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LIST OF ACRONYMS

UMA	Uganda Manufacturers Association
HEST	Higher Education Science and Technology Project
AfDB	African Development Bank
MAK	Makerere University Kampala
MUBS	Makerere University Business School
MUST	Mbarara University of Science and Technology
UMI	Uganda Management Institute
S&T	Science and Technology
BIs	Benefiting Institutions
KYU	Kyambogo University
MU	Muni University
BUS	Busitema University
GU	Gulu University
LU	Lira University
MoESTS	Ministry of Education Science Technology and Sport
GoU	Government of Uganda

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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 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 (MAK), 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.

UMA-HEST Team projected to train 2109 students with Science and Technology (S&T) and Arts background from all the 8 BIs. The induction training was held at the respective BIs on the scheduled dates in the months of May and June 2016 for 2 days at the 7 BIs and for 3 days at MUST. The actual number of students trained was 1835 i.e. 89.65 percent from a S&T background and 10.35 percent from Arts. More students attended training on the second day i.e. 985 male and 583 female respectively.

The highest percentage of students trained were from MAK (25.23%) and UMI had the lowest (1.96%). Medical related students from MUST and LU (261 and 187 respectively) composed of the highest number trained belonging to the same discipline. MUST had the highest turn-up rate (195.70%) for training relative to the projected number. UMI had the lowest turn-up rate (58.06%).

1. INTRODUCTION

This report gives details for 1835 students who attended the training with a systematic analysis of student's feedback on the entire training process in the chapters that follow.

1.1 BACKGROUND

The Government of Uganda (GoU) has in the recent past recognized that one of the prevailing problems of the Uganda's economy is the high youth Unemployment. It was further noticed that the main reasons for this (especially among the educated youth), was the increasing gap between the theories taught at the higher institutions of learning and the skills needed in the industrial and service sector.

Uganda Manufacturers Association (UMA) in partnership with GoU through the Ministry of Education Science Technology and Sports (MoESTS) is running an internship project for four years (2015 to 2018) funded by African Development Bank (AfDB) specifically targeting seven (7) Government Universities and two (2) Degree awarding Institutions.

The main objective of the project is to **improve skills of 2000** by increasing the Capacity of UMA to Manage Internship Programs, promoting the HEST Project among UMA members and other Private Sector Companies, reducing the Cost on Expatriate Labour of Industries.

Before interns were placed in companies, they attended an Induction Training for two to three days at UMA in Workplace Based Skills as a way of introducing them to the project. Some of the topics taught in the induction training included Entrepreneurship, Occupational Health and Safety (OHS), and Personal Development among others. The methodology of the training was direct and interactive.

1.2 SPECIFIC OBJECTIVES OF THE INDUCTION TRAINING

By the end of the training participants should be able to:

- ✓ Build confidence by improving on their Communication Skills.
- ✓ Improve their Interpersonal Relationships and enhance Teamwork.

- ✓ Increase their potential by marketing themselves better.
- ✓ Manage their time more consciously by avoiding time wasters.
- ✓ Appreciate the key principles of Occupational Health and Safety.
- ✓ Develop key preventative skills on how to avoid HIV/AIDS at the Work Place.
- ✓ Recognize different ways of becoming Entrepreneurs to create their own jobs.
- ✓ Generate report writing skills by coming up with timely and accurate reports.
- ✓ Identify proper steps when handling Grievance and create a Positive Attitude towards Work.

1.3 INTERN'S EXPECTATIONS FROM THE TRAINING

Interns were requested to share their expectations of the training with the facilitators. These were mainly intended to concentrate on particular areas of interest for the interns and below are some of their expectations;

- Acquire modern management skills.
- Appreciate importance of communication skills.
- Expand knowledge on how to interact with fellow workers.
- Solve challenges and dilemmas at the work place.
- Understand how to effectively plan for work.
- Develop skills on how to be effective employees.
- Acquire productivity improvement skills.

2 TRAINING ARRANGEMENT

2.1 TRAINING PROGRAM

The training program was the same for all the BIs. It is further detailed below in table 1.

Table 1: Program of the Training

Time	Day 1	Day 2
8:30am-9:00am	Arrival and Registration	Review of Day 1
9:00am-9:30am	Course Objectives and Introduction to Internship	Introduction to Entrepreneurship
9:30am-10:30am	Personal Development	Introduction to Entrepreneurship
10:30am-10:45am	BREAK TEA	BREAK TEA
10:45am-11:45am	Communication Skills	Occupational Health and Safety, Insurance
11:45am-1:00pm	Time Management	Use of the UMA Web Portal
1:00pm-2:00pm	LUNCH	LUNCH
2:00pm- 4:30pm	Interpersonal Relations and Attitude Change Problem Solving Skills	Reporting Skills Acquisition Progress UMA HEST Project Road Map
4:30pm	Closure	Evaluation and Closure

2.2 VENUE AND DURATION

In the second year of the project, training for the eight (8) BIs was held at each respective BI. This was an arrangement between BIs and the UMA-HEST team to benefit more students at each BI through equipping them with relevant Work Based skills, and as a way of reducing on costs that upcountry students incur to attend training in Kampala. UMI is the only BI that had its training at UMA (UMA Conference Hall).

University training commenced on the 29th of April at BUS and went on till June 2016 for UMI. It was conducted for 2 days at the eight (8) BIs, except at MUST were it went on for 3 days. Below is a training schedule for all BIs with their respective UMA-HEST Team in-charges.

Table 2: University Training schedule

UMA-HEST PROJECT						
UNIVERSITY TRAINING SCHEDULE						
FOR SECOND MAIN COHORT 2016						
NO	BI	TRAINING DATE	DAY	VENUE	TRAINING	PERSON RESPONSIBLE
1	BUS	29th April 2016	Friday	BUS CAMPUS	113	ITO, IPO
		30th April 2016	Saturday	TORORO		PHIONA
2	LIRA	4th May 2016	Wednesday	LUC CAMPUS	180	ITO, IPO
		5th May 2016	Thursday	LIRA		GILBERT
3	GULU	6th May 2016	Friday	GU CAMPUS	96	ITO, IPO
		7th May 2016	Saturday	GULU		GILBERT
4	MAK	3rd June 2016	Thursday	MAK CAMPUS	725	ITO, IPO
		4th June 2016	Friday	MAK CAMPUS		LINCON
5	MUBS	30th May 2016	Monday	MUBS NAKAWA	206	ITO, IPO
		31st May 2016	Tuesday	MUBS NAKAWA		HILLARY
6	MUNI	18th May 2016	Wednesday	MUNI CAMPUS	52	ITO, IPO
		19th May 2016	Thursday	ARUA		ANGEL
7	KYU	18th June 2016	Saturday	KYU CAMPUS	489	ITO, IPO
		19th June 2016	Sunday	KYAMBOGO- KLA		HILLARY
8	MUST	21st May 2016	Saturday	MUST CAMPUS	186	ITO, IPO
		23rd May 2016	Sunday	MBARARA		GILBERT
9	UMI	23rd June 2016	Tuesday	UMA CONFERENCE HALL	62	ITO, IPO
		24th June 2016	Wednesday	NAKAWA		PHIONA
TOTAL					2109	



Training venues at MAK (up most left corner), LU (up most right corner), MUNI (down left corner) and MUST (down right corner)

2.3 TRAINING METHODOLOGY

Facilitators used direct, participatory and interactive approaches that emphasized participants' involvement through sharing of experiences. The trainings also included short presentations, group discussions, question and answer sessions, video shows, plenary presentations, case studies with group work featuring prominently.

2.4 TRAINING AIDS

The training aids employed during the trainings included flip charts, videos, PowerPoint presentations and handouts.



Training Aids employed during training at Gulu University (on the left) and BUS (on the right)

2.5 FACILITATORS

The trainings were all conducted by the UMA - HEST Project staff namely; Kyalimpa Joseph (Training Manager), Ssenyondwa Allan, (Internship Placement Officer), Kiyuba Sulaiman Nkuutu (Internship Training Officer) and HEST retained Interns (Kayondo Lincoln and Kibekityo Gilbert). The students were also addressed by their coordinators at the university.

Kyalimpa Joseph (Training Manager): Topics presented were Occupational Health and Safety and Insurance.

Ssenyondwa Allan (Internship Placement Officer): Topics presented were Course objectives and Introduction to Internship, Introduction to Entrepreneurship, Personal Development and UMA-HEST Project Roadmap.

Kiyuba Sulaiman Nkuutu (Internship Training Officer): Topics presented were Interpersonal Relationships, Attitude change, Problem solving skills and Effective Time Management.

Kayondo Lincoln (HEST Retained Intern): Topics presented were Effective Communication skills, Report writing skills and Web reporting using the UMA-HEST online Database.

Kibekityo Gilbert (HEST Retained Intern): Topics presented were Effective Communication skills, Report writing skills and Web reporting using the UMA-HEST online Database.



UMA-HEST Project staff during the training, Mr. Kyalimpa Joseph (T.M),at MUNI Mr. Ssenyondwa Allan (I.P.O) at MUST, Mr. Kiyuba Sulaiman Nkuutu at MUBS (I.T.O) and Kayondo Lincoln at MUST (HEST Retained Intern)

3 TRAINING ATTENDANCE

3.1 TOTAL ATTENDANCE PER BI

Training took place for two days at the eight (8) institutions except at Mbarara University of Science and Technology (MUST) where it was conducted for three days. The attendances for particular BIs are tabulated in Table 3 below.

Table 3: Attendances per Day for each BI

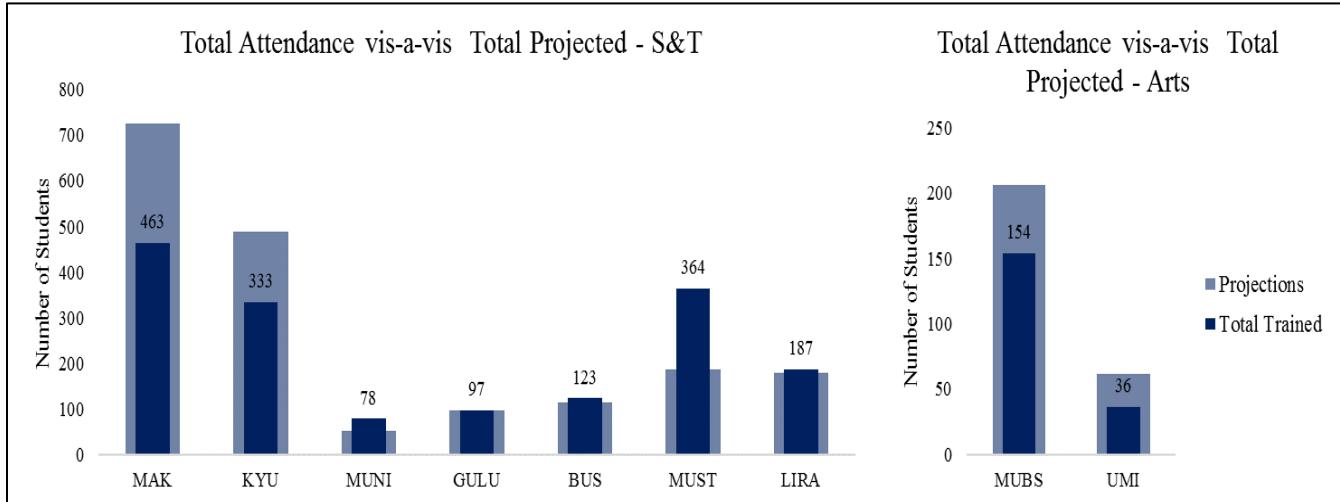
	Total Projected	Total Attendance	Turn up Rate
S&T BIs			
MAK	725	463	63.86%
KYU	489	333	68.10%
MUNI	52	78	150.00%
GULU	96	97	101.04%
BUS	113	123	108.85%
MUST	186	364	195.70%
LIRA	180	187	103.89%
Sub Total	1841	1645	
Arts BIs			
MUBS	206	154	74.76%
UMI	62	36	58.06%
Sub Total	268	190	
Grand Total	2109	1835	87.01%

According to Table 3, training was conducted at nine (9) BIs i.e. 7 of a S&T background and 2 of an Arts background. 2,109 (1,841 – 87.29% from S&T institutions and 268 – 12.71% from Arts institutions) students were projected to be trained in 2016 at their particular universities in accordance with the distribution of S&T (90%) and Arts (10%). For S&T institutions, MAK was projected to have the highest number of students trained (725) and followed by KYU (489). For Arts institutions MUBS was projected to have the highest number of students to be trained (206).

After conducting the UMA-HEST induction training, it was noted that 1,835 (1,645 – 89.65% were from a S&T background and 190 from Arts) students were trained. For S&T institutions, it was noted that MAK had the highest number trained (463 – 28.15%) and followed by MUST (364 – 22.13%). For Arts institutions, majority of the students trained (154 – 81.05%) were from MUBS.

In conclusion, 87.01% of the projected number of students to be trained (2,109) was achieved. MUST had the highest turn up rate for S&T institutions and MUBS for Arts.

Figure 1: Total attendance vis-à-vis total projected



Training sessions at LIRA (1st on the right), MAK (2nd on the left), MUST (3rd on the right) and MUNI (4th on the left)

3.1.1 Attendance per Day

On average the training was attended mostly by males as compared to the females. In the case of LIRA were more females attended than males, the attendance was attributed to courses offered which include among others BSc. Nursing and Midwifery which are usually offered by females. Below are details to explain the daily attendance per gender.

Table 4: Attendances on different days of Training.

	Day 1	Day 2	Day 3
<u>S&T BIs</u>			
MAK	460	463	
KYU	324	333	
MUNI	71	78	
GULU	73	97	
BUS	93	123	
MUST	100	103	261
LIRA	187	181	
<i>Sub Total</i>	<i>1308</i>	<i>1378</i>	<i>261</i>
<u>Arts BIs</u>			
MUBS	151	154	
UMI	35	36	
<i>Sub Total</i>	<i>186</i>	<i>190</i>	
<i>Grand Total</i>	<i>1494</i>	<i>1568</i>	<i>261</i>

According to Table 2 above, most of the students attended training on the second day as compared to day one for both the S&T and Arts institutions except for LIRA. Only MUST had its medical students trained on day three unlike other institutions those training was conducted for two days.

3.1.2 Gender distribution on the different training days

Training at the eight (8) BIs was conducted for two (2) days and for three (3) days at MUST. This was due to allocation of a separate day of training for medical students. Below is a detailed tabulation for attendances on gender basis.

Table 5: Gender distribution on different Training days

	Day 1			Day 2			Day 3		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>S&T BIs</u>									
MAK	460	291	169	463	294	169			
KYU	324	254	70	333	262	71			

MUNI	71	53	18	78	59	19			
GULU	73	57	16	97	74	23			
BUS	93	62	31	123	85	38			
MUST	100	65	35	103	65	38	261	185	76
LIRA	187	82	105	181	78	103			
Sub Total	1308	864	444	1378	917	461	261	185	76
Arts BIs									
MUBS	151	49	102	154	52	102			
UMI	35	14	21	36	16	20			
Sub Total	186	63	123	190	68	122			
Grand Total	1494	927	567	1568	985	583	261	185	76

From the Table above, males dominated the three days of training. For the S&T institutions, male students dominated the training except for LIRA. For Arts institutions, female students dominated the training.

3.1.3 Trend of UMA-HEST Training

The UMA-HEST internship project commenced in 2015 and 920 students from 8 BIs were trained that year. In 2016, a total of 1,835 students from 9 BIs and the training was conducted at the respective BIs except for UMI. Below is a tabulation of the different totals trained per BI in 2015 and 2016.

Table 6: Trend of UMA-HEST Training

	2015	2016	% Change
S&T BIs			
MAK	292	463	58.56%
KYU	308	333	8.12%
MUNI		78	
GULU	31	97	212.90%
BUS	40	123	207.50%
MUST	39	364	833.33%
LIRA	50	187	274.00%
Sub Total	760	1645	
Arts BIs			
MUBS	141	154	9.22%
UMI	19	36	89.47%
Sub Total	160	190	

Grand Total	920	1835	99.46%
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The table above compares the total students trained per BI in 2015 and 2016. More students were trained in 2016 as compared to 2015 since the UMA target for students to be placed for internship 2016 (800) doubled that of 2015. For S&T institutions, the students in 2016 more than doubled that of 2015 and an increase in the students trained was noted for all the institutions. For Arts institutions, an increase in the students trained was also noted for the two (2) institutions.

In conclusion, there was a 99.46% increase in the number of students trained in 2016 (1,835) as compared to 2015 (920).

4 METHODOLOGY FOR EVALUATION

On the last day of the training, questionnaires were issued out to participants and response to these questionnaires was on voluntary basis. The training was vital because it equipped interns with work based knowledge and skills like Interpersonal relationships at a work place, Effective communication skills, Occupation health and safety, Attitude change, Personal Development, among others. After the training it was significant to find out whether the training was beneficial to the participants by getting their feedback.

4.1 VARIABLES AND SCALE USED

4.1.1 Variables

The attitude of the students towards the training process was measured using 13 variables on a Likert scale. The variables were further categorized into two subsections; 1-Application of knowledge acquired during training (variables 1 to 8), 2-Rating of the training (variables 9 to 13).

The variables used would act as a yardstick to determine the level of effectiveness of the training process, since they were designed in a way that covered most of the areas taught by the presenters. Below are the 13 variables used in the evaluation form.

Table 7: Variables used in the Evaluation Form

VARIABLES
<u>VARIABLES-Section BI - Application of Knowledge Acquired</u>
I will be able to identify & solve problems at the work place
I have generated report writing skills & will be able to come up with timely & accurate reports
Appreciate the key principles of Occupational Health & Safety
My potential to market myself better has been increased
I have recognized different ways of becoming an entrepreneur to create my own job
Manage my time more consciously by avoiding time wasters
The training has built confidence by improving on my communication skills
I will be able to apply the knowledge learned
<u>VARIABLES-Section BII - Rating of the Training</u>
The presenter(s) and/ or presentation(s) was very effective
The training met my expectations
Class Participation and Interaction was encouraged
Questions & Answer sessions were encouraged during the training

Length of training time was sufficient

4.1.2 Scales

A 5-point Likert scale was used in section 1 and a 6-point scale in section 2 to measure the students' attitude.

A 5-point Likert scale was used to measure the students' attitude towards the 13 variables listed above, as a yardstick to determine the level of effectiveness of the entire training process based on individual judgement. The 6-point scale to rate the overall training process was also used. Below are the five (5) & six (6) -point scales used in the evaluation forms.

5-POINT SCALE				
Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
6-POINT SCALE				
Very Poor	Poor	Average	Good	Very Good

4.2 SELECTION OF A REPRESENTATIVE SAMPLE

Out of the 1,835 participants who attended the training from the 9 BI's, only 1,218 participants responded to the evaluation forms giving a 67 percent response rate. The results indicated in Table 7 show that the total number of respondents were 1,218. Of these 342 (28.08 percent) were from MAK, 261 (21.43 percent) from KYU, 155 (12.73 percent) from LU and UMI having the least respondents, 31 (2.55 percent). In contrary, as shown in Figure 1, UMI had the highest response rate (86.11 percent), followed by LIRA (82.89 percent), MUNI (79.49 percent), GULU (79.38), MUST had the lowest response rate (29.1 percent).

A sample of size $n = 400$ was obtained using the statistical formula of the sample size for the mean;

$$n = (z\sigma/E)^2$$

n = Sample size

Z = Z-value (1.96 for 95% confidence Interval)

σ = Population standard deviation

E = Margin of Error

As shown in Table 7, stratified sampling was used whereby samples were drawn from each stratum (BI) to total to the size of the representative sample ($n=400$) with respect to the size of the stratum in the population (respondents). As indicated in Table 1, MAK had the highest percentage of

participants chosen to be part of sample 112 (28.08 percent), followed by KYU 86 (12.73 percent). MUNI and UMI had the least percentage of participants chosen i.e. 5.09 percent and 2.55 percent respectively. Below is a tabulation of the respondents chosen per BI.

Table 8: Sample of respondents chosen per BI

STUDENTS CONSIDERED FOR EVALUATION (RESPONDENTS) PER BENEFITING INSTITUTION									
S/N	BI	Projected Number	Actual Trained	Participants in Evaluation	% Composition	% Composition in Strata	Sample per BI	Non-Respondents	Response Rate
1	MAK	725	463	342	28.08	0.28	112	121	73.87
2	KYU	489	333	261	21.43	0.21	86	72	78.38
3	LIRA	180	187	155	12.73	0.13	51	32	82.89
4	MUBS	206	154	109	8.95	0.09	36	45	70.78
5	MUST	186	364	95	7.80	0.08	31	269	26.10
6	BUS	113	123	86	7.06	0.07	28	37	69.92
7	GULU	96	97	77	6.32	0.06	25	20	79.38
8	MUNI	52	78	62	5.09	0.05	20	16	79.49
9	UMI	62	36	31	2.55	0.03	10	5	86.11
Total		2109	1835	1218	100.00	1.00	400	617	66.38

5 EVALUATION OF TRAINING

Evaluation of the induction trainings was optional and carried out on the last day of the trainings for a cross section of participants. 1,218 students filled and handed in the forms from which an assessment was made.

5.1 QUANTITATIVE ANALYSIS OF FINDINGS

The sample estimates were used to generalize parameters of the entire student population who participated in the training.

The evaluation forms provided to the participants comprised of two sections i.e. section 1 subdivided into subsection 1 (Application of knowledge acquired), subsection 2 (Rating of the training) and section 2 (Overall rating of the training).

Different counts were obtained for the five (5) and six (6) point scales options from the representative sample of 400 questionnaire forms. Percentages were later computed to find out respondent's attitude towards each variable on a scale. Below is a cross tabulation of percentages for each option of the 5-point scale with respect to the variable.

Variables/Attitude Scale	% Composition of the Responses				
VARIABLES-Section BI - Application of Knowledge Acquired	Strongly Agree	Disagree	Not Sure	Agr	Strongly Agree
I will be able to identify & solve problems at the work place	0.00	0.25	3.27	41.56	54.91
I have generated report writing skills & will be able to come up with timely & accurate reports	0.26	1.29	5.93	43.81	48.71
Appreciate the key principles of Occupational Health & Safety	0.00	0.51	4.31	40.86	54.31
My potential to market myself better has been increased	0.26	0.52	2.07	37.21	59.95
I have recognized different ways of becoming an entrepreneur to create my own job	0.00	0.50	5.03	44.22	50.25
Manage my time more consciously by avoiding time wasters	0.00	0.26	2.30	32.65	64.80
The training has built confidence by improving on my communication skills	0.00	1.01	3.53	36.52	58.94
I will be able to apply the knowledge learned	0.00	0.00	1.28	30.26	68.46
VARIABLES-Section BII - Rating of the Training	% Composition of the Responses				
The presenter(s) and/ or presentation(s) was very effective	0.25	1.51	3.02	40.20	55.03
The training met my expectations	0.00	3.02	6.55	48.87	41.56
Class Participation and Interaction was encouraged	0.25	2.01	3.01	41.10	53.63

Questions & Answer sessions were encouraged during the training	0.00	0.00	2.76	30.	66.33
			90		
Length of training time was sufficient	4.26	9.02	10.0	48.	28.32
		3	37		

Table 9: Composition of each option on the Likert scale per Variable



University Project Coordinators giving an overall assessment of the training; Dr. Geoffrey Andogah from MUNI (1st on the left), Mr. Asaf Adebua from GU (2nd on the right) and trainees.

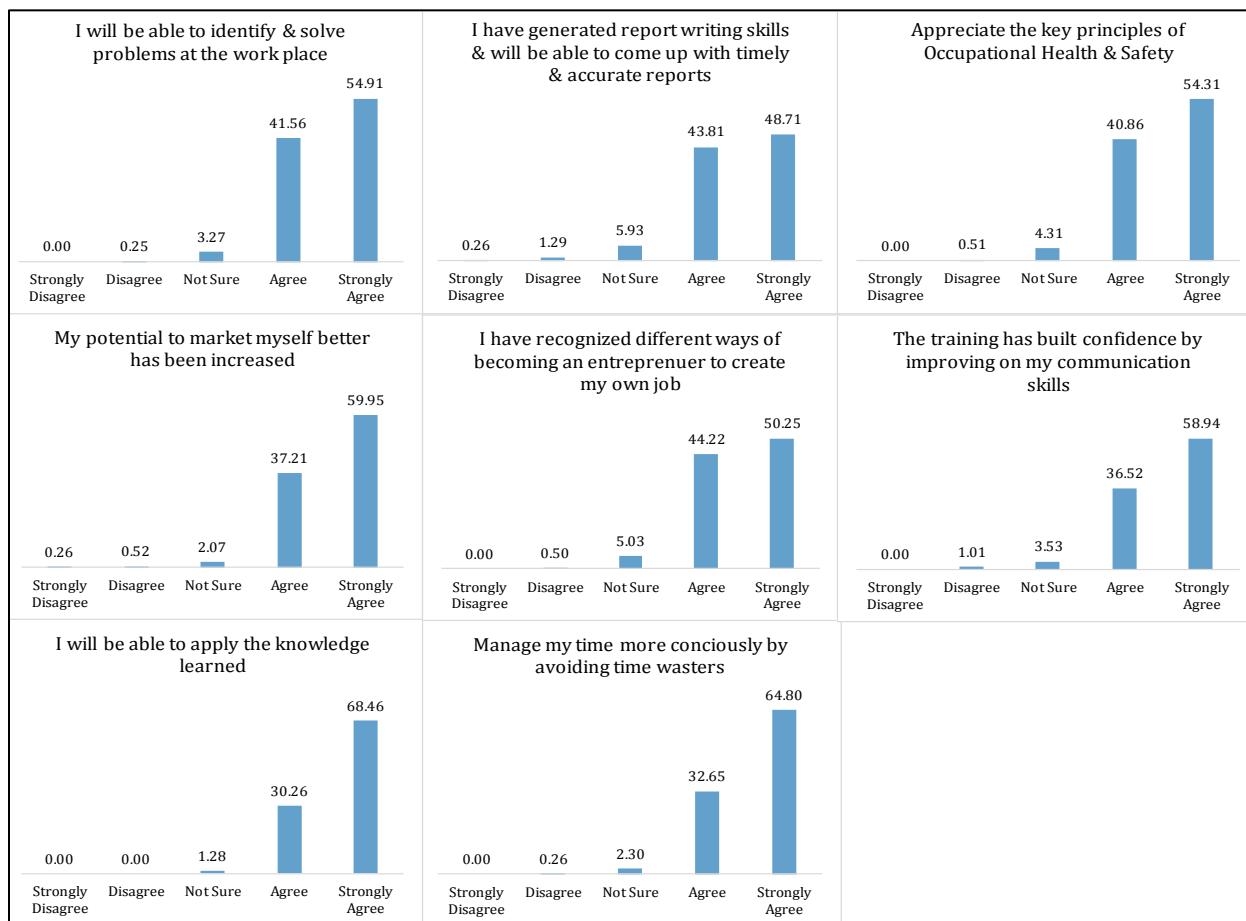
5.1.1 Graphical Analysis and Interpretation of the findings

5.1.1.1 Section 1 (Subsection 1): Application of Knowledge Acquired

This section was included to measure the extent at which students would be able to apply knowledge acquired during the training.

Each variable is independently visualized to identify how satisfied the respondents were for that particular variable.

Figure 2: Relative Composition of each option on the Likert scale for variables in section 1 (subsection 1)



A detailed interpretation of the responses for each variable (in subsection 1) used in the evaluation is given below.

Variable 1: Over 96 percent of respondents agreed that they would be able to identify and solve problems at the workplace, only 3.27 percent were not sure and less than 1 percent disagreed.

Variable 2: Over 93 percent of respondents agreed that they would be able to generate report writing skills and also come up with timely and accurate reports. 5.93 percent were not sure and less than 2 percent disagreed.

Variable 3: 95.17 percent of the respondents appreciated the key principles of occupational health and safety. Only 0.51 percent disagreed and the rest were not sure.

Variable 4: Of the 400 respondents, 97.16 percent agreed that training increased their potential to market themselves better subsequently. Only 0.52 percent disagreed and less than 1 percent disagreed.

Variable 5: 94.47 percent of respondents agreed that they recognized different ways of becoming entrepreneurs, less than 1 percent 0.50 disagreed and the rest were not sure.

Variable 6: Of the 400 respondents, 95.46 percent of the students agreed that training built their confidence and communication skills. Only 1 percent disagreed while the rest were not sure.

Variable 7: Over 97 percent of respondents agreed that they learnt to manage time more consciously by avoiding time wasters, less than 1 percent disagreed and the rest were not sure.

Variable 8: 98.72 percent of the students agreed that they would be able to apply the knowledge learned and the rest were not sure.

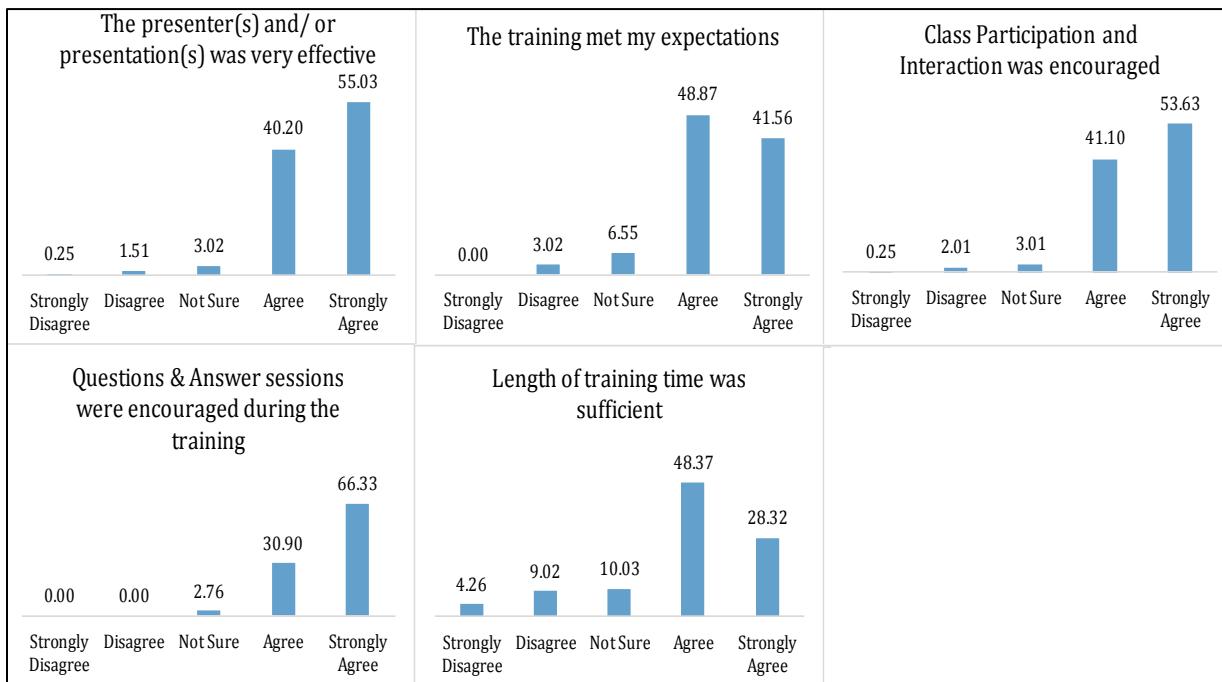
Generally, the training process was to a greater extent effective in providing relevant knowledge that students would apply at the place of work, since over 95 percent of the students who attended the training agreed that they would apply the knowledge acquired.

5.1.1.2 Section 1 (Subsection 2): Rating of the Training process

This section was included to measure the extent to which the training process was effectively done.

Each variable is independently visualized to identify how satisfied the respondents were for that particular variable.

Figure 3: Relative composition of each option on the Likert scale for variables in section 2 (subsection 2)



A detailed interpretation of the responses for each variable (in subsection 2) used in the evaluation is given below.

Variable 1: 95.23 percent of respondents agreed that presenters and presentations made were very effective. Less than 1 percent disagreed and the rest were not sure.

Variable2: 90.43 percent of respondents agreed that the training met their expectations, 3.02 percent disagreed and the rest were not sure.

Variable 3: 94.73 percent of respondents agreed that class participation was encouraged, 3.01 percent were not sure and less than 3 percent disagreed.

Variable 4: 97.23 percent of respondents agreed that Question and Answer sessions were encouraged during training and 2.76 percent were not sure.

Variable 5: 76.69 percent of respondents agreed that length of the training was sufficient. 13.28 percent disagreed and 10.03 percent were not sure.

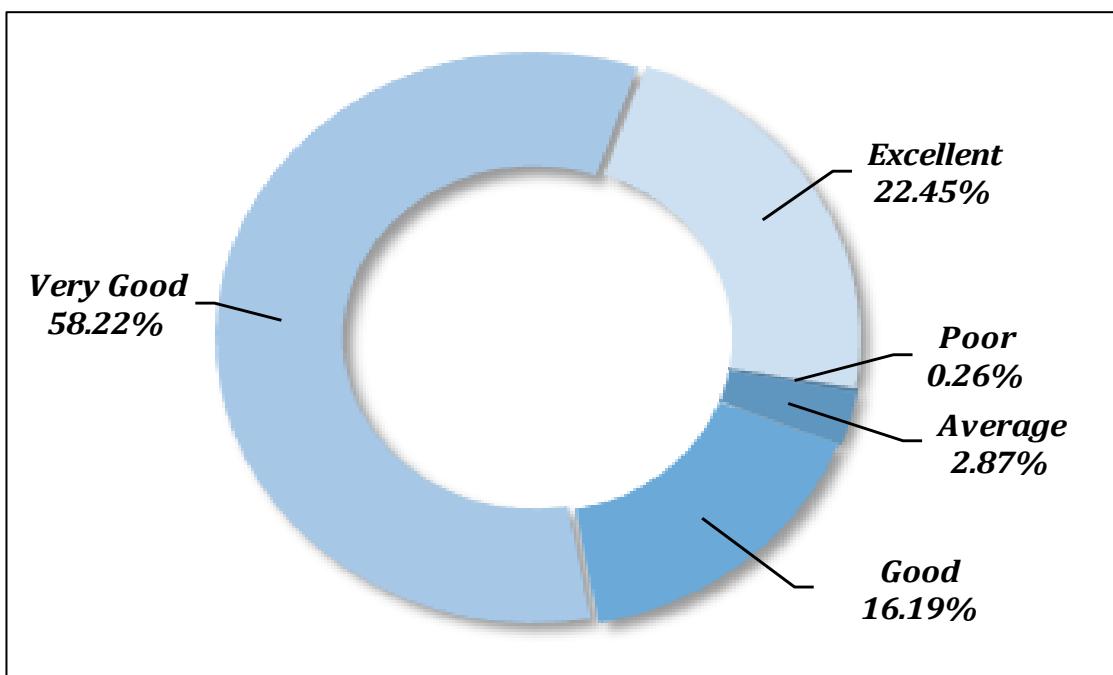
Generally, the training methods were to a greater extent very effective in passing on relevant knowledge to the students.



5.1.1.3 Section 2: Overall Rating of the Training

Generally, participants of the UMA-HEST induction training were greatly satisfied with how it was conducted in equipping them with relevant work based skills like time management, effective communication, report writing among others since it met 90 percent of the respondents' expectations. Majority of the students rated the training as Good (Over 70 percent), 22.45 percent as Excellent, and less than 3 percent as average.

Figure 4: Overall rating of the Training



6 CHALLENGES AND MITIGATIONS

Table 10: Challenges faced during the training and their mitigations

CHALLENGES	MITIGATIONS
<u>Turn-up Rate</u> Generally, the turn-up rate was 87.06 percent. Some BIs surpassed their projected number as other BIs failed to surpass their projected number for students to be trained.	Students were encouraged to communicate with their colleagues who didn't show up on the first day of training i.e. there was an increase of over 5 percent in students trained on Day 2.
<u>Turn-up Rate on Day 1</u> There was an increase of 5 percent in students trained on Day 2 compared to Day 1. Day 3 was an extension for training at MUST to cater for the Medical students.	Students were advised by their coordinators the importance of the training and advised to mobilize all their colleagues who missed out on Day 1. This resulted into an increase of over 5 percent in students trained on Day 2. Medical Interns should be considered in the Project for all BIs that offer Medical related courses.
<u>Preparation of Venues</u> In some BIs, preparation of venues where trainings were held was done late which resulted into shorter time for training on particular days.	BIs should prepare training venues early enough to enable trainings start in time.
<u>Poor Time Management</u> Some students in all BIs always turned up late for training, at the start of each day and after break sessions.	Students were advised on Day 1 of training the importance of valuing time as a major factor.
<u>Submission of Nominations Forms</u> Submission of the nomination forms to BI coordinators for approval was done late by some students.	Liaising with BI coordinators and communicating to students early, to ensure that nomination forms are submitted in time.

7 CONCLUSION

The UMA-HEST induction training commenced in May and was concluded in June 2016. It was held at the eight (8) respective BIs and at the UMA show grounds for the case of UMI. It was conducted for 2 days at the eight (8) BIs i.e. MAK, KYU, BUS, MUBS, LIRA, GULU, MUNI, UMI and for 3 days at MUST.

According to the analysis made, the UMA-HEST Induction training was successful since 87.06 percent of the projected number (2,109) was achieved, the number of students trained in 2016 almost doubled that of the preceding year 2015 i.e. there was a 94.47 percent increase. More students were given a chance to acquire Work Based skills at all BIs.

The training process and methods used were very effective in equipping relevant Knowledge and Work Based skills like Communication skills, Entrepreneurship skills, Occupational Health and Safety, among others since over 90 percent of the students agreed that the training was effective.

We wish to thank the Government of Uganda (GoU), AfDB, Interns, Employers, Stake holders and in a special way all the University Coordinators from the Benefiting Institutions for your valuable support in implementing this Project.

Annexes

Annex 1: Copy of Evaluation form

UMA-HEST PROJECT

EVALUATION FORM



NAME OF UNIVERSITY.....

Name of the training..... Date.....

Facilitator's Name(s).....

Please tick appropriately in the boxes provided

Strongly Disagree-1, Disagree-2, Not Sure -3, Agree -4, Strongly Agree -5

Criteria	1	2	3	4	5
SECTION B I					
1. I will be able to identify and solve problems at the work place.					
2. I have generated report writing skills and will be able to come up with timely and accurate reports.					
3. Appreciate the key principles of Occupational Health and Safety.					
4. My potential to market myself better has been increased.					
5. I have recognized different ways of becoming an Entrepreneur to create my own job.					
6. Manage my time more consciously by avoiding time wasters.					
7. The training has built confidence by improving on my Communication Skills.					
8. I will be able to apply the knowledge learned					
SECTION B II					
1. The presenter(s) and/ or presentation(s) was very effective					
2. The training met my expectations					
3. Class participation and interaction was encouraged					
4. Questions and Answer sessions were encouraged during the training.					
5. Length of training time was sufficient.					

Overall rating of the training

NO.	VERY POOR	POOR	AVERAGE	GOOD	VERY GOOD	EXCELLENT
7	<input type="radio"/>					

1. What aspects of the training could be improved?
2. Other comments if any
3. Suggest any other training programs you would like to have.

UMA-HEST PROJECT Evaluation Form 2016

Annex 2: Copy of Nomination form

Nomination Form (To be filled by the Institution's HEST Project Internship Coordinator)

Name of Institution									
Name of Student									
Faculty									
Course.....									
Mobile Contacts.....									
Email.....									
Bank.....	Branch.....	A/c No.....							
Skills to be offered.....									
Next of Kin: Name.....	Contact.....	Relationship.....							
<table border="1"> <tr> <td>Academic Year (tick)</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> </table>					Academic Year (tick)	1	2	3	4
Academic Year (tick)	1	2	3	4					
Faculty/Department.....									
Office Tel and Mobile Contacts of Institution's HEST Project Internship Coordinator									
Name.....	Title.....								
Email.....									
Tel.....	Signature.....								
Stamp									

NB .Please fill this Nomination form and send it by

For more information contact: SULA K. NKUUTU (Internship Training Officer) on Tel 0782 302591/0759 798543 email: kiyuba2001@yahoo.com, ALLAN SENYONDWA (Internship Placement Officer on Tel 0704 358654 email: allansse@yahoo.com, KYALIMPA JOSEPH, (UMA Training Manager) Tel 0712 181182 email: kyalimpajoseph@uma.or.ug: HEST Office Tel: 0705246764

Yours sincerely,



Sebaggala M. Kigozi
Executive Director

Annex 3: Copy of Student's details

3rd (Friday) – 4th (Saturday) June 2016

(To be filled by the Institution's HEST Project Internship Coordinator)

Name of institution MAKERERE UNIVERSITY

Name of Student SEBAGGALA ENOCK

College COLLEGE OF ENGINEERING, DESIGN, ART & TECHN.

Course BSC IN ELECTRICAL ENGINEERING.

Mobile Contacts 0708572024

Email e.Seruwagi.2013@gmail.com

Bank STANBIC Branch MAKERERE A/C. 9030000173508

Skills to be offered Electrical Engineering work.

Next of Kin Name: Mrs. Agatha Seruwagi Contact 0776999488 Relationship Mother.

Academic Year (tick) 1 2 3 4

OFFICIAL USE:

Department Planning & Development

Office Tel and Mobile Contacts of Institution's HEST Project Internship Coordinator

Name Dr. F. Nakayiwa Title Director

Email f.nakayiwa@mak.ac.ug

Tel 0414 522470 Signature

Stamp

**NB . Please fill this Nomination form and send it by Friday 13th March 2015.**

For more information contact: KYALIMPA JOSEPH, (UMA Training Manager) Tel 0712 181182
 email - kyalimpajoseph@uma.or.ug , SULA K. NKUUTU (Internship Training Officer) on Tel 0782
 302591/0759 798543 email -kiyuba2001@yahoo.com, ALLAN SENYONDWA (Internship
 Placement Officer on Tel 0704 358654 email - allansse@yahoo.com

Yours sincerely,

Sebaggala M. Kigozi
Executive Director

Annex 4: Invitation letter for Induction



**UGANDA
MANUFACTURERS
ASSOCIATION**

Lugogo Show Grounds, P.O.Box 6966 Kampala. Tel: 221034, 2687615, Fax: 220285 Email training@uma.or.ug

Website: www.uma.o.ug

11th April 2016

Dear

Re: Induction Seminar for Internship Students for the HEST Project on 6th- 7th May 2016

Uganda Manufacturers Association (UMA) realized that graduates face so many challenges when searching for jobs. The education system is very theoretical and when students come out of institutions are unable to translate what they learnt into practice. To address the issue, UMA in partnership with the Ministry of Education Science Technology and Sports with support from African Development Bank is running an internship program aimed at improving employable skills under the **Higher Education Science and Technology (HEST) Project**.

The internship program will provide students with an opportunity to secure practical work experience that employers look for in addition to academic qualifications. The project mainly focuses on Science and Technology students (90%) from Makerere University, Kyambogo University, Busitema University, Gulu University, Mbarara University of Science and Technology and Muni University. There has been a consideration of 10% for students taking other courses from Uganda Management Institute and Makerere University Business School.

Universities will select students to join the program. Before students are placed in industries, they will attend a two – day induction training at the respective Benefiting Institutions in Workplace Based Skills as a way of orienting them to the program. The students shall thereafter be posted to companies for a 2-6 months internship period.

At the company, students shall be placed under Company Based Technical Supervisors with whom they will agree on a clear skills acquisition program for the stipulated duration. During that period, UMA will work with companies and universities to ensure that interns acquire the programmed skills for future practical use.

Having been selected by your institution of Higher learning, you are required to attend a two-day induction training in Workplace Based Skills.

Specific objectives of the Induction Seminar

By the end of the workshop participants will be able to:

- ✓ Build confidence by improving on their Communication Skills
- ✓ Improve their Interpersonal Relationships and enhance Team work
- ✓ Increase their potential by marketing themselves better
- ✓ Manage their time more consciously by avoiding time wasters
- ✓ Appreciate the key principles of Occupational Health and Safety
- ✓ Recognize different ways of becoming Entrepreneurs to create their own jobs
- ✓ Generate report writing skills by coming up with timely and accurate reports
- ✓ Develop a Positive Attitude towards work and how to handle grievances
- ✓ Identify and improve on problem solving skills at the work place.

Target participants

The induction seminar has been designed for final year students offering science subjects from **Gulu** after being recommended by your university.

Methodology

A participatory and interactive approach will be emphasized. Participant's involvement through sharing of experiences, short presentations, group discussions, question and answer sessions, plenary presentations, case studies and group work will also feature prominently.

Training Program and Content

Time	Day 1	Day 2
8:30am-9:00am	Arrival and Registration	Review of Day 1
9:00am-9:30am	Course Objectives and Introduction to Internship	Introduction to Entrepreneurship
9:30am-10:30am	Personal Development	Introduction to Entrepreneurship
10:30am-10:45am	BREAK TEA	BREAK TEA
10:45am-11:45am	Communication Skills	Occupational Health and Safety Insurance
11:45am-1:00pm	Time Management	Use of the UMA Web Portal
1:00pm-2:00pm	LUNCH	LUNCH
2:00pm- 4:30pm	Interpersonal Relations and Attitude Change Problem Solving Skills	Reporting Skills Acquisition Progress UMA HEST Project Road Map
4:30pm	Closure	Evaluation and Closure

Venue: Gulu University

Dates: 6th (Friday) - 7th (Saturday) May 2016

Annex 5: Intern's 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:

Date.....

Dear Mr/Mrs/Miss.....

RE: OFFER TO PARTICIPATE IN UMA – HEST INTERNSHIP PROGRAM

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

Your Obligations:

1. You will uphold the Intern Code of Conduct, outlined 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 a three months internship placement with the company.
 - c) Act professionally at all times, upholding the good name and integrity of the UMA - HEST Internship Program 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 program 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.

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 **04 (four)** weekly, quality, timely targets per month. Reports should be **approved and signed** by your Work Place Based Supervisor.

Offer letter continued

The installments shall be as follows:

Date	Item	Amount
1 st June 2016	<i>Insurance premium to be deducted</i>	36,000/=
17 th June 2016	1 st Financial Disbursement	180,000/=
10 th Jul 2016	2 nd Financial Disbursement	170,000/=
15 th Sept 2016	3 rd Financial Disbursement	160,000/=
10 th Oct 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.

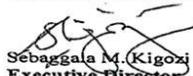
6. Insurance:

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 before2016.

Yours sincerely
Uganda Manufacturers Association



Sebagala M. Kigozi
Executive Director

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

Signed Date:
Cc: Employer (Host Company)

Annex 6: 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 TO THE COMPANY

We thank you for accepting us to work with you in the UMA-HEST Internship program. This is to introduce to you Mr/Mrs./Miss.....

a student of UMA HEST Internship Registration number.....
UMA -HEST program will support the intern with an amount of (seven hundred thousand shillings only) 700,000/= as stipend for three months in your organization. The stipends will be payable in installments depending on your recommendations.

The intern will be attached to a Workplace Supervisor who will be identified by your Company. The Workplace Supervisor will monitor the learning process and give back feedback to UMA-HEST Program 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 setting at least 4 weekly targets and handing in the monthly reports.

Yours Sincerely,
Uganda Manufacturers Association

Sebaggala M. Kigozi
Executive Director

Cc: Student

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

Annex 7: Attendance lists for Gulu University

TRAINING REGISTRATION FORM FOR GULU UNIVERSITY
6TH MAY 2016

NO.	SURNAME	FIRST NAME	COURSE	TELEPHONE	ALTERNATIVE CONTACT	EMAIL	MORNING SESSION
1	LUKYAMUZI	SIMON	COMPUTER SCIENCE	071231669	0755635218	uksm053@gmail.com	
2	OKOT	REN	COMPUTER SCIENCE	0780337581	0783435028	benjaminokotson@gmail.com	
3	ORYONO	PATRICK KEN M	COMPUTER SCIENCE	0724275529	0753263301	patrikkeno@gmail.com	
4	ONEN	SIMON	COMPUTER SCIENCE	0781693473	0760764098	sonen8524@gmail.com	
5	MUBO	KEVINETH	COMPUTER SCIENCE	0784560123	0784560289	mubolokevineth@gmail.com	
6	APIO	FELIETTA	COMPUTER SCIENCE	0753222291	0782760236	afelietta@gmail.com	
7	NAKASIKO	WIDA	TECHNICAL DRAWINGS	0744116198	0706173451	nakasikowida@gmail.com	
8	NKOLGOMBE	KISA	COMPUTER SCIENCE	0774346496	0764362380	nkolgombekisa@gmail.com	
9	NYEKO	RONALD M	Information Tech.	0792026666	0792026687	ronchakalecandy@gmail.com	
10	NAN YONGA	MILLY	Information Technology	073675657	0759543443	nysacon@gmail.com	
11	NGUGDIST	JOHN N.	INFORMATION TECHNOLOGY	0774291190	0703916444	ngugdist18@gmail.com	
12	OCIAWANG	AMBROSIE	INFORMATION TECHNOLOGY	0772947306	07292660779	ociaiwang24@gmail.com	
13	PERONVENESE	PHILIP	INFORMATION TECHNOLOGY	077265177	0729265371	peronveneve@gmail.com	
14	LOKANG JAMES	BOBBI	Information Tech.	0782026666	0782026687	lokangjamesbobbi@gmail.com	
15	OCHAN	JAMES	Information Tech.	0783070096	074875915	jamesmadrinian@gmail.com	
16	MWOLDO	KENNETH	Information Tech.	0784760133	0790500589	mwoldo kenneth@gmail.com	
17	OSIALU	DANIEL	INFORMATION TECHNOLOGY	0757760386	0776199382	osialuclu7@gmail.com	
18	WIDDRACH	FRED LUKUMAH	BSC (Computer Science)	07791753870	0703631872	jerilredd18@gmail.com	
19	OGUTTU	NOSES	INFORMATION TECHNOLOGY	07793767814	0703631872	oguttuose28@gmail.com	
20	KOMAKECH	JIMMY	Computer Science	0777220141	0715200141	jimmykomakech33@gmail.com	
21	OKITA SAMUEL	THOMAS	Computer Science	0774744119	0294044119	okitasamuel@gmail.com	
22	CAN KATI	DERICK DENNIS	Basic Computer Science	0716645250	0702645250	derickokita@gmail.com	
23	OKOLONG SAM	SAM	Basic Computer Science	0773010728	07508666333	simonokolong12@gmail.com	
24	CANDAC	ERICK LATUM	INFORMATION TECHNOLOGY	0774571342	0783297212	erickcandac@gmail.com	
25	OKWILA	ROTHA	Basic Information Technology	0716509320	07941394054	jokwila09@gmail.com	
26	OKELLO	RICHARD	BSC INFO. TECHNOLOGY	07829560255	0772952538	jokellog11.2015@gmail.com	
27	SEKANYANGE	SAROMON	BSC BUSINESS FINANCIAL	0706474861	0760647023	zawed31@gmail.com	
28	OKANNE	GLADYS	BSC. HUMAN. TECH.	07833718665	0790500800	okannegladys123@gmail.com	
29	KANYERE	IRENE	BSC 1.C.T	0784905515	0744041415	irenekanyere123@gmail.com	
30	OKERER	RENU ENMAMER	BSC. MFG. TECH	0782938227	072938227	renuokerer@gmail.com	
31	NALUBANDA	SAMUEL	BSC BUSINESS FINANCIAL	0778248002	0753801762	walubanda.samupei@gmail.com	
32	OKALDE	INSLEY	BSC. AGRI. FARM	0704704661	0781782828	okaldeinsley19@gmail.com	
33	OKUHARE	EMILY	BSC BUSINESS FINANCIAL	0766841025	0706967655	okuhareemily19@gmail.com	
34	MANIGAO	GRACE	BSC BUSINESS FINANCIAL	0785939451	0703793860	manigao.grace123@gmail.com	
35	OPOKA	THOMAS	BSC BUSINESS FINANCIAL	0774757748	0757457748	opoka.thomas13@gmail.com	
36	OKEN	SUSAN	BSC BUSINESS FINANCIAL	0788010165	075915371	susankomenok@gmail.com	
37	OPOLLO	JAMES	Basic Computer Science	075691014	0777818510	jamesopollo@gmail.com	

TRAINING REGISTRATION FORM FOR GULU UNIVERSITY
UMA-HEST PROJECT
DATE: 6TH MAY 2016

MORNING SESSION						
NO.	BANK	BRANCH	ACCOUNT	RESIDENCE	NEXT OF KEEN	CONTACT
1	CENTENNARY	NAT'ETE	2830025431	NAT'ETE	NAMUSI JOSE	0156655318
2	CENTENNARY	LIRA	1020512160	LIRA	ANNA GRAHAM	0787233360
3	STANBIC	GARDEN CITY	9030011475042	LUVIRA	LOVINO DAVID	0772681082
4	STANBIC	GULU	903006547337	KWEMPE	MONTY JACOBINE	0172516184
5	CRANE	GULU UNIVERSITY	10500162100000039	LIRA	ATO PROCOLA	07627468236
6	BANK OF CRANE	GULU UNIVERSITY	10500162100000039	LIRA	ATO PROCOLA	07627468236
7	BANK OF AFRICA	GULU	01534280000	KARUMBA	MOUSI MOSES	01534280000
8	CENTENNARY	NBALE	01534280000	BOKAKA	MAGOLI ANNA	0782-24666
9	CRA	GULU University	105001600000010	GULU	KIBONG REVER	0782105459
10	CRANE	GULU Branch	9030010182008	KASONGOLA	SENENYI DARIO	0750719050
11	STANBIC	GULU Branch	9030010182008	LIRA	AKENTI THOMAS	077301447
12	CENTENNARY	GULU Branch	7522500310	LIRA	THEMBA GABRIEL	0772225571
13	STANBIC	GULU Branch	9030010246640	MACHISI	BATHUMAGANI	0772225571
14	CENTENNARY	KOTIDO	62200026683	KARUNGU	ANDA ROSS	0782528364
15	CENTENNARY	GULU	0140004089500	GULU	KWANT LILLY	0771835915
16	CRANE	GULU	903001057607	DAWA SOSPHEK	078550190	
17	STANBIC	GULU	010911582685	DOKOLO	ALIO GORET Y	0774492324
18	DELU	GULU	010911582685	DOKOLO	AKELLO MARENKO	0775828250
19	CENTENNARY	GULU	7520060951	TOKORO	BEANO CREDHET	0776304239
20	CENTENNARY	GULU	7520055183	GULU	OKOT CHARLES	0772446911
21	CENTENNARY	KITGUM	1041100001216	GULU	OKOT JAMES	0779573083
22	POST BANK	TOKORO	9520022382	TOKORO	OTOME NORM	0774037466
23	CENTENNARY	TOKORO	9520022382	GULU	OKOT ALIKO	077215730
24	CENTENNARY	GULU	1520505108	TOKORO	OKOT NATEBI	0792391229
25	CENTENNARY	GULU	7520051511	GULU	OKOT OMIRI	0772152538
26	CENTENNARY	GULU	903000148504	KAMBALA	OKOT SEMONEK	0772384656
27	STANBIC BANK	GULU	75200052023	LAKEYE RUMPK	OKOT SEMONEK	0772384656
28	CENTENNARY	GULU	10500058314	AKAGO	OKOT SEMONEK	0772384656
29	CENTENNARY	KASESE	10500058314	KASESE	OKOT SEMONEK	0772384656
30	CENTENNARY	GULU	75220572473	GULU	OKOT ALEX	077646136
31	CRANE bank	NAKWUBO	0140072436400	SEETHA MUSABA KIBAWA RETE	0751538339	
32	Crane bank	MASO	3120052066	KIBAWA RETE	0751538339	
33	Centenary	GULU	75200052023	IBAHNA	MR KATHUMKAD	0771228328
34	STANBIC	GULU	903000636657	GATARA	MUSTIENO TEFHO	0765559444
35	POST BANK	GULU	1030008002031	GULU	KLUMBO FRANCIS	0763809708
36	Centenary	LIRA	102050237	LIRA	OLOSA FRANCIS	017240020
37	POST BANK	LIRA	1040103000372	LIRA	STUNGO TEFHO	0713274420

TRAINING REGISTRATION FORM FOR GULU UNIVERSITY
6TH MAY 2016

UMA-HEST PROJECT

NO.	SURNAME	FIRST NAME	COURSE	EVENING SESSION		ALTERNATIVE CONTACT	EMAIL
				TELEPHONE	SESSION		
1	D'KEBBO	VINCENT	BSC - ICT	0717325212	0794229503	0794229503	vinstonmawenya@gmail.com
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UMA-HEST PROJECT
TRAINING REGISTRATION FORM FOR GUUU UNIVERSITY
DATE: 6TH MAY 2016

NO.	BANK	BRANCH	ACCOUNT	EVENING SESSION		NEXT OF KEEEN	CONTACT	SIGN
				RESIDENCE	NEXT OF KEEN			
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2	CENTENNIAL	GULU	1522000105	GULU	MURERE EIGHT DIREK216998	UNIDENTIFIED		
3	CENTENNIAL	GULU	3090087855	GULU	DR. ELENE THOMAS 0746244794	DR. ELENE THOMAS		
4	CENTENNIAL	KIREKA	4420003097	KIREKA	MRIDA/KENYA. ABUS LOKE 0722833541	ABUS LOKE		
5	CENTENNIAL	LIRA	1020512235	LIRA	OKULU FRANCIS 044281053	OKULU FRANCIS		
6	CENTENNIAL	GULU	9520026930	SIBOTI/TORODO IMALANGATAG 076665535	SIBOTI/TORODO IMALANGATAG 076665535	SIBOTI/TORODO IMALANGATAG		
7	CENTENNIAL	KIREKA	10000165500	KIREKA	FRIGGIA UNIDENTIFIED 02322207	FRIGGIA UNIDENTIFIED 02322207		
8	CENTENNIAL	GULU	75200058037	GULU	MISTANA UNIDENTIFIED 0784051545	MISTANA UNIDENTIFIED 0784051545		
9	CENTENNIAL	GULU	—	GULU	SEEDCASTEL-H 0786221159	SEEDCASTEL-H 0786221159		
10	KATE CENTENNIAL	KIZITO GULU	7520057477	KIBARARA	KAKURU, CR 0774425555	KAKURU, CR 0774425555		
11	DAWAT-A CENTENNIAL	GULU	152050510%	TORODO	OKURU NIKI 0722342291	OKURU NIKI 0722342291		
12	DFCU	LIRA	01051151578395	LIRA	MRANAT KENYATTA 0777901931	MRANAT KENYATTA 0777901931		
13	CENTENNIAL	GULU	7520057873	SHEEMA	KIRIAT MAMILLI 0827461016	KIRIAT MAMILLI 0827461016		
14	CENTENNIAL	MUKONO	4220038896	MUKONO	LOWELL CHARLES 073360365	LOWELL CHARLES 073360365		
15	CENTENNIAL	GULU	7422006171	KIREKA	ABUO BETTY 07535375	ABUO BETTY 07535375		
16	POST BANK	LIRA	1040903000372	LIRA	OLUNGO JETONI 0732244620	OLUNGO JETONI 0732244620		
17	POST BANK	LIRA	—	GULU	OUTK KARLO 0734261272	OUTK KARLO 0734261272		
18	—	—	—	GULU	LAUREN MULLEN 0745854712	LAUREN MULLEN 0745854712		
19	CENTENNIAL	LIRA	014056243300	MBAKE	INZAKU, RICE 0774227206	INZAKU, RICE 0774227206		
20	CENTENNIAL	BATISE	26420704324	GULU	OTHA VIOLA 072365676	OTHA VIOLA 072365676		
21	POST BANK	GULU	1140000000361	GULU	LANTENO DAILY 07744241832	LANTENO DAILY 07744241832		
22	POST BANK	GULU	1030008002031	GULU	KIAMA FRED 0782807708	KIAMA FRED 0782807708		
23	CENTENNIAL	LIRA	1020510237	LIRA	OLOO FRANCIS 07200020	OLOO FRANCIS 07200020		
24	STANBIC	GULU	9030003636659	GAYALA	MAUBO SETHIO 0781553733	MAUBO SETHIO 0781553733		
25	STANBIC	GULU	903001053607	MUKONO	ALO COLLEY 0774423245	ALO COLLEY 0774423245		
26	CENTENNIAL	GULU	0240004029500	LIRA	OMWA THOMAS 0774423245	OMWA THOMAS 0774423245		
27	CENTENNIAL	GULU	—	—	—	—		
28	—	—	—	—	—	—		
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TRAINING REGISTRATION FORM FOR GULU UNIVERSITY
6TH MAY 2016

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NO.	BANK	BRANCH	ACCOUNT	RESIDENCE	NEXT OF KEEN	CONTACT	SIGN	
							EVENING SESSION	
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4	CENTENARY	Gulu	7522000311	KAGGO	AKETHE BISMARCK	0772516187		
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6	CRANE	Gulu	105001601000139	SOROTI	ABALO CONST	078451669		
7	CRANE	Gulu	105001621000039	LIRA	AYOPRACOVIA	0782768236		
8	CENTENARY	MIRALE	105001621000039	BUBAKA	MAGASSI ANTHONY	0752200656		
9	KCB	Gulu	2202401547	Gulu	LANCE STEPHEN	075485749		
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11	CRANE	Gulu	105001601000039	Gulu	ELIGIA PETER	0772516187		
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13	CRANE	Gulu	105001601000039	Gulu	SENTHONI DAVID	075049050		
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26	NCUS			Apdo	OBORO ODE	077437133		
27	CENTENARY	Gulu	7520054511	Gulu	OBORO ODE	077437133		
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TRAINING REGISTRATION FORM FOR GULU UNIVERSITY
7TH MAY 2016

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NO.	BANK	BRANCH	ACCOUNT	RESIDENCE	NEXT OF NEEN	CONTACT	SIGN
							EVENING SESSION
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7	CENTENARY	NEBBI	—	GULU	OBONG BRIEL	0715775306	<u>Briel</u>
8	PDS T BANK	LIRA	1040903000372	LIRA	OBONG BRIEL	0772854727	<u>Briel</u>
9	CENTENARY	KIACK	44200003097	KIACK	OBONG BRIEL	0723224420	<u>Briel</u>
10	—	—	—	KIACK	OBONG BRIEL	0723224420	<u>Briel</u>
11	—	—	—	KIACK	OBONG BRIEL	0723224420	<u>Briel</u>
12	CENTENARY	Gulu	7520059140	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
13	STANBIC	LIRA	0205012235	LIRA	OBONG BRIEL	0723224420	<u>Briel</u>
14	CENTENARY	GULU	7520000311	GULU	OBONG BRIEL	0723224420	<u>Briel</u>
15	CENTENARY	GULU	0240004089500	GULU	OBONG BRIEL	0723224420	<u>Briel</u>
16	CRANE	Gulu	7520062958	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
17	CENTENARY	Gulu	—	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
18	CENTENARY	Gulu	7520000310	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
19	CENTENARY	Toro	01261153943140	GULU	OBONG BRIEL	0723224420	<u>Briel</u>
20	DFCU	Toro	—	GULU	OBONG BRIEL	0723224420	<u>Briel</u>
21	Stanbic	Gulu	—	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
22	—	—	—	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
23	—	—	—	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
24	BANK OF AFRICA	Gulu	07531530008	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
25	BANK OF AFRICA	Gulu	07570180006	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
26	BANK OF AFRICA	Gulu	07570170000	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
27	CENTENARY	Gulu	4422000171	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
28	CENTENARY	Gulu	7520059511	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
29	STANBIC	Gulu	903000196506	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
30	Stanbic	Gulu	903001057607	Dorelo	OBONG BRIEL	0723224420	<u>Briel</u>
31	CRANE	Gulu	1050016010000139	SOROTI	OBONG BRIEL	0723224420	<u>Briel</u>
32	CRANE	Gulu University	1050016210000039	LIRA	OBONG BRIEL	0723224420	<u>Briel</u>
33	—	—	—	Gulu	OBONG BRIEL	0723224420	<u>Briel</u>
34	CENTENARY	LIRA	1020512160	LIRA	OBONG BRIEL	0723224420	<u>Briel</u>
35	CRANE	Gulu	1050016010000	NAKESANGOLA	OBONG BRIEL	0723224420	<u>Briel</u>
36	CENTENARY	MUKONO	4220038896	MUKONO	OBONG BRIEL	0723224420	<u>Briel</u>
37	BANK OF AFRICA	Mukono	0634280000	MUSI MUSA	OBONG BRIEL	0723224420	<u>Briel</u>

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20	ORWONO	FRANCIS	Computer Science	0784275526	0784275526	0784275526	francis.orwono@gmail.com
21	OKWANGA	JOHN	BSC	0782625666	0782625666	0782625666	johnokwanga@gmail.com
22	APIO	KELIESTA	Computer Science	0795322279	0795322279	0795322279	apiokeliesta@gmail.com
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27	KABANGWA	PHILIP	BSC. ICT	0774165177	0774165177	0774165177	kyononje_philip@yahoo.com
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31	NAN YONCA	NILLY	BSC. ICT	076675567	076675567	076675567	nilly.yonca@gmail.com
32	OBOKO	JAMES	BSC	0716909014	0716909014	0716909014	james.oboko@gmail.com
33	KABWILA	ANNUKU	Biosystems Eng.	0703905514	0703905514	0703905514	kiabuwilaannuku@gmail.com
34	OGENGET	EMMANUEL	BSC. ICT	0775748976	07753457357	07753457357	emmanuel.ogenget@gmail.com
35	ONYAC	FRANCIS LAYIM	BSC. ICT	076513402	0783259212	0783259212	francis.layim@gmail.com
36	AKENYA	ANTHONY	Biosystems Eng.	0781329511	075154913	075154913	sekerachekwu@gmail.com
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MORNING SESSION

NO.	BANK	BRANCH	ACCOUNT	RESIDENCE	NAME OF KEEN	CONTACT	SIGN
1	CENTENARY	Gulu	45 200 58 02 4	Ibaunda	Mr. Kalunguwa	07373824655	
2	CENTRE BANK	NETHER	76 200 12 41 4	Gulu	MUSILOU ALEX	0738286417	
3	CEMENT	KIREKA	44 2000 309 7	Gulu	Porraine Dina	0738235900	
4	CENTENARY	KITGAM	44 2000 309 8	Gulu	Akira Leslie	0738235354	
5	CENTRE BANK	Gulu	10 300 030 324 54	Gulu	Okwesha Unicef	0749575688	
6	POST BANK	Lira	10 300 030 324 54	Lira	OKUNU TOM	0732296504	
7	POST BANK	Gulu Branch	9030010143508	Gulu	Musa Ssangapela	0747425260	
8	STANBIC	MUKONO	75200 545 11	Gulu	PATRICK	0732957253	
9	CENTENARY	Gulu	014111514 835 830	Gulu	BERKEMEER ERWIN	0735946513	
10	CENTENARY	KITGAM	014620014 835 830	Gulu	Pring Leonore	0713540271	
11	DFC	Gulu	2202401547	Gulu	UNICO STEPHEN	0734869749	
12	Centenary	Gulu	0141065517 300	Lira	OTHERS BOUCAS	0732693314	
13	KCB	Gulu	752 2000 318	Gulu	WENDY SAMWELL	0747164988	
14	CRIME BANK	Lira	180 64505010 15	KPWA	AKIRIA ROBERT	0768443171	
15	CENTRE BANK	Gulu	01003 519 450	Lira	AKIRIA JAMES	0755014947	
16	Stanbic Standard	Gulu	75202 000 316	Gulu	AKIRIA BOSNIAK	0738233025	
17	CENTENARY	Gulu	10500 162 0000311	Lira	AKIRIA TWIN	0735194875	
18	CENTENARY	Gulu	180 64505010 15	KPWA	LUMMO DAVID	073268262	
19	DKC	KPWA	180 64505010 15	KPWA	AKIRIA ROSSA	0782529364	
20	STANBIC	Gulu	180 64505010 15	KPWA	KYO PROVOST	0782268236	
21	CENTENARY	KOTIDO	62 2 060 208 3	KAMBONGA	KYOTO CONVENT	0784556661	
22	CRANE	Gulu University	10500 162 0000319	Lira	KALIBO KATHARINA	0738230949	
23	CRANE	Gulu University	10500 162 0000319	KPWA	KALIBO KATHARINA	0738230949	
24	CENTENARY	Gulu	75200 571 43	KASESE	KASESE	0738230949	
25	CENTENARY	KASESE	75200 571 43	KASESE	KASESE MULANI	0738230949	
26	CENTENARY	Gulu	95200 2 613 0	SOPIKI TECDO	KALIBGAT G.	0766615555	
27	STANBIC	Gulu	1030000 208 640	MAROMBI	KALIBGAT G.	0766615555	
28	CENTENARY	KAMPALA	37 2 000 2018	KAMPALA	KALIBGAT G.	0766615555	
29	CENTENARY	Gulu	1030000 2018	KAMPALA	KALIBGAT G.	0766615555	
30	CENTENARY	Gulu	1030000 2018	MUTABA	KALIBGAT G.	0766615555	
31	CRANE	HATE Gulu	10500 160 0000148	NAKASONOLA	SEKONDA LIAW	0738230949	
32	POST BANK	Lira	104090 30000 372	Lira	OLUSOJO TOSHA	0733294420	
33	CENTENARY	BWAISE	242 001165 0	BWAISE	OLUSOJO TOSHA	0733294420	
34	BANK OF AFRICA	Gulu	0757 017 0000	Gulu	PEKETERI KHAL	072907020	
35	BANK OF AFRICA	Gulu	0757 018 0000	Gulu	PEKETERI KHAL	072907020	
36	DFC	Gulu	019108 0949661	Gulu	PEKETERI KHAL	072907020	
37	DFC	Gulu	019108 0949661	KAMPALA	PEKETERI KHAL	072907020	

Alone or in pairs

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
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TRAINING REGISTRATION FORM FOR GULU UNIVERSITY
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UMA-HEST PROJECT

NO.	SURNAME	FIRST NAME	COURSE	EVENING SESSION		ALTERNATIVE CONTACT	EMAIL
				SESSION	SESSION		
1	KATAMBA	NOAH	BSC. ICT	075264676	0758177713	noubkatamba16@gmail.com	
2	OKALEO	ESTO	BSC. ICT	0746830502	0777364393	sisterict@gmail.com	
3	MUSO	JUANA	BSC. ICT	0704443400	0782780000	juana.safyan@yahoo.com	
4	ABETA	DAMIEN OKIDI	BSC. ICT	0784666381	0792607906	abelapamela12@gmail.com	
5	AGUMA	CARINA	BSC. BSE	075174316	0752-731879	bkcamary@gmail.com	
6	ANTERIMA	ABDULLAH	BSC. ICT	0787529351	0773312287	adversusmamadu19@gmail.com	
7	OCHOM	ANDREW	BSC. ICT	0778318392	0782857610	Chomson andrew@gmail.com	
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9	OPYO	SIMON	BSC. COM. SCI	0783099297	07736497084533	simonyo@gmail.com	
10	ONEN	SIMON	BSC. COMPUTER SCIENCE	0781693473	070-169098	simon8524@gmail.com	
11	ORYONO	PATRICK	COMPUTER SCIENCE	0784275529	0793263301	patrickojo8@gmail.com	
12	NANYONGA	NILLY	BSC. ICT	0773675657	0750543443	nilly.nanyonga@gmail.com	
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14							
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DATE: 7TH MAY 2016

NO.	BANK	BRANCH	ACCOUNT	RESIDENCE	NEXT OF KEEN	CONTACT	SIGN	
							EVENING SESSION	DAY SESSION
1	CENTENARY	GUULU	7520058037	MASINDI	SIFAWA	0786291598		
2	CENTENARY	MASINDI	8070058037	PASTER	DYET JOHN	0744726383		
3	CENTENARY	MASINDI	810205122354	KALIMA	ZUBRINA	070481053		
4	CENTENARY	MASINDI	810205122355	OKULLU FRANCIS	OFFH&S1053			
5	CR KATE	GULU	0140012402900	MASINDI	KATUMBE J.	072661148		
6	CWAN	MASINDI	8140012402900	BULZUBUN	MUTUA MUKUNA	07855222027		
7	CENTENARY	GULU	91520026930	SIFAWA	MAKINSHAG	0776617583		
8	CR KATE	GULU	91030007084640	MASINDI	REGGAWINSON, P.	0772925341		
9	—	—	—	—	LAWALE WILHELM	0784879112		
10	STANBIC	GULU	9030006547337	GULU	KWEMPE	074281684		
11	STANBIC	GARDEN CITY	9030011475042	LUTUBA	KOMBE JACOB	0772682082		
12	CRANE	GULU	10500160100001748	NAKASONGOLA	LUOMO DAVID	0772682082		
13	CENTENARY	MUKONO	4220038896	MUKONO	LENTONI	075049050		
14				LUMALA CHARLES	0772360365	David		
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7TH MAY 2016

NO.	SURNAME	FIRST NAME	COURSE	EVENING SESSION SESSION		ALTERNATIVE CONTACT	EMAIL
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UMA-HEST PROJECT
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NO.	BANK	BRANCH	ACCOUNT	RESIDENCE	NEXT OF KEEN	CONTACT	SIGN
							EVENING SESSION
1	DFCI	Gulu Branch	010911536666685	Gulu	Akello Mwakabi	0715743480	<i>Amusing.</i>
2	Cent Post Bank	Gulu	1041100502116	Gulu	Dieno David	0722941133	<i>Amusing.</i>
3	Centenary	Gulu	7520055183	Gulu	Okot Chulu Kit	0712441111	<i>Amusing.</i>
4	Centenary	Gulu	9520029382	Toro	Obione Noah	07224029466	<i>Amusing.</i>
5	Centenary	Kotido	622 DCC2083	Kanyakro	Nabua Ross	0782529364	<i>Amusing.</i>
6	Centenary	Nakete	2820035431	Nakete	Namossi Joyce	07562516	<i>Amusing.</i>
7	—	—	—	Gulu	Ojock Koral	07562516	<i>Amusing.</i>
8	Centenary	Gulu	7520057973	Gulu	Silenna	07244261732	<i>Amusing.</i>
9	Centenary	Gulu	7522000105	Gulu	Numbere Eliud	07562516	<i>Amusing.</i>
10	DFCI	Gulu	010911515132	Nakawa	Priyatia Zain	0771611713	<i>Amusing.</i>
11	Centenary	Gulu	7520057977	Nakawa	Makurut G	07739435555	<i>Amusing.</i>
12	Centenary	Gulu	1020510231	Lira	Osoko Francis	07124050220	<i>Amusing.</i>
13	Centenary	Gulu	7520060051	Toro	Osoko Geoffrey	0726354331	<i>Amusing.</i>
14	Centenary	Gulu	15200505108	Toro	Omonu Naseem	07180594241	<i>Amusing.</i>
15	Post bank	Lira	1030003636684	Lira	Obonyo Tom	0792965509	<i>Amusing.</i>
16	Centenary	Ntale	3120061117	Bududa	Ntagi Amara	0782240565	<i>Amusing.</i>
17	Centenary	Gulu	7520057963	Gulu	Thelma Alex	0774160316	<i>Amusing.</i>
18	Centenary	Gulu	15200505105	Gulu	Habut Lust	0771874516	<i>Amusing.</i>
19	Centenary	Kasese	15200505834	Kasese	Kabanya Mwana	0729029219	<i>Amusing.</i>
20	Post bank	Gulu	1030008002031	Gulu	Klima Gravell	0782909708	<i>Amusing.</i>
21	STANBIC	Gulu	1030003636687	Gulu	Natino Sjetno	0781458733	<i>Amusing.</i>
22	Centenary	Bwaise	2420014650	Kampala	Namanya Aben	0771552666	<i>Amusing.</i>
23	Centenary	Bugiri	4620016847	Gulu	Wining Lawren	0725402540	<i>Amusing.</i>
24	Centenary	Bunyoro	2420016324	Gulu	Obwonyo Michael	0723661616	<i>Amusing.</i>
25	DFCI	Gulu	01091084099701	Gulu	Osorno Chris	0772550666	<i>Amusing.</i>
26	Rail of Africa	Gulu-Brown	107534280000	Namuwonja Moses	0782828941	<i>Amusing.</i>	
27	DFCI	Gulu	01091084099724	Gulu	Lacee Charles	0782828941	<i>Amusing.</i>
28	Standards Chartered	Gulu	01091055219400	Gulu	Okwir Duke	0768463777	<i>Amusing.</i>
29	Equity Bank	Lira	10291100721907	Gulu	Ochero Douglas	0776993344	<i>Amusing.</i>
30	KCB	Gulu	2302401547	Gulu	Langi Stephen	0784697448	<i>Amusing.</i>
31	Centenary	Gulu	75200505108	Gulu	Nkono Tenson	0789216497	<i>Amusing.</i>
32	Orient	Arusha	186045050115	Arusha	Nsim Tom	076744766	<i>Amusing.</i>
33	GRANGE	Gulu University	10500160000010	Gulu	Kibega Robert	0782105459	<i>Amusing.</i>
34	DFCI	Lira	0105151578395	Lira	Mabaya Kenneth	077701931	<i>Amusing.</i>
35	STANBIC	Garden City	9030011475042	Luzira	Lwomo David	0722682052	<i>Amusing.</i>
36	STANBIC	Gulu	903001147337	Kumape	Ngwane Josephine	0774161619	<i>Amusing.</i>
37	—	—	—	Gulu	Lwomo Nader	0784119912	<i>Amusing.</i>