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LIST OF ACRONYMS

AfDB	African Development Bank
BIs	Benefiting Institutions
BSc.	Bachelor of Science
BU	Busitema University
GoU	Government of Uganda
GU	Gulu University
HEST	Higher Education Science and Technology Project
KYU	Kyambogo University
MAK	Makerere University Kampala
MUST	Mbarara University of Science and Technology
NYTIL	Nyanza Textiles Industry Limited
S&T	Science and Technology
S/A	Science/Arts
UMA	Uganda Manufactures Association
UMI	Uganda Management Institute
LU	Lira University

EXECUTIVE SUMMARY

Uganda Manufacturers Association (UMA) is running an internship program under Higher Education, Science and Technology project (HEST). The Project is funded by African Development Bank (AfDB) in partnership with Government of Uganda (GoU), Ministry of Education, Science, Technology and Sports (MoESTS) and the nine Benefiting Institutions (BIs).

The UMA-HEST Internship project commenced in February 2015 and will run for a period of 3 years until 2018.

The main goal of the project is **to improve the skills of 2000 interns from nine Benefiting Institutions** (BIs) namely; Kyambogo University (KYU), Busitema University (BU), Makerere University (MAK), Gulu University (GU), Lira University (LU) which was a constituent college of GU but became an independent university in 2016, 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 students to be placed in the respective companies should be offering Science and Technology Courses while ten percent (10%) should be offering Arts courses. The project helps interns to acquire skills required by employers to enhance their opportunities of employment in the future.

GU recommended 77 students to participate in the HEST Project in 2016, these comprised 61 males (79.22%) and 16 females (20.78%). The target for 2016 was to place 33 interns, this was surpassed by placing 65 interns (196.95%). Placement for the year 2016 begun in January with six (6) students from the 2015 database. This continued up to June when placement of students inducted in 2016 started. A total of 59 interns were placed between June and December. More students were placed in IT companies as compared to other sectors. This was attributed to the nature of courses offered and recommended. As at 31st December 2016, nine (9) students had not yet been placed but the Project expects to place them before June 2017. These are mainly students of Biosystems Engineering.

As at 31st December 2016, the status of recommended interns from both 2015 and 2016 cohorts is as follows:

- 108 students (31 from 2015 & 77 from 2016) were recommended by Gulu University
- 87 students (22 from 2015 & 65 from 2016) were placed

- 85 students (22 from 2015 & 63 from 2016) were actually paid
- 4 students all from 2016 got employed before the internship training.
- 10 students (3 from 2015 & 7 from 2016) were retained
- 12 students (2 from 2015 & 10 from 2016) were employed in other companies after internship.
- 5 students (1 from 2015 & 4 from 2016) were self employed
- 4 students all from 2016 are still at the university
- 5 students all from 2016 are not willing to train
- 12 students (3 from 2015 & 9 from 2016) are not yet placed for internship.

Interns attained soft skills like report writing, communication, team work, problem solving among others and hard skills like IT, Engineering, Agriculture, among others during the internship.

There were a few challenges faced during placement of interns in 2016 like wrong account information, delayed submission of reports among others. However, the solutions were found and they will be dealt with next year.

Coordinating together with the University, the project is targeting 33 interns to be placed in 2017. UMA-HEST Project therefore requests the University to recommend 96 students to be trained in 2017.

GULU HEST INTERNSHIP SKILLS STATUS SUMMARY

STATUS OF INTERNS RECOMMENDED														
Total 2015 & 2016			2015 Interns Recommended - As At 31st DEC 2016						2016 Interns Recommended - As At 31st DEC 2016					
Status	Overall T.T	Overall %	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
Total Trained	108		31		24	77.42%	7	22.58%	77		60	77.92%	17	22.08%
Total Recommended after Training	108		31	100.00%	24	77.42%	7	22.58%	77	100.00%	60	77.92%	17	22.08%
HEST Target	57		24						33					
Total Interns Skilled (As of Target)	91	159.65%	28	116.67%	21	75.00%	7	25.00%	63	190.91%	49	77.78%	14	22.22%
Total Interns Skilled (As of Database)	91	84.26%	28	90.32%	21	75.00%	7	25.00%	63	81.82%	49	77.78%	14	22.22%
Total Interns Placed (As of Target)	87	152.63%	28	116.67%	21	75.00%	7	25.00%	59	178.79%	46	77.97%	13	22.03%
Total Interns Paid	85	149.12%	28	116.67%	21	75.00%	7	25.00%	57	172.73%	44	77.19%	13	22.81%
Working														
Employed but not Interned	4	3.70%	0	0.00%	0	0.00%	0	0.00%	4	5.19%	3	3.90%	1	1.30%
Retained in Internship company	10	9.26%	3	9.68%	3	9.68%	0	0.00%	7	9.09%	7	9.09%	0	0.00%
Employed elsewhere after Internship	12	11.11%	2	6.45%	2	6.45%	0	0.00%	10	12.99%	7	9.09%	3	3.90%
Self Employed after Internship	5	4.63%	1	3.23%	1	3.23%	0	0.00%	4	5.19%	3	3.90%	1	1.30%
Extension in Internship company	8	7.41%	1	3.23%	0	0.00%	1	3.23%	7	9.09%	5	6.49%	2	2.60%
Still on Internship	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Sub Total	39	36.11%	7	22.58%	6		1		32	41.56%	25		7	
Not Working but Interned														
Left Training before completion	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not Employed after Internship	27	25.00%	12	38.71%	7	22.58%	5	16.13%	15	19.48%	13	16.88%	2	2.60%
Sub Total	27	25.00%	12	38.71%	7		5		15	19.48%	13		2	
No Response but Interned														
	21	19.44%	9	29.03%	8	25.81%	1	3.23%	12	15.58%	9	11.69%	3	3.90%
Still at University														
	4	3.70%	0	0.00%	0	0.00%	0	0.00%	4	5.19%	2	2.60%	2	2.60%
Not Yet Placed														
	12	11.11%	3	9.68%	3	9.68%	0	0.00%	9	11.69%	8	10.39%	1	1.30%
Not Willing														
	5	4.63%	0	0.00%	0	0.00%	0	0.00%	5	6.49%	3	3.90%	2	2.60%

1 INTRODUCTION

In the second year of the project 2016, GU recommended 77 students from 4 courses namely; Bachelor of Information and Communications Technology, Bachelor of Science in Computer Science, Bachelor of Science in Biosystems Engineering and Diploma in Computer Science.

Unlike 2015 where students were inducted at UMA Conference Hall, students were trained at Gulu University (GU) main campus for 2016. This was intended towards eliminate the transportation costs that students incurred while travelling to Kampala and in addition to training more students. They had a two-day training in life and work place based skills on 6th & 7th May, 2016 and placement started thereafter in June, 2016. With support from UMA-HEST team, students were placed under company based technical supervisors for three months with whom clear skills acquisition requirements 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.

Of the seventy-seven (77) interns recommended for 2016, twenty-three (23) students were placed in June, twelve (12) students in July, eight (8) students in August, one (1) student in September, twelve (12) in October and three (3) in November. Four (4) interns acquired employment before placement, four interns were not willing to train with the project, one intern left work after placement and nine (9) interns had not yet been placed as at 31st December, 2016. Interns from the previous database of 2015 were also placed in January Five (5) and April one (1).

This report will continue as follows; general information, placement of interns, status of interns as at 31st December, 2016, skills attained by interns, challenges and mitigations and conclusion. The report however has an Annex for details at the end.

2 GENERAL INFORMATION

The applicants from Gulu University were students in their final year at the University from the S&T based courses who were identified and compiled by the University HEST Internship coordinator.

Using preferred University procedures, interns were recommended and inducted for two-days induction training at the university campus in life and work place based skills in the month of May 2016. From June to December 2016, students were supported to undertake a hands on internship training in companies for 3 months. The students were placed under company based technical supervisors with whom clear skills acquisition programs were agreed on. While at the companies, the UMA-HEST Team conducted supervision visits to ensure that skills acquisition was ongoing to the satisfaction of the company based technical supervisors.

2.1 INTERNS RECOMMENDED

In 2016, Seventy seven (77) interns were recommended by GU out of 98 students trained. Students offering S&T courses were recommended by the University coordinator who signed and stamped their nomination forms as per University selection criteria.

2.1.1 Faculty Basis

In 2016, interns recommended were from two faculties namely Faculty of Science and Faculty of Agriculture & Environment compared to 2015 where interns were commended from three faculties including Faculty of Business & Development Studies on addition to the two already mentioned.

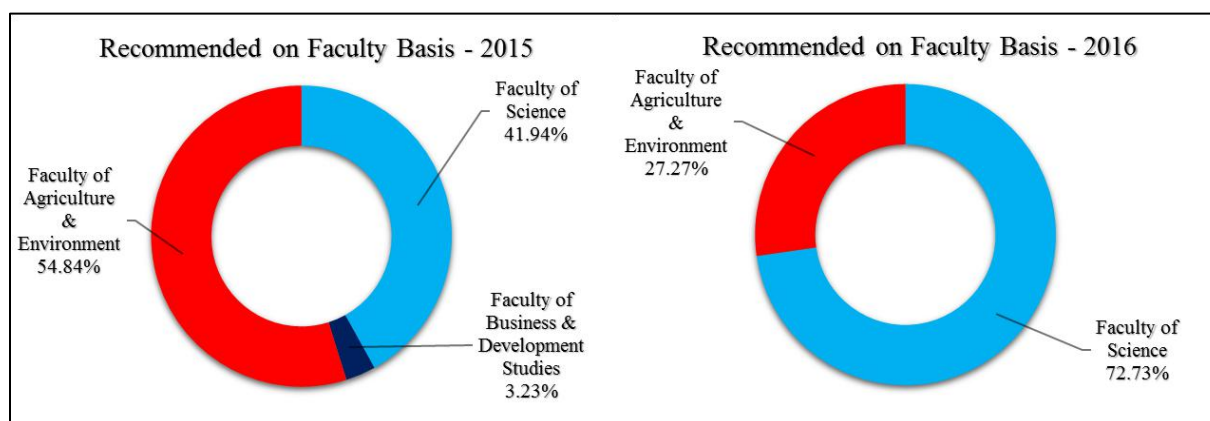
Faculty of science recommended the highest number of interns in 2016 i.e. 56 interns (43 male & 13 female) while faculty of Agriculture & Environment recommended the highest number of interns 17 (12 male & 5 female) in 2015.

It was noted that the number of female interns recommended for both 2015 and 2016 is less as compared to male counterparts and below the female threshold of 40% participation as shown in *table 1* below.

Table 1: Interns recommended on faculty basis.

S/N Faculty	2015						2016					
	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
1 Faculty of Science	13	42%	12	38.7%	1	3.2%	56	73%	43	55.8%	13	16.9%
2 Faculty of Business & Development Studies	1	3%	0	0.0%	1	3.2%	0	0%	0	0.0%	0	0.0%
3 Faculty of Agriculture & Environment	17	55%	12	38.7%	5	16.1%	21	27%	17	22.1%	4	5.2%
Total	31	100%	24	77.4%	7	22.6%	77	100%	60	77.9%	17	22.1%

Figure 1: Percentage representation of the interns recommended on faculty basis for 2015 and 2016



As shown in figure 1 above, Faculty of Agriculture recommended the leaser number of interns for 2016 (21) while faculty of Business & Development studies recommended the least number of interns for 2015 (1) intern.

2.1.2 Course Basis

Intern recommended were from courses like Bachelor of Information and Communication Technology, Bachelor of Science in Computer Science, Bachelor of Science in Biosystems Engineering for both 2015 and 2016.

Bachelor of Business Administration and Bachelor of Agriculture did not recommended interns for 2016 while Diploma in Computer Science did not recommended interns for 2015.

Bachelor of Information and Communications Technology recommended the highest number of interns (35) in 2016 while Bachelor of Science in Biosystems Engineering recommended the highest number of interns (10) in 2015. This is represented in table 2 below.

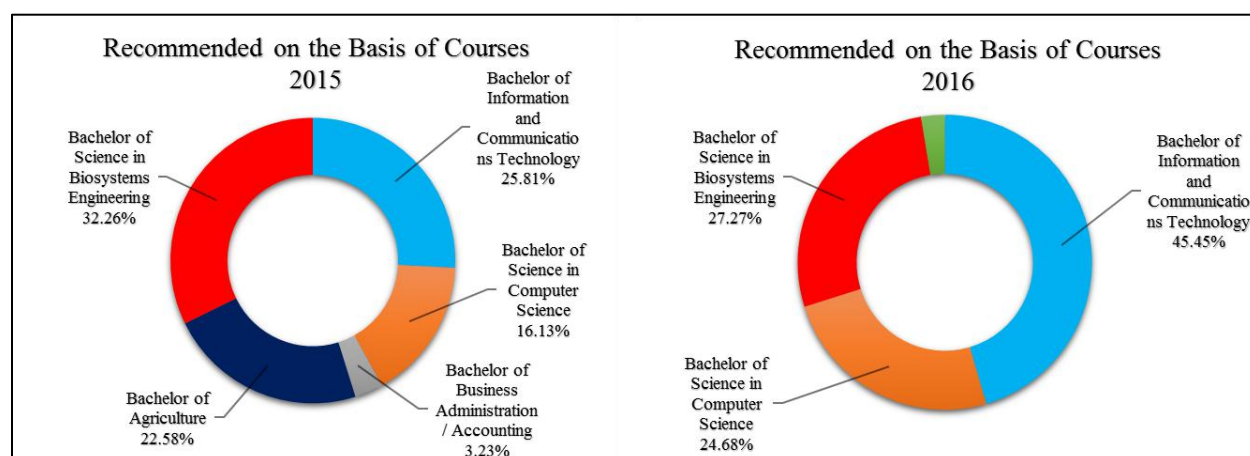
Table 2: Interns recommended per course for 2015 and 2015

S/N Courses	2015						2016					
	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
1 Bachelor of Information and Communications Technology	8	26%	7	22.6%	1	3.2%	35	45%	24	31.2%	11	14.3%
2 Bachelor of Science in Computer Science	5	16%	5	16.1%	0	0.0%	19	25%	17	22.1%	2	2.6%
3 Bachelor of Business Administration / Accounting	1	3%	0	0.0%	1	3.2%	0	0%	0	0.0%	0	0.0%
4 Bachelor of Agriculture	7	23%	6	19.4%	1	3.2%	0	0%	0	0.0%	0	0.0%
5 Bachelor of Science in Biosystems Engineering	10	32%	6	19.4%	4	12.9%	21	27%	17	22.1%	4	5.2%
6 Diploma in Computer Science	0	0%	0	0.0%	0	0.0%	2	3%	2	2.6%	0	0.0%
Total	31	100.00%	24	77.42%	7	22.58%	77	100.00%	60	77.92%	17	22.08%

As shown in table 2 above, only two (2) female interns were recommended from Bachelor of Science in computer Science and 17 male interns in 2016 while five (5) male and no female intern was recommended in 2015.

None of the courses recommended more interns than the threshold of 40%. Bachelor of Information and Communications Technology recommended the highest number of female interns (11- 14.3%) in 2016, well as it Bachelor of Science in Biosystems Engineering which recommended the highest number of female interns (4- 12.9%) in 2015.

Figure 2: Percentage number of interns recommended per course



As shown in figure 2 above, Diploma in Computer Science recommended the least number of interns in 2016 (2- 2.60%) while Bachelor of Business Administration /Accounting recommended the least number of interns in 2015 (1- 3.23%).

3 PLACEMENT OF INTERNS

Placement of interns commenced in January mainly for the 2015 cohort who were still in the database. The process continued up to June when the 2016 cohort was inducted and placed. As per the intention of the project, all Interns were placed in their relevant fields of study. Support supervision was conducted after their training period to ensure that the interns have obtained the respective skills in addition to obtaining feedback from the employers.



Mr. Oola Geoffrey (L) and IPO (R) at Ramsgate ICT Solution Centre

In 2016, a total of nine (9) male interns had not been placed yet. These were from Bio-systems Engineering (6) and Computer Science (3). Six (6) interns from the 2015 cohort were placed before June 2016. Of the seventy-seven (77) interns recommended by Gulu University for 2016 cohort, fifty-nine (59) were placed for internship as at 31st December 2016. Therefore, the total number of interns placed in 2016 is sixty-five (68). The placement process is still ongoing for all the interns in the database. Four (4) of the interns recommended in 2016 were able to obtain employment before they were placed for internship, one left work, and four were not willing to train with the Project.

3.1 MONTHLY BASIS

During this period, nine interns from the previous database were placed in the first half of the year. This is attributed to the increase in the demand by companies. The largest number of interns placed was recorded in June with 23 interns, followed by July and October with a total of 12 interns. The total number of interns placed in the other months was relatively low compared to June, July and October. The slowdown in placements is attributed to the reduction in demand for interns in particular companies citing the fact that they had enough staff.

3.1.1 Total Vs Actual

As shown in *table 3* below, 2 students were not able to complete their internship period of three months in 2016 because they were continuing university students of Biosystems Engineering.

Table 3: Total numbers of interns placed for 2015 and 2016.

Months	2015				2016			
	Total Placement		Actual Placement		Total Placement		Actual Placement	
	Total	%	Male	Female	Total	%	Male	Female
January	0	0.00%	0	0	0	0.00%	0	0
February	0	0.00%	0	0	0	0.00%	0	0
March	0	0.00%	0	0	0	0.00%	0	0
April	0	0.00%	0	0	0	0.00%	0	0
May	0	0.00%	0	0	0	0.00%	0	0
June	0	0.00%	0	0	0	0.00%	0	0
July	10	45.45%	6	4	10	45.45%	6	4
August	6	27.27%	5	1	6	27.27%	5	1
September	0	0.00%	0	0	0	0.00%	0	0
October	1	4.55%	1	0	1	4.55%	1	0
November	2	9.09%	1	1	2	9.09%	1	1
December	3	13.64%	2	1	3	13.64%	2	1
Total	22	100.0%	15	7	22	100.0%	15	7

A total of 22 interns were placed throughout the whole year (2015), all the interns successfully completed their training with the companies where they were placed. Of these, 7 (31.82%) were Female and 15 (68.18%) were male.

In 2016, a total of 65 interns were placed however, only 63 (96.92%) were able to complete their internship. Of those who completed, 50 (79.36%) were Male and 13 (20.63%) were female. The total number of the interns has changed by 155% with an increase of 31 additional interns to those placed in the previous year 2015. The total number of female interns has changed by 7 (116% of the original interns from 2015). The figures are tending towards achieving the major objective of the project to skill 2000 interns by the end of 2018.

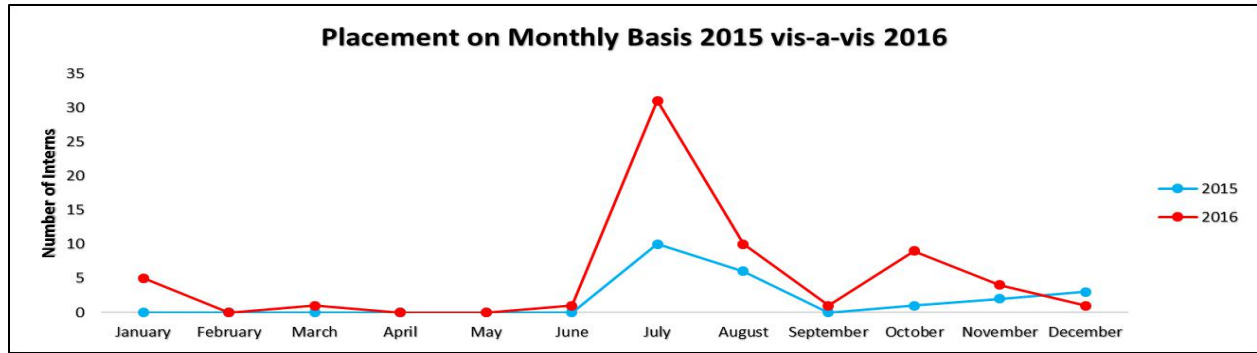


Figure 3: Graph illustrating the numbers of interns placed per month for both 2015 and 2016.

From Figure 4 above, the placement trend of 2015 has not been so different from that of 2016. The largest number of interns are placed around the month of June and July for both years. This is attributed to the high demand for interns during this period. In the subsequent months, the total number of interns placed are relatively low.

The placement of interns for both 2015 and 2016 was concluded in the month of December.

Usually fewer interns are placed during this period because most companies are closing business and do not take on interns.

3.2 COLLEGE/FACULTY/DEPARTMENT/SCHOOL BASIS

It was observed that some faculties/Departments register courses that are highly demanded by employees than others. Students from the Faculty of Agriculture and Environment were placed most in 2015 while students from the Faculty of Science were placed most in 2016. This was because employers in that particular field could relate with them more than the rest.

3.2.1 Total vis-à-vis Actual

Table 4: Number of interns placed per Faculty/Department

Faculty	2015								2016							
	TOTAL				ACTUAL				TOTAL				ACTUAL			
	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
Faculty of Science	8	36.36%	7	1	8	36.36%	7	1	48	73.85%	38	10	47	74.60%	37	10
Faculty of Business & Development Studies	1	4.55%	0	1	1	4.55%	0	1	0	0.00%	0	0	0	0.00%	0	0
Faculty of Agriculture & Environment	13	59.09%	8	5	13	59.09%	8	5	17	26.15%	14	3	16	25.40%	13	3
Total	22	100.0%	15	7	22	100.0%	15	7	65	100.0%	52	13	63	100.0%	50	13

Only one (1) female intern was placed from the faculty of Business & Development in 2015 and no intern was placed in 2016.

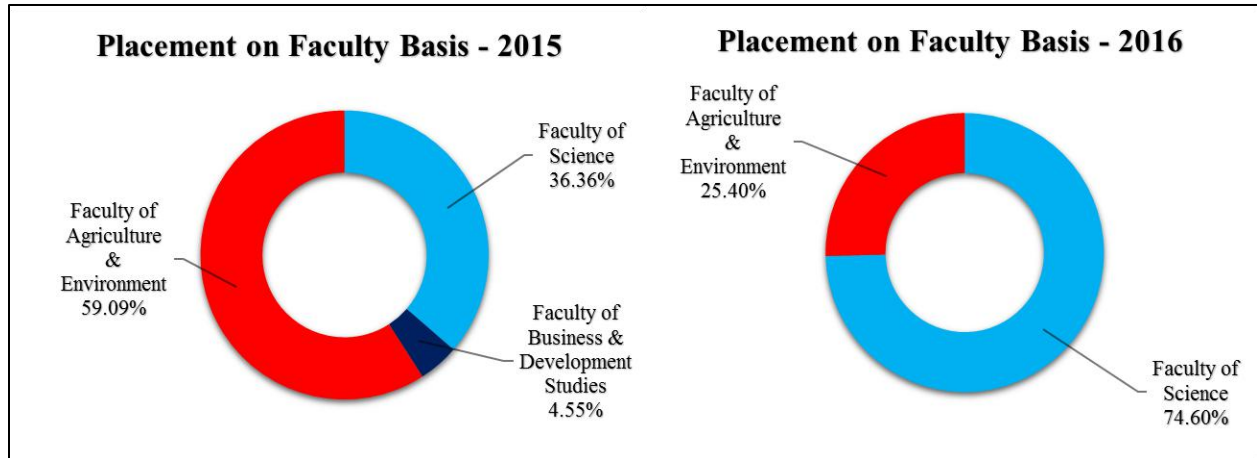


Figure 4: Graphs showing the numbers of interns placed per Faculty in 2015 and 2016.

The Faculty of Agriculture & Environment had the highest number of interns placed in 2015 at 13 with 59.09% of the total placements followed by Faculty of Science with 36.36%.

In 2016, the Faculty of Faculty Science took the lead at 74.60% with 47 interns placed followed by the Faculty of Agriculture & Environment with a total of 16 interns (25.40%). No single intern from the Faculty of Business and Development Studies was placed.

3.3 COURSE BASIS

The interns placed were from six (6) courses. During the 2016 placement period, Bachelor of Information and Communication technology had the highest number of interns (24 male & 8 female) placed and Bachelor of Agriculture had the lowest number (one intern). This is attributed to the resistance for the few agricultural based farms to take on more interns during the placement period.

3.3.1 Total Vs Actual

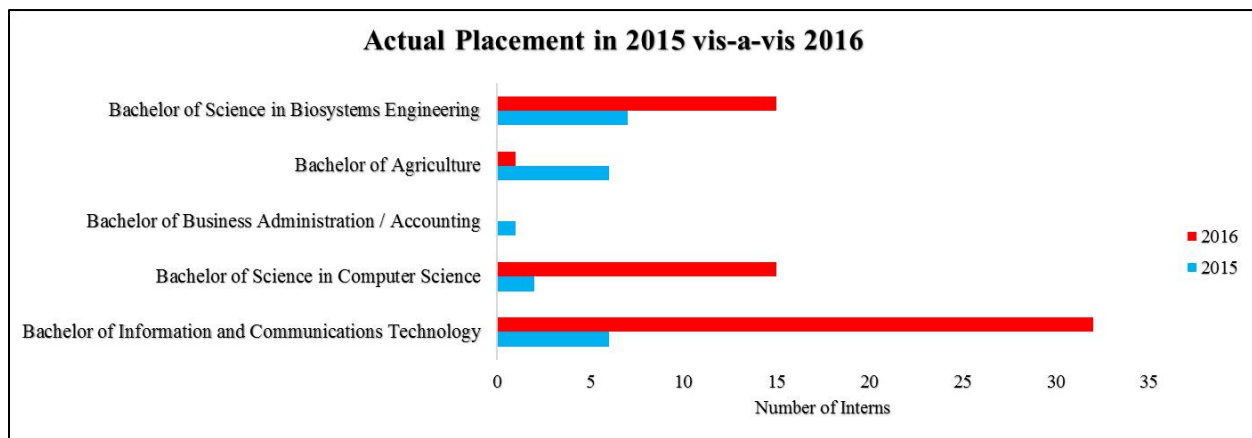
Table 5; A table showing the number of interns placed per course for both 2015 and 2016

Courses	2015								2016							
	TOTAL				ACTUAL				TOTAL				ACTUAL			
	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
Bachelor of Information and Communications Technology	6	27.27%	5	1	6	27.27%	5	1	32	49.23%	24	8	32	50.79%	24	8
Bachelor of Science in Computer Science	2	9.09%	2	0	2	9.09%	2	0	16	24.62%	14	2	15	23.81%	13	2
Bachelor of Business Administration / Accounting	1	4.55%	0	1	1	4.55%	0	1	0	0.00%	0	0	0	0.00%	0	0
Bachelor of Agriculture	6	27.27%	5	1	6	27.27%	5	1	1	1.54%	1	0	1	1.59%	1	0
Bachelor of Science in Biosystems Engineering	7	31.82%	3	4	7	31.82%	3	4	16	24.62%	13	3	15	23.81%	12	3
Diploma in Computer Science	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
Total	22	100.0%	15	7	22	100.0%	15	7	65	100.0%	52	13	63	100.0%	50	13

In the 2015, Bachelor of science in Biosystems engineering had the highest number of interns placed at 7 (31.18%) interns followed by Bachelor of Agriculture and Bachelor of Information and communication technology with 6 interns each (27.3%). Bachelor of Business Administration/ Accounting had the lowest number of interns placed with only one intern (4.5%). However, no intern from Diploma in computer science was placed during the same period.

In 2016, Bachelor of Information and communication technology had the highest number of interns placed with 32 (49.2%) followed by Bachelor of science in Biosystems engineering and Bachelor of science Computer with 16 (24.6%) interns placed from each course. In the same period, no single intern was placed from Bachelor of Business Administration/ Accounting and Bachelor of in computer.

Table 6; A graph showing number of interns placed per course for both 2015 and 2016.



From figure 6; unlike Bachelor of Business Administration/ Accounting which had no students placed in 2016, most of the courses recommended had interns placed in both 2015 and 2016.

3.4 COMPANY INFORMATION

Several companies from various sectors took on interns. Well as some are big companies, others are small and medium. We do believe that students have more to learn from small and medium companies as compared to the big companies since these have already established systems in place which they would not feel comfortable giving interns access.

3.4.1 Sectors and Size

UMA has several sectors including information Technology Service & Equipment, Construction materials and Service among others.

Information technology Services & Equipment Sector covers a greater percentage of the interns placed for both periods 2015 & 2016 with 6 and 32 interns respectively. Out of the 65 interns

placed, 52 were male and 13 female interns in the year 2016. Table 7 below shows the different sectors that took on interns.

Table 7: Interns placed per sector for 2015 and 2016

Sectors	2015			2016		
	Total	Male	Female	Total	Male	Female
INFORMATION TECHNOLOGY SERVICES & EQUIPMENT	6	5	1	32	24	8
AGRICULTURAL PRODUCE,EQUIPMENT&DEVELOPMENT	0	0	0	9	7	2
ALCOHOL,WINES & SPIRITS	0	0	0	1	1	0
ANIMAL FEEDS,HUSBANDRY & POULTRY	0	0	0	1	1	0
CONSTRUCTION MATERIALS & SERVICES	1	1	0	5	4	1
EDUCATION	1	1	0	1	1	0
FOODS&BEVERAGES	0	0	0	2	2	0
HEALTH EQUIPMENT & SERVICES/PHARMACEUTICALS	0	0	0	3	3	0
NGO	0	0	0	9	8	1
TELECOMMUNICATION	0	0	0	2	1	1
TELECOMUNICATION	1	1	0	0	0	0
ASSOCIATION	1	0	1	0	0	0
FOOD & BEVERAGES	8	5	3	0	0	0
AGRICULTURAL PRODUCE,EQUIPMENT & DEVELOPMENT	3	2	1	0	0	0
UTILITIES	1	0	1	0	0	0
Total	22	15	7	65	52	13

3.4.1.1 Company Basis

Interns were placed in 14 companies in 2015. Ramsgate ICT solutions and Mbalimbali Ltd took on the highest number with 5 interns each (4 male and 1 female). It is also not that more male interns were placed as compared to their female counter parts as shown in *table 8* below.

Table 8: Interns placed per company in 2015

Companies	2015			
	Total	%	Male	Female
1 Digitech IT & Media Ltd	1	4.55%	1	0
2 Ramsgate ICT Solutions Centres	5	22.73%	4	1
3 Megha Fm	1	4.55%	1	0
4 UMA	1	4.55%	0	1
5 Mbalimbali Ltd	5	22.73%	4	1
6 Gulu University (Network OperationCent	1	4.55%	1	0
7 SCOUT	1	4.55%	0	1
8 Uganda Tea Corporation Ltd	1	4.55%	1	0
9 NWSC	1	4.55%	0	1
10 Fresh Diary	1	4.55%	0	1
11 Ideal Farmers Ltd	1	4.55%	1	0
12 Fresh Cuts	1	4.55%	0	1
13 Web Construction Engineers Int'l	1	4.55%	1	0
14 G.B.K Diary Products (U) Ltd	1	4.55%	1	0
Total	22	100.00%	15	7

Table 9: Interns placed per company in 2016.

2016					
No.	Companies	Total	%	Male	Female
1	Ramsgate ICT Solution Centre	10	15.38%	8	2
2	Digitech	4	6.15%	3	1
3	Makerere ICT Solutions	1	1.54%	1	0
4	Mega FM Radio Station Gulu	1	1.54%	0	1
5	Fundi Bots	3	4.62%	2	1
6	Skynet Computer Training Centre	1	1.54%	1	0
7	Bifriens	1	1.54%	0	1
8	Jimtech Company Limited	1	1.54%	1	0
9	Britam	1	1.54%	1	0
10	Passion for Community Dev't	1	1.54%	1	0
11	Open University Of Africa	1	1.54%	1	0
12	Adisoft Investment LTD	3	4.62%	1	2
13	Children Of Africa Ltd	3	4.62%	2	1
14	Sesaco	1	1.54%	1	0
15	Gamma distillers	1	1.54%	1	0
16	Green Bio Energy	1	1.54%	1	0
17	Rena Beavearges	1	1.54%	1	0
18	Adroit Solutions	1	1.54%	1	0
19	St. Joseph's Hospital Kitgum	2	3.08%	2	0
20	Caritas Lira Social Services& Dev't	1	1.54%	1	0
21	Famous 2009 Limited	1	1.54%	1	0
22	Reimex Coumputer Doctor	1	1.54%	1	0
23	Edge technology	1	1.54%	1	0
24	Children UP Uganda	1	1.54%	1	0
25	Mayondo Civil Engineering works	1	1.54%	1	0
26	Oscom Uganda	1	1.54%	1	0
27	Lacor Hospital	1	1.54%	1	0
28	Kab Technology Solutions Ltd	1	1.54%	0	1
29	Tilda Uganda	2	3.08%	2	0
30	Kinyara	1	1.54%	1	0
31	SCOUL	4	6.15%	3	1
32	Airtreck	2	3.08%	1	1
33	Igara Tea	1	1.54%	0	1
34	Task Engineers	1	1.54%	1	0
35	Kazinga Channel Office World Ltd	1	1.54%	1	0
36	Uganda Telecom	1	1.54%	1	0
37	Can Luba Poultry enterprises	1	1.54%	1	0
38	Allied SACCO	1	1.54%	1	0
39	Ramsgate ICT Solutions Centres	2	3.08%	2	0
40	Isra AID GULU University	1	1.54%	1	0
Total		65	100.00%	52	13

As shown in table 9 above, Ramsgate ICT solutions took the highest number of intern (10) followed by Digitech and SCOUL with 4 interns each. The rest of the companies had relatively low.

3.5 TARGET ACHIEVEMENT

The target placement for GU was 24 and 33 interns in 2015 and 2016 respectively. The target for 2015 was missed as only 22 interns (91.67%) were placed. However, in 2016 the target was not only beaten but also surpassed as 63 interns (190.91%). This more than compensated for the 2015 miss. It should be noted however, that since the major objective of the Project is to skill interns; the placement process will still go on until June 2017 for all the interns that are still in the 2016 database.

3.5.1 Total Vs Actual

Table 10: Table showing HEST target for both 2015 and 2016 visa vie the number of people placed.

2015				2016			
Total	Actual	HEST Target	% of HEST Target	Total	Actual	HEST Target	% of HEST Target
22	22	24	92%	65	63	33	191%

3.6 S&T AND ARTS

Apart from one course (Bachelor of Business Administration/ Accounting) included in 2015, All the interns recommended by Gulu University are from a Science and Technology back ground.

Table 11: A table showing the intake for both S&T and Arts Courses for both 2015 and 2016.

2015					2016				
Total	S&T	%	ARTS	%	Total	S&T	%	ARTS	%
22	21	95.45%	1	4.55%	65	65	100.00%	0	0.00%

3.7 INTERNS NOT YET PLACED

The total number of interns that are not yet placed in any company was nine (9) as of 31st December, 2016.

Courses such as Information Communication Technology, Computer Science and Bio Systems Engineering were not easily comprehensible to some employers because they could not differentiate them from the usual courses with related names and same content. Nonetheless, the project team has managed to explain to the employers so that they appreciate these courses. The placement process is ongoing for all interns.

Other reasons for not placing some interns include i.e. Not Willing, Not Accepted among others.

3.7.1 Faculty Basis

In 2015, the total number of interns that had not been placed for internship was 3 male interns. The Faculty that had the highest number of interns that were not placed was Agriculture and Environment with 2 Interns. Faculty of Science had one intern that had not been placed yet.

For 2016, Faculty of Science had the largest number of interns still in the database with 9 Interns (8 males and 1 Female) followed by Faculty of Agriculture and Environment with 3 interns (3 Male).

Table 12: Students not placed according to Faculty

S/N	Faculty	2015				2016			
		Total	%	Male	Female	Total	%	Male	Female
1	Faculty of Science	1	33.33%	1	0	6	66.67%	5	1
2	Faculty of Business & Development Studies	0	0.00%	0	0	0	0.00%	0	0
3	Faculty of Agriculture & Environment	2	66.67%	2	0	3	33.33%	3	0
Total		3	100.00%	3	0	9	100.00%	8	1

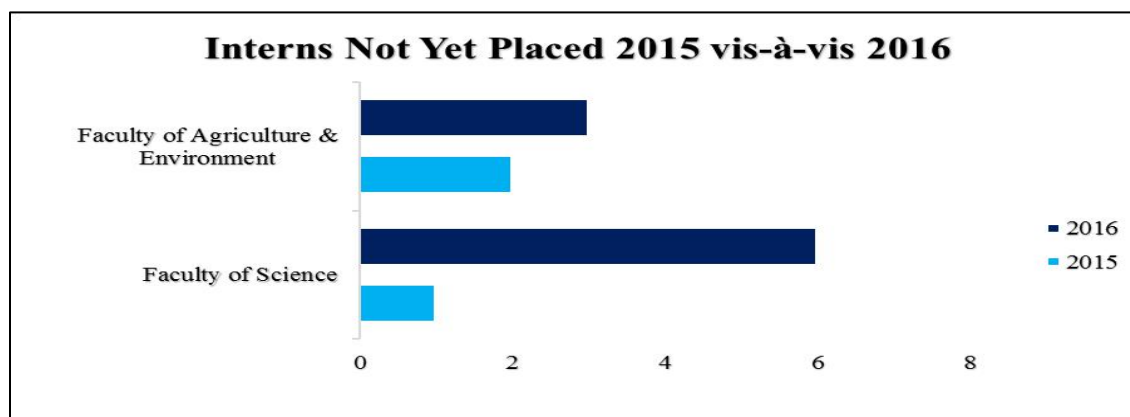


Figure 5: Proportion of no placed interns per faculty

3.7.2 Course Basis

With regard to courses, Bachelor of science in Biosystems Engineering had 2 (66.67%) interns not placed yet followed by Diploma in computer Science with 1 (33.33%) as of 31st December 2015.

In 2016, both Bachelor of science in Biosystems Engineering and Bachelor of information communication technology were less favored with both having 3 interns (33.33%) not placed followed by Bachelor of Computer Science with 2 (22.22%) interns each in the database as of 31st December 2016.

Table 13; Number of interns not yet placed per course

S/N	Courses	2015				2016			
		Total	%	Male	Female	Total	%	Male	Female
1	Bachelor of Information and Communications Technology	0	0.00%	0	0	3	33.33%	2	1
2	Bachelor of Science in Computer Science	1	33.33%	1	0	2	22.22%	2	0
3	Bachelor of Business Administration / Accounting	0	0.00%	0	0	0	0.00%	0	0
4	Bachelor of Agriculture	0	0.00%	0	0	0	0.00%	0	0
5	Bachelor of Science in Biosystems Engineering	2	66.67%	2	0	3	33.33%	3	0
6	Diploma in Computer Science	0	0.00%	0	0	1	11.11%	1	0
Total		3	100.00%	3	0	9	100.00%	8	1

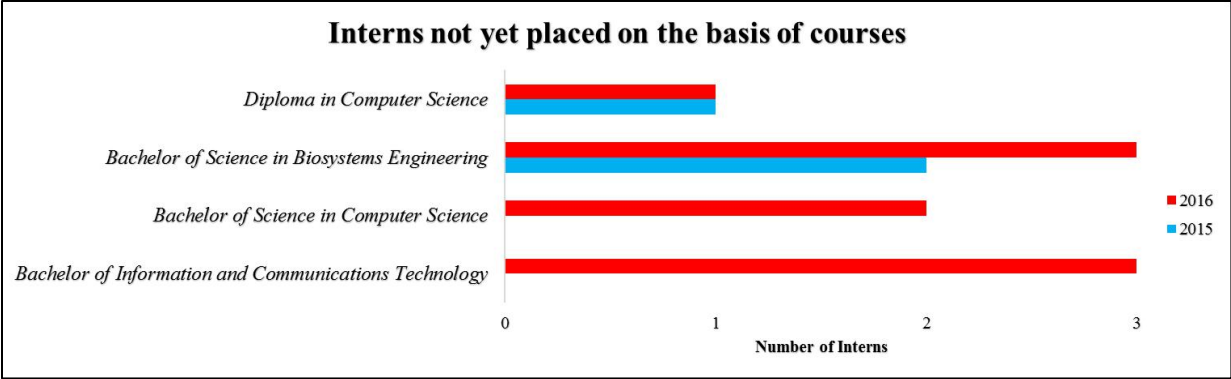


Figure 6: Proportion of not placed interns per course

The graph relates to the information in *table 13*.

4 STATUS OF INTERNS AFTER COMPLETION OF THEIR 3 MONTHS INTERNSHIP

Since the main objective of the UMA-HEST Internship Project is to skill students and prepare them for employment, the project is therefore interested in finding out what the students become after their internship period. To be able to establish this, a tracer survey was carried out on the interns placed in 2015 and 2016. Six variables were used during the survey, these included: Retained, Employed, Extension, Self Employed, Working, Not Retained.

The variables are explained in the table below.

Variable	Meaning
Retained	This means that the intern worked with a certain company which later employed him/her.
Employed	This means that the intern trained with a certain company X and after internship started working with another company Y.
Extension	This means that the intern trained with a certain company for 3 months and the company decided to keep him/her as an intern for some more time.
Self-Employed	This means that the intern set up his/her own business after the 3 months training.
Working	This means that the intern got employed before being placed for internship.
Not retained	This means that the intern trained with a company for three months and left.
Not yet placed	This means that the students have not yet been sent to companies to train.

4.1 STATUS TREND

All the students placed for 2015 & 2016 were contacted, however of the 22 interns placed in 2015 and 65 interns for 2016, only 19 and 45 interns respectively responded. 9 interns were found employed in 2016 as compared to 2 interns in 2015. A table below show the finds of the survey for retained, employed, extension, self-employed, still at University and not retained interns.

Table 14: Status of the interns on gender basis for 2015 and 2016

STATUS OF INTERNS RECOMMENDED								
2015 Interns Recommended - As At 31st DEC 2016					2016 Interns Recommended - As At 31st DEC 2016			
Status	Total	%	Male	Female	Total	%	Male	Female
Employed	2	6.45%	2	0	10	12.99%	7	3
Retained	3	9.68%	3	0	7	9.09%	7	0
Self Employed	1	3.23%	1	0	4	5.19%	3	1
Still at University	0	0.00%	0	0	4	5.19%	2	2
No Response	9	29.03%	8	1	12	15.58%	9	3
Extension	1	3.23%	0	1	7	9.09%	5	2
Not Retained	12	38.71%	7	5	15	19.48%	13	2
Sub Total	28	90.32%	21	7	59	76.62%	46	13

NOT YET PLACED AS AT 31ST DEC 2016					NOT YET PLACED AS AT 31ST DEC 2016			
	Total		Male	Female	Total		Male	Female
Working	0	0.00%	0	0	4	5.19%	3	1
Not Yet Placed	3	9.68%	3	0	9	11.69%	8	1
Not Willing	0	0.00%	0	0	5	6.49%	3	2
Sub Total	3	9.68%	3	0	18	23.38%	6	5
Grand Total	31	100.00%	21	10	77	100.00%	38	15

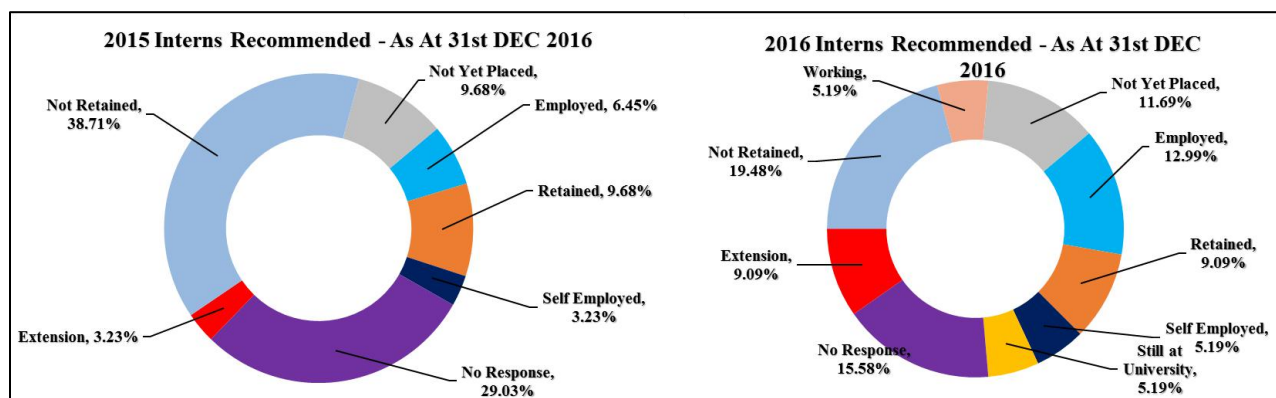


Figure 7: Percentage representation of the status of interns for 2015 and 2016

4.1 FACULTY BASIS

In 2015, all the 3 male interns were retained (2 from the Faculty of Science and 1 from Faculty of Agriculture and Environment). No interns were retained from the Faculty of Business and Development studies. In the same year, 1 female intern from Faculty of Business and Development studies was given an extension, 1 Male intern from Faculty of Agriculture and Environment started his own business and 12 interns from the different Faculties as indicated in the table were not retained.

Table 15: Interns' Status as at 31st December 2016

2015 Interns Recommended - As at 31st Dec 2016								
Status	Total	%	Faculty of Science		Faculty of Business & Development Studies		Faculty of Agriculture & Environment	
			Male	Female	Male	Female	Male	Female
Retained	3	9.68%	2	0	0	0	1	0
Employed	2	6.45%	2	0	0	0	0	0
Extension	1	3.23%	0	0	0	1	0	0
Self Employed	1	3.23%	0	0	0	0	1	0
Working	0	0.00%	0	0	0	0	0	0
Not Retained	12	38.71%	3	1	3	1	3	1
No Response	9	29.03%	4	0	0	0	4	1
Not Willing	0	0.00%	0	0	0	0	0	0
Still at University	0	0.00%	0	0	0	0	0	0
Not Yet Placed	3	9.68%	1	0	1	0	1	0
Total	31	100.00%	11	1	3	2	9	2

2016 Interns Recommended - As at 31st Dec 2016

Status	Total	%	Faculty of Science		Faculty of Business & Development Studies		Faculty of Agriculture & Environment	
			Male	Female	Male	Female	Male	Female
Retained	7	9.09%	5	0	0	0	2	0
Employed	10	12.99%	6	3	0	0	1	0
Extension	7	9.09%	5	2	0	0	0	0
Self Employed	4	5.19%	2	1	0	0	1	0
Working	4	5.19%	3	1	0	0	0	0
Not Retained	15	19.48%	9	2	0	0	4	0
No Response	12	15.58%	7	2	0	0	2	1
Not Willing	5	6.49%	1	1	0	0	2	1
Still at University	4	5.19%	0	0	0	0	2	2
N	9	11.69%	5	1	0	0	3	0
Total	77	100.00%	43	13	0	0	17	4

In 2016, Faculty of Science had the highest number of interns in all categories; retained (5), employed (6), extension (5), self-employed (2), working (3) not retained (9) and No response (7). This was because most of the interns placed were from this particular Faculty. The rest were all from the Faculty of Agriculture and Environment. Unlike 2015, 2016 had no intern recommended and placed from the Faculty of Business and Development studies.

4.2 COURSE BASIS

In 2016 Seventy-seven (77) interns were contacted from six (6) science and technology based courses i.e. Bachelor of information and communication technology, Bachelor of science in computer science, Bachelor of business administration/accounting, Bachelor of agriculture, Bachelor of science in Biosystems engineering, diploma in computer science. Bachelor of information and communication technology had the highest number of interns (35), followed by bachelor science in Biosystems engineering (21) and other courses whereas thirty-one (31) interns were contacted from the six science and technology based courses in 2015 where Bachelor of Biosystems engineering had the highest number (8) followed by bachelor of information and communication technology (8) as shown in table 4 below.

Table 16: Interns' Status on Course Basis as at 31st December 2016

2015											
Status	Total	Retained	Employed	Extension	Self Employed	Working	Not Retained	No Response	Not Willing	Still at University	Not Yet Placed
Bachelor of Information and Communications Technology	8	2	2	0	0	0	2	2	0	0	0
Bachelor of Science in Computer Science	5	0	0	0	0	0	2	2	0	0	1
Bachelor of Business Administration / Accounting	1	0	0	1	0	0	0	0	0	0	0
Bachelor of Agriculture	7	1	0	0	1	0	3	2	0	0	0
Bachelor of Science in Biosystems Engineering	10	0	0	0	0	0	5	3	0	0	2
Diploma in Computer Science	0	0	0	0	0	0	0	0	0	0	0
Total	31	3	2	1	1	0	12	9	0	0	3
2016											
Status	Total	Retained	Employed	Extension	Self Employed	Working	Not Retained	No Response	Not Willing	Still at University	Not Yet Placed
Bachelor of Information and Communications Technology	35	5	5	4	2	1	6	8	1	0	3
Bachelor of Science in Computer Science	19	0	4	3	1	2	5	1	1	0	2
Bachelor of Business Administration / Accounting	0	0	0	0	0	0	0	0	0	0	0
Bachelor of Agriculture	0	0	0	0	0	0	0	0	0	0	0
Bachelor of Science in Biosystems Engineering	21	2	1	0	1	0	4	3	3	4	3
Diploma in Computer Science	2	0	0	0	0	1	0	0	0	0	1
Total	77	7	10	7	4	4	15	12	5	4	9

4.3 COMPANY BASIS

Forty (40) companies took on interns from GU in 2016. Ramsgate ICT Solution Centre which took on interns in 2015 still took on the highest number of interns in 2016 with 10 interns. Three (3) of the interns that trained from Ramsgate ICT Solution Centre got employment in different companies after their training, two (2) were retained there and one (1) intern had his internship period extended. Other companies that took on a reasonable number of interns included Digitech (3 interns), Fundibots (3 interns), Adisoft Investment Limited (3 interns) and Children of Africa Limited (3 interns). Of the sixty five (65) interns placed, seven (7) interns got retained at the companies they did their internship from, ten (10) found employment in other companies after internship, four (4) interns had their internship period extended and eighteen did not respond.

More information about the company status can be found in table 17 Below.

Table 17: Interns' Status as at 31st December 2016

S/N	Company/Status	Total	Employed	Retained	No Response	Self Employed	Extension	Not Retained	Still at University
1	Ramsgate ICT Solution Centre	10	3	2	1	0	1	3	0
2	Digitech	4	0	1	2	0	1	0	0
3	Makerere ICT Solutions	1	0	0	1	0	0	0	0
4	Mega FM Radio Station Gulu	1	0	0	0	1	0	0	0
5	Fundi Bots	3	0	0	1	0	1	1	0
6	Skynet Computer Training Centre	1	0	0	0	0	1	0	0
7	Bifriens	1	0	0	0	0	1	0	0
8	Jintech Company Limited	1	0	0	1	0	0	0	0
9	Britam	1	0	1	0	0	0	0	0
10	Passion for Community Devt	1	1	0	0	0	0	0	0
11	Open University Of Africa	1	0	0	0	0	1	0	0
12	Adisoft Investment LTD	3	2	0	0	0	0	1	0
13	Children Of Africa Ltd	3	1	0	1	0	0	1	0
14	Sesaco	1	0	0	0	0	0	1	0
15	Gamma distillers	1	0	1	0	0	0	0	0
16	Green Bio Energy	1	1	0	0	0	0	0	0
17	Rena Beavearges	1	0	0	1	0	0	0	0
18	Adroit Solutions	1	0	0	1	0	0	0	0
19	St. Joseph's Hospital Kitgum	2	0	0	1	0	0	1	0
20	Caritas Lira Social Services& Dev't	1	0	0	0	1	0	0	0
21	Famous 2009 Limited	1	1	0	0	0	0	0	0
22	Reimex Computer Doctor	1	0	0	0	0	1	0	0
23	Edge technology	1	0	0	0	0	0	1	0
24	Children UP Uganda	1	0	1	0	0	0	0	0
25	Mayondo Civil Engineering works	1	0	0	0	0	0	1	0
26	Oscom Uganda	1	1	0	0	0	0	0	0
27	Lacor Hospital	1	0	0	0	0	0	1	0
28	Kab Technology Solutions Ltd	1	0	0	1	0	0	0	0
29	Tilda Uganda	2	0	1	0	0	0	0	1
30	Kinyara	1	0	0	0	0	0	0	1
31	SCOUL	4	0	0	1	1	0	2	0
32	Airtreck	2	0	0	1	0	0	0	1
33	Igara Tea	1	0	0	0	0	0	0	1
34	Task Engineers	1	0	0	0	0	0	1	0
35	Kazinga Channel Office World Ltd	1	0	0	0	0	0	1	0
36	Uganda Telecom	1	0	0	0	1	0	0	0
37	Can Luba Poultry enterprises	1	0	0	1	0	0	0	0
38	Allied SACCO	1	0	0	1	0	0	0	0
39	Ramsgate ICT Solutions Centres	2	0	0	2	0	0	0	0
40	Isra AID GULU University	1	0	0	1	0	0	0	0
Total		65	10	7	18	4	7	15	4

5 SKILLS ATTAINED

Most students in universities receive theoretical trainings that are not readily applicable in the practical situations in the current competitive world of work. This is attributed to the way universities equip students with knowledge rather than practical skills. Therefore, the project seeks to bridge that gap and offer a solution of skilling over 2000 graduates from various BIs Interns by placing them in companies for a 3 months' internship with consideration of their fields of study. The major aim of this is to help them acquire hands on practical skills, knowledge and experience in line with what they studied when at University.

With emphasis on the project objective of skilling over 2000 graduates, a tracer survey was conducted in December 2016 to collect data on the different variables for each intern i.e. Skills acquired during internship, Department of work, Current status, overall rating of the UMA-HEST Internship among others. This would help us identify the nature of skills acquired, the nature of work the interns were engaged in during their internship among others. With respect to the tracer survey, interns were required to highlight at least three (3) skills either hard or soft that they were able to acquired.

GU has recommended 108 students since the start of the project in 2015 i.e. 31 students in 2015 and 77 students in 2016. Of these, 87 have been placed with majority in 2016 (65 interns) as compared to 2015. A tracer survey to identify the specific skills (both soft and hard) that interns acquired was conducted after their internship. All the 65 interns who formed the population of students placed were contacted during the survey however, only 46 participated in this survey resulting into a response rate of 70.76%. Therefore, a total of 195 responses was the expected outcome since interns were required to highlight at least three (3) skills either hard or soft that they were able to acquired but 118 responses were obtained from the 65 participants.

In this particular chapter, emphasis has been put on the different skills the interns acquired. The different range of skill sets the interns acquired were classified into two major categories i.e. soft and hard (functional) skills. Below is a brief description of the various sub categories of skills under major categories.

MAJOR CATEGORY	DESCRIPTION
SOFT SKILLS	Are personality traits, attitudes, habits and behaviours you display when working with others.
SUB CATEGORIES	DESCRIPTION
Report Writing	Drafting documents containing information organized in narrative, graphic or tabular forms prepared on ad hoc, periodic or regular basis as required
Communication	Effectively conveying messages at a workplace using both verbal speech and other methods so that it is clearly and successfully delivered.
Team Work	Cooperation at a work place using their individual skills and providing constructive feedback despite any personal conflict between individuals
Interpersonal	Skills used by a person to interact with others properly i.e. the ability of an intern to get along with others while getting the job done
Leadership	The ability of the interns to set direction, build an inspiring vision, create something new among others
Management	Ability of the intern to improve performance, delegation of tasks, and managing other people, training others/ developing their skills and knowledge.
Confidence	The ability of the intern to surely feel that he/she is equal to the task at hand.

MAJOR CATEGORY	DESCRIPTION
HARD SKILLS	Are specific, teachable abilities that can be defined and measured, such math, use of software among others.
SUB CATEGORIES	DESCRIPTION
IT	Skills the interns acquired in fields of Networking, Software and programming, Database Administration and Hardware Repair and Maintenance
Engineering	Skills the interns acquired in fields of Electrical, Civil, Mechanical, Mining, Environmental, Textile and Design and Chemical.
Agricultural	Skills the interns acquired in fields of Crop production, Livestock and poultry, Fishing and Aquaculture, Agricultural Extension and Agricultural maintenance.
Management	Skills the interns acquired fields of Accounting and Finance, Marketing, Audit, Organizing and Planning, Decision making, Project management and Delegation.
Science	Skills the interns acquired fields of Health and Natural Sciences.

5.1 NATURE OF SKILLS

5.1.1 Soft Skills

Under the soft skills category, Problem solving, Adaptability and Critical thinking skills were all expressed according to the skills the interns engaged in.

Soft skills are very critical skills that all interns need at the workplace since they need to communicate effectively and interact while getting the job done. As tabulated below, most of the interns (41.18% of the total responses) acquired communication skills as they all needed to communicate effectively at the workplace. These were followed by interpersonal skills (23.53% of the total respondents), as interns emphasized that it was important for them to interact well at the workplace. No responses were recorded on Report writing as interns didn't emphasize any interventions that required them to engage more in writing reports at the workplace.

In summary, majority of the interns who emphasized to have acquired these skills according to the survey were male (88.24%) as shown in the table above.

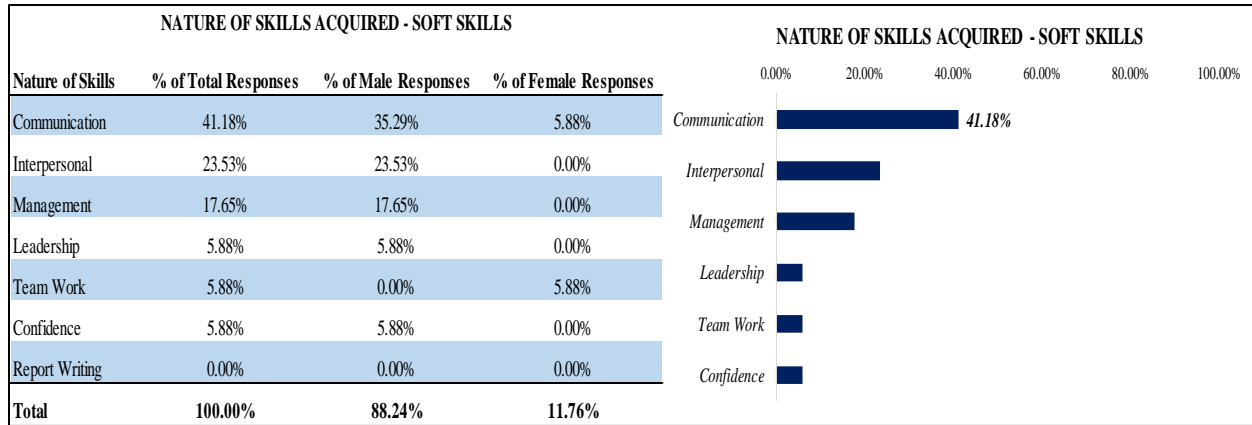


Figure 8: Nature and Ranking of Soft Skills attained by interns

5.1.2 Hard Skills

The interns emphasized to have acquired more hard skills as compared to the soft skills according to the survey. 85.47% of the responses obtained during the survey were under the hard skills category. The interns were able to acquire skills like networking, computer maintenance and repair, graphic designing, Database design, trouble shooting, maintenance and repair of machines, waste management, firefighting, machine operation, water treatment, among others.

According to the survey, it was found out that majority of the interns acquired IT skills (66% of the total responses). This was mainly attribute most of the students recommended and placed were of Bachelor of Information and Communications Technology. These were followed by the Engineering (20%) sub category as interns of Bachelor of Science in Bio systems engineering and Bachelor of Agriculture emphasized that they acquired skills like irrigation skills, drainage system, maintenance of tractor engines, land surveying, operating machines like tractors and bulldozers, land preparation, ploughing, land surveying, field testing skills among others.

In summary, majority of the interns who emphasized to have acquired these skills according to the survey were male (78%) as shown in the table above.

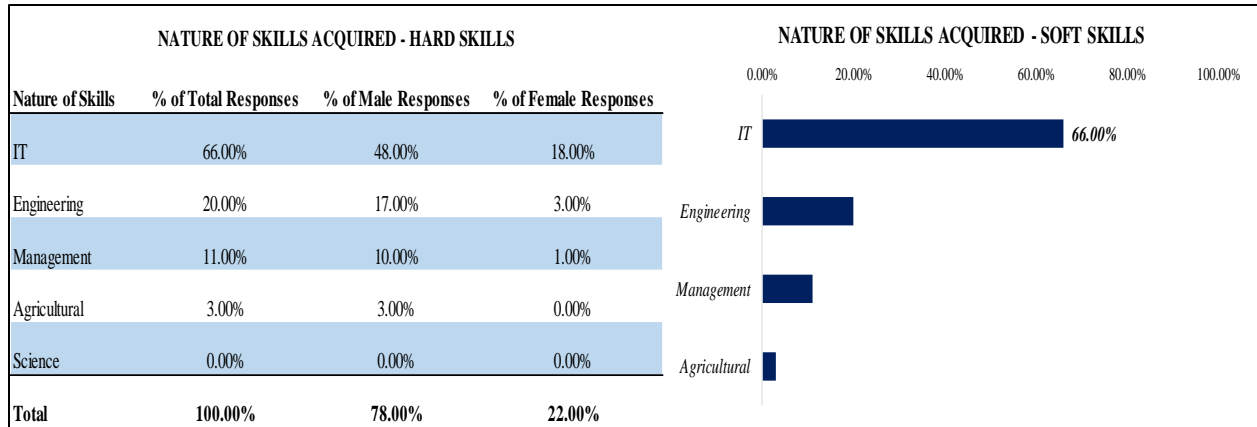


Figure 9: Nature and Ranking of hard Skills attained by Interns

Details of the statistics for the responses obtained per a different sub category are tabulated below.

NATURE OF SKILLS ACQUIRED - HARD SKILLS			
IT	% of Total Responses	% of Male Responses	% of Female Responses
Software & Programming	38.60%	24.56%	14.04%
Networking	36.84%	21.05%	15.79%
Hardware & Maintenance	19.30%	15.79%	3.51%
Database Administration	5.26%	1.75%	3.51%
Total	100.00%	63.16%	36.84%

Table 18: Nature of Hard Skills attained under IT Sub Category

From the table above, most of the interns who acquired relevant IT skills emphasized to have acquired skills majorly in line with software and programming (38.6%) namely; programming, website designing, software development, graphics designing, among others. These were followed by Networking skills (36.84%). In summary, majority of the interns who acquired IT skills were male (63.16%).

NATURE OF SKILLS ACQUIRED - HARD SKILLS

Engineering	% of Total Responses	% of Male Responses	% of Female Responses
Mechanical	60.00%	45.00%	15.00%
Chemical	20.00%	20.00%	0.00%
Civil	15.00%	15.00%	0.00%
Environmental	5.00%	5.00%	0.00%
Textile & Design	0.00%	0.00%	0.00%
Electrical	0.00%	0.00%	0.00%
Mining	0.00%	0.00%	0.00%
Total	100.00%	85.00%	15.00%

Table 19: Nature of Hard Skills attained under the Engineering Sub-category

From the table above, majority of the interns who acquired relevant Engineering skills emphasized to have acquired skills majorly in line with Mechanical work (60%) namely; operating machines like tractors and bulldozers, fixing engines, testing machines, machine repair among others. These were followed by Chemical related skills (20%). In summary, majority of the interns who acquired Engineering skills were male (85%).

NATURE OF SKILLS ACQUIRED - HARD SKILLS

Management	%	%	%
Data Management	63.64%	63.64%	0.00%
Organizing & Planning	9.09%	0.00%	9.09%
Marketing	0.00%	0.00%	0.00%
Entrepreneurship	9.09%	9.09%	0.00%
Accounting & Finance	9.09%	9.09%	0.00%
Audit	0.00%	0.00%	0.00%
Decision Making	9.09%	9.09%	0.00%
Project Management	0.00%	0.00%	0.00%
Delegation	0.00%	0.00%	0.00%
Total	100.00%	90.91%	9.09%

Table 20: Nature of Hard Skills attained under Management Sub-Category

It was noted that 63.64% of the interns acquired data management skills. This was through activities like data entry, records keeping among others. Interns also acquired 9.09% organizational & planning, entrepreneurship, accounting & finance, and decision making as shown in the table above.

6 CHALLENGES AND MITIGATIONS

CHALLENGES	MITIGATIONS
<p>Inability to meet the gender parity of 40% for females.</p> <p>The Project was not able to place 40% female interns; this was because few female interns were recommended for every course.</p>	<p>The Project Team will liaise with Gulu University to ensure that in 2017, the percentage of female students exceeds the 40% mark.</p>
<p>Delay to hand in reports;</p> <p>Some students take long to send their monthly reports. This makes it hard for the Placement Officer to process their monthly stipends in time since the interns are facilitated after sending reports.</p>	<p>The HEST team starts reminding the students immediately after they have started their internship to send their reports and monthly targets.</p>
<p>Inconsistent bank information given by students</p> <p>Some students provide information of their bank details but change it in the course of the internship more so after requisitions have been made, this causes their money to bounce causing them a lot of inconveniences.</p>	<p>Students are encouraged to only provide details of a working bank account and if they are not sure, they can send the account numbers later after they have confirmed.</p>

7 CONCLUSION

In 2015 thirty-one (31) students were recommended of these 24 were males and 7 females. In 2016 seventy-seven (77) students were recommended from Gulu University (60 males and 26 females) out of the 98 students who were taken through the induction training at the university a number higher than the previous year in 2015 which was at 31 (24 males and 7 females).

Among the 77 students recommended for placement in 2016, 59 students were placed in different companies for training. However, 6 students from the previous cohort had not been placed and were later placed in the year 2016 making the total 65 interns (196.97% of the target of 33 interns) as at 31st December 2016

A tracer survey was conducted and showed that

- 85 students (22 from 2015 & 63 from 2016) were actually paid
- 4 students all from 2016 got employed before the internship training.
- 10 students (3 from 2015 & 7 from 2016) were retained
- 12 students (2 from 2015 & 10 from 2016) were employed in other companies after internship.
- 5 students (1 from 2015 & 4 from 2016) were self employed
- 4 students all from 2016 are still at the university
- 5 students all from 2016 are not willing to train
- 12 students (3 from 2015 & 9 from 2016) are not yet placed for internship.

Students have acquired different skills ranging from soft skills like communication, interpersonal relations and many others to hands on and practical skills.

The project has not experienced any disturbing challenges that it cannot solve. We therefore hope that the project is progressing positively and we are to work harder in 2017 in ensuring that interns get skilled.

We expect to train 96 interns from Gulu University and be able to place 33 interns in the year 2017.

Higher Education being the heart of Education as well as the core of National and Development Systems, the 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.

8. ANNEX

Annex I: List of interns placed from 1st June to 31st December 2016

	S.NAME	F.NAME	GENDER	COURSE	PN	TELEPHONE	COMPANY	SUPERVISOR	CONTACT
1	Aber	Gloria	F	Bachelor of Information and Communications Technology	Aug	0774-083846	Ramsgate ICT Solution Centre	Oola Geofrey	0703-699735
2	Aheebwa	Abdulatif	M	Bachelor of Information and Communications Technology	Aug	0787-829351	Makerere ICT Solutions	Madila Davidson	0783-006564
3	Katamba	Noah	M	Bachelor of Information and Communications Technology	Aug	0775-264676	Skynet Computer Training Centre	Mr. Katende Daniel	0753-816560
4	Nyeko	Ronald	M	Bachelor of Information and Communications Technology	Aug	0771-210739	Ramsgate ICT Solution Centre	Oola Geofrey	0703-699735
5	Oceng	Emmanuel	M	Bachelor of Information and Communications Technology	Aug	0779-748986	Jimtech Company Limited	Ocaya Jimmy	0773-645201
6	Odong	Ensio Philip	M	Bachelor of Information and Communications Technology	Aug	0785-022695	Passion for Community Devt	Odokonyero Richard	0772-316605
7	Omalla	John	M	Bachelor of Information and Communications Technology	Aug	0776-509320	Children Of Africa Ltd	Otim Benson	0700-313003
8	Yesu-kwo	Jane Frances	F	Bachelor of Information and Communications Technology	Aug	0785-661035	Ramsgate ICT Solution Centre	Oola Geofrey	0703-699735
9	Mwolo	Kenneth	M	Bachelor of Information and Communications Technology	Jul	0784-760133	Ramsgate ICT Solution Centre	Oola Geofrey	0703-699735
10	Ogwang	Ambrose	M	Bachelor of Information and Communications Technology	Jul	0779-947306	Ramsgate ICT Solution Centre	Oola Geofrey	0703-699735
11	Ojok	Samuel	M	Bachelor of Information and Communications Technology	Jul	0774-206276	Ramsgate ICT Solution Centre	Oola Geofrey	0703-699735
12	Okanne	Gladys	F	Bachelor of Information and Communications Technology	Jul	0783-918665	Adisoft Investment LTD	Ogwal Andrew	0700-110618
13	Okello	Richard	M	Bachelor of Information and Communications Technology	Jul	0789-560255	Children Of Africa Ltd	Mr.Otim Benson	0700-313003
14	Olok	Nicholas Cruise	M	Bachelor of Information and Communications Technology	Jul	0788-326530	Ramsgate ICT Solution Centre	Oola Geofrey	0703-699735
15	Akena	Anthony	M	Bachelor of Science in Biosystems Engineering	Jul	0787-329511	Sesaco	Samuel Okwakol	
16	Namugombe	Aisa	F	Bachelor of Science in Computer Science	Jul	0774-348967	Fundi Bots	Kituyi Betty Mukhalu	0772-603880
17	Okolong	Sam	M	Bachelor of Science in Computer Science	Jul	0773-010728	Fundi Bots	Kituyi Betty Mukhalu	0772-603880

18	Onen	Simon	M	Bachelor of Science in Computer Science	Jul	0789-693473	Famous 2009 Limited	Owor Paul	0779-033829
19	Abeja	Pamela Okidi	F	Bachelor of Information and Communications Technology	Jul	0789-666381	Adisoft Investment LTD	Ogwal Andrew	0700-110618
20	Kanyere	Irene Kirenge	F	Bachelor of Information and Communications Technology	Jul	0784-905515	Kab Technology Solutions Ltd	Muhindo Moris	0789-511306
21	Abura	Jiewo Emmanuel	M	Bachelor of Information and Communications Technology	Jun	0781-973827	Digitech	Olala James	0779-708568
22	Ajok	Everlyne	F	Bachelor of Information and Communications Technology	Jun	0776-156960	Mega FM Radio Station Gulu	Esau Amumpe	0702-392034
23	Canrac	Erick Latim	M	Bachelor of Information and Communications Technology	Jun	0776-571342	Fundi Bots	Solomon King Benge	0773-080533
24	Nanyonga	Milly	F	Bachelor of Information and Communications Technology	Jun	0773-675657	Bifriens	Esau Amumpe	0702-392034
25	Okello	Sisto	M	Bachelor of Information and Communications Technology	Jun	0776-830507	Ramsgate ICT Solution Centre	Oola Geoffrey	0703-699735
26	Opolo	James	M	w	Jun	0756-909014	Adisoft Investment LTD	Ogwal Andrew	0700-110618
27	Mwigo	Grace	M	Bachelor of Science in Biosystems Engineering	Jun	0785-979441	Gamma distillers		
28	Ssenyange	Solomon	M	Bachelor of Science in Biosystems Engineering	Jun	0704-671861	Rena Beavearges	Nakayenga Regina	
29	Can Wat	Derrick Dennis	M	Bachelor of Science in Computer Science	Jun	0776-645250	Adroit Solutions	Mujuni John	
30	Wokorach	Fred Lukwiya	M	Bachelor of Science in Computer Science	Jun	0779-753870	Ramsgate ICT Solution Centre	Oola Geoffrey	0703-699735
31	Kato	Kizito	M	Bachelor of Science in Computer Science	Jun	0777-953517	Mayondo Civil Engineering works	Mayondo Manusul	0777-642455
32	Komakech	Jimmy	M	Bachelor of Science in Computer Science	Jun	0777-200141	Ramsgate ICT Solution Centre	Oola Geoffrey	0703-699735
33	Oluk	Samuel	M	Bachelor of Science in Biosystems Engineering	Jun	0782-971735	Tilda Uganda		
34	Ongwech	George Okot	M	Bachelor of Science in Biosystems Engineering	Jun	0783-998889	Kinyara		
35	Opio	Esau	M	Bachelor of Science in Biosystems Engineering	Jun	0785-710946	SCOUL	Takan Deoglous	0784-630929
36	Akatuhebwa	Racheal	F	Bachelor of Science in Biosystems Engineering	Jun	0772-177292	Airtreck	Engineer Richard	0772-327456
37	Atuhaire	Emily	F	Bachelor of Science in Biosystems Engineering	Jun	0786-841085	Igara Tea	Mr Nuwamanya Robert	0772-396502
38	Elimu	Emmanuel	M	Bachelor of Science in Biosystems Engineering	Jun	0704-787339	SCOUL		
39	Mande	Polycarp Isaac	M	Bachelor of Science in Biosystems Engineering	Jun	0781-524113	Tilda Uganda		

40	Ssebuliba	Isaiah William	M	Bachelor of Science in Biosystems Engineering	Jun	0705-914352	SCOUL		
41	Walubanda	Samuel	M	Bachelor of Science in Biosystems Engineering	Jun	0778-248002	Task Engineers	kalema Abdul	0701-422424
42	Rubangakene	Herrick	M	Bachelor of Science in Biosystems Engineering	Jun	0788-359195	Airtreck	Engineer Richard	0772-327456
43	Nambozo	Christine Negesa	F	Bachelor of Science in Biosystems Engineering	Jun	0784-137667	SCOUL		0785-308383
44	Piwang	Howard	M	Bachelor of Science in Biosystems Engineering	Nov	0701-766394	Green Bio Energy	Ellen Goettsch	
45	Opiyo	Simon Okello	M	Bachelor of Science in Computer Science	Nov	0783-098297	Reimex Coumputer Doctor	Ojara Steven Reimex	0774-350842
46	Oryono	Patrick Ken	M	Bachelor of Science in Computer Science	Nov	0784-275529	Edge technology	Ashiraf	
47	Ariokot	Joyce	F	Bachelor of Information and Communications Technology	Oct	0776-843884	Digitech	Olala James	0779-708568
48	Ochom	Andrew Simon	M	Bachelor of Information and Communications Technology	Oct	0778-818392	Britam	Odong Micheal	0772-337385
49	Oguti	Moses	M	Bachelor of Information and Communications Technology	Oct	0779-767814	Open University Of Africa	Oua Online	0773-892765
50	Masereka	Eliud	M	Bachelor of Science in Computer Science	Oct	0787-223599	Digitech	Olala James	0779-708568
51	Okiya	Samuel	M	Bachelor of Science in Computer Science	Oct	0787-064119	St. Joseph's Hospital Kitgum	Bongomim Robert Olok	0471-439284
52	Okot	Ben Ogwal	M	Bachelor of Science in Computer Science	Oct	0788-237581	Caritas Lira Social Services& Dev't	Ms. Acheng Dorothy	0783-191674
53	Okello	Vincent	M	Bachelor of Information and Communications Technology	Oct	0777-325412	Children UP Uganda	Akullo Rachel	0782-635813
54	Odongo	Joshua	M	Bachelor of Information and Communications Technology	Oct	0777-451713	Lacor Hospital	Geoffrey	0782-741121
55	Ocaya	Eric	M	Bachelor of Information and Communications Technology	Oct	0775-592840	Digitech	Olala James	0779-708568
56	Apio	Feliesta	F	Bachelor of Science in Computer Science	Oct	0775-322279	Children Of Africa Ltd	Dorothy Alweny	0700-313003
57	Opwonya	Emmanuel	M	Bachelor of Information and Communications Technology	Oct	0776-846377	Kazinga Channel Office World Ltd	Nebira M.Evelyn	0312-260313
58	Ocan	James	M	Bachelor of Information and Communications Technology	Oct	0787-070086	Uganda Telecom	Odoki Francis Achona	0712-840596
59	Odoch	Cesar	M	Bachelor of Science in Computer Science	Sept	0783-648011	Oscom Uganda	Okello Oscar	0775-590901

Annex II: List of students that have not yet been placed as of 31st December 2016.

SN	SURNAME	FIRST NAME	G(M/F)	COURSE	P	TELEPHONE	EMAIL ADDRESS
1	Byonabye	Philip	M	Bachelor of Information and Communications Technology	N	0777-265177	byonabyephilip@gmail.com
2	Nakasiko	Lydia	F	Bachelor of Information and Communications Technology	N	0774-970698	lokangbosco@gmail.com
3	Lokang	John Bosco	M	Bachelor of Information and Communications Technology	N	0782-625666	nakasilydia7@gmail.com
4	Kibuuka	Aminu	M	Bachelor of Science in Biosystems Engineering	N	0705-905514	kibuukaaminu@gmail.com
5	Otim	Moris	M	Bachelor of Science in Biosystems Engineering	N	0781-609421	otimmoris@gmail.com
6	Otuba	Vicent	M	Bachelor of Science in Biosystems Engineering	N	0781-608189	otubavicent@gmail.com
7	Matovu	Mark	M	Bachelor of Science in Computer Science	N	0775-662827	matovumac@gmail.com
8	Oibu	Andrew	M	Diploma in Computer Science	N	0786-668213	3oibuandreas5@gmail.com
9	Amuge	Sophia	F	Bachelor of Science in Computer Science	N	0776-888412	amugesophia@gmail.com

Annex III: List of students that got employed before the training.

S/N	SURNAME	FIRST NAME	G(M/F)	COURSE	TELEPHONE	EMAIL ADDRESS	COMPANY
1	Nabaloga	Anne Margaret	F	Bachelor of Information and Communications Technology	0782-488554	annenabaloga10@gmail.com	Goshen Nursary & Primary School
2	Lukyamuzi	Simon	M	Bachelor of Science in Computer Science	0781-231669	luksam052@gmail.com	
3	Akello	Harriet	F	Diploma in Computer Science	0771-891656	harrietakello@gmail.com	Marz Global
4	Tumwine	Julius	M	Bachelor of Science in Computer Science	0781-572564	kyomujulio@gmail.com	

Annex IV: student that left the program before the training

S/N	SURNAME	FIRST NAME	G(M/F)	COURSE	PN	TELEPHONE	EMAIL ADDRESS
1	Draku	Henry	M	Bachelor of Science in Computer Science	Left	0775-585436	draku.henry@gmail.com

Annex V: list of students that were not willing to be placed in particular companies for training

S/N	SURNAME	FIRST NAME	G(M/F)	COURSE	PN	TELEPHONE	EMAIL ADDRESS
1	Abbo	Sheila	F	Bachelor of Information and Communications Technology	NW	0784-760154	
2	Eden	Susan	F	Bachelor of Science in Biosystems Engineering	NW	0788-101703	
3	Mugoya	Jonathan M.	M	Bachelor of Science in Biosystems Engineering	NW	0774-291190	
4	Baguma	Cannary	M	Bachelor of Science in Biosystems Engineering	NW	0775-174316	

Annex VI: Details of Interns from the Tracer Survey conducted

No	SURNAME	FIRST NAME	S E X	COURSE	COMPANY	DEPARTMEN T OF WORK	STATUS- 1ST SURVEY	SKILLS ACQUIRED DURING HEST INTERNSHIP
1	Aber	Gloria	F	Bachelor of Information and Communications Technology	Ramsgate ICT Solution Centre	ICT	Employed	networking, computer maintenance and repair, graphic designing
2	Abura	Jiewo Emmanuel	M	Bachelor of Information and Communications Technology	Digitech	technical	Retained	networking, camera installation, office management
3	Aheebwa	Abdulatif	M	Bachelor of Information and Communications Technology	Makerere ICT Solutions	IT		computer repairing and maintenance, configuring routers, connecting switches to modems, user support, entrepreneurial skills
4	Ajok	Everlyne	F	Bachelor of Information and Communications Technology	Mega FM Radio Station Gulu	technical	Self Employed	installing cameras, machine maintenance
5	Ariokot	Joyce	F	Bachelor of Information and Communications Technology	Digitech		No Response	
6	Canrac	Erick Latim	M	Bachelor of Information and Communications Technology	Fundi Bots		No Response	
7	Katamba	Noah	M	Bachelor of Information and Communications Technology	Skynet Computer Training Centre	ICT	Extension	Database management, data analysis, website design
8	Mwolo	Kenneth	M	Bachelor of Information and Communications Technology	Ramsgate ICT Solution Centre	hardware repair and maintenance	Retained	website designing, networking
9	Nanyonga	Milly	F	Bachelor of Information and Communications Technology	Bifriens	ICT	Extension	Database design, graphics designing, using the publisher, computer repair and maintenance.

No	SURNAME	FIRST NAME	S E X	COURSE	COMPANY	DEPARTMEN T OF WORK	STATUS- 1ST SURVEY	SKILLS ACQUIRED DURING HEST INTERNSHIP
10	Nyeko	Ronald	M	Bachelor of Information and Communications Technology	Ramsgate ICT Solution Centre	hardware repair and maintenance	Retained	networking, hardware and software installation
11	Oceng	Emmanuel	M	Bachelor of Information and Communications Technology	Jimtech Company Limited		No Response	
12	Ochom	Andrew Simon	M	Bachelor of Information and Communications Technology	Britam	IT	Retained	networking, repair and maintenance of computer, data collection
13	Odong	Ensio Philip	M	Bachelor of Information and Communications Technology	Passion for Community Devt	IT	Employed	machine repairing and maintenance, data analysis, networking
14	Oguti	Moses	M	Bachelor of Information and Communications Technology	Open University Of Africa	ICT	Extension	interpersonal skills,
15	Ogwang	Ambrose	M	Bachelor of Information and Communications Technology	Ramsgate ICT Solution Centre	ICT	Not Retained	software development, hardware maintenance
16	Ojok	Samuel	M	Bachelor of Information and Communications Technology	Ramsgate ICT Solution Centre	hardware repair and maintenance	Employed	organizational behavior, communication skills, hard ware and computer repair
17	Okanne	Gladys	F	Bachelor of Information and Communications Technology	Adisoft Investment LTD	ICT	Employed	computer repair, trouble shooting, window installation
18	Okello	Sisto	M	Bachelor of Information and Communications Technology	Ramsgate ICT Solution Centre		No Response	
19	Okello	Richard	M	Bachelor of Information and Communications Technology	Children Of Africa Ltd	ICT	Not Retained	database designing, web development and management
20	Olok	Nicholas Cruise	M	Bachelor of Information and Communications Technology	Ramsgate ICT Solution Centre	IT	Extension	nothing
21	Omalla	John	M	Bachelor of Information and Communications Technology	Children Of Africa Ltd		No Response	
22	Opolo	James	M	Bachelor of Information and Communications Technology	Adisoft Investment LTD	ICT	Employed	operational systems and computer application, trouble shooting
23	Yesu-kwo	Jane Frances	F	Bachelor of Information and Communications Technology	Ramsgate ICT Solution Centre	IT	Not Retained	computer repair, graphic designing,
24	Akena	Anthony	M	Bachelor of Science in Biosystems Engineering	Sesaco	technical	Not Retained	production of soya, maintenance and repair of machines
25	Mwigo	Grace	M	Bachelor of Science in Biosystems Engineering	Gamma distillers		Retained	
26	Piwang	Howard	M	Bachelor of Science in Biosystems Engineering	Green Bio Energy	research and development	Employed	software engineering skills and auto card, operating diff machines
27	Ssenyange	Solomon	M	Bachelor of Science in Biosystems Engineering	Rena Beavearges		No Response	

No	SURNAME	FIRST NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	SKILLS ACQUIRED DURING HEST INTERNSHIP
28	Can Wat	Derrick Dennis	M	Bachelor of Science in Computer Science	Adroit Solutions		No Response	
29	Masereka	Eliud	M	Bachelor of Science in Computer Science	Digitech	computer science	Extension	website designing, Networking, camera installation, data entry, database management
30	Namugombe	Aisa	F	Bachelor of Science in Computer Science	Fundi Bots	electronics and programming	Extension	programming, hardware management, electronics management
31	Okiya	Samuel	M	Bachelor of Science in Computer Science	St. Joseph's Hospital Kitgum	IT	Not Retained	networking, management, trouble shooting
32	Okolong	Sam	M	Bachelor of Science in Computer Science	Fundi Bots	ICT	Not Retained	programming, communication, presentation
33	Okot	Ben Ogwal	M	Bachelor of Science in Computer Science	Caritas Lira Social Services& Dev't	project	Self Employed	networking, hardware repair and maintenance, data entry
34	Onen	Simon	M	Bachelor of Science in Computer Science	Famous 2009 Limited	accounting	Employed	accounting, interpersonal, communication
35	Opiyo	Simon Okello	M	Bachelor of Science in Computer Science	Reimex Coumputer Doctor	repairing and maintenance	Extension	networking, installation of software
36	Oryono	Patrick Ken	M	Bachelor of Science in Computer Science	Edge technology	IT	Not Retained	servicing copiers and computers, networking
37	Wokorach	Fred Lukwiya	M	Bachelor of Science in Computer Science	Ramsgate ICT Solution Centre	programming	Employed	programming, networking, photography
38	Okello	Vincent	M	Bachelor of Information and Communications Technology	Children UP Uganda	training	Retained	training IT, record keeping, communication, interpersonal
39	Abeja	Pamela Okidi	F	Bachelor of Information and Communications Technology	Adisoft Investment LTD	IT	Not Retained	repair and maintenance, troubleshooting machines, graphic design
40	Kato	Kizito	M	Bachelor of Science in Computer Science	Mayondo Civil Engineering works	production	Not Retained	product designing, communication
41	Odoch	Cesar	M	Bachelor of Science in Computer Science	Oscom Uganda	IT	Employed	computer repairing and trouble shooting
42	Odongo	Joshua	M	Bachelor of Information and Communications Technology	Lacor Hospital	IT	Not Retained	networking, maintenance, repair
43	Ocaya	Eric	M	Bachelor of Information and Communications Technology	Digitech	IT		networking, configuration
44	Apio	Feliesta	F	Bachelor of Science in Computer Science	Children Of Africa Ltd		Employed	

No	SURNAME	FIRST NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	SKILLS ACQUIRED DURING HEST INTERNSHIP
45	Komakech	Jimmy	M	Bachelor of Science in Computer Science	Ramsgate ICT Solution Centre	ICT	Not Retained	networking and website designing
46	Kanyere	Irene Kirenge	F	Bachelor of Information and Communications Technology	Kab Technology Solutions Ltd		No Response	
47	Oluk	Samuel	M	Bachelor of Science in Biosystems Engineering	Tilda Uganda	development irrigation	Still at University	surveying, irrigation, mechanics skills
48	Ongwech	George Okot	M	Bachelor of Science in Biosystems Engineering	Kinyara	agric engineering	Still at University	operating machines like tractors, bulldoser, graders, land preparation, ploughing, land surveying, field testing skills.
49	Opio	Esau	M	Bachelor of Science in Biosystems Engineering	SCOUL	environment	Not Retained	waste management, firefighting, office skating, machine operation, water treatment
50	Akatuhebwa	Racheal	F	Bachelor of Science in Biosystems Engineering	Airtreck	mechanical	Still at University	operation of machines, fixing engines, testing machines, machine repair
51	Atuhaire	Emily	F	Bachelor of Science in Biosystems Engineering	Igara Tea	production and engineering	Still at University	managerial, team work, communication
52	Elimu	Emmanuel	M	Bachelor of Science in Biosystems Engineering	SCOUL	waste treatment	Self Employed	waste treatment, operating sewerage plant, waste testing, solving problems
53	Mande	Polycarp Isaac	M	Bachelor of Science in Biosystems Engineering	Tilda Uganda	farm engineering	Retained	irrigation skills, drainage system, maintenance of tractor engines, land surveying
54	Ssebuliba	Isaiah William	M	Bachelor of Science in Biosystems Engineering	SCOUL	workshop	Not Retained	interpersonal, customer care, waste management, record keeping
55	Walubanda	Samuel	M	Bachelor of Science in Biosystems Engineering	Task Engineers	bio gas	Not Retained	
56	Rubangakene	Herrick	M	Bachelor of Science in Biosystems Engineering	Airtreck		No Response	
57	Nambozo	Christine Negesa	F	Bachelor of Science in Biosystems Engineering	SCOUL		No Response	
58	Opwonya	Emmanuel	M	Bachelor of Information and Communications Technology	Kazinga Channel Office World Ltd	IT	Not Retained	networking, trouble shooting, computer and servicing
59	Ocan	James	M	Bachelor of Information and Communications Technology	Uganda Telecom	technical	Self Employed	trouble shooting, machine repairing and maintenance, leadership skills
60	Edema	Hillary	M	Bachelor of Agriculture	Can Luba Poultry enterprises		Still Training	
61	Oloka	Alferd	M	Bachelor of Information and Communications Technology	Allied SACCO		Still Training	

No	SURNAME	FIRST NAME	S E X	COURSE	COMPANY	DEPARTMEN T OF WORK	STATUS- 1ST SURVEY	SKILLS ACQUIRED DURING HEST INTERNSHIP
62	Okello	Vicent	M	Bachelor of Information and Communications Technology	Ramsgate ICT Solutions Centres		Still Training	
63	Ocana	James	M	Bachelor of Science in Biosystems Engineering	Isra AID GULU University		Still Training	
64	Can Wat	Derrick Dennis	M	Bachelor of Science in Computer Science	St. Joseph's Hospital Kitgum		Still Training	
65	Okolong	Sam	M	Bachelor of Science in Computer Science	Ramsgate ICT Solutions Centres		Still Training	

Annex VII: Copy of Intern's Monthly Report



HEST INTERNSHIP LOG BOOK



Student Name:

HEST No:

University NAME:

Organization:

Department:

Supervisor: Contacts:

Date:	Targets	Achievements	Challenges	Lessons Learnt
Week 1	<ol style="list-style-type: none"> 1. Designing and programming system-level software 2. investigate and analyze the organizations Information systems that provide a feasible solution. 3. Talking to workers and colleagues to assess and define what solution to current IT gaps. 4. Analyzing clients' needs, gathering and documenting requirements and creating a project plan to design the 	<ol style="list-style-type: none"> 1. Create d new project plan. 2. Design ed the new system and forward ed for approv al. 	<ol style="list-style-type: none"> 1. Big Data Analytics 2. High costs of virtualizat ion to backup data 3. Lack of awarenes s and mindset among workers. 4. Lack of top-level commitment in acquiring new gadgets. 	<ol style="list-style-type: none"> 1. ICT is not about technology, but about organizational transformation. 2. Always focus on the mission-critical tasks.

Annex VIII: Copy of the Intern 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

Continuation

The installments shall be as follows:

Date	Item	Amount
30 th Month 1	Insurance premium to be deducted	36,000/=
30 th Month 1	1 st Financial Disbursement	180,000/=
30 th Month 2	2 nd Financial Disbursement	170,000/=
30 th Month 3	3 rd Financial Disbursement	160,000/=
30 th Month 4	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 before2017.

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)

Annex IX: Copy of the Intern 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)

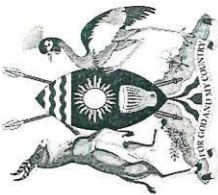
Attached herewith are copies of a signed commitment letter for the student and a Work Plan indicating the schedule for disbursement of stipends. At least 4 weekly targets for the first month should be sent to the UMA-HEST web portal by the 15th January 2016 and thereafter monthly reports sent to same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

Yours Sincerely,
Uganda Manufacturers Association


Sebagala M. Kigozi
Executive Director

Cc: Student

Annex X: UMA-HEST Internship Reporting Template



HIGHER EDUCATION SCIENCE AND TECHNOLOGY
Internship Logbook

Student Name:

Month:

Target	Achievements	Challenges	Lessons Learnt

Supervisors Comment:.....

Signature:.....