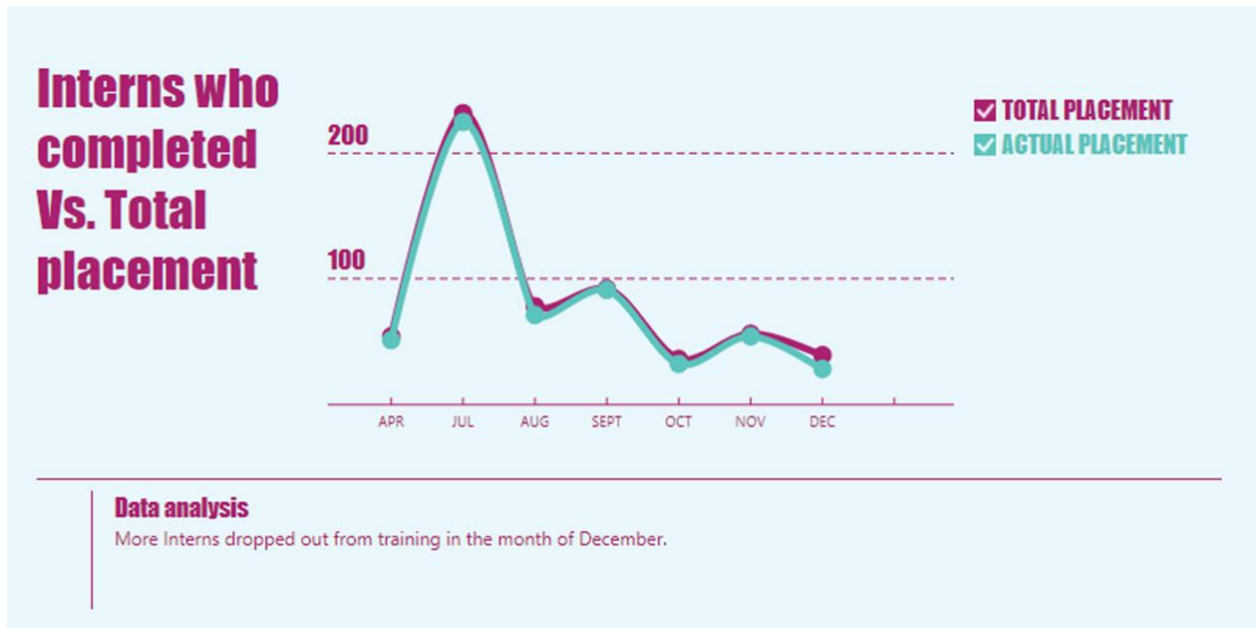
4.8 Intern Completion per Month

Figure 8: Interns who completed in each Month of Placement



Of the 552 interns that successfully completed their internship, 225 (40.76%) were placed in the month of July, followed by September (91 interns – 16.49%) and lastly August (71 interns – 12.86%). The month in which the least number of interns started and successfully completed their internship was April (51 interns – 9.24%) followed by October (32 interns – 5.80%) and finally December with 28 interns (5.07%) expected to complete their internship by February 2016.

Figure 9: Trend for Actual and Total Placement



5.0 Interns Retained

Many companies that took on and trained interns offered to retain them for employment. This was mainly attributed to their capacity to work with the company under different conditions and terms. 15.22 % (84) of the interns that completed their internship were retained. Most of the interns retained were male (61 - 72.62%) and only 23 (27.38%) were female interns. In addition to this, more interns with a back ground in S&T (68 - 80.95%) were retained as compared to the interns with a background in Arts (16 - 19.05%). More details are tabulated in the table below.

Table 10: Tabular presentation of Interns retained in relation to the Interns placed

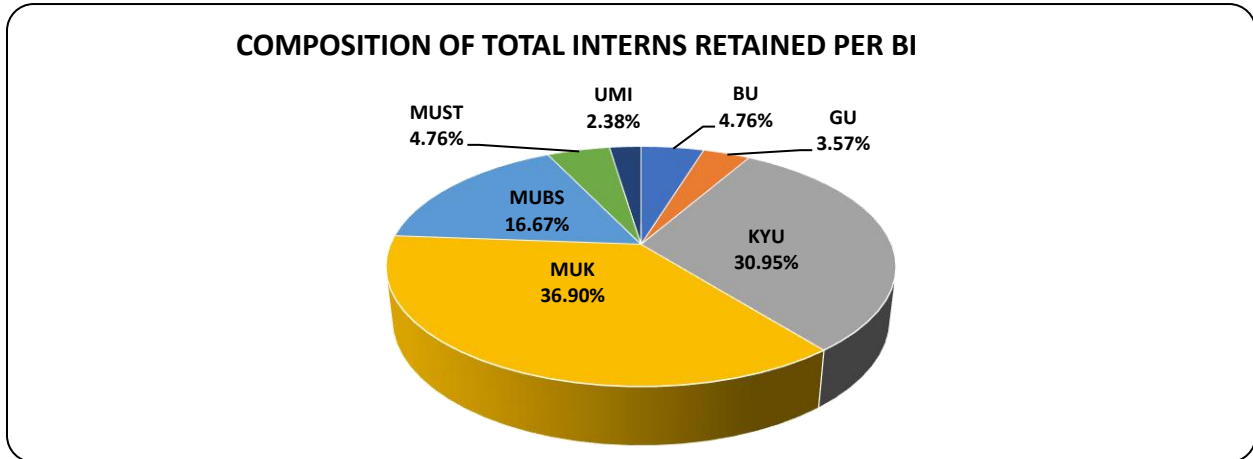
	BI	BU	%	GU	%	KYU	%	MUK	%	MUBS	%	MUST	%	UMI	%	TOTAL
T.T PLD	F&M									32				19		51
APR	F		0.00%		0.00%		0.00%		0.00%	3	50.00%		0.00%	1	50.00%	4
	M		0.00%		0.00%		0.00%		0.00%	3	50.00%		0.00%	1	50.00%	4
T.T RTD	F&M	0		0		0		0		6		0		2		8
T.T PLD	F&M	9		60		75		45		25		11				232
JUL	F	0	0.00%	0	0.00%	1	16.67%	1	9.09%	0	0.00%	2	100.00%		0.00%	4
	M	2	100.00%	1	100.00%	5	83.33%	10	90.91%	1	100.00%	0	0.00%		0.00%	19
T.T RTD	F&M	2		1		6		11		1		2		0		23
T.T PLD	F&M			6		37		19		9						78
AUG	F		0.00%	0	0.00%	0	0.00%	1	20.00%	0	0.00%		0.00%		0.00%	1
	M		0.00%	2	100.00%	13	100.00%	4	80.00%	1	100.00%		0.00%		0.00%	20
T.T RTD	F&M	0		2		13		5		1		0		0		21
T.T PLD	F&M	4				39		42		6						92
SEPT	F	0	0.00%		0.00%	1	33.33%	5	35.71%	1	50.00%		0.00%		0.00%	7
	M	1	100.00%		0.00%	2	66.67%	9	64.29%	1	50.00%		0.00%		0.00%	13
T.T RTD	F&M	1		0		3		14		2		0		0		20
T.T PLD	F&M	4		1		4		19		2		2				36
OCT	F	1	100.00%		0.00%	3	100.00%	0	0.00%	0	0.00%	2	100.00%		0.00%	6
	M	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		0.00%	0
T.T RTD	F&M	1		0		3		0		0		2		0		6
T.T PLD	F&M	3		2		12		20		12		5				56
NOV	F	0	0.00%	0	0.00%	0	0.00%	1	100.00%	1	100.00%	0	0.00%		0.00%	2
	M	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		0.00%	0
T.T RTD	F&M	0		0		0		1		1		0		0		2
T.T PLD	F&M			3		5		9		10		1				39
DEC	F		0.00%	0	0.00%		0.00%	0	0.00%	1	33.33%	0	0.00%		0.00%	1
	M		0.00%	0	0.00%	1	100.00%	0	0.00%	2	66.67%	0	0.00%		0.00%	3



	BI	BU	%	GU	%	KYU	%	MUK	%	MUBS	%	MUST	%	UMI	%	TOTAL
T.T RTD	F&M	0		0		1		0		3		0		0		4
TOTAL RTD		4		3		26		31		14		4		2		84
ACTUAL PLD		20	0	72	0	172	0	154	0	96	0	19	0	19	0	552

5.1 Interns Retained per Benefiting Institution

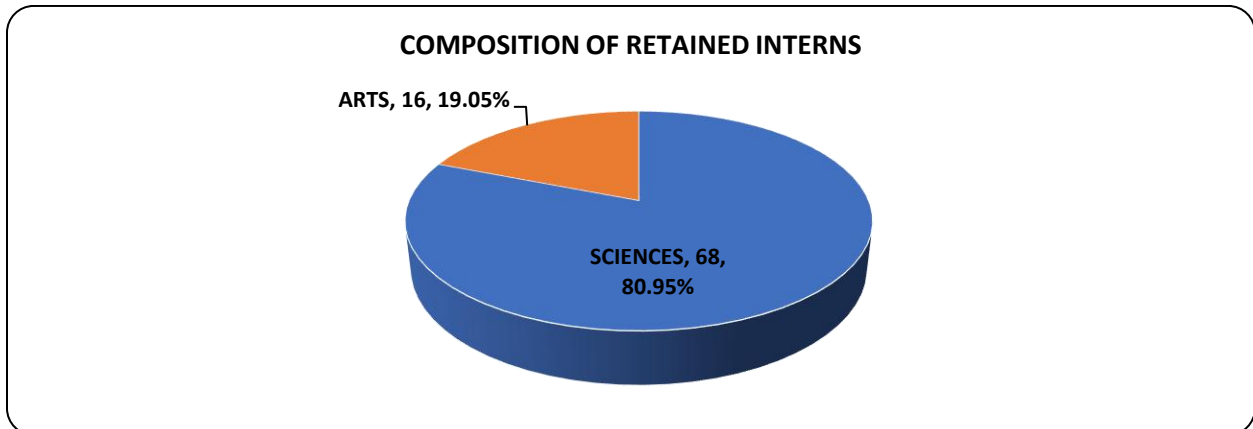
Figure 10: % Composition of Interns retained per BI



Of the 552 interns that completed their internships with the different companies, a total of 84 (15.22%) interns were retained in those companies. Of the 84 interns retained, the largest number was from MUK with 31 (37.00%) interns were retained followed by KYU with 26 (31.00%) interns retained and lastly MUBS with 14 interns retained (17.00%). The BIs with the lowest number of interns retained were; MUST and BU with 4 interns were retained from each followed by GU (3- 3.00%) and lastly UMI with 2 (2.00%) interns retained in companies where they were training from.

5.2 Arts Vs Sciences for Interns Retained

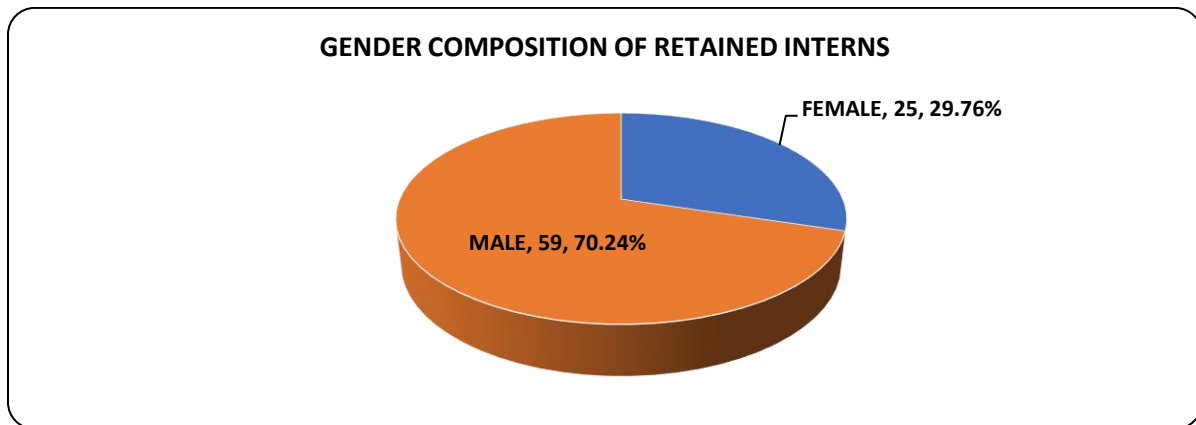
Figure 11: Arts Vs Sciences % Composition of Interns retained



Of the 84 interns retained in the different companies where they were placed, 16 interns (19.05%) were those with an ARTS and Management Science background and 68 interns (80.95%) were those with a S&T background.

5.3 Interns Retained per Gender

Figure 12: Gender composition of Retained Interns

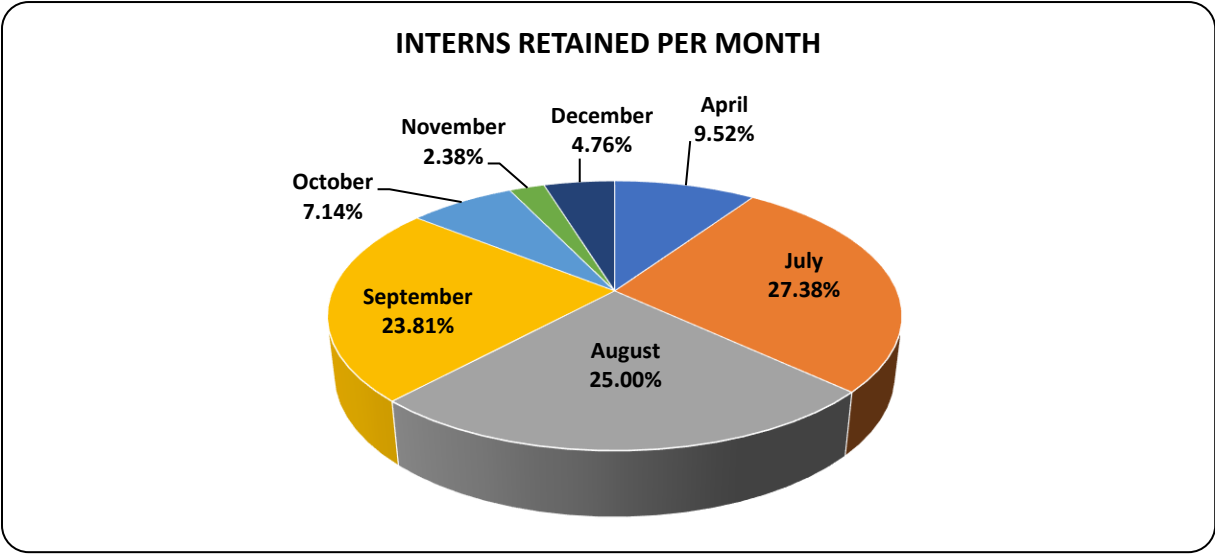


Of the 84 interns retained, 25 (30%) were female and 59 (70.00%) were male.

The BI with the highest numbers of female interns retained was MUK (8) followed by MUBS (6) and KYU (5) well as, the BI with the least number of female interns retained include BU and UMI with 1 intern each. GU had no female intern retained. The BI from which the highest number of male interns retained was MUK (23) followed by KYU (21) well as that with the least number of male interns retained was UMI (1). MUST had no male intern retained. The details of this information are analyzed in Table 10 above.

5.4 Interns Retained per Month

Figure 13: % composition of Interns retained per month



Out of the 84 interns retained, 21 (25.00%) were placed in the month of August followed by September (20- 24.00%), July (23- 27%), April (8- 10.00%), October (6- 7.00%), December (4- 5.00%) and lastly November 2 (2.00%).

6.0 Interns Not Yet Placed

The project has placed and hit the targets of almost all the BIs with exception of MUST however, since the number of interns requested for was higher than the target, some interns have not yet been placed.

Of 920 students recommended by all BIs, 261 (28.37% of interns in the Data base) have not yet been placed. Majority of the Interns not placed yet are Male (187- 71.64%) as the female are 74 (28.35%) interns. The composition of the Arts students not placed yet as at 31st/ Dec/ 2016 was 14 (5.36%) with 3 male (1.60%) and 11 female (14.86%) well as those for S&T were 247 (94.63%) with 183 male (74.89) and 63 female (25.51%). These interns are to be placed before the next group of interns is sent from the BIs. Below are tabular and graphical presentations of interns per BI not yet placed.

6.1 Interns Not Yet Placed per Benefiting Institution

Table 11: Interns Not Yet placed per BI

UNIVERSITIES	MALE	% COMPOSITION	FEMALE	% COMPOSITION	TOTAL
BU	11	5.88%	8	10.81%	19
GULU	9	4.81%		0.00%	9
KYU	91	48.66%	13	17.57%	104
MUK	69	36.90%	38	51.35%	107
MUBS	3	1.60%	11	14.86%	14
MUST	4	2.14%	4	5.41%	8
TOTAL	187	100.00%	74	100.00%	261

Figure 14: A Graph showing Interns Not Yet placed per BI

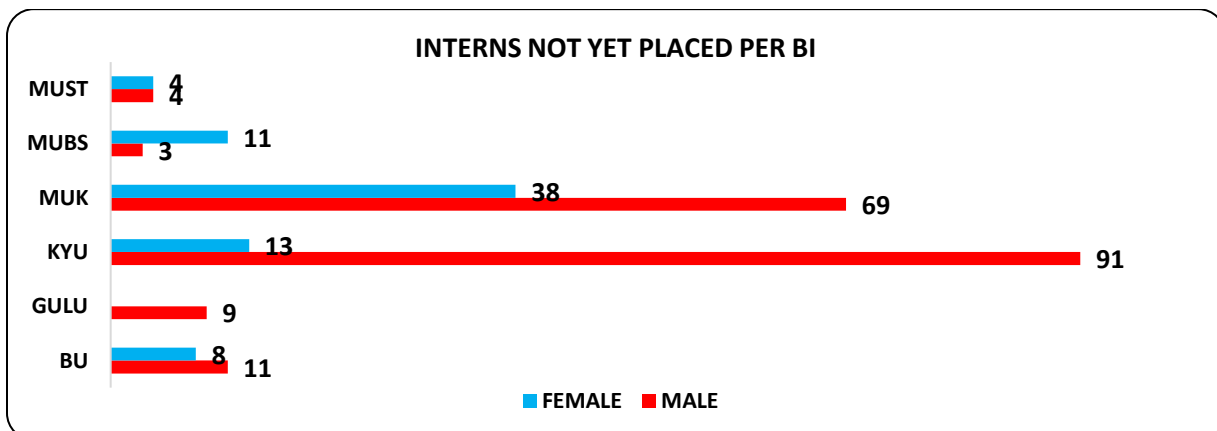
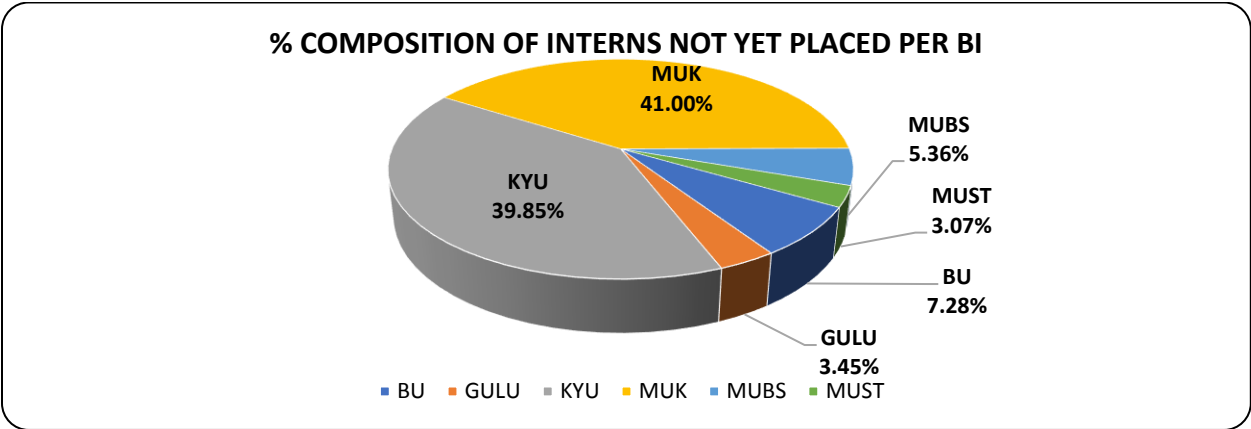


Figure 15: % Composition of Interns Not Yet placed per BI



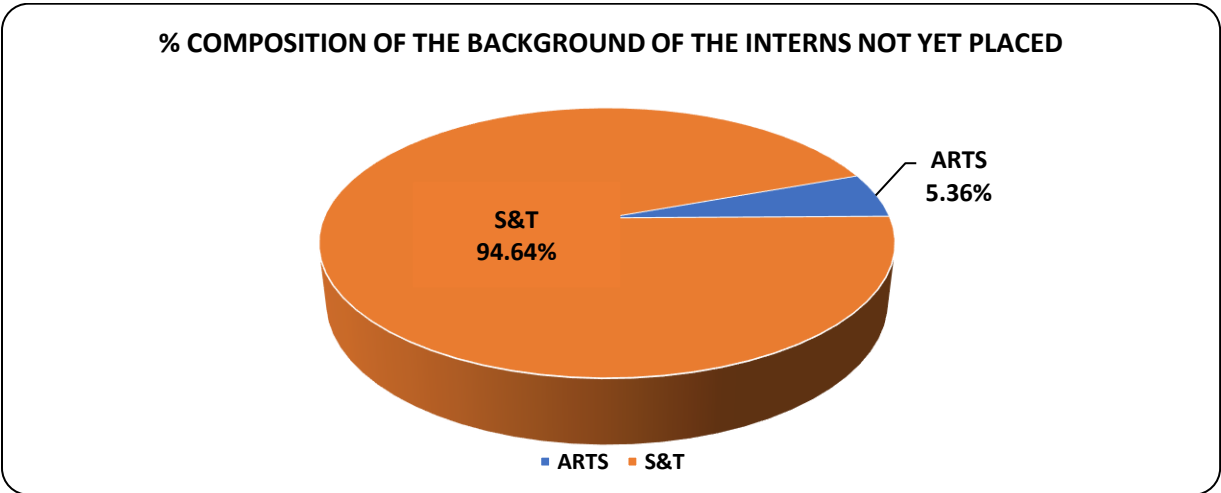
6.2 Background of Interns Not Yet Placed

Table 12: Arts Vs Science % composition of Interns Not Yet placed

BACKGROUND	ARTS	S&T
INTERNS NOT YET PLACED	14	247
% COMPOSITION	5.36%	94.64%

The highest number of interns not yet placed were from the S&T background (247 interns – 94.64%) and the least numbers recorded were interns from an ARTS background (14 interns – 5.36%).

Figure 16: A pie-chart for Arts Vs Sciences % composition of Interns placed



6.3 Interns Not Yet Placed per Gender

The composition of ARTS students not placed yet as at 31st/ Dec/ 2016 was 14 students (5.36%) with 3 male (1.60%) and 11 female (14.86%) well as those for S&T were 247 students (94.63%) with 183 male (74.89) and 63 female (25.51%). These interns are to be placed before the next group of interns is sent from the BIs.

Figure 17: Interns Not placed per Gender per Month

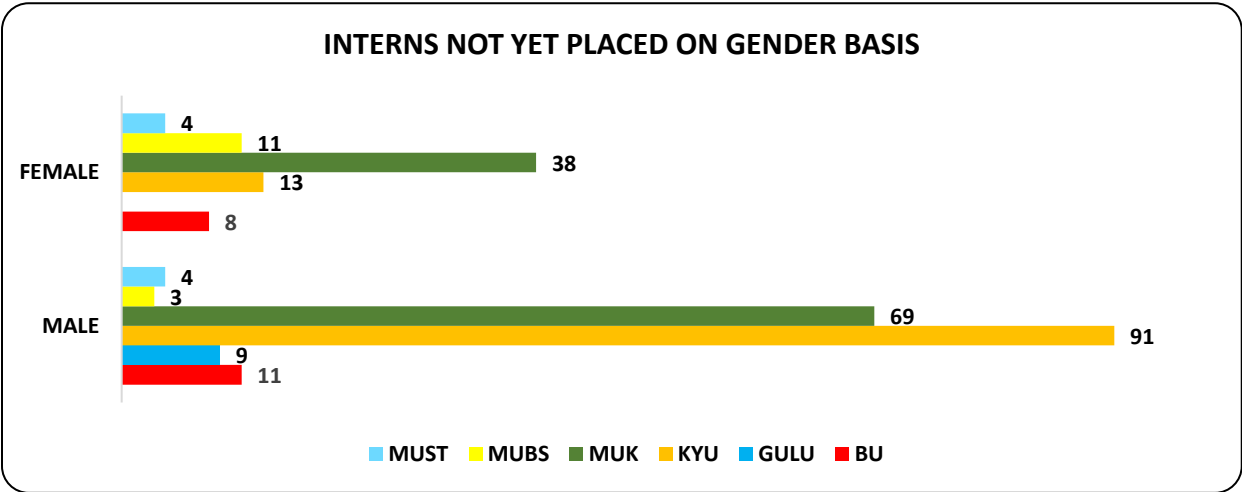
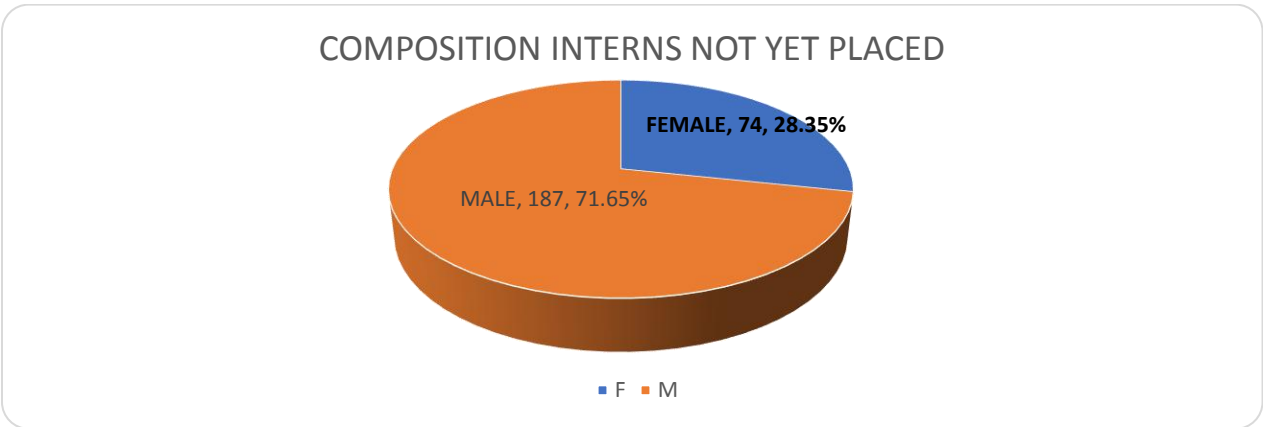


Figure 18: Gender % composition of Interns Not Yet placed



6.4 Status of other interns

69 students managed to get job opportunities with other companies before training with UMA-HEST placement, 25 interns were not particularly retained got employed after their HEST internship training in different companies, 43 interns were given training extensions in the companies where they were placed, 5 interns started their own businesses after the internship and 3 students were not willing to train with the companies they were allocated to. More details are in the table below.

Table 13: Status of Interns after their Internship

BI	Employed	Extension	Not Willing	Self Employed	Working	TOTAL
BU		3		1	1	5
GU	2	1		1		4
KYU	1	18	3		22	44
MUK	12	18		2	28	60
MUBS	4			1	9	14
MUST		3			9	12
UMI	6					6
TOTAL	25	43	3	5	69	145

7.0 Challenges and Mitigations

CHALLENGE	MITIGATION
1. Unenthusiastic interns: Some of the interns were not willing to go to certain companies. They lacked the urge and enthusiasm to work. Most of these interns thought that in addition to the stipend paid to them, they were bound to receive a salary from the companies where they were placed which was not the case.	The team is planning on getting motivational speakers to encourage and motivate these interns to work in any company because it is all about getting the skills first.
2. Distant companies: Most of these interns were no longer supported by their parents and so found it difficult to access some companies given that they live in and around the city.	These interns are advised to shift to those companies where the company is located because there is a chance of getting employed at the end of the training.
3. Upcountry companies: The interns were also hesitant to go to companies that were not in the city. Most of these interns lived within Kampala city and had family attachments, this made them claim that they cannot go to companies in other regions of the country given the opportunity.	UMA-HEST has invented an up country fee in order to facilitate and motivate interns to go and work upcountry.
4. Inadequate practical skills: Given the fact that these interns were already majoring in their fields of study different fields, they still lacked the practical skills. Because of this, some were rejected in the companies where they were placed.	UMA-HEST Team worked hand in hand with the companies and these interns were finally placed in other companies.
5. Failure to communicate inability to train: Most of these interns did not actually go to the companies where they were placed even after collecting the first facilitation. These interns did not communicate to the team at UMA, not even to the companies where they were placed.	UMA has invented a better monitoring tool and also changed the payment system to one where interns only receive facilitation after sending their reports. These will help in eliminating the threat.
6. Interns not honouring their promises: The UMA-HEST Project Team had a problem with taking time to discover training opportunities with the different companies where the interns were placed but did not go to train. This tarnished the image of the project in such companies as they are now hesitant when it comes to taking on more interns.	More courses are being added into the offer and introductory letters with more strings to limit the problem.

CHALLENGE	MITIGATION
7. Specialized course names: Employers are very skeptical about bachelor courses which are very specific in nature. This has made placement of interns from these courses less likely.	UMA-HEST Project team is recommending that Universities should keep Bachelor degrees more general and allowing Masters degrees to be more specific
8. Some interns who were recommended by the BIs acquired internship placements for themselves but never informed the UMA-HEST team which resulted into not receiving stipends to facilitate their internship.	Students who are recommended by the BIs and have not yet been placed are always encouraged to search for internship opportunities in different companies, but emphasizing that the HEST Project will provide stipends to them provided that they produce letter of acceptance by the company. This has been done by making courtesy calls and sending out electronic mails on a monthly basis to the recommended students.
9. Delay to hand in reports: During internship, some students delayed in submitting their monthly reports which affected the planning process. This is so because it's mandatory for students to receive their stipends after submission of their reports.	In addition to the procedure in the offer letter, courtesy calls were made to the students who did not comply.
10. Lack of enough information on some of the courses and their specifications hence distorting the placement of some interns. Most employers found it more comfortable to place Mechanical Engineers but not Industrial Engineers yet sources indicate they share most of the course content at university level.	Where appropriate, the UMA-HEST team has been explaining to the companies the differences in the respective courses and where employers have not realized the relevance of a course, information is being prepared for university coordinators for a way forward on such courses.
11. Some companies dictated on what they needed for example what gender, what course and the particular university from which students should be selected. For example Steel and Tube accepted only Diploma holders for Mechanical Engineering, some companies hesitated on training females.	A more flexible method of placing interns has been developed. The UMA-HEST team is in constant touch with companies explaining to them the importance of internship and why their uptake of interns should be more flexible.

CHALLENGE	MITIGATION
12. Some students from courses such as Telecom Engineering could not be taken up by the major existing competitive companies. Improved technology has led to redundancies in the telecom engineering field, so fewer Telecom Engineers can be placed. Their technology is dynamic and company specific.	This report is requesting universities to revise the numbers of uptake of students in certain courses, merge some courses which are too specific at Bachelor level, and scrap others which have become redundant.
13. The project ran out of interns for particular courses that were required by companies for example Electrical Engineers, Mechanical Engineers. This was because the university sent few from these companies and they were all placed.	UMA-HEST team requested KYU coordinators to send more students so as to avoid the shortage. The Project is requesting KYU to maintain a standby list in case more interns are needed.
14. Wrong personal information: Some students provided wrong account details. This delayed their stipends as they bounced several times from these accounts and also reduced the amount they were supposed to get which left them complaining.	The UMA-HEST Team has invented better data collection tools that will capture this information more than once to avoid any errors. These include using both the computer (excel) plus written copies on paper in addition to calling them to verify before the money is sent.

7.1 Recommendations to the Benefiting Institutions

During the placement period (1st April to 31st December 2015), the UMA-HEST Team was closely taking note of trends and shortcomings of that period through close interaction with employers, BIs and interns. The Team managed to do its best to ensure that all activities were in line with the main objective of the HEST Project of skilling over 2000 graduates from all the BIs by placing students for their internship training and surpassing targets that were set for almost all BIs.

Basing on the first year of the Project, an assessment by the UMA-HEST Team has been made to ensure that solutions to the problems are found with great support from all BIs. Below are some of the recommendations for all BIs to consider.

7.1.1 MAKERERE UNIVERSITY (MUK)

Generally, MUK interns were placed in big numbers and more of its interns were retained than any other Institution, but still some challenges have been noted and listed below are some of the recommendations.

7.1.1.1 Descriptions on all courses

Because of the numerosity of courses at the universities, employers tend to get confused about them. The UMA-HEST Team proposes that a brief simplified description of courses be provided explaining the course content, differences and course career objectives for all courses for students recommended to this program to bridge the knowledge gap between employers and the academia. The university course coordinators should strongly emphasize to the students to understand the course and be able to explain to potential employers the existence and relevance of their respective course which in turn will yield greater employment chances.

7.1.1.2 Practical Application of the Theoretical knowledge

The UMA-HEST Team advises that a more practical approach be developed in delivering knowledge to students by encouraging hands on learning, wider reading, updating oneself in the current affairs in ones field of study. This will be of advantage to the graduates since they will find it easy to get and retain their jobs because employers need resourceful employees.

7.1.1.3 Relevant and Basic Skills for the economy

The UMA-HEST Team recommends that research is made on the relevance of skills acquired per course in regard to Uganda's economy as a developing country. A case to note is whether big numbers of students offering Telecom Engineering are still needed despite the change in trend of this sector. BI should strongly ensure that its students are given relevant knowledge i.e. basic skills are key for any student in their line of study to help them easily fit into the competitive environment after they have left the university. The numbers of uptake per course should match the trend in demand of skills required by employers in that area of study.

7.1.2.3 Practical Application of the Theoretical knowledge

The UMA-HEST Team advises that a more practical approach be developed in delivering knowledge to students by encouraging hands on learning, wider reading, updating oneself in the current affairs in one's field of study. This will be of advantage to the graduates since they will find it easy to get and retain their jobs because employers need resourceful employees.

7.1.1.4 Curriculum Review

The BI should emphasize research mainly triggered to the challenges and gaps that our economy and country face, accompanied by reviewing all curricula for all courses hence adjusting or merging some courses if need be. By doing so, solutions to challenges facing our country will be addressed and at the same time empowering graduates from the BI by making them more competitive in the job market.

7.1.2 KYAMBOGO UNIVERSITY (KYU)

The UMA-HEST Team placed more interns to different companies than any other Institution. However, some challenges were faced during that period. Here below are some recommendations specifically for KYU.

7.1.2.1 Gender Aspect

The female gender should also be fairly represented in the next group of students to be recommended by the BI. This has been highlighted due to the small percentage of female students (13.77%) who were sent by the BI hence having a small group to satisfy the employers' demands for those who needed particular ladies.

7.1.2.2 Descriptions on all courses

Because of the numerousity of courses at the universities, employers tend to get confused about them. The UMA-HEST Team proposes that a brief simplified description of courses be provided explaining the course content, differences and course career objectives for all courses for students recommended to this program to bridge the knowledge gap between employers and the academia. The university course coordinators should strongly emphasize to the students to understand the course and be able to explain to potential employers the existence and relevance of their respective course which in turn will yield greater employment chances.

7.1.2.3 Practical Application of the Theoretical knowledge

The UMA-HEST Team advises that a more pratical approach be developed in delivering knowledge to students by encouraging hands on learning, wider reading, updating oneself in the current affairs in ones field of study. This will be of advantage to the graduates since they will find it easy to get and retain their jobs because employers need resourceful employees.

7.1.2.4 Relevant and Basic Skills for the economy

The UMA-HEST Team recommends that research is made on the relevance of skills acquired per course in regard to Uganda's economy as a developing country. A case to note is whether big numbers of students offering Telecom Engineering are still needed despite the change in trend of this sector. BI should strongly ensure that its students are given relevant knowledge i.e. basic skills are key for any student in their line of study to help them easily fit into the competitive environment after they have left the university. The numbers of uptake per course should match the trend in demand of skills required by employers in that area of study.

7.1.2.5 Curriculum Review

The BI should emphasize research mainly triggered to the challenges and gaps that our economy and country face, accompanied by reviewing all curricula for all courses hence adjusting or merging some courses if need be. By doing so, solutions to challenges facing our country will be

addressed and at the same time empowering graduates from the BI by making them more competitive in the job market.

7.1.2.6 Career Guidance

After series of interviews that were made by the UMA-HEST Team during the placement period, it was found out that some students went through university only to acquire a Bachelor's Degree in any course that was easy for them to pass. It became hard to place them because they lacked knowledge and love for their field of study that resulted into a poor attitude towards work.

We advise that career guidance should be done for all students before taking on their particular courses to help them take up courses in line with their potential and interest.

7.1.3 MAKERERE UNIVERSITY BUSINESS SCHOOL (MUBS)

The UMA-HEST Team placed the most Arts students to different companies from MUBS. However, some challenges were faced during that period. Here below are some recommendations specifically for MUBS.

7.1.3.1 Descriptions on all courses

Because of the numerousity of courses at the universities, employers tend to get confused about them. The UMA-HEST Team proposes that a brief simplified description of courses be provided explaining the course content, differences and course career objectives for all courses for students recommended to this program to bridge the knowledge gap between employers and the academia. The university course coordinators should strongly emphasize to the students to understand the course and be able to explain to potential employers the existence and relevance of their respective course which in turn will yield greater employment chances.

7.1.3.2 Practical Application of the Theoretical knowledge

The UMA-HEST Team advises that a more practical approach be developed in delivering knowledge to students by encouraging hands on learning, wider reading, updating oneself in the current affairs in ones field of study. This will be of advantage to the graduates since they will find it easy to get and retain their jobs because employers need resourceful employees.

7.1.3.3 Relevant and Basic Skills for the economy

The UMA-HEST Team recommends that research is made on the relevance of skills acquired per course in regard to Uganda's economy as a developing country. A case to note is whether big numbers of students offering Telecom Engineering are still needed despite the change in trend of this sector. BI should strongly ensure that its students are given relevant knowledge i.e. basic skills are key for any student in their line of study to help them easily fit into the competitive environment after they have left the university. The numbers of uptake per course should match the trend in demand of skills required by employers in that area of study.

7.1.3.4 Curriculum Review

The BI should emphasize research mainly triggered to the challenges and gaps that our economy and country face, accompanied by reviewing all curricula for all courses hence adjusting or merging some courses if need be. By doing so, solutions to challenges facing our country will be addressed and at the same time empowering graduates from the BI by making them more competitive in the job market.

7.1.3.5 Career Guidance

After series of interviews that were made by the UMA-HEST Team during the placement period, it was found out that some students went through university only to acquire a Bachelor's Degree in any course that was easy for them to pass. It became hard to place them because they lacked knowledge and love for their field of study that resulted into a poor attitude towards work.

We advise that career guidance should be done for all students before taking on their particular courses to help them take up courses in line with their potential and interest.

7.1.4 GULU UNIVERSITY & LIRA UNIVERSITY COLLEGE

The UMA-HEST Team placed all the students from LIRA and also majority from GULU to different companies. However, some challenges were faced during that period. Here below are some recommendations specifically for GULU & LIRA.

7.1.4.1 Descriptions on all courses

Because of the numerousity of courses at the universities, employers tend to get confused about them. The UMA-HEST Team proposes that a brief simplified description of courses be provided explaining the course content, differences and course career objectives for all courses for students recommended to this program to bridge the knowledge gap between employers and the academia. The university course coordinators should strongly emphasize to the students to understand the course and be able to explain to potential employers the existence and relevance of their respective course which in turn will yield greater employment chances.

7.1.4.2 Practical Application of the Theoretical knowledge

The UMA-HEST Team advises that a more practical approach be developed in delivering knowledge to students by encouraging hands on learning, wider reading, updating oneself in the current affairs in ones field of study. This will be of advantage to the graduates since they will find it easy to get and retain their jobs because employers need resourceful employees.

7.1.4.3 Relevant and Basic Skills for the economy

The UMA-HEST Team recommends that research is made on the relevance of skills acquired per course in regard to Uganda's economy as a developing country. A case to note is whether big numbers of students offering Telecom Engineering are still needed despite the change in trend of this sector. BI should strongly ensure that its students are given relevant knowledge i.e. basic skills are key for any student in their line of study to help them easily fit into the competitive environment after they have left the university. The numbers of uptake per course should match the trend in demand of skills required by employers in that area of study.

7.1.4.4 Curriculum Review

The BI should emphasize research mainly triggered to the challenges and gaps that our economy and country face, accompanied by reviewing all curricula for all courses hence adjusting or merging some courses if need be. By doing so, solutions to challenges facing our country will be addressed and at the same time empowering graduates from the BI by making them more competitive in the job market.

7.1.4.5 Career Guidance

After series of interviews that were made by the UMA-HEST Team during the placement period, it was found out that some students went through university only to acquire a Bachelor's Degree in any course that was easy for them to pass. It became hard to place them because they lacked knowledge and love for their field of study that resulted into a poor attitude towards work.

We advise that career guidance should be done for all students before taking on their particular courses to help them take up courses in line with their potential and interest.

7.1.5 BUSITEMA UNIVERSITY (BUS)

The UMA-HEST Team placed majority of the students recommended to different companies. However, some challenges were faced during that period. Here below are some recommendations specifically for BUS.

7.1.5.1 Descriptions on all courses

Because of the numerosity of courses at the universities, employers tend to get confused about them. The UMA-HEST Team proposes that a brief simplified description of courses be provided explaining the course content, differences and course career objectives for all courses for students recommended to this program to bridge the knowledge gap between employers and the academia. The university course coordinators should strongly emphasize to the students to understand the course and be able to explain to potential employers the existence and relevance of their respective course which in turn will yield greater employment chances.

7.1.5.2 Practical Application of the Theoretical knowledge

The UMA-HEST Team advises that a more practical approach be developed in delivering knowledge to students by encouraging hands on learning, wider reading, updating oneself in the current affairs in ones field of study. This will be of advantage to the graduates since they will find it easy to get and retain their jobs because employers need resourceful employees.

7.1.5.3 Relevant and Basic Skills for the economy

The UMA-HEST Team recommends that research is made on the relevance of skills acquired per course in regard to Uganda's economy as a developing country. A case to note is whether big numbers of students offering Telecom Engineering are still needed despite the change in trend of this sector. BI should strongly ensure that its students are given relevant knowledge i.e. basic skills are key for any student in their line of study to help them easily fit into the competitive environment after they have left the university. The numbers of uptake per course should match the trend in demand of skills required by employers in that area of study.

7.1.5.4 Curriculum Review

The BI should emphasize research mainly triggered to the challenges and gaps that our economy and country face, accompanied by reviewing all curricula for all courses hence adjusting or merging some courses if need be. By doing so, solutions to challenges facing our country will be addressed and at the same time empowering graduates from the BI by making them more competitive in the job market.

7.1.5.5 Career Guidance

After series of interviews that were made by the UMA-HEST Team during the placement period, it was found out that some students went through university only to acquire a Bachelor's Degree in any course that was easy for them to pass. It became hard to place them because they lacked knowledge and love for their field of study that resulted into a poor attitude towards work.

We advise that career guidance should be done for all students before taking on their particular courses to help them take up courses in line with their potential and interest.

7.1.6 MBARARA UNIVERSITY OF SCIENCE AND TECHNOLOGY (MUST)

The UMA-HEST Team placed majority of the students recommended to different companies. However, some challenges were faced during that period. Here below are some recommendations specifically for MUST.

7.1.6.1 Descriptions on all courses

Because of the numerousity of courses at the universities, employers tend to get confused about them. The UMA-HEST Team proposes that a brief simplified description of courses be provided explaining the course content, differences and course career objectives for all courses for students recommended to this program to bridge the knowledge gap between employers and the academia. The university course coordinators should strongly emphasize to the students to understand the course and be able to explain to potential employers the existence and relevance of their respective course which in turn will yield greater employment chances.

7.1.6.2 Practical Application of the Theoretical knowledge

The UMA-HEST Team advises that a more practical approach be developed in delivering knowledge to students by encouraging hands on learning, wider reading, updating oneself in the current affairs in ones field of study. This will be of advantage to the graduates since they will find it easy to get and retain their jobs because employers need resourceful employees.

7.1.6.3 Relevant and Basic Skills for the economy

The UMA-HEST Team recommends that research is made on the relevance of skills acquired per course in regard to Uganda's economy as a developing country. A case to note is whether big numbers of students offering Telecom Engineering are still needed despite the change in trend of this sector. BI should strongly ensure that its students are given relevant knowledge i.e. basic skills are key for any student in their line of study to help them easily fit into the competitive environment after they have left the university. The numbers of uptake per course should match the trend in demand of skills required by employers in that area of study.

7.1.6.4 Curriculum Review

The BI should emphasize research mainly triggered to the challenges and gaps that our economy and country face, accompanied by reviewing all curricula for all courses hence adjusting or merging some courses if need be. By doing so, solutions to challenges facing our country will be addressed and at the same time empowering graduates from the BI by making them more competitive in the job market.

7.1.6.5 Career Guidance

After series of interviews that were made by the UMA-HEST Team during the placement period, it was found out that some students went through university only to acquire a Bachelor's Degree in any course that was easy for them to pass. It became hard to place them because they lacked knowledge and love for their field of study that resulted into a poor attitude towards work.

We advise that career guidance should be done for all students before taking on their particular courses to help them take up courses in line with their potential and interest.

7.1.7 UGANDA MANAGEMENT INSTITUTE (UMI)

The UMA-HEST Team placed all the students recommended to different companies. However, some challenges were faced during that period. Here below are some recommendations specifically for UMI.

7.1.7.1 Descriptions on all courses

Because of the numerousity of courses at the universities, employers tend to get confused about them. The UMA-HEST Team proposes that a brief simplified description of courses be provided explaining the course content, differences and course career objectives for all courses for students recommended to this program to bridge the knowledge gap between employers and the academia. The university course coordinators should strongly emphasize to the students to understand the course and be able to explain to potential employers the existence and relevance of their respective course which in turn will yield greater employment chances.

7.1.7.2 Practical Application of the Theoretical knowledge

The UMA-HEST Team advises that a more pratical approach be developed in delivering knowledge to students by encouraging hands on learning, wider reading, updating oneself in the current affairs in ones field of study. This will be of advantage to the graduates since they will find it easy to get and retain their jobs because employers need resourceful employees.

7.1.7.3 Relevant and Basic Skills for the economy

The UMA-HEST Team recommends that research is made on the relevance of skills acquired per course in regard to Uganda's economy as a developing country. A case to note is whether big numbers of students offering Telecom Engineering are still needed despite the change in trend of this sector. BI should strongly ensure that its students are given relevant knowledge i.e. basic skills are key for any student in their line of study to help them easily fit into the competitive environment after they have left the university. The numbers of uptake per course should match the trend in demand of skills required by employers in that area of study.

7.1.7.4 Curriculum Review

The BI should emphasize research mainly triggered to the challenges and gaps that our economy and country face, accompanied by reviewing all curricula for all courses hence adjusting or merging some courses if need be. By doing so, solutions to challenges facing our country will be addressed and at the same time empowering graduates from the BI by making them more competitive in the job market.

7.1.7.5 Career Guidance

After series of interviews that were made by the UMA-HEST Team during the placement period, it was found out that some students went through university only to acquire a Bachelor's Degree in any course that was easy for them to pass. It became hard to place them because they lacked knowledge and love for their field of study that resulted into a poor attitude towards work.

We advise that career guidance should be done for all students before taking on their particular courses to help them take up courses in line with their potential and interest.

8.0 Skills Attained

From the UMA-HEST Reporting database, many interns have continuously reported different skills that they have attained for their period of training at the respective companies of placement.

Below are some of the skills that have been continuously reported by the interns

The professional skills include;

- i. Networking skills
- ii. Occupational Health & Safety
- iii. Web design skills
- iv. Equipment handling skills
- v. Report writing skills
- vi. Bank reconciliation
- vii. Record keeping
- viii. Use of software applications
- ix. Professional marketing skills
- x. Appropriate use of computer software packages namely, MS-Excel, Service Information System (SIS) among others.
- xi. Industrial business documentation

The soft skills include;

- i. Interpersonal & attitude change skills
- ii. Time management skills
- iii. Communication skills
- iv. Team work skills
- v. Entrepreneurship
- vi. Grievance handling skills
- vii. Personal Development
- viii. Flexibility at work
- ix. Negotiation skills
- x. Problem solving

9.0 Way Forward and Conclusion

In conclusion, placement of Interns in the first year of the HEST Project was a success with 587 Interns which constitutes 146.75 percent of the target (400 Interns) were placed. In addition to this, 552 interns completed their training and these are still above the target placement by 138%. Both female (190-34.00%) and male (362-66.00%) completed their internship in the different companies. Some interns (84- 15.00% of those that completed their training) were retained with 25 (30.00%) female and 59 (70.00%) male. The retained interns were also 61 (81.00%) for S&T Background and 16 (19.00%) from a Arts Background.

The HEST Project has helped in opening up opportunities to the fresh graduates in the country with not only helping them gain skills but also getting employed in these companies where they are placed and facilitated. UMA-HEST Project team would like to thank the Government of Uganda (GOU), Funders (AfDB), University Coordinators, Employers, Interns and other stakeholders at large who have played a tremendous role in the implementation of the HEST Project.

We therefore look forward to placing 800 Interns from all the BI in the second year of the Project (2016) as per the attached allocation and placement schedule. However the UMA-HEST team is targeting a total of 1300 interns

Annex

Students who Completed Internship

Intern Completion per Benefiting Institution

No	SURNAME	FIRST NAME	G(M/F)	COURSE	BI	P(P/N)	COMPANY
1	Ainomugisha	Hellen	F	Bachelor of Business Computing	MUBS	APR	Conte Designers & Artists Ltd
2	Apio	Miria Sarah	F	Bachelor of Human Resource Management	MUBS	APR	Runis Media
3	Arach	Anne Constance	F	Diploma In Finance Mgt	UMI	APR	Brazafric Enterprise Ltd
4	Arinetwe	Denis Kakwenza	M	Diploma Marketing Mgt	UMI	APR	Equata Tobacco
5	Atukunda	Christine	F	Bachelor of Office & Information Management	MUBS	APR	Runis Media
6	Businge	Elizabeth	F	Diploma Marketing Mgt	UMI	APR	Intelligent Solutions Ltd
7	Buyeera	Jude	M	Bachelor of Business Administration	MUBS	APR	Steel & Tube Industries Ltd
8	Kakaire	Umaru	M	Bachelor of International Business	MUBS	APR	Top Security Securities Ltd
9	Kakule	Steven	M	Bachelor of Science In Marketing	MUBS	APR	Intelligent Solutions Ltd
10	Karumba	Tadeo	M	Bachelor of Human Resource Management	MUBS	APR	Rena Beverages Ltd
11	Kazibwe	Musa	M	Bachelor of Science In Marketing	MUBS	APR	UMA
12	Kibekityo	Gilbert	M	Bachelor of Arts In Economics	MUBS	APR	UMA
13	Kiwuso	Fred Mukasa	M	Diploma Marketing Mgt	UMI	APR	Equata Tobacco
14	Kiyengo	Musa	M	Diploma Information Systems Mgt	UMI	APR	Intelligent Solutions Ltd
15	Kokwenda	Judith	F	Master Business Administration	UMI	APR	Top Security Securities Ltd
16	Kyokusiima	Rockie	F	Bachelor of Business Computing	MUBS	APR	Runis Media
17	Lakot	Brenda	F	Bachelor of Business Administration	MUBS	APR	Conte Designers & Artists Ltd

18	Mpalikamanya	Margaret	F	Bachelor of Business Computing	MUBS	APR	Conte Designers & Artists Ltd
19	Mugoya	Nicholas	M	Bachelor of Science In Marketing	MUBS	APR	Intelligent Solutions Ltd
20	Mukasa	Hamis	M	Bachelor of Business Administration	MUBS	APR	Conte Designers & Artists Ltd
21	Mutebi	Bashir	M	Bachelor of Business Computing	MUBS	APR	Runis Media
22	Nabulya	Sylvia	F	Bachelor of Business Administration	MUBS	APR	Steel & Tube Industries Ltd
23	Nabutiti	Victoria	F	Bachelor of Procurement & Supply Chain Mgt	MUBS	APR	Rena Beverages Ltd
24	Nakato	Rebecca	F	Bachelor of Business Administration	MUBS	APR	Ramco Gas
25	Nakitto	Flavia	F	Bachelor of Office & Information Management	MUBS	APR	Runis Media
26	Nakitto	Hanifah	F	Bachelor of Business Administration	MUBS	APR	UMA
27	Nalubega	Annet	F	Bachelor of Science In Accounting	MUBS	APR	Ramco Gas
28	Naluwagga	Irene	F	Diploma Information Mgt & Administration	UMI	APR	Runis Media
29	Nalwoga	Saidat	M	Bachelor of Business Administration	MUBS	APR	Steel & Tube Industries Ltd
30	Nambuusi	Tina	F	Diploma Information Systems Mgt	UMI	APR	Runis Media
31	Namigadde	Zaituni	F	Bachelor of Business Administration	MUBS	APR	Ramco Gas
32	Namitala	Tinah	F	Bachelor of International Business	MUBS	APR	Runis Media
33	Namubiru	Hanifah	F	Bachelor of Office & Information Management	MUBS	APR	UMA
34	Namuddu	Sharifah	F	Diploma Information Mgt & Administration	UMI	APR	Runis Media
35	Namufuta	Zaharah	F	Bachelor of Human Resource Management	MUBS	APR	Runis Media
36	Nanyange	Janepher	M	Bachelor of Business Administration	MUBS	APR	Brazafric Enterprise Ltd
37	Ninsiima	Naome	F	Diploma Information Systems Mgt	UMI	APR	Soana Investments Ltd
38	Ninsiima	Agaba Daphine	F	Diploma Information Systems Mgt	UMI	APR	Runis Media
39	Njogu	Regina Njeri	F	Diploma Marketing Mgt	UMI	APR	Conte Designers & Artists Ltd
40	Odeke	Lawrence	M	Bachelor of Business Administration	MUBS	APR	UMA
41	Odinda	Namuye Lydia	F	Diploma Marketing Mgt	UMI	APR	Steel & Tube Industries Ltd

42	Okello	Obs Karax Richards	M	Diploma In Finance Mgt	UMI	APR	Top Security Securities Ltd
43	Ongaria	Ezra	M	Diploma Procurement & SCM	UMI	APR	Steel &Tube Industries Ltd
44	Ongima	Patrick	M	Diploma Information Systems Mgt	UMI	APR	UMA
45	Opolot	Charles	M	Diploma Public Policy & Governace	UMI	APR	UMA
46	Rukundo	Emmanuel	M	Bachelor of Business Administration	MUBS	APR	Steel &Tube Industries Ltd
47	Sanyu	Margaret	F	Diploma Information Systems Mgt	UMI	APR	Runis Media
48	Siyomba	Hadijah	F	Bachelor of Business Computing	MUBS	APR	Runis Media
49	Tusiime	Lydia	F	Bachelor of Office & Information Management	MUBS	APR	UMA
50	Were	Peter	M	Diploma Information Systems Mgt	UMI	APR	Runis Media
51	Zalwango	Ruth	F	Bachelor of Business Administration	MUBS	APR	Steel &Tube Industries Ltd
52	Abura Jiewo	Emmanuel	M	Bachelor of Information and Communications Technology	GULU	AUG	Digitech IT & Media Ltd
53	Adeke	Doreen	F	Bachelor of Business Administration	MUBS	AUG	Steel &Tube Industries Ltd
54	Afayoa	Morice	M	Higher Dip. Mechanical Engineering	Kyu	AUG	Toyota (U) Ltd
55	Akampurira	Ezra	M	B Sc. Mechanical Engineering	MUK	AUG	Delta
56	Akello	Lilian	F	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	AUG	Arce Eng Works
57	Akena	Keneth	M	Higher Dip. Civil And Building Eng	Kyu	AUG	Flexy Investment Ltd
58	Akiru	Sandra	F	Bachelor of Transport And Logistics Mgt	MUBS	AUG	Steel &Tube Industries Ltd
59	Akola	Regiina	F	Bachelor of Business Administration	MUBS	AUG	Newk Tea
60	Atabulwaire	John	M	B Sc. Software Engineering	MUK	AUG	Adroit Solutions
61	Bulafu	Ivan	M	B.Eng Industrial Eng&Management	Kyu	AUG	Quality Chemical (U) Ltd
62	Bunjo	Locus	M	Bachelor of Science In Accounting	MUBS	AUG	Newk Tea
63	Businge	Bridget	F	B Sc. Electrical Engineering	MUK	AUG	Quality Chemical (U) Ltd
64	Bwambale Alex	Kamundu	M	B.Eng Industrial Eng&Management	Kyu	AUG	David Engineering Ltd
65	Bwire	Tom	M	B Sc. Electrical Engineering	MUK	AUG	Quality Chemical (U) Ltd

66	Byantuyo	Brian	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Longjan Road & Bridge Company
67	Byonabye	Philip	M	Bachelor of Information and Communications Technology	GULU	AUG	Megha Fm
68	Hiire Trevor	Emmanuel	M	Ord Dip. Civil And Building Engineering	Kyu	AUG	Kecco Ltd
69	Isabirye	Arnold	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Tulibagenyi James General Hardware
70	Kabwa	Wycliff	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Gotino Construction Specialist Ltd
71	Kakonge	Martin	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	AUG	Nelis Technical Services Ltd
72	Kamoga M	James	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd
73	Karuhanga	Samantha	F	B Sc. Electrical Engineering	MUK	AUG	Kecco Ltd
74	Kasozi	Ivan	M	B Sc. Mechanical Engineering	MUK	AUG	K.N.B (tens) Company Ltd
75	Kazungu	Martha	F	Bachelor of Industrial & Fine Arts	MUK	AUG	Institute of Heritage
76	Kiconco	Flavia Ikiriza	F	B Sc. Electrical Engineering	MUK	AUG	Kecco Ltd
77	Kizito	Siraje	M	B.Eng Industrial Eng&Management	Kyu	AUG	David Engineering Ltd
78	Kizito	Julius Ceasar	M	B Sc. Civil Engineering	MUK	AUG	HL Construction & Civil Eng. Company
79	Kobugabe	Immaculate	F	B Sc. Environmental Science	MUK	AUG	National Forestry Authority
80	Komakech	Jimmy	M	Bachelor of Science in Computer Science	GULU	AUG	Ramsgate ICT Solutions Centres
81	Komakech Richard	Ceasar	M	Higher Dip. Civil And Building Eng	Kyu	AUG	Kecco Ltd
82	Kushemera	Mercy	F	Bachelor of International Business	MUBS	AUG	Steel &Tube Industries Ltd
83	Kyaligonza	Denis	M	B Sc. Agriculture & Rural Innovation	MUK	AUG	Masindi Farmers Association
84	Lutalo	Arthur	M	B.Eng Industrial Eng&Management	Kyu	AUG	David Engineering Ltd
85	Matende	Geofrey	M	Bachelor of Entrepreneurship & Small Business Mgt	MUBS	AUG	Avis Company Ltd
86	Matsiko	Bonny	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd
87	Mugabe	Rodgers	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd

88	Mugisa	Joseph	M	Bachelor of Business Administration	MUBS	AUG	Steel &Tube Industries Ltd
89	Muniru	Muligi	M	B.Eng Industrial Eng&Management	Kyu	AUG	David Engineering Ltd
90	Musiime	Joselyn	F	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd
91	Muyingo	Johnbosco	M	Bachelor Of Automotive And Power Engineering	Kyu	AUG	Toyota (U) Ltd
92	Mwase	Charles	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Technical Masers Ltd
93	Nakyazze	Jane	F	B Sc. Biotechnology	MUK	AUG	Quality Chemical (U) Ltd
94	Nalubega	Mariassumpta	F	B Sc. Mechanical Engineering	MUK	AUG	Mantrac (U) Ltd
95	Namaganda	Hedrick	F	Bachelor of Transport And Logistics Mgt	MUBS	AUG	Steel &Tube Industries Ltd
96	Namubiru Musoke	Damalie	F	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Mukoda Engineering Works
97	Ndukayo	Zamba	M	B Sc. Electrical Engineering	MUK	AUG	Kecco Ltd
98	Ngabirano	Andrew	M	B Sc. Mechanical Engineering	MUK	AUG	Kecco Ltd
99	Nyeko	Ronald	M	Bachelor of Information and Communications Technology	GULU	AUG	Ramsgate ICT Solutions Centres
100	Ocen	Charles	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd
101	Ocen	Vicent	M	Ord. Dip In Computer Engineering	Kyu	AUG	Group MFI
102	Ogwang	Ambrose	M	Bachelor of Information and Communications Technology	GULU	AUG	Ramsgate ICT Solutions Centres
103	Okanne	Gladyse	F	Bachelor of Information and Communications Technology	GULU	AUG	Ramsgate ICT Solutions Centres
104	Oroma	Denis	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd
105	Rukundo	Methjodius	M	Ordinary.Diploma In Water Engineering	Kyu	AUG	Kecco Ltd
106	Sebagala	Titus	M	Higher Dip. Electrical Engineering	Kyu	AUG	Steel &Tube Industries Ltd
107	Semaganda	Micheal	M	B Sc. Mechanical Engineering	MUK	AUG	Kecco Ltd
108	Semakula James	Joel	M	Bachelor Of Sc.Chemical Eng	Kyu	AUG	Quality Chemical (U) Ltd
109	Ssali	Stephen	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd

110	Ssansa	Asirafa	M	B Sc. Mechanical Engineering	MUK	AUG	Kecco Ltd
111	Sseggujja	Stephen	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd
112	Sseguya	Nashir	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Hama Investment Ltd
113	Ssekandi	Lawrence	M	Bachelor Of Automotive And Power Engineering	Kyu	AUG	Toyota (U) Ltd
114	Ssendowoza	Sadiq	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	AUG	Toyota (U) Ltd
115	Ssewagudde	Samuel	M	B Sc. Mechanical Engineering	MUK	AUG	Pan Kajjansi
116	Tenywa	Henry	M	B Sc. Electrical Engineering	MUK	AUG	Shumuk Aluminium Industries
117	Twahirwa	Joelson	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd
118	Wabyoona	Victor	M	Bachelor Of Automotive And Power Engineering	Kyu	AUG	Toyota (U) Ltd
119	Wantono	Francis	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd
120	Were	Patrick	M	Bachelor of Science In Accounting	MUBS	AUG	Jemtop
121	Zawadi	George	M	Higher Dip. Electrical Engineering	Kyu	AUG	Kecco Ltd
122	Zawedde	Phoebe	F	Ordinary.Diploma In Water Engineering	Kyu	AUG	Gotino Construction Specialist Ltd
123	Afeku	Bosco	M	Bachelor Of Computer Science	MUST	DEC	Mega Tech School of Computing
124	Agaba	Paddy	M	Bachelor Of Automotive And Power Engineering	Kyu	DEC	Peal Autos Inventory Ltd
125	Agemo	Miriam Opolot	F	Bachelor of Business Administration / Accounting	GULU	DEC	UMA
126	Apio	Feliesta	M	Bachelor of Science in Computer Science	GULU	DEC	Ramsgate ICT Solutions Centres
127	Ayebare	Gerald	M	B Sc. Food Science & Technology	MUK	DEC	MUK Food, Technology & Incubation Centre
128	Babirye	Joanita Musota	F	Bachelor of Science In Marketing	MUBS	DEC	Ken Paper
129	Bamwine	Mouline	F	B.A. Social Science	MUK	DEC	Pearl Acquatics
130	Draleku	Cosmas	M	Ord. Dip. Electrical Engineering	Kyu	DEC	Ken Paper
131	Kabunga	Charles	M	Bachelor of Science In Marketing	MUBS	DEC	Ken Paper

132	Kayiza	Godfrey	M	Bachelor Of Automotive And Power Engineering	Kyu	DEC	Nsimibi & Sons Automobiles
133	Kyeswa	Ashraf	M	Bachelor of Science in Biosystems Engineering	GULU	DEC	Web Construction Engineers Int'l
134	Logose	Betty	F	Bachelor of Science In Marketing	MUBS	DEC	SESACO
135	Nabacwa	Keziah Mildred	F	B Sc. Electrical Engineering	MUK	DEC	SESACO
136	Nakabuubi	Muniirah	F	B Sc. Civil Engineering	MUK	DEC	Joadah Consult
137	Nakato	Erinah	F	Bachelor of Business Administration	MUBS	DEC	Ken Paper
138	Nakimera	Christine	F	B Sc. Food Science & Technology	MUK	DEC	SESACO
139	Nakiziivuvu	Mary Kabuuka	F	Bachelor of Science In Marketing	MUBS	DEC	SESACO
140	Nalweyiso	Hellen	F	B Sc. Electrical Engineering	MUK	DEC	Joadah Consult
141	Namirembe	Victoria	F	Bachelor of Science In Marketing	MUBS	DEC	Ken Paper
142	Nammondo	Justine	F	Bachelor of Science In Finance	MUBS	DEC	Avis Company Ltd
143	Namuwa	Zidolo Andrew	M	B Sc. Civil Engineering	MUK	DEC	Joadah Consult
144	Nanfuka	Fauster	F	Bachelor of Science In Marketing	MUBS	DEC	SESACO
145	Ndibanje	Noah	M	B Sc. Agriculture & Rural Innovation	MUK	DEC	Riis Coffee (U) Ltd
146	Ngoyan	Hafsa	F	Bachelor of Business Administration	MUBS	DEC	Kiluse & Co. Incorporated Accountants
147	Obunguta	Felix	M	B Sc. Civil Engineering	MUK	DEC	Joadah Consult
148	Okello	Douglas Job	M	Ord. Dip. Electrical Engineering	Kyu	DEC	PAPAN UG LTD
149	Ssekimuli	Moses	M	Bsc. Science Technology Biology	Kyu	DEC	Riley packaging (U) Ltd
150	Ssemmanda	Isaac Joash	M	Bachelor of Commerce	MUBS	DEC	Quality Chemical (U) Ltd
151	Abonyo Caroline	Mercy	F	Bachelor of Science in Biosystems Engineering	GULU	JUL	NWSC
152	Acio	Grace	F	Bachelors In Midwifery	GULU	JUL	Aboke Health Centre IV
153	Acirucam	Polline	F	Bachelors In Midwifery	GULU	JUL	Ogur Health Centre IV
154	Adikini	Hope	F	Bachelor of Science In Marketing	MUBS	JUL	JK Interiors Ltd
155	Adiyo	Filder Loyce	F	Bachelors In Midwifery	GULU	JUL	Lira Regional Referral Hospital
156	Agong	Norman Angel	M	Bachelor Of Information Technology	MUST	JUL	Steel &Tube Industries Ltd

157	Ahuura	John	M	Bachelors In Midwifery	GULU	JUL	Ogur Health Centre IV
158	Aijuka	Edmand	M	B Sc. Electrical Engineering	MUK	JUL	Aster Integral
159	Ainembabazi	Acklean	F	Bachelor of International Business	MUBS	JUL	Mafarin Energy Co. Ltd
160	Akatwijuka	Precious	F	B.Eng Industrial Eng&Management	Kyu	JUL	Peacock Paints
161	Akatwizuka	Edgar	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	JUL	Abacus Paranteral Drugs Ltd
162	Akello	Florence Jesse	F	Bachelors In Midwifery	GULU	JUL	Amachi Health Centre IV
163	Akello	Ketty	F	Bachelor of Human Resource Management	MUBS	JUL	Isearch Internet Advertising Solutions
164	Akol	Irene	F	Bachelor Of Computer Science	MUST	JUL	Mafarin Energy Co. Ltd
165	Aligawesa	Godfrey	M	Bachelor of Agricultural mechanisation And Irrigation Eng	BUS	JUL	Mbalimbali Ltd
166	Alinaitwe	Cinderella	F	B Sc. Mechanical Engineering	MUK	JUL	Abacus Paranteral Drugs Ltd
167	Alinda	Martin	M	Ord. Dip. Electrical Engineering	Kyu	JUL	Roofings Ltd
168	Alum	Sheila Marion	F	Bachelors In Midwifery	GULU	JUL	Dokolo Health Centre IV
169	Amanya	Fredrick	M	B Sc. Electrical Engineering	MUK	JUL	Steel &Tube Industries Ltd
170	Amongi	Christine	F	Bachelors In Midwifery	GULU	JUL	Lira Regional Referral Hospital
171	Amongin	Jane Frances	F	Bachelor Of Eng In Civil And Building Eng	Kyu	JUL	Pokor Associates
172	Ampereza	Miria	F	Bachelor of Business Administration	MUBS	JUL	Mbalimbali Ltd
173	Amumpaire	Peterson	M	Bachelors In Midwifery	GULU	JUL	Dokolo Health Centre IV
174	Anabo Madira	Edgar	M	B.Eng Industrial Eng&Management	Kyu	JUL	Friendship Container Manufacturers
175	Ariho	Joram	M	B Sc. Mechanical Engineering	MUK	JUL	Mantrac (U) Ltd
176	Arinde	Ronald Rony	M	Bachelor Of Automotive And Power Engieering	Kyu	JUL	Modern Steel International
177	Asiimwe	Samuel Rushangaza	M	Bachelor of International Business	MUBS	JUL	Mbalimbali Ltd
178	Asonyu	Charles	M	Bachelors In Midwifery	GULU	JUL	Aduku Health Centre IV
179	Ategeka	Emmanuel	M	Bachelors In Midwifery	GULU	JUL	Dokolo Health Centre IV
180	Atieno	Joan	F	Bachelor of Science In Marketing	MUBS	JUL	Rena Beverages Ltd

181	Atim	Miria	F	Bachelors In Midwifery	GULU	JUL	Dokolo Health Centre IV
182	Atimango	Fiona Mukasa	F	Ordinary.Diploma In Water Engineering	Kyu	JUL	NWSC
183	Atuhurra	Jesse	M	Bachelor Of Eng In Telecom.Eng	Kyu	JUL	Galooli (U) Ltd
184	Awati	Jillian	F	Bachelors In Midwifery	GULU	JUL	Lira Regional Referral Hospital
185	Awino	Margret Anyese	F	Bachelors In Midwifery	GULU	JUL	Apac Hospital
186	Awor	Betty Agnes	F	Bachelors In Midwifery	GULU	JUL	Anyeke Health Centre IV
187	Babirye	Agnes	F	Bachelors In Midwifery	GULU	JUL	Dokolo Health Centre IV
188	Babirye	Alice	F	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel & Tube Industries Ltd
189	Bagoole	Gilbert	M	Bsc. Inf Techn & Computing	Kyu	JUL	Mafarin Energy Co. Ltd
190	Bainomugisha	Godwin	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	JUL	Century Bottling Company
191	Balibali	Lydia	F	Bachelors In Midwifery	GULU	JUL	Aboke Health Centre IV
192	Baluku	Benon	M	Bachelor Of Computer Science	MUST	JUL	Kajjansi Brick&Tile Works Ltd
193	Banadda	Alex	M	Ord. Dip. Electrical Engineering	Kyu	JUL	Muttico Technical Seives Ltd
194	Barasa Bwire	Isaac	M	Ordinary.Diploma In Water Engineering	Kyu	JUL	NWSC
195	Barongo	Bernice	M	B Sc. Conservation Forestry & Pdt Tech	MUK	JUL	Busoga Forestry Company
196	Barungi	Evelyne	F	Bachelor of Science In Marketing	MUBS	JUL	Rena Beverages Ltd
197	Bazirake	Amon	M	B Sc. Social & Ent. Forestry	MUK	JUL	Busoga Forestry Company
198	Bbuule	Dick	M	B.Eng Industrial Eng&Management	Kyu	JUL	Peacock Paints
199	Berochan	Harriet	F	Bachelors In Midwifery	GULU	JUL	Ogur Health Centre IV
200	Beyunga	Louis	M	Bachelors In Midwifery	GULU	JUL	Aboke Health Centre IV
201	Biribawa	Olivia	F	Bachelor of Agriculture	GULU	JUL	Mbalimbali Ltd
202	Bukenya	Ambrose	M	B Sc. Electrical Engineering	MUK	JUL	Best Ever Paper Industries Ltd
203	Busobozi	John Bosco	M	B Sc. Mechanical Engineering	MUK	JUL	Best Ever Paper Industries Ltd
204	Butanda	Yusuf	M	B Sc. Electrical Engineering	MUK	JUL	Sinew Ltd

205	Bwire	Bernard	M	Bachelor of Human Resource Management	MUBS	JUL	Intelligent Solutions Ltd
206	Cemari	George William	M	B Sc. Electrical Engineering	MUK	JUL	Best Ever Paper Industries Ltd
207	Ddamba	Lawrence	M	Ordinary.Diploma In Water Engineering	Kyu	JUL	NWSC
208	Ekaju	Gilbert	M	Higher Dip. Electrical Engineering	Kyu	JUL	Mafarin Energy Co. Ltd
209	Ibiara Evelyn	Regina	F	Bachelor of Science in Biosystems Engineering	GULU	JUL	Fresh Diary
210	Iculet	Esther	F	Bachelors In Midwifery	GULU	JUL	Aboke Health Centre IV
211	Iga	Moses	M	Public Health	GULU	JUL	KCCA, Public Health Department
212	Ijorea	Fiona Andira	F	Bachelors In Midwifery	GULU	JUL	Apac Hospital
213	Jemba	Hakim	M	B Sc. Mechanical Engineering	MUK	JUL	Best Ever Paper Industries Ltd
214	Kafuuma	Saddam	M	B Sc. Mechanical Engineering	MUK	JUL	Abacus Paranteral Drugs Ltd
215	Kagaba	Arihaihi	M	B Sc. Electrical Engineering	MUK	JUL	Brazafric Enterprise Ltd
216	Kakai	Philo	M	Bachelor Of Sc.Chemical Eng	Kyu	JUL	NWSC
217	Kakwikiri	Geofrey	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel &Tube Industries Ltd
218	Kalenga	Ivan	M	Ord. Dip. Electrical Engineering	Kyu	JUL	Muttico Technical Seives Ltd
219	Kamoga	Bashir	M	Bachelors In Midwifery	GULU	JUL	Apac Hospital
220	Kapanza Kule	Robert	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel &Tube Industries Ltd
221	Karabyo	Asanairi	M	Bachelor of Agricultural mechanisation And Irrigation Eng	BUS	JUL	Cotton Development Organisation
222	Kasolo	Enock	M	Bachelor Of Automotive And Power Engineering	Kyu	JUL	Transtrac
223	Kato	Abert	M	B.Eng Industrial Eng&Management	Kyu	JUL	Shumuk Aluminium Industries
224	Kayondo	Henry	M	B Sc. Agricultural Engineering	MUK	JUL	G.M Sugar
225	Kia	Nancy	F	Bachelors In Midwifery	GULU	JUL	Ogur Health Centre IV
226	Kibuuka	Joseph	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel &Tube Industries Ltd
227	Kidega	Richard	M	Bachelor of Agricultural mechanisation And Irrigation Eng	BUS	JUL	Mbalimbali Ltd

228	Kiirya	Lenus	M	Bachelor of Science In Marketing	MUBS	JUL	Rena Beverages Ltd
229	Kiracho	Richard	M	Bachelor of Commerce	MUK	JUL	Sas Clinic
230	Kitayimbwa	Meddy	M	Bachelor Of Automotive And Power Engineering	Kyu	JUL	TATA (U) LTD
231	Kiyimba	Edward	M	B Sc. Electrical Engineering	MUK	JUL	Roofings Ltd
232	Kizito	William	M	Bachelor Of Automotive And Power Engineering	Kyu	JUL	Semiliki Rift (U) Ltd
233	Koli	Francisa	M	Public Health	GULU	JUL	District Health Office, Lira District Local Govt
234	Komugabe	Joanita	F	B Sc. Electrical Engineering	MUK	JUL	Roofings Ltd
235	Kusiima	Kephas	F	Bachelor of Science In Marketing	MUBS	JUL	Rena Beverages Ltd
236	Kuteesa	Stephen	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	JUL	Home & Gardens
237	Kyagwe	Isaac	M	Bachelor Of Automotive And Power Engineering	Kyu	JUL	Modern Steel International
238	Kyeyune	Peter	M	B Sc. Electrical Engineering	MUK	JUL	Roofings Ltd
239	Kyoshabire	Meresi	M	Bachelor of International Business	MUBS	JUL	Rena Beverages Ltd
240	Labalpiny	Nelson	M	Ord. Dip. Electrical Engineering	Kyu	JUL	SYLVER TECHNICAL SERVICES
241	Lule	Daniel Marvin	M	Ordinary.Diploma In Water Engineering	Kyu	JUL	NWSC
242	Lutaakome	Joseph	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel &Tube Industries Ltd
243	Lwanga	Charles	M	Bachelor of Agricultural mechanisation And Irrigation Eng	BUS	JUL	Achelis(U) Ltd
244	Magala	Richard	M	B Sc. Conservation Forestry & Pdt Tech	MUK	JUL	Busoga Forestry Company
245	Magoba	Emmanuel	M	Bsc. Inf Techn & Computing	Kyu	JUL	Intelligent Solutions Ltd
246	Magoola	Anthony	M	Ord. Dip. Automotive Engineering	Kyu	JUL	Steel &Tube Industries Ltd
247	Malugge	Arnold	M	B Sc. Ethnobotany	MUK	JUL	Abacus Paranteral Drugs Ltd
248	Manari	Harriet	F	Bachelors In Midwifery	GULU	JUL	Apac Hospital
249	Masakaate	Joseph	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Spedag Interfreight
250	Massa	Ramathan	M	Bachelor Of Automotive And Power Engineering	Kyu	JUL	Arce Eng Works

251	Maswere Biira	Eva	F	Bachelor of International Business	MUBS	JUL	Rena Beverages Ltd
252	Mbabazi	Hillary	M	Bachelor of Commerce	MUBS	JUL	UMA
253	Mbabazi	Angel	F	Bachelor of International Business	MUBS	JUL	Rena Beverages Ltd
254	Mirembe	Mildred Gertrude	F	Bachelor Of Sc.Chemical Eng	Kyu	JUL	NWSC
255	Moro	Vincent	M	Public Health	GULU	JUL	District Health Office, Lira District Local Govt
256	Morrey	Patrick	M	B Sc. Business Statistics	MUK	JUL	Sas Clinic
257	Mubiru	Edward	M	Ord. Dip. Automotive Engineering	Kyu	JUL	Steel &Tube Industries Ltd
258	Mugarura	Israel	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel &Tube Industries Ltd
259	Mugisa	Fred Kimara	M	B Sc. Telecom Engineering	MUK	JUL	Jobse Electrical
260	Mugoya	Julius	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel &Tube Industries Ltd
261	Muhesi	Benon	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel &Tube Industries Ltd
262	Muhindo	Miriam	F	Bachelors In Midwifery	GULU	JUL	Amachi Health Centre IV
263	Mukasa	George	M	Bachelor of Agriculture	GULU	JUL	Mbalimbali Ltd
264	Mukasa	Jackson	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel &Tube Industries Ltd
265	Mulimira	Solomon	M	Bachelor Of Automotive And Power Engineering	Kyu	JUL	Rinack Holdings Ltd
266	Mulokwa	Brenda	F	Bachelor Of Eng In Telecom.Eng	Kyu	JUL	Galooli (U) Ltd
267	Mulongo	Samuel	M	Bachelor of Agriculture	GULU	JUL	Mbalimbali Ltd
268	Mumbere	Isaac	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel &Tube Industries Ltd
269	Murungi	Monica	F	Bachelors In Midwifery	GULU	JUL	Aboke Health Centre IV
270	Musinguzi	Brian	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel &Tube Industries Ltd
271	Musisi	Andrew	M	Bachelor of Science In Marketing	MUBS	JUL	Mafarin Energy Co. Ltd
272	Musoba	Aaron	M	B Sc. Mechanical Engineering	MUK	JUL	Uganda Tea Corporation Ltd
273	Mutabazi	John	M	Bachelor Of Eng In Civil And Building Eng	Kyu	JUL	Abubaker Technical Services & Ltd

274	Mutebi	Ibrahim	M	B Sc. Electrical Engineering	MUK	JUL	Bakambo Engineers Ltd
275	Mutebi	Julius	M	B Sc. Mechanical Engineering	MUK	JUL	Abacus Paranteral Drugs Ltd
276	Muwonge	Yonah	M	B Sc. Electrical Engineering	MUK	JUL	Steel &Tube Industries Ltd
277	Muyinda	Fredrick	M	Ordinary.Diploma In Water Engineering	Kyu	JUL	NWSC
278	Mwonge	David	M	Bachelor Of Automotive And Power Engineering	Kyu	JUL	Arce Eng Works
279	Nabaasa	Allon	M	Bachelor Of Information Technology	MUST	JUL	NWSC
280	Nabakka	Sharon	F	B Sc. Electrical Engineering	MUK	JUL	Steel &Tube Industries Ltd
281	Nabeeta	Geofrey	M	Bachelor Of Information Technology	MUST	JUL	Steel &Tube Industries Ltd
282	Naddamba	Phoebe	F	Ord. Dip. Electrical Engineering	Kyu	JUL	Muttico Technical Sevices Ltd
283	Nahwera	Ronald	M	Bachelor Of Automotive And Power Engineering	Kyu	JUL	Modern Steel International
284	Nakanjako	Cissy Jackline	F	B Sc. Industrial Chemistry	MUK	JUL	Abacus Paranteral Drugs Ltd
285	Nakate	Alice	F	Bachelors In Midwifery	GULU	JUL	Aduku Health Centre IV
286	Nakibuule	Marjorie	F	B Sc. Biomedical Lab Technician	MUK	JUL	Kengrow Industries Ltd
287	Nakyazze	Monicah	F	Bachelors In Midwifery	GULU	JUL	Amachi Health Centre IV
288	Naliweere	Beat	F	Ord. Dip. Automotive Engineering	Kyu	JUL	Steel &Tube Industries Ltd
289	Naluwairo	Enoch	M	Ord. Dip. Electrical Engineering	Kyu	JUL	Muttico Technical Sevices Ltd
290	Namasoga	Miria	F	Bachelor of Human Resource Management	MUBS	JUL	Mafarin Energy Co. Ltd
291	Nambozo	Rosemary	F	Bachelors In Midwifery	GULU	JUL	Lira Regional Referral Hospital
292	Namigadde	Sybella Becky	F	Bachelor of International Business	MUBS	JUL	Mafarin Energy Co. Ltd
293	Namirembe	Mariam	F	Bachelor of International Business	MUBS	JUL	Mafarin Energy Co. Ltd
294	Namonywe	Annah	F	Bachelors In Midwifery	GULU	JUL	Amachi Health Centre IV
295	Nampewo	Sumayia	F	Bachelor Of Information Technology	MUST	JUL	NWSC
296	Namugenyi	Sanyu	F	Bachelor of International Business	MUBS	JUL	Mafarin Energy Co. Ltd
297	Namulinda	Edith Joycelyn	F	B Sc. Architecture	MUK	JUL	Technology Consults Ltd
298	Namutebi	Deborah Andrinar	F	Bachelors In Midwifery	GULU	JUL	Anyeke Health Centre IV

299	Nankya Nakiggude	Mastula	F	B Sc. Industrial Chemistry	MUK	JUL	Abacus Paranteral Drugs Ltd
300	Nansubuga	Joan	F	Bachelor of Science in Biosystems Engineering	GULU	JUL	SCOUL
301	Nanyanzi	Ruth	F	Bachelor Of Information Technology	MUST	JUL	Steel & Tube Industries Ltd
302	Nayebare	Brian	M	Bachelor Of Sc. Chemical Eng	Kyu	JUL	Abacus Paranteral Drugs Ltd
303	Nayiga	Zainah	F	B Sc. Electrical Engineering	MUK	JUL	Roofings Ltd
304	Ngonzi	Shakilah	F	Bachelor Of Eng In Telecom. Eng	Kyu	JUL	Galooli (U) Ltd
305	Night	Lydia	F	Bachelor of Science In Marketing	MUBS	JUL	Mafarin Energy Co. Ltd
306	Niwahereza	Dan	M	B Sc. Telecom Engineering	MUK	JUL	Sinew Ltd
307	Norene	Lameck Gard	M	Bachelors In Midwifery	GULU	JUL	Amachi Health Centre IV
308	Nyakato	Prossy	F	Bachelor Of Computer Science	MUST	JUL	Toyota (U) Ltd
309	Nyakoojo	Emmanuel	M	B.Eng Industrial Eng&Management	Kyu	JUL	Peacock Paints
310	Nyangoma	Sarah	F	Bachelor Of Sc. Chemical Eng	Kyu	JUL	Desire Beauty Products Ltd
311	Nyanja	Abraham	M	B Sc. Agricultural Engineering	MUK	JUL	G.M Sugar
312	Nyanzi	Reuben	M	Bachelor of Agriculture	GULU	JUL	Mbalimbali Ltd
313	Nyenje	Bashir	M	B.Eng Industrial Eng&Management	Kyu	JUL	Arce Eng Works
314	Obalo	Ivan	M	B.Eng Industrial Eng&Management	Kyu	JUL	Peacock Paints
315	Obong	Morton	M	B.Eng Industrial Eng&Management	Kyu	JUL	Friendship Container Manufacturers
316	Obur	Charles	M	Higher Dip. Electrical Engineering	Kyu	JUL	Roofings Ltd
317	Ocen	Wesley Misaw	M	Bachelors In Midwifery	GULU	JUL	Aduku Health Centre IV
318	Odimim	Joseph	M	Bachelors In Midwifery	GULU	JUL	Aduku Health Centre IV
319	Odong	John Paul	M	Bachelor Of Eng In Civil And Building Eng	Kyu	JUL	LM Engineering Ltd
320	Odongo	Oscar	M	B Sc. Conservation Forestry & Pdt Tech	MUK	JUL	Busoga Forestry Company
321	Ogang	Brian Hivan	M	Public Health	GULU	JUL	District Health Office, Kole District
322	Oguti	Moses	M	Bachelor of Information and Communications Technology	GULU	JUL	Gulu University (Network Operation Centre)

323	Ogwang	Oyom George	M	Bachelors In Midwifery	GULU	JUL	Anyeke Health Centre IV
324	Ojok	Cosmas Otukene	M	B Sc. Electrical Engineering	MUK	JUL	Steel & Tube Industries Ltd
325	Okaba	Auce	F	Bachelors In Midwifery	GULU	JUL	Apac Hospital
326	Okema	Samuel	M	B Sc. Electrical Engineering	MUK	JUL	Steel & Tube Industries Ltd
327	Okiror	Emmanuel Okello	M	Bachelors In Midwifery	GULU	JUL	Anyeke Health Centre IV
328	Okumu	Allan	M	Bachelors In Midwifery	GULU	JUL	Ogur Health Centre IV
329	Okumu	Kevin	M	Higher Dip. Electrical Engineering	Kyu	JUL	Mafarin Energy Co. Ltd
330	Okwanga	Reagan Yoweri	M	Bachelor of Agricultural mechanisation And Irrigation Eng	BUS	JUL	Mbalimbali Ltd
331	Omara	Moses	M	Public Health	GULU	JUL	District Health Office, Lira District Local Govt
332	Omara	Samfan Thomas	M	Public Health	GULU	JUL	District Health Office, Abim District Local Govt
333	Omara	Godfrey	M	Public Health	GULU	JUL	District Health Office, Abim District Local Govt
334	Oming	Joseph	M	Bachelors In Midwifery	GULU	JUL	Lira Regional Referral Hospital
335	Onyango	Ronald	M	Bachelor of International Business	MUBS	JUL	Mafarin Energy Co. Ltd
336	Opua	Hostiano	M	Ord Dip. Civil And Building Engineering	Kyu	JUL	Gotino Construction Specialist Ltd
337	Otai	James	M	Public Health	GULU	JUL	District Health Office, Lira District Local Govt
338	Otim	Michael	M	Bachelor of Science in Textile Engineering	BUS	JUL	NYTIL
339	Ouma	Humphery	M	Bachelor of Science in Agro-Processing Engineering	BUS	JUL	Mbalimbali Ltd
340	Oyugi	Joel	M	Public Health	GULU	JUL	District Health Office, Lira District Local Govt
341	Rubiizi	John	M	Ord. Dip. Electrical Engineering	Kyu	JUL	Roofings Ltd
342	Rugamba	Blaise	M	Bachelor Of Information Technology	MUST	JUL	Steel & Tube Industries Ltd
343	Rukundo	Lauryn	F	Bachelor of Business Administration	MUBS	JUL	Mafarin Energy Co. Ltd
344	Rukundo	Monica	F	Bachelor of Animal Production and Management	BUS	JUL	Asiima Agric Concern Ltd

345	Rwentuha	Daniel	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel & Tube Industries Ltd
346	Sekajja	Sulaiman	M	Ord. Dip. Automotive Engineering	Kyu	JUL	Steel & Tube Industries Ltd
347	Sempeewo	Godfrey	M	Bachelor of Agriculture	GULU	JUL	Mbalimbali Ltd
348	Sendaula	Brian	M	B Sc. Electrical Engineering	MUK	JUL	Best Ever Paper Industries Ltd
349	Sentongo	Hassan	M	B Sc. Industrial Chemistry	MUK	JUL	Abacus Paranteral Drugs Ltd
350	Senyange	Tonny	M	B Sc. Mechanical Engineering	MUK	JUL	Modern Steel International
351	Ssali	Ismael	M	B Sc. Mechanical Engineering	MUK	JUL	Best Ever Paper Industries Ltd
352	Ssekimpi	Javiira	M	Higher Dip. Electrical Engineering	Kyu	JUL	Galooli (U) Ltd
353	Ssemwanga	Sirajjeh	M	Bachelor of Science in Biosystems Engineering	GULU	JUL	Uganda Tea Corporation Ltd
354	Ssenkooto	Hood	M	Bachelor of International Business	MUBS	JUL	Mafarin Energy Co. Ltd
355	Ssenyonga	David	M	Bachelor Of Eng In Civil And Building Eng	Kyu	JUL	Pera Investments (U) Ltd
356	Sserumaga	Rogers	M	B Sc. Mechanical Engineering	MUK	JUL	Best Ever Paper Industries Ltd
357	Sseruwu	Sergio	M	Bachelor Of Automotive And Power Engineering	Kyu	JUL	Modern Steel International
358	Ssewankambo	Yuda	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	JUL	Abacus Paranteral Drugs Ltd
359	Ssonko	Wilberforce	M	Ordinary. Diploma In Water Engineering	Kyu	JUL	NWSC
360	Swama	Charles	M	B Sc. Mechanical Engineering	MUK	JUL	Centre For Research In Energy Conservation
361	Taban	Denis	M	Bachelor Of Eng In Civil And Building Eng	Kyu	JUL	LM Engineering Ltd
362	Tibaitwa	Florence	F	Bachelor of Business Administration	MUBS	JUL	Mafarin Energy Co. Ltd
363	Tino	Jane Francis	F	Bachelors In Midwifery	GULU	JUL	Anyeke Health Centre IV
364	Turyatamba	Joshua	M	B Sc. Agricultural Engineering	MUK	JUL	G.M Sugar
365	Twinamatsiko	Milliam	F	Bachelor Of Information Technology	MUST	JUL	Toyota (U) Ltd
366	Twineamatsiko	Evans	M	B Sc. Electrical Engineering	MUK	JUL	Snave Agencies Uganda Ltd
367	Wabomba	James	M	Public Health	GULU	JUL	District Health Office, Bududa District

368	Waibi	Sarah	F	Bachelor of Animal Production and Management	BUS	JUL	Asiima Agric Concern Ltd
369	Wakello	Dorcus	F	Bachelors In Midwifery	GULU	JUL	Aduku Health Centre IV
370	Walangarail	Abdallah	M	Bachelor of Eng In Environmental Eng	Kyu	JUL	Tilda (U) Ltd
371	Walulya	Robert	M	Bachelor Of Information Technology	MUST	JUL	Steel &Tube Industries Ltd
372	Wambi	Abed	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	JUL	Steel &Tube Industries Ltd
373	Watsemwa	Constance	F	Bachelor of Science In Marketing	MUBS	JUL	Mafarin Energy Co. Ltd
374	Yiga	Leonard	M	Ord. Dip. Electrical Engineering	Kyu	JUL	Galooli (U) Ltd
375	Yiga	Simon	M	Bachelor Of Eng In Civil And Building Eng	Kyu	JUL	Excel Construction Company
376	Abuyo	John	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	NOV	Advent City Ltd
377	Adia	Mariam	F	Bachelor Of Information Technology	MUST	NOV	Easy Systems
378	Ahimbisibwe	Stephen	M	B Sc. Food Science & Technology	MUK	NOV	MUK Food, Technology & Incubation Centre
379	Ajwang	Martha	F	Bachelor of Entrepreneurship & Small Business Mgt	MUBS	NOV	Bank of Africa
380	Akuhe	Gasper	M	B Sc. Civil Engineering	MUK	NOV	Excel Construction Company
381	Ampeire	Dorah	F	Bachelor Of Computer Engineering	MUST	NOV	Megga Computers Kabale
382	Apili	Jacquiline	F	Bachelor of Human Resource Management	MUBS	NOV	Ubuntu Capital
383	Arinaitwe	Racheal	F	Bachelor Of Computer Engineering	MUST	NOV	Easy Systems
384	Atiang	Vitalis	M	Bachelor of Animal Production and Management	BUS	NOV	Pearl Acquatics
385	Atuhaire	Felix	M	Bachelor Of Computer Engineering	MUST	NOV	MUST IITR
386	Bamwite	Eric	M	Bachelor of Leadership and Governance	MUBS	NOV	Ubuntu Capital
387	Businge	Brian	M	B Sc. Software Engineering	MUK	NOV	Web Info
388	Gwokyalya Nakamya	Damalie	F	Bachelor of Human Resource Management	MUBS	NOV	Ubuntu Capital
389	Idda John	Lodu	M	Bachelor of Agriculture	GULU	NOV	Ideal Farmers Ltd
390	Kagimu	Bernard	M	B Sc. Software Engineering	MUK	NOV	Intra Health International

391	Karungi	Acheles	F	Bachelor of Science in Biosystems Engineering	GULU	NOV	Fresh Cuts
392	Kasamba John	Reagan	M	Bsc. Inf Techn & Computing	Kyu	NOV	Easy Systems
393	Kasule	Ali	M	B Sc. Mechanical Engineering	MUK	NOV	Kakira Sugar Works
394	Kayondo	Lincoln	M	B Sc. (Statistics & Math)	MUK	NOV	UMA
395	Kezabu	Haethre Karen	F	B Sc. Electrical Engineering	MUK	NOV	Modern Steel International
396	Kibuuka	Herbart	M	B Sc. In Petroleum Geosciences	MUK	NOV	Fels Consultants Ltd
397	Kisitu	Grace	M	Bachelor Of Eng In Telecom.Eng	Kyu	NOV	Glory Fm
398	Kukundakwe	Mathew	M	B Sc. Computer Engineering	MUK	NOV	Makerere University Finance Department
399	Kyakora	Moses	M	Bachelor of Business Computing	MUBS	NOV	Ubuntu Capital
400	Kyaligonza	John Bosco	M	Ord Dip. Telecom Engineering	Kyu	NOV	Infinity computer Solutions
401	Manishimwe	Alban	M	Bachelor Of Computer Engineering	MUST	NOV	MTN
402	Mbatudde	Dianah	F	B Sc. Software Engineering	MUK	NOV	Ubuntu Capital
403	Mbaziira	Mahmudu	M	B Sc. Food Science & Technology	MUK	NOV	Hariss International Ltd
404	Mitindajje	Micheal	M	B Sc. Computer Engineering	MUK	NOV	Advent City Ltd
405	Mubiru	David	M	Bachelor of Science In Marketing	MUBS	NOV	Makepasi Match Ltd
406	Munyala	Ibrahim	M	Bachelor of Business Administration	MUBS	NOV	Ubuntu Capital
407	Mwesige	Robert	M	B Sc. In Petroleum Geosciences	MUK	NOV	Icon Industrial Services
408	Naamara	Hannington	M	Bsc. Inf Techn & Computing	Kyu	NOV	UMA
409	Nabadda	Amanda	F	B.Eng Industrial Eng&Management	Kyu	NOV	UIRI
410	Nabunnya	Mary Gloria	F	B Sc. Industrial Chemistry	MUK	NOV	G.M Sugar
411	Najjemba	Racheal	F	Bachelor of Human Resource Management	MUBS	NOV	Ubuntu Capital
412	Nakayita	Maria	F	B.Eng Industrial Eng&Management	Kyu	NOV	Tororo Cement
413	Nalwanga	Rosemary	F	Bachelor Of Computer Engineering	BUS	NOV	Advent City Ltd
414	Nanyondo	Maria	F	B Sc. Mechanical Engineering	MUK	NOV	Advent City Ltd
415	Natuhweera	Hannington	M	B Sc. Electrical Engineering	MUK	NOV	Power Distribution Technologies

416	Ndagire	Margret	F	Bachelor of Human Resource Management	MUBS	NOV	Ubuntu Capital
417	Nsereko	Vincent	M	B Sc. Computer Engineering	MUK	NOV	NCR Uganda
418	Nuwabine	Brice	M	B Sc. In Land Economics	MUK	NOV	Kakira Sugar Works
419	Nuwamanya	Nicholas	M	Bachelor of Human Resource Management	MUBS	NOV	Boss beverages Ltd
420	Owor	Wilbroad	M	Bsc. Inf Techn & Computing	Kyu	NOV	Logos skills Training Centre
421	Ssemakula	Rogers	M	B Sc. Mechanical Engineering	MUK	NOV	Kakira Sugar Works
422	Taaka	Phionah	F	Bsc. Inf Techn & Computing	Kyu	NOV	UMA
423	Tenywa	Salim	M	Bachelor of Science In Marketing	MUBS	NOV	Makepasi Match Ltd
424	Tondo	Joan	F	B.Eng Industrial Eng&Management	Kyu	NOV	Boss beverages Ltd
425	Tukwatse	Evan	F	B.Eng Industrial Eng&Management	Kyu	NOV	Tororo Cement
426	Turihoahabwe	Redempter	M	B.Eng Industrial Eng&Management	Kyu	NOV	Boss beverages Ltd
427	Twebaze	Richard	M	Bachelor of Science in Water Resources Engineering	BUS	NOV	Water, Environment and Geoservices Ltd
428	Wabala	Simon Peter	M	Bachelor of Human Resource Management	MUBS	NOV	Ubuntu Capital
429	Wasswa	Joseph	M	B Sc. Food Science & Technology	MUK	NOV	MUK Food, Technology & Incubation Centre
430	Ahindura	Martin	M	B Sc. Electrical Engineering	MUK	OCT	Mikayirina Enterprise
431	Ainomugisha	Tukamuhebw a	M	Bachelor Of Eng In Civil And Building Eng	Kyu	OCT	kakkumann Investment Ltd
432	Alamai	Marion	F	B Sc. Civil Engineering	MUK	OCT	Ministry of Water & Environment
433	Ayekundiire	Dickson	M	Bachelor Of Eng In Civil And Building Eng	Kyu	OCT	Elmah Technologies
434	Driwaru	Scovia	F	Bachelor of Science In Finance	MUBS	OCT	Great Lakes Agricultural Development LTD
435	Itungo	Iris Twirire	M	B Sc. Electrical Engineering	MUK	OCT	Mikayirina Enterprise
436	Kaahwa	Oliver	F	B Sc. Telecom Engineering	MUK	OCT	Sinew Ltd
437	Kasumba	Denis	M	B Sc. Agricultural Engineering	MUK	OCT	Gukiina Enterprises
438	Kiconco	Pauline	F	B Sc. In Petroleum Geosciences	MUK	OCT	Ministry of Water & Environment
439	Kiweewesi	Kenny Alex	M	Bachelor Of Eng In Telecom.Eng	Kyu	OCT	Oriolec Africa

440	Kiyengo	James	M	B Sc. Agricultural Engineering	MUK	OCT	G.M Sugar
441	Lule	Ibrahim	M	B. Urban & Regional Planning	MUK	OCT	Ministry of Energy & Development
442	Mbeyi	Derick	M	B Sc. In Petroleum Geosciences	MUK	OCT	Ministry of Water & Environment
443	Menya	James	M	Bachelor of Science in Agro-Processing Engineering	BUS	OCT	G.M Sugar
444	Mibulo	Tadeo	M	B Sc. Agricultural Engineering	MUK	OCT	G.M Sugar
445	Muhwezi	Joshua	M	Bachelor Of Computer Science	MUST	OCT	Canopy IT Solutions
446	Muijustia	Faith	F	Bachelor of Science in Agro-Processing Engineering	BUS	OCT	Pan Afric Commodities
447	Mujunga	Eva	F	B Sc. Software Engineering	MUK	OCT	Comtel Integrators Africa
448	Mukisa	Power Grace	F	B Sc. Computer Engineering	MUK	OCT	Sparkplug
449	Mutungi	Joseph	M	Bachelor of Human Resource Management	MUBS	OCT	BM Steel
450	Nakalumba	Priscilla	F	B Sc. Agricultural Land use & Management	MUK	OCT	Kakira Sugar Works
451	Nakiranda	Connie	F	B Sc. Telecom Engineering	MUK	OCT	Installation World Limited
452	Nalwoga	Maria	F	B Sc. Agriculture & Rural Innovation	MUK	OCT	Bushenyi Cotton
453	Nuwagira	Alexander	M	Bachelor Of Computer Engineering	MUST	OCT	Canopy IT Solutions
454	Nvule	Ahmed	M	B Sc. Computer Engineering	MUK	OCT	Canopy IT Solutions
455	Ofoyuru	Emmanuel	M	Bachelor Of Computer Engineering	BUS	OCT	Milestone Institute of Information Technology
456	Oyo Steven	James	M	Ord. Dip. Architecture	Kyu	OCT	Ruako Limited
457	Rubayiza	Isaac	M	Bachelor of Science in Biosystems Engineering	GULU	OCT	G.B.K Diary Products (U) Ltd
458	Rwakafunjo	Godfrey	M	B Sc. Civil Engineering	MUK	OCT	Comptam
459	Senkomago	N. Violet	F	B Sc. Electrical Engineering	MUK	OCT	Mikayirina Enterprise
460	Ssali	Ivan	M	B Sc. Biochemical Engineering	MUK	OCT	MRC/Uganda Research Unit on AIDS
461	Tarihare	Grace	F	Bachelor of Science in Agro-Processing Engineering	BUS	OCT	Bushenyi Cotton
462	Adumu	Richard	M	Ord. Dip. Electrical Engineering	Kyu	SEPT	Tororo Cement
463	Agaba	Salim	M	Ord. Dip. Architecture	Kyu	SEPT	Vital construction

464	Aguti	Sandra	F	Bsc. Inf Techn & Computing	Kyu	SEPT	BITS Technical Services
465	Ahimbisibwe	Andrew	M	B Sc. Agriculture & Rural Innovation	MUK	SEPT	Rukungiri Local Government
466	Akinyi	Judith	F	Bachelor of Office & Information Management	MUBS	SEPT	Federation of Ugandan Employers
467	Akumu	Grace	F	B Sc. Food Science & Technology	MUK	SEPT	Kilimo Trust
468	Asaba	Keren	F	B Sc. In Petroleum Geosciences	MUK	SEPT	Icon Industrial Services
469	Ashaba	Julius	M	Bachelor Of Computer Engineering	BUS	SEPT	AMMPSCOM Technology
470	Atuhairwe Hillary	Dammie	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	SEPT	Crown beverages
471	Auma	Elda	F	M Sc. Biochemistry	MUK	SEPT	Kakira Sugar Works
472	Balibagenyi	Stephen	M	B.Eng Industrial Eng&Management	Kyu	SEPT	Riley packaging (U) Ltd
473	Bigabwa	Rocky Christopher	M	B.Eng Industrial Eng&Management	Kyu	SEPT	Tororo Cement
474	Bwabye	Noreen	F	B Sc. Mechanical Engineering	MUK	SEPT	Uganda Clays Ltd
475	Ddamba	Ivan	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	SEPT	Kinkiizi traders
476	Ineget	Isaia	M	B Sc. Agriculture & Rural Innovation	MUK	SEPT	Build Africa
477	Kasunsu	Edger	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	SEPT	Achelis(U) Ltd
478	Kataike	Susan Rebecca	F	Bachelor of International Business	MUBS	SEPT	Arameex
479	Katende	Christopher	M	B Sc. Agricultural Engineering	MUK	SEPT	Grow More Seeds & Chemicals Limited
480	Kayizzi	Jotham	M	B Sc. Mechanical Engineering	MUK	SEPT	Kakira Sugar Works
481	Kebirungi	Shivan	F	Bachelor Of Eng In Civil And Building Eng	Kyu	SEPT	Ministries Engineering company
482	Kiirya	Ivan	M	Ord. Dip. Automotive Engineering	Kyu	SEPT	Scope Construction & Trading
483	Kirabo	Rosco	F	Ord. Dip. Electrical Engineering	Kyu	SEPT	Tororo Cement
484	Kokuleba	Jacqueline Leticia	F	B Sc. Telecom Engineering	MUK	SEPT	Service & Computer Industries Ltd
485	Kugonza	Priscilla	F	B Sc. Conservation Forestry & Pdt Tech	MUK	SEPT	Danzze Consults Limited
486	Kuule	Derrick Ansyijar	M	BSc. Environmental Science	MUK	SEPT	MUK Department of Environmental Management

487	Langi	Sandra	F	B Sc. In Fisheries & Agriculture	MUK	SEPT	Pearl Acquatics
488	Leku	Roy	M	B Sc. Electrical Engineering	MUK	SEPT	Kakira Sugar Works
489	Lubaale	Solomon Azarius	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	SEPT	Kinkiizi traders
490	Lubega	Patrick	M	Ord. Dip. Electrical Engineering	Kyu	SEPT	Tri-some Technical
491	M	Tonny Nsereko	M	B Sc. In Petroleum Geosciences	MUK	SEPT	Tracksol (U) Ltd
492	Maganda	David	M	B Sc. Electrical Engineering	MUK	SEPT	Uganda Tea Corporation Ltd
493	Makai	Ronald	M	B Sc. Electrical Engineering	MUK	SEPT	Kakira Sugar Works
494	Mangeni Bwadene	Augustine	M	B Arts Social Sciences	MUK	SEPT	TASO
495	Masette	Joseph Robert	M	B Sc. In Petroleum Geosciences	MUK	SEPT	Mwendo Ent Ltd
496	Mpoza	Isa	M	B Sc. Telecom Engineering	MUK	SEPT	Oriolec Africa
497	Mubiru	Rogers	M	Bachelor Of Eng In Telecom.Eng	Kyu	SEPT	Oriolec Africa
498	Mugizi	Martin	M	Bachelor of Science In Marketing	MUBS	SEPT	Success Africa
499	Mukasa	Herman	M	Ord Dip. Telecom Engineering	Kyu	SEPT	Uganda Broadcasting Corporation
500	Murungi	Christine	F	B Sc. Computer Engineering	MUK	SEPT	TASO
501	Naagaba	Pheonah	F	Bachelor Of Eng In Civil And Building Eng	Kyu	SEPT	Esbros Construction Ltd
502	Nampala	Josephine	F	B Sc. Computer Engineering	MUK	SEPT	Sms Media
503	Namukobe	Agnes	F	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	SEPT	Tororo Cement
504	Nangobi	Martha Nyaketcho	F	Bachelor of International Business	MUBS	SEPT	TASO
505	Nannyanzi	Margaret	F	B Sc. Food Science & Technology	MUK	SEPT	Vero Food Industry
506	Nansumbi	Florence	F	B Sc. Conservation Forestry & Pdt Tech	MUK	SEPT	Danzzle Consults Limited
507	Nantumbwe	Dorothy	F	Bachelor of Science in Textile Engineering	BUS	SEPT	Global Paints
508	Nannyanzi	Racheal	F	B Sc. Software Engineering	MUK	SEPT	TASO
509	Nanyonjo	Hellen	F	B Sc. Telecom Engineering	MUK	SEPT	Oriolec Africa

510	Ninsiima	Proccessious	F	B Sc. In Petroleum Geosciences	MUK	SEPT	We Consult Uganda
511	Nuwagaba	Ivan	M	B Sc. Computer Engineering	MUK	SEPT	TASO
512	Nuwagaba	Raymond	M	Bachelor Of Eng In Civil And Building Eng	Kyu	SEPT	Entorque Eng Ltd
513	Nyakato	Racheal	F	B Sc. Electrical Engineering	MUK	SEPT	Mantrac (U) Ltd
514	Obia	William	M	Bachelor Of Computer Engineering	BUS	SEPT	Lacel Technologies
515	Ochaya	Alfred	M	B Sc. Civil Engineering	MUK	SEPT	Scope Construction & Trading
516	Odokonyero	Lyando Dominic	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	SEPT	Tororo Cement
517	Ogwang	Emmanuel	M	Ordinary.Diploma In Water Engineering	Kyu	SEPT	Ebowa Investment
518	Okanya	Kevin	M	Ord. Dip. Electrical Engineering	Kyu	SEPT	Tororo Cement
519	Ollando	Allan	M	B Sc. Civil Engineering	MUK	SEPT	Scope Construction & Trading
520	Oluka	Emmanuel	M	Bachelor of Science in Agro-Processing Engineering	BUS	SEPT	G.M Sugar
521	Omirambe	Jamal	M	Ord. Dip. Electrical Engineering	Kyu	SEPT	Tororo Cement
522	Onene	Denis	M	B Sc. Electrical Engineering	MUK	SEPT	JBB Unity & Consult Ltd
523	Ongom	Gabriel	M	B Sc. Architecture	MUK	SEPT	Pan Modern Consults Ltd
524	Opila	Stephen	M	Higher Dip. Electrical Engineering	Kyu	SEPT	G.M Sugar
525	Orukan	Moses	M	Higher Dip. Electrical Engineering	Kyu	SEPT	SCOUL
526	Otai	James Richard	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	SEPT	Kinkiizi traders
527	Owori	Brian	M	B Sc. In Sports Science	MUK	SEPT	Viva Ltd
528	Puni	Henry	M	Ord. Dip In Computer Engineering	Kyu	SEPT	National teachers association
529	Ruzindana	Bright Dancun	M	B Sc. Civil Engineering	MUK	SEPT	Scope Construction & Trading
530	Sebaggala	Daniel	M	B.Eng Industrial Eng&Management	Kyu	SEPT	Tororo Cement
531	Sekasamba	Isaac	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	SEPT	Kinkiizi traders
532	Sempala	John	M	Ord. Dip. Electrical Engineering	Kyu	SEPT	Tororo Cement
533	Sempambo	Eric	M	Bachelor of Statistics	MUBS	SEPT	Private Sector Foundation Uganda (PSFU)

534	Ssembatya	Emmanuel	M	Bachelor of Business Computing	MUBS	SEPT	Intelligent Solutions Ltd
535	Ssemuddu	Angello	M	Ord. Dip. Automotive Engineering	Kyu	SEPT	Scope Construction & Trading
536	Ssemwanga	Steven	M	B Sc. Industrial Chemistry	MUK	SEPT	Kakira Sugar Works
537	Ssengooba	Molly	F	B Sc. Telecom Engineering	MUK	SEPT	Oriolec Africa
538	Ssentumbwe	Rogers	M	Ord. Dip. Electrical Engineering	Kyu	SEPT	Tororo Cement
539	Sserubbo	Andrew	M	B Sc. Computer Engineering	MUK	SEPT	Success Africa
540	Ssewanyana	Joseph	M	B.Eng Industrial Eng&Management	Kyu	SEPT	Tororo Cement
541	Tabaaro	Edward	M	B Sc. Mechanical Engineering	MUK	SEPT	Kakira Sugar Works
542	Torach	Ronald	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	SEPT	Tororo Cement
543	Twebaze	Derrick	M	B Sc. Electrical Engineering	MUK	SEPT	Mikayirina Enterprise
544	Twesigye	Emmanuel	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	SEPT	Tororo Cement
545	Twinomugisha	Arthur	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	SEPT	Tororo Cement
546	Vita	Amuki	M	B Sc. Agriculture & Rural Innovation	MUK	SEPT	Koboko District Farmers
547	Walamire	Abel	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	SEPT	Tororo Cement
548	Wamala	Steven	M	Ord. Dip. Mechanical Eng and Pdn Eng	Kyu	SEPT	G.M Sugar
549	Wamanga	David	M	B Sc. Civil Engineering	MUK	SEPT	Ambitious Construction Company
550	Wamboza	Isaac	M	B.Eng Industrial Eng&Management	Kyu	SEPT	Tororo Cement
551	Watuwa	Brian	M	B Sc. Electrical Engineering	MUK	SEPT	Kakira Sugar Works
552	Wwenka	Ezra	M	Bachelor Of Eng In Mechanical And Manufacturing Eng	Kyu	SEPT	Crown beverages

Intern Completion Composition

UNIVERSITIES	INTERNS PLACED
Busitema	3.62%
GULU	13.04%
Kyambogo	31.16%
Makerere	27.90%
MUBS	17.39%
MUST	3.44%
UMI	3.44%
TOTAL	100.00%

Intern Completion per Gender

UNIVERSITIES	MALE	FEMALE	Grand Total
Busitema	14	6	20
GULU	38	34	72
Kyu	148	24	172
Makerere	105	49	154
MUBS	38	58	96
MUST	11	8	19
UMI	8	11	19
Grand Total	362	190	552

Intern Completion Month

UNIVERSITIES/MONTHS	APR	JUL	AUG	SEPT	OCT	NOV	DEC	TOTAL
Busitema		9		4	4	3		20
GULU		60	6		1	2	3	72
Kyambogo		75	37	39	4	12	5	172
Makerere		45	19	42	19	20	9	154
MUBS	32	25	9	6	2	12	10	96
MUST		11			2	5	1	19
UMI	19							19
TOTAL	51	225	71	91	32	54	28	552

Interns Retained

Interns Retained per Benefiting Institution

No	SURNAME	FIRST NAME	G(M/F)	COURSE	UNIVERSITY	P(P/N)	COMPANY
1	Arinetwe	Denis Kakwenza	M	Diploma Marketing Mgt	UMI	APR	Equata Tobacco
2	Kazibwe	Musa	M	Bachelor of Science In Marketing	MUBS	APR	UMA
3	Kibekityo	Gilbert	M	Bachelor of Arts In Economics	MUBS	APR	UMA
4	Nabulya	Sylvia	F	Bachelor of Business Administration	MUBS	APR	Steel & Tube Industries Ltd
5	Namubiru	Hanifah	F	Bachelor of Office & Information Management	MUBS	APR	UMA
6	Nanyange	Janepher	M	Bachelor of Business Administration	MUBS	APR	Brazafric Enterprise Ltd
7	Njogu	Regina Njeri	F	Diploma Marketing Mgt	UMI	APR	Conte Designers & Artists Ltd
8	Tusiime	Lydia	F	Bachelor of Office & Information Management	MUBS	APR	UMA
9	Abura Jiewo	Emmanuel	M	Bachelor of Information and Communications Technology	GULU	AUG	Digitech IT & Media Ltd

10	Akampurira	Ezra	M	B Sc. Mechanical Engineering	MUK	AUG	Delta
11	Atabulwaire	John	M	B Sc. Software Engineering	MUK	AUG	Adroit Solutions
12	Bwambale Alex	Kamundu	M	B.Eng Industrial Eng&Management	Kyu	AUG	David Engineering Ltd
13	Kamoga M	James	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd
14	Kizito	Siraje	M	B.Eng Industrial Eng&Management	Kyu	AUG	David Engineering Ltd
15	Kobugabe	Immaculate	F	B Sc. Environmental Science	MUK	AUG	National Forestry Authority
16	Lutalo	Arthur	M	B.Eng Industrial Eng&Management	Kyu	AUG	David Engineering Ltd
17	Matende	Geofrey	M	Bachelor of Entrepreneurship & Small Business Mgt	MUBS	AUG	Avis Company Ltd
18	Mugabe	Rodgers	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd
19	Muniru	Muligi	M	B.Eng Industrial Eng&Management	Kyu	AUG	David Engineering Ltd
20	Muyingo	Johnbosco	M	Bachelor Of Automotive And Power Engineering	Kyu	AUG	Toyota (U) Ltd
21	Ogwang	Ambrose	M	Bachelor of Information and Communications Technology	GULU	AUG	Ramsgate ICT Solutions Centres
22	Rukundo	Methjodius	M	Ordinary.Diploma In Water Engineering	Kyu	AUG	Kecco Ltd
23	Semaganda	Micheal	M	B Sc. Mechanical Engineering	MUK	AUG	Kecco Ltd
24	Sseggujja	Stephen	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Kecco Ltd
25	Sseguya	Nashir	M	Bachelor Of Eng In Civil And Building Eng	Kyu	AUG	Hama Investment Ltd
26	Ssekandi	Lawrence	M	Bachelor Of Automotive And Power Engineering	Kyu	AUG	Toyota (U) Ltd
27	Ssewagudde	Samuel	M	B Sc. Mechanical Engineering	MUK	AUG	Pan Kajjansi
28	Wabyoona	Victor	M	Bachelor Of Automotive And Power Engineering	Kyu	AUG	Toyota (U) Ltd
29	Zawadi	George	M	Higher Dip. Electrical Engineering	Kyu	AUG	Kecco Ltd
30	Kabunga	Charles	M	Bachelor of Science In Marketing	MUBS	DEC	Ken Paper
31	Nakato	Erinah	F	Bachelor of Business Administration	MUBS	DEC	Ken Paper
32	Okello	Douglas Job	M	Ord. Dip. Electrical Engineering	Kyu	DEC	PAPAN UG LTD

33	Ssemmanda	Isaac Joash	M	Bachelor of Commerce	MUBS	DEC	Quality Chemical (U) Ltd
34	Aijuka	Edmand	M	B Sc. Electrical Engineering	MUK	JUL	Aster Integral
35	Ariho	Joram	M	B Sc. Mechanical Engineering	MUK	JUL	Mantrac (U) Ltd
36	Busobozi	John Bosco	M	B Sc. Mechanical Engineering	MUK	JUL	Best Ever Paper Industries Ltd
37	Kafuuma	Saddam	M	B Sc. Mechanical Engineering	MUK	JUL	Abacus Paranteral Drugs Ltd
38	Kasolo	Enock	M	Bachelor Of Automotive And Power Engineering	Kyu	JUL	Transtrac
39	Kitayimbwa	Meddy	M	Bachelor Of Automotive And Power Engineering	Kyu	JUL	TATA (U) LTD
40	Lwanga	Charles	M	Bachelor of Agricultural mechanisation And Irrigation Eng	BUS	JUL	Achelis(U) Ltd
41	Malugge	Arnold	M	B Sc. Ethnobotany	MUK	JUL	Abacus Paranteral Drugs Ltd
42	Mbabazi	Hillary	M	Bachelor of Commerce	MUBS	JUL	UMA
43	Mulongo	Samuel	M	Bachelor of Agriculture	GULU	JUL	Mbalimbali Ltd
44	Musoba	Aaron	M	B Sc. Mechanical Engineering	MUK	JUL	Uganda Tea Corporation Ltd
45	Mutebi	Ibrahim	M	B Sc. Electrical Engineering	MUK	JUL	Bakambo Engineers Ltd
46	Mutebi	Julius	M	B Sc. Mechanical Engineering	MUK	JUL	Abacus Paranteral Drugs Ltd
47	Naliweere	Beat	F	Ord. Dip. Automotive Engineering	Kyu	JUL	Steel &Tube Industries Ltd
48	Nankya Nakiggude	Mastula	F	B Sc. Industrial Chemistry	MUK	JUL	Abacus Paranteral Drugs Ltd
49	Nanyanzi	Ruth	F	Bachelor Of Information Technology	MUST	JUL	Steel &Tube Industries Ltd
50	Nyakato	Prossy	F	Bachelor Of Computer Science	MUST	JUL	Toyota (U) Ltd
51	Nyenje	Bashir	M	B.Eng Industrial Eng&Management	Kyu	JUL	Arce Eng Works
52	Odongo	Oscar	M	B Sc. Conservation Forestry & Pdt Tech	MUK	JUL	Busoga Forestry Company
53	Opua	Hostiano	M	Ord Dip. Civil And Building Engineering	Kyu	JUL	Gotino Construction Specialist Ltd
54	Otim	Michael	M	Bachelor of Science in Textile Engineering	BUS	JUL	NYTIL
55	Sentongo	Hassan	M	B Sc. Industrial Chemistry	MUK	JUL	Abacus Paranteral Drugs Ltd
56	Walangarail	Abdallah	M	Bachelor of Eng In Environmental Eng	Kyu	JUL	Tilda (U) Ltd
57	Kayondo	Lincoln	M	B Sc. (Statistics & Math)	MUK	NOV	UMA

58	Munyala	Ibrahim	M	Bachelor of Business Administration	MUBS	NOV	Ubuntu Capital
59	Ainomugisha	Tukamuhebwa	M	Bachelor Of Eng In Civil And Building Eng	Kyu	OCT	kakkumann Investment Ltd
60	Ayekundiire	Dickson	M	Bachelor Of Eng In Civil And Building Eng	Kyu	OCT	Elmah Technologies
61	Muhwezi	Joshua	M	Bachelor Of Computer Science	MUST	OCT	Canopy IT Solutions
62	Nuwagira	Alexander	M	Bachelor Of Computer Engineering	MUST	OCT	Canopy IT Solutions
63	Ofoyuru	Emmanuel	M	Bachelor Of Computer Engineering	BUS	OCT	Milestone Institute of Information Technology
64	Oyo Steven	James	M	Ord. Dip. Architecture	Kyu	OCT	Ruako Limited
65	Kataike	Susan Rebecca	F	Bachelor of International Business	MUBS	SEPT	Arameex
66	Kebirungi	Shivan	F	Bachelor Of Eng In Civil And Building Eng	Kyu	SEPT	Ministries Engineering company
67	Kugonza	Priscilla	F	B Sc. Conservation Forestry & Pdt Tech	MUK	SEPT	Danzzle Consults Limited
68	Lubega	Patrick	M	Ord. Dip. Electrical Engineering	Kyu	SEPT	Tri-some Technical
69	M	Tonny Nsereko	M	B Sc. In Petroleum Geosciences	MUK	SEPT	Tracksol (U) Ltd
70	Maganda	David	M	B Sc. Electrical Engineering	MUK	SEPT	Uganda Tea Corporation Ltd
71	Masette	Joseph Robert	M	B Sc. In Petroleum Geosciences	MUK	SEPT	Mwendo Ent Ltd
72	Nampala	Josephine	F	B Sc. Computer Engineering	MUK	SEPT	Sms Media
73	Nansumbi	Florence	F	B Sc. Conservation Forestry & Pdt Tech	MUK	SEPT	Danzzle Consults Limited
74	Ninsiima	Proccessious	F	B Sc. In Petroleum Geosciences	MUK	SEPT	We Consult Uganda
75	Obia	William	M	Bachelor Of Computer Engineering	BUS	SEPT	Lacel Technologies
76	Ollando	Allan	M	B Sc. Civil Engineering	MUK	SEPT	Scope Construction & Trading
77	Onene	Denis	M	B Sc. Electrical Engineering	MUK	SEPT	JBB Unity & Consult Ltd
78	Ongom	Gabriel	M	B Sc. Architecture	MUK	SEPT	Pan Modern Consults Ltd
79	Owori	Brian	M	B Sc. In Sports Science	MUK	SEPT	Viva Ltd
80	Puni	Henry	M	Ord. Dip In Computer Engineering	Kyu	SEPT	National teachers association
81	Sempambo	Eric	M	Bachelor of Statistics	MUBS	SEPT	Private Sector Foundation Uganda (PSFU)

82	Ssemwanga	Steven	M	B Sc. Industrial Chemistry	MUK	SEPT	Kakira Sugar Works
83	Ssengooba	Molly	F	B Sc. Telecom Engineering	MUK	SEPT	Oriolec Africa
84	Sserubbo	Andrew	M	B Sc. Computer Engineering	MUK	SEPT	Success Africa

Interns Retained Composition

UNIVERSITY	% COMPOSITION
Busitema	4.76%
GULU	3.57%
Kyambogo	30.95%
Makerere	36.90%
MUBS	16.67%
MUST	4.76%
UMI	2.38%
Grand Total	100.00%

Interns Retained per Gender

UNIVERSITY	MALE	FEMALE	Total
------------	------	--------	-------

Busitema	4		4
GULU	3		3
Kyambogo	24	2	26
Makerere	24	7	31
MUBS	9	5	14
MUST	2	2	4
UMI	1	1	2
Total	67	17	84

Interns Retained per Month

UNIVERSITY	APRIL	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	Total
Busitema		2		1	1			4
GULU		1	2					3
Kyambogo		6	13	3	3		1	26
Makerere		11	5	14		1		31
MUBS	6	1	1	2		1	3	14
MUST		2			2			4
UMI	2							2
Total	8	23	21	20	6	2	4	84

Interns Not Yet Placed

Interns Not Yet Placed per Benefiting Institution

No	SURNAME	FIRST NAME	G(M/F)	COURSE	BI
1	Achom	Domitila	F	B Sc. Software Engineering	MUK
2	Ainebyona	Paddy	M	B Sc. Agricultural Engineering	MUK
3	Aliguma	Emmanuel	M	B Sc. Agriculture & Rural Innovation	MUK
4	Amanya	Linda	F	B Sc. Conservation Forestry & Pdt Tech	MUK
5	Amito	Vivian	F	B Sc. Ethnobotany	MUK
6	Ampeire	Rogers	M	B Sc. Agriculture & Rural Innovation	MUK
7	Amviko	Faima	F	B Sc. Agriculture & Rural Innovation	MUK
8	Anguria	Paul	M	B Sc. Civil Engineering	MUK
9	Aruho	Kelvin	M	B Sc. Agriculture & Rural Innovation	MUK
10	Aruwa	David	M	B Sc. Agriculture & Rural Innovation	MUK
11	Ashaba	Price	F	B Sc. Civil Engineering	MUK
12	Asiimwe	Peter	M	B Sc. Telecom Engineering	MUK
13	Asingya	Alvin	M	B Sc. Agricultural Engineering	MUK
14	Atim	Michelle Okullu	F	B Sc.(Math & Economics)	MUK
15	Ayugi Ojok	Angelina	F	B Sc. Construction Management	MUK
16	Babirye	Hudah	F	B Sc. Agriculture & Rural Innovation	MUK
17	Baine	Albert	M	B Sc.(Math & Economics)	MUK
18	Bbaale	Amiri	M	B Sc. Telecom Engineering	MUK
19	Bujjinga	Doreen Gift	F	B Sc. Telecom Engineering	MUK
20	Buyi	Abraham Galimason	M	B Sc.(Math & Economics)	MUK
21	Byaruhanga	Joseph	M	B Sc. Veterinary Medicine	MUK
22	Enywaru	Denis	M	B Sc. Agriculture & Rural Innovation	MUK
23	Erau	Emmanuel	M	B Sc. Conservation Biology	MUK
24	Gimei	Brian	M	B Sc. Agricultural Engineering	MUK

25	Hangamaisho	Abraham	M	B Sc. Agriculture & Rural Innovation	MUK
26	Ingurat	Emmy Simon	M	B Sc. Software Engineering	MUK
27	Kabagambe	George	M	B Sc. Telecom Engineering	MUK
28	Kaduyu	Micheal	M	B Sc. Agricultural Engineering	MUK
29	Kanakulya	John	M	B Sc. Agriculture & Rural Innovation	MUK
30	Kasagga	Simon Peter	M	B Sc. Agriculture & Rural Innovation	MUK
31	Katiiti	Phiona	F	B Sc. In Sports Science	MUK
32	Katusiime	Justine Mary	F	B Sc. Computer Engineering	MUK
33	Kibuuka	Charles	M	B Sc. Software Engineering	MUK
34	Kibuuka	Fred	M	B Sc. Telecom Engineering	MUK
35	Kihembo	Gift	F	B Sc. Agriculture & Rural Innovation	MUK
36	Kisaakye Nabwendi	Joan	F	B Sc. Agriculture & Rural Innovation	MUK
37	Koburongo	Olivia	F	B Sc. Telecom Engineering	MUK
38	Kugumikiriza	Elijah	M	B Sc. Telecom Engineering	MUK
39	Kyaligonza	Badru	M	B Sc. Conservation Forestry & Pdt Tech	MUK
40	Lwanga	Abel	M	B Sc. Telecom Engineering	MUK
41	Magezi	Samuel	M	B Sc. Agriculture & Rural Innovation	MUK
42	Makonzi	Brian	M	B Sc.(Math & Computer Science)	MUK
43	Mayengo	Musa	M	B Sc. Telecom Engineering	MUK
44	Minawa	Faluku	M	B Sc. Ethnobotany	MUK
45	Mirembe Waaja	Mercy	F	B Sc. Construction Management	MUK
46	Mpayenda	Evelyn	F	Bachelor of Development Economics	MUK
47	Muganga	Brian	M	B Sc. Telecom Engineering	MUK
48	Mugenyi	Sulaiman	M	B Sc. Geology	MUK
49	Mugerwa	Francis	M	B Sc. Electrical Engineering	MUK

50	Mugisha	Mike	M	B Sc. Agricultural Engineering	MUK
51	Muhairwe	Kenedy	M	B Sc. Civil Engineering	MUK
52	Musiimenta	Bruno Emmanuel	M	B Sc. Civil Engineering	MUK
53	Musoke	Samuel Namwanje	M	B Sc.(Math & Economics)	MUK
54	Nabukalu	Agnes	F	B Sc. Agriculture & Rural Innovation	MUK
55	Nabutula	Esther	F	B Sc. Agricultural Engineering	MUK
56	Nafula	Monica	F	B Sc. In Petroleum Geosciences	MUK
57	Nakamanyisa	Annet	F	B Sc. Agriculture & Rural Innovation	MUK
58	Nakazibwe	Jackline	F	B Sc. Telecom Engineering	MUK
59	Nakigozi	Nuluiat	F	B Sc. Agriculture & Rural Innovation	MUK
60	Nakisekka	Faridah	F	B Sc. Civil Engineering	MUK
61	Nakivumbi	Esther	F	B Sc. Conservation Forestry & Pdt Tech	MUK
62	Nalubwama	Christine	F	B Sc. Agriculture & Rural Innovation	MUK
63	Nalweyiso	Amina	F	B Sc. Agricultural Engineering	MUK
64	Namirembe	Saidah Abdallah	F	B Sc. Telecom Engineering	MUK
65	Namubiru	Aidah	F	B Sc. Software Engineering	MUK
66	Namusisi	Fauzia	F	B Sc. Telecom Engineering	MUK
67	Namutebi	Swabrah	F	B Sc. (Statistics & Math)	MUK
68	Namuyanja	Pauline Kavuma	F	B Sc. Quantity Surveying	MUK
69	Nandhubu	Nicholas	M	B Sc. Telecom Engineering	MUK
70	Nangobi	Nancy Loreen	F	Bachelor of Industrial & Fine Arts	MUK
71	Nankya	Anna Maria	F	B Sc. Social & Ent. Forestry	MUK
72	Nannyonga	Mary Immaculate	F	B Sc. Electrical Engineering	MUK
73	Nassimbwa	Catherine	F	B Sc. Agricultural Engineering	MUK
74	Ndugga	Ian	M	B Sc. Quantity Surveying	MUK

75	Nduhuura	Jensen	M	B Sc. Electrical Engineering	MUK
76	Ngobi	Joshua	M	B Sc. Civil Engineering	MUK
77	Nimidde	Lovinsa	M	B Sc. Telecom Engineering	MUK
78	Nuwagira	Hillary	M	B Sc. Civil Engineering	MUK
79	Nyanzi	Pius	M	B Sc. Civil Engineering	MUK
80	Ojakol	Ernest	M	B Sc. Software Engineering	MUK
81	Okello	Alfred Azim	M	B Sc. In Sports Science	MUK
82	Okware	Simon	M	B Sc. Civil Engineering	MUK
83	Orach	Kenedy	M	B Sc. Agriculture & Rural Innovation	MUK
84	Oryech	Sedrick	M	B Sc. Electrical Engineering	MUK
85	Owamazima	Patience	F	B Sc. Industrial Chemistry	MUK
86	Pitia	Simon Peter Lesuk	M	B Sc. Telecom Engineering	MUK
87	Sembuga	Allan	M	B Sc. Telecom Engineering	MUK
88	Sengendo	John	M	B Sc. Telecom Engineering	MUK
89	Sinamenye	Jackson Herbert	M	B Sc. Software Engineering	MUK
90	Ssebandeke	John Bosco	M	B Sc.(Math & Physics)	MUK
91	Ssebitosi	David	M	B Sc. Civil Engineering	MUK
92	Ssekamwa	Dennis Derrick	M	B Sc. Civil Engineering	MUK
93	Ssembajjwe	Frank	M	B Sc. Telecom Engineering	MUK
94	Ssenfuka	Joseph B	M	B Sc. Agriculture & Rural Innovation	MUK
95	Ssettumba	Tonny	M	B Sc. Telecom Engineering	MUK
96	Ssimbwa	Julius	M	B Sc. Telecom Engineering	MUK
97	Talibu	Taban	M	B Sc. Agriculture & Rural Innovation	MUK
98	Tumusiime	Venansio	F	B Sc. Agriculture & Rural Innovation	MUK
99	Turyatempa	Collins	M	B Sc. Telecom Engineering	MUK

100	Turyatamba	Lawrence	M	B Sc. Agricultural Engineering	MUK
101	Twani	Claire	F	B Sc. Agriculture & Rural Innovation	MUK
102	Wandera	Joseph	M	B Sc. Agriculture & Rural Innovation	MUK
103	Wandera	Yolam	M	B Sc. Agriculture & Rural Innovation	MUK
104	Wani	Richard	M	B Sc. Agriculture & Rural Innovation	MUK
105	Wanjala	Nasser	M	B Sc. Telecom Engineering	MUK
106	Wanyela	Martin	M	B Sc. Agriculture & Rural Innovation	MUK
107	Wavamuno	John	M	B Sc. Electrical Engineering	MUK
108	Abigaba	Simon	M	Dip. Refrigeration & Air conditioning	KYU
109	Akelem	Richard Ekonyu	M	B.Eng In Civil And Building Eng	KYU
110	Aneno	Jean W	F	B.Eng In Mechanical And Manufacturing Eng	KYU
111	anguyo	timothy	M	Dip. Refrigeration & Air conditioning	KYU
112	Anguzu	Mark	M	B.Eng In Mechanical And Manufacturing Eng	KYU
113	Arura	Byaruhanga	M	BSc. Inf Techn & Computing	KYU
114	Asero	Marina Joan	F	B.Eng In Telecom.Eng	KYU
115	Asiku	Joseph	M	B.Sc. Chemical Eng	KYU
116	Babigumira	Isaiah	M	B.Eng Industrial Eng&Management	KYU
117	Bagenda	Thomas	M	O. D Mechanical Eng and Pdn Eng	KYU
118	Banalekaki Jonah	Isaac	M	B.Eng In Telecom.Eng	KYU
119	Bashir	Ahmad	M	B.Eng In Telecom.Eng	KYU
120	Boboine	Fahad	M	BSc. Inf Techn & Computing	KYU
121	Bukenya	Raihaan	M	B.Eng In Telecom.Eng	KYU
122	Byaruhanga Brian	Abura	M	BSc. Inf Techn & Computing	KYU
123	Chemen	Dennis	M	O. D Electrical Engineering	KYU
124	Ebiau	Gerald	M	B.Eng In Civil And Building Eng	KYU

125	Eboku	Stephen	M	BSc. Inf Techn & Computing	KYU
126	Echaat	Stephen	M	O. D Architecture	KYU
127	Edam	Kenneth	M	BSc. Inf Techn & Computing	KYU
128	Guma	Jorum	M	O. D Architecture	KYU
129	Gwolo	Ivan	M	O. D Telecom Engineering	KYU
130	Kabaala	Jotham	M	B. Automotive And Power Engineering	KYU
131	Kabahima	Ernest	M	Diploma In Computer Science	KYU
132	Kaboggoza	Arnold	M	B.Eng In Mechanical And Manufacturing Eng	KYU
133	Kakembo	Arafat	M	O. D Mechanical Eng and Pdn Eng	KYU
134	Kambere	Christopher	M	O. D Telecom Engineering	KYU
135	Kanyesigye	Samuel	M	Ord. Dip In Computer Engineering	KYU
136	Kasirye Andrew	Brian	M	Diploma In Computer Science	KYU
137	kasoba	Albert	M	B.Eng In Civil And Building Eng	KYU
138	Katusiime	Fiona R	F	B.Eng In Mechanical And Manufacturing Eng	KYU
139	Kauke	Emmanuel	M	B.Eng Industrial Eng&Management	KYU
140	Kawuki	Benjamin	M	Dip. Refrigeration &Air conditioning	KYU
141	Kigonya	Henry	M	B. Automotive And Power Engineering	KYU
142	Kinene	Salim	M	B.Eng In Telecom.Eng	KYU
143	Kisembo	Arnold Rwangakuramya	M	B. Automotive And Power Engineering	KYU
144	Kiyaga	Richard	M	O. D Electrical Engineering	KYU
145	Kobusinge	Josephine	F	Bach Arts in Economics	KYU
146	Komakech	Alfred	M	B.Eng In Mechanical And Manufacturing Eng	KYU
147	Kutesa	Isaac	M	O. D Automotive Engineering	KYU
148	Lwande	George Omimbi	M	Higher Dip. Electrical Engineering	KYU
149	Magonga	Kenneth	M	B.Eng In Mechanical And Manufacturing Eng	KYU

150	Mhera	Anthony	M	B.Eng In Telecom.Eng	KYU
151	Mpaata	Pwalali	M	Ord. Dip In Computer Engineering	KYU
152	Mugabe	Chris	M	B.Eng Industrial Eng&Management	KYU
153	Mugagga	Reuben	M	B.Eng In Mechanical And Manufacturing Eng	KYU
154	Mugide	Carol	F	Diploma In Computer Science	KYU
155	Mugyenyi	Jackson	M	B.Eng In Civil And Building Eng	KYU
156	Muhindo Kapulu	Paul	M	O. D Automotive Engineering	KYU
157	Muhwezi	Boaz	M	B.Eng Industrial Eng&Management	KYU
158	Mukwaya	Geoffrey	M	O. D Telecom Engineering	KYU
159	Mulimira	Isima	M	B.Eng In Mechanical And Manufacturing Eng	KYU
160	Muruhutsya	Yoweri	M	B.Eng In Civil And Building Eng	KYU
161	Musabe	Robert Kelly	M	Higher Dip. Electrical Engineering	KYU
162	Muzahura	Ronald	M	BSc food processing technology	KYU
163	Mwasampijja	Fabia	M	B.Eng In Telecom.Eng	KYU
164	Nabukalu Serunjogi	Madrine	F	B.Eng In Telecom.Eng	KYU
165	Naddaaju	Juliet	F	B.Eng In Civil And Building Eng	KYU
166	Namagembe	Sengoba Phiona	F	Diploma In Computer Science	KYU
167	Namanya	Suzan	F	B.Eng In Telecom.Eng	KYU
168	Namiro	Enid Deborah	F	B.Sc. Chemical Eng	KYU
169	Namulogo	Josephine	F	BSc. Inf Techn & Computing	KYU
170	Nansove	Patricia	F	B. Automotive And Power Engineering	KYU
171	Ndahagire	Dennis	M	B.Eng Industrial Eng&Management	KYU
172	Nimaro	Emmanuel	M	O. D Automotive Engineering	KYU
173	Niwamanya	Samuel	M	BSc. Inf Techn & Computing	KYU
174	Nsamba	Robert	M	B.Eng In Telecom.Eng	KYU

175	Nyenje	Bylon	M	BSc food processing technology	KYU
176	Ocatre	Jimmy	M	O. D Telecom Engineering	KYU
177	Odoch Odrua	Morris	M	B.Eng In Civil And Building Eng	KYU
178	odur	edwin	M	O. D Civil And Building Engineering	KYU
179	Ogwang	Emmanuel	M	O. D In Water Engineering	KYU
180	Ogwang Arthur	Okello	M	O. D Civil And Building Engineering	KYU
181	Okwang	Ojok Boniface	M	B.Eng In Mechanical And Manufacturing Eng	KYU
182	Olinga	Peter	M	Higher Dip. Mechanical Engineering	KYU
183	Omara	Ambrose	M	B.Eng In Civil And Building Eng	KYU
184	Ongom	Daniel	M	BSc. Inf Techn & Computing	KYU
185	Otai	Arnold	M	O. D Automotive Engineering	KYU
186	Otim	Aaron Isaac	M	BSc food processing technology	KYU
187	Paula	Hashaka	M	B.Eng Industrial Eng&Management	KYU
188	Rwothoromo	Elijah	M	BSc. Inf Techn & Computing	KYU
189	Sali	Andrew	M	B.Eng In Civil And Building Eng	KYU
190	Sebuyungo	Peter	M	B.Eng In Telecom.Eng	KYU
191	Sekamate	Swaibu	M	O. D Electrical Engineering	KYU
192	Semu	Abubaker	M	Ord. Dip In Computer Engineering	KYU
193	Setuba	Patrick	M	O. D Telecom Engineering	KYU
194	Ssali	Hussein	M	B.Eng In Telecom.Eng	KYU
195	Ssali	Ronald	M	B.Eng In Mechanical And Manufacturing Eng	KYU
196	ssekitoleko	Julius	M	Dip. Refrigeration &Air conditioning	KYU
197	Ssentongo	Rashid	M	B.Eng In Telecom.Eng	KYU
198	Ssentume	Rodgers	M	O. D Electrical Engineering	KYU
199	Ssenyonjo Kiwewesi	Sylvia	F	B.Eng In Telecom.Eng	KYU

200	Sserugo	Daniel	M	B.Eng In Telecom.Eng	KYU
201	Sseruli	Denis	M	Diploma In Computer Science	KYU
202	Sserunjogi	George	M	O. D Mechanical Eng and Pdn Eng	KYU
203	Ssesanga	Hussein	M	Ord. Dip In Computer Engineering	KYU
204	Tibasiima	Noah	M	B.Sc. Chemical Eng	KYU
205	Twakira	Daniel	M	B. Automotive And Power Engineering	KYU
206	Walakira	Hassan	M	O. D Electrical Engineering	KYU
207	Wanunga	Richard	M	B. Automotive And Power Engineering	KYU
208	Wasike	Eria	M	B. Automotive And Power Engineering	KYU
209	Wavamuno	Abel	M	O. D Automotive Engineering	KYU
210	wobusobozi	Denis	M	O. D Telecom Engineering	KYU
211	Zimbe	Imran	M	B.Eng In Mechanical And Manufacturing Eng	KYU
212	Awekonimungu	Faith	F	Bachelor of Science In Finance	MUBS
213	Kemigisha	Ritzy	F	Bachelor of Business Administration	MUBS
214	Kirabo	Martha	F	Bachelor of International Business	MUBS
215	Laker	Laker	F	Bachelor of Business Administration	MUBS
216	Musiimenta	Fortunate	F	Bachelor of Business Administration	MUBS
217	Mwere	Hakim	M	Bachelor of Human Resource Management	MUBS
218	Nakalawa	Peninah	F	Bachelor of Human Resource Management	MUBS
219	Namanda	Isabella	F	Bachelor of International Business	MUBS
220	Nuwagaba	Immaculate	F	Bachelor of Business Administration	MUBS
221	Otim	Ronald	M	Bachelor of Business Administration	MUBS
222	Ssebunya	Douglas	M	Bachelor of Business Administration	MUBS
223	Twikirize	Irene	F	Bachelor of Human Resource Management	MUBS
224	Zainab	Saleh	F	Bachelor of Science In Accounting	MUBS

225	Nabweteme	Sylvia	F	Bachelor of Business Administration	MUBS
226	Basajja	Julius	M	Bachelor of Animal Production and Management	BUS
227	Caku	Benjamin	M	Bachelor of Animal Production and Management	BUS
228	Lukwago	Paddy	M	Bachelor of Computer Engineering	BUS
229	Mwesigye	Barnabas	M	Bachelor of Science in Textile Engineering	BUS
230	Namugwere	Margret	F	Bachelor of Computer Engineering	BUS
231	Nangobi	Sumaya	F	Bachelor of Science in Natural Resource Economics	BUS
232	Naturinda	Zerubabeeli	M	Bachelor of Science in Natural Resource Economics	BUS
233	Ninsiima	Sylvia	F	Bachelor of Science in Textile Engineering	BUS
234	Nshemeirwe	Flavia	F	Bachelor of Science in Water Resources Engineering	BUS
235	Nshemeirwe	Annitah	F	Bachelor of Science in Water Resources Engineering	BUS
236	Tainika	Brian	M	Bachelor of Animal Production and Management	BUS
237	Tino	Florence	F	Bachelor of Animal Production and Management	BUS
238	Twesigye	Kenneth	M	Bachelor of Science in Water Resources Engineering	BUS
239	Waiswa	Stephen	M	Bachelor of Animal Production and Management	BUS
240	Atugumya	Armstrong.B.	M	Bachelor of Science in Natural Resource Economics	BUS
241	Dembe	Wycliff	M	Bachelor of Computer Engineering	BUS
242	Tushemereirwe	Sheila	F	Bachelor of Computer Engineering	BUS
243	Cympaye	Winfred	F	Bachelor of Science in Agro-Processing Engineering	BUS
244	Wamala	Bazirio	M	Bachelor of Science in Natural Resource Economics	BUS
245	Beinomugisha	Darius	M	Bachelor Of Computer Science	MUST
246	Kigenyi Nkwanga	Ibrahim	M	Bachelor Of Computer Engineering	MUST
247	Musenero	Hellen	F	Bachelor Of Computer Science	MUST
248	Nabbumba Maria	Gorret	F	Bachelor Of Computer Science	MUST
249	Nabimanya	Constance	F	Bachelor Of Information Technology	MUST

250	Nalwoga	Racheal	F	Bachelor Of Computer Science	MUST
251	Sande	Emmanuel	M	Bachelor Of Information Technology	MUST
252	Ssemitogo	James	M	Bachelor Of Computer Engineering	MUST
253	Edema	Hilary	M	Bachelor of Agriculture	GULU
254	Oloka	Alferd	M	Bachelor of Information and Communications Technology	GULU
255	Okello	Vicent	M	Bachelor of Information and Communications Technology	GULU
256	Ocana	James	M	Bachelor of Science in Biosystems Engineering	GULU
257	Can Wat	Derrick Dennis	M	Bachelor of Science in Computer Science	GULU
258	Isamail	Swaib	M	Bachelor of Science in Biosystems Engineering	GULU
259	Mandela	Dodofiko	M	Bachelor of Science in Biosystems Engineering	GULU
260	Draku	Henry	M	Bachelor of Science in Computer Science	GULU
261	Okolong	Sam	M	Bachelor of Science in Computer Science	GULU

Interns Not Yet Placed Composition

UNIVERSITIES	INTERNS NOT YET PLACED	% COMPOSITION
BU	19	7.28%
GULU	9	3.45%
KYU	104	39.85%
MUK	107	41.00%
MUBS	14	5.36%
MUST	8	3.07%
TOTAL	261	100.00%

Interns Not Yet Placed per Gender



UNIVERSITIES	MALE	FEMALE	TOTAL
BU	11	8	19
GULU	9		9
KYU	91	13	104
MUK	69	38	107
MUBS	3	11	14
MUST	4	4	8
TOTAL	187	74	261

HEST INTERNSHIP LOGBOOK



HEST INTERNSHIP LOG BOOK

Student Name:

HEST No:

University No:

Organization:

Department:

Unit:

Supervisor:

Contacts:

Date:	Targets	Achievements	Challenges	Lessons Learnt
Week 1				
Week 2				
Week 3				
Week 4				

Supervisor's comments:

Signature:

Email document to hestreport@uma.or.id

Page 1

HEST INTERNSHIP OFFER LETTER



UGANDA MANUFACTURERS ASSOCIATION

Lugogo Show Grounds, P. O. Box 6966 Kampala, Tel : +256 414 221 034, +256 414 287 615, +256 312 278 823
Fax: +256 414 220 285 E-mail administration@uma.or.ug Website: www.uma.or.ug

Our Ref:

Your Ref:

Dear

RE: OFFER TO PARTICIPATE IN UMA – HEST INTERNSHIP PROJECT

We are delighted to inform you in writing that you have been given an offer to participate in the UMA–HEST Internship Project. Having been selected by your institution to benefit from the Project and having attended a two days training at UMA, you shall be posted to as your host company. Your internship will run fromuntil provided that the terms and conditions for your placement are fulfilled as follows:

Your Obligations:

1. You will uphold the Intern Code of Conduct, out- lined herein.
 - a) Adhere to the rules and regulations of the company where you are placed. This includes all health and safety regulations.
 - b) Undertake and complete three months internship placement with the company.
 - c) Act professionally at all times, upholding the good name and integrity of the UMA - HEST Internship Project and the company where you are placed.
 - d) Maintain in confidence any information learnt about the activities and/or operations of the company and UMA –HEST Project during your placement.
 - e) Not, except as permitted by your Workplace Supervisor, carry out or be engaged in private business or practice that negatively affects your internship duties.

2. Hours of Work:

You will conform to the hours of work as stipulated by the company where you are placed i.e. 8:00am – 4:30pm with one hour for lunch. You may, from time to time, be required to work reasonable additional hours for which time off in lieu can be taken if approved by your Workplace Supervisor. You will be required to always sign the daily attendance register i.e. time of arrival and time of departure.

3. Stipend:

UMA – HEST Project will pay you a total stipend amounting to UGX 700,000/= net (seven hundred thousand shillings only).The Project will only deposit stipends to your Bank Account upon receiving at least 4 (four) weekly, quality, timely targets per month. Reports should be *approved and signed* by your Work Place Based Supervisor.

UMA Regional Office: JINJA: 47/49 Main Street, Jinja. E-mail: umaregionaloffice@gmail.com

The installments shall be as follows:

Date	Item	Amount
1 st February 2016	<i>Insurance premium to be deducted</i>	36,000/=
30 th February 2016	1 st Financial Disbursement	180,000/=
30 th March 2016	2 nd Financial Disbursement	170,000/=
30 th April 2016	3 rd Financial Disbursement	160,000/=
30 th May 2016	4 th Financial Disbursement	154,000/=
	Total	700,000/=

Payment of any installment of the stipend will depend on the recommendation of your Workplace Supervisor, OR any other officer assigned that duty by the Host Company and approval by the UMA Internship Placement Officer or any other accredited official.

4. Reporting:

You will be reporting to the Workplace Supervisor who will be identified by the company. You will be required to provide quality and timely reports as per instructions of the reporting template found on the UMA Portal hest.uma.or.ug

5. Supervision:

The role of the Workplace Supervisor will be to provide ongoing feedback and leading performance reviews. He /she will work in the same department/section with you or be otherwise closely connected to your activities, as well as overseeing your day-to-day tasks. The feedback will be shared with all the stake holders of the UMA – HEST Project.

6. Insurance:

Since Insurance was not catered for in the approved budget UMA–HEST Project has identified an insurance service provider after consulting the funders. Signing this offer letter will give UMA-HEST Project lieu way to incorporate you in the insurance policy which will be provided to you outlining your coverage.

Please note that this offer does not constitute a contract of employment with UMA – HEST Project but is an offer to participate in our Internship Project. UMA - HEST Project will not provide any benefits or entitlements other than those outlined in this offer.

If you accept the above terms, sign the copy of this letter and return it to the undersigned before, 2016.

Yours sincerely,

Uganda Manufacturers Association


Sebaggala M. Kigozi
Executive Director

I accept the appointment under the given terms and conditions of service.

Signed Date:

Cc: Employer (Host Company)

HEST INTERNSHIP INTRODUCTION LETTER



UGANDA MANUFACTURERS ASSOCIATION

Lugogo Show Grounds, P. O. Box 6966 Kampala, Tel : +256 414 221 034, +256 414 287 615, +256 312 278 823
Fax: +256 414 220 285 E-mail administration@uma.or.ug Website: www.uma.or.ug

Our Ref:

Your Ref:

.....
.....
.....

Dear,

RE: INTRODUCTION OF THIS INTERN TO YOUR COMPANY

We thank you for accepting us to work with you in the UMA-HEST Internship Project. This is to introduce to you a student of UMA HEST Internship Registration number

UMA –HEST Project will support the intern with an amount of 700,000/= (seven hundred thousand shillings only) as stipend for three months in your organization. The stipends will be payable in installments upon your signature of work done at your institution.

The intern will be attached to a Workplace Supervisor who will be identified by your institution. The Workplace Supervisor will monitor the learning process and give feedback to UMA-HEST Project through an approved report template on the UMA portal (hest.uma.or.ug)

Attached herewith are copies of a signed commitment letter for the student and a Work Plan indicating the schedule for disbursement of stipends. At least 4 weekly targets for the first month should be sent to the UMA-HEST web portal by the 15th January 2016 and thereafter monthly reports sent to same by the 30th date of the respective month of internship.

Yours Sincerely,



Uganda Manufacturers Association


Sebaggala M. Kigozi
Executive Director

Cc: Student

UMA Regional Office: JINJA: 47/49 Main Street, Jinja. E-mail: umaregionaloffice@gmail.com

COPY OF A STUDENT'S MONTHLY REPORT

 <h2 style="text-align: center;">HEST INTERNSHIP LOG BOOK</h2> 				
Student Name:		MUSOBA AARON		
HEST No:		IP15MUK02/050	University No: 211014238	
Organization:		UGANDA TEA CORPORATION LIMITED		
Department:		FACTORY.		
Unit:		ENGINEERING& PROCESSING		
Supervisor:		MR. MUTHONDU K. BENARD	Contacts: 0776137323 / 0705309939	
Date:	Targets	Achievements	Challenges	Lessons Learnt
Week 1	Design a rain water harvesting plan and storage facilities.	<p>Data collection on factory water usage, roof area(s), average and maximum monthly precipitation and run-off was gathered.</p> <p>The proposed rainwater harvesting plan was submitted and seconded by the management.</p> <p>Several calculations on discharge, run-off, sizing the storage and pipes is still going on.</p>	Financial constraints delayed some tasks.	<p>Much more skills in hydrological modelling and climatological modelling were acquired.</p> <p>Rain water harvesting is a sustainable and appropriate technology for cleaner production.</p>
Week 2	Assessing the operation and design variations of the FF and GG VFB dryers.	The factory manager took us through the performance analysis of the	Inconsistence in the feeding rates were registered which led to	Learnt various design specifications of VFB dryers, operational parameters, like; feed rate, steam

Email document to hestreports@uma.or.ug Page 1

HEST INTERNSHIP LOG BOOK

	<p>Preparing progressive and monthly factory reports together with the Shift Managers.</p> <p>Effecting the use of factory machine cards and documentation of the frequently used spare parts.</p>	<p>VFB dryers. Different operational parameters and design specifications were critically analyzed using dryer manuals.</p> <p>Much more report writing skills were attained. The departmental performances were analyzed, related and several deductions were made.</p> <p>Ability to analyze the cost of maintenance and minimize on the cost of production. This task enables the company to much the skills and the work attitude with the nature of work.</p>	<p>under fired and burnt made tea.</p> <p>The system lacked a feedback loop which made it hard to trace for simple mistakes.</p> <p>Inconsistence in the use of these cards was registered.</p>	<p>temperatures and pressure, inlet and exhaust hot air temperatures, drying time, initial and final moisture content.</p> <p>I can now make a monthly report for production and dispatches.</p> <p>Able to balance the production, dispatches, local sales, stock, grade percentage and distribution, and physical usage.</p> <p>Different persons have got different attitudes towards work and change. So it required flexibility in approaching them closing the communication gaps.</p>
Week 3	<p>Assessing the operation status of the various factory machines.</p> <p>Documentation</p>	<p>Weekly inspections were conducted together with mechanics and managers on faulty machines.</p>	<p>Poor work attitude from some mechanics which sometimes led to poor quality</p>	<p>It was easier to learn more technical skills like machining and fitting of machine parts.</p> <p>Learnt how to match</p>

HEST INTERNSHIP LOG BOOK

	and prioritizing of the operational challenges. Monitoring the work progress with the factory supervisors.	The above identified faults in the operation was documented and priority was given to critical areas of production line. Inspection of the allocated work was done at various levels of completion.	of work and under performance.	the availed labor with the complexity of work. Learnt how to handle and reward the different work attitudes.
Week 4	Understanding Engine overhaul and troubleshooting Critical understanding of the operation, maintenance and troubleshooting of the fuel supply system, power transmission system, braking system, cooling system and user safety systems of the vehicles.	Overhauled an engine of Mahindra vehicle and assembled a TATA engine, which was tested and worked properly. More operational and troubleshooting manuals were acquired. Not yet done.	No or few out of use vehicles to practice with. Most company vehicles are urgently needed, so it's hard to have full access for learning purposes.	Acquired more skills on engine overhaul, gear alignment, engine firing and troubleshooting of engine problems.