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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
KYU	Kyambogo University
HEST	Higher Education Science and Technology Project
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
MUBS	Makerere University Business School
MU	Muni University
CoNAS	College of Natural Sciences
CoBAMS	College of Business and Management Science
CoCIS	College of Computing and Information Science
CAES	College of Agriculture and Environmental Science
CHUSS	College of Humanities and Social Sciences
CoVAB	College of Veterinary Medicine, Animal Resources and Bio-security
CHS	College of Health Sciences
CoEES	College of Education and External Studies
CEDAT	College of Engineering, Design, Art and Technology
MSc.	Masters of Science
N	Not placed

EXECUTIVE SUMMARY

Uganda Manufacturers Association (UMA) is running an internship project under the Higher Education, Science and Technology (HEST) project. 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) 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.

MAK recommended five hundred fifty-three (553) students to participate in the HEST Project in 2016; these comprised 359 males and 194 females. 64.9% of the students recommended were male and 35.1% where female. Placement for the year 2016 begun in January with students from the 2015 cohort. This continued up to June when placement of students inducted in 2016 started. As at 31st December 2016, 573 students (115.06%) of the target were skilled, 318 interns (99.37% of the target) had been placed for internship and 185 students have not yet been placed. The project expects to place these students before the arrival of the next cohort in June 2017.

The internship has had a positive impact on the students and youth of Uganda at large. According to a tracer survey conducted by the 31st December 2017, the impact has been bulleted as below for both the 2015 and 2016 cohorts respectively.

- 756 students were trained from MAK (293 for 2015 and 463 for 2016).
- 846 students were recommended (293 for 2015 and 553 for 2016).
- 498 was the HEST target (178 for 2015 and 320 for 2016).

- **573 were skilled (228 for 2015 and 345 for 2016).**
- 475 were placed (192 for 2015 and 283 for 2016).
- 412 were actually paid (183 for 2015 and 229 for 2016).
- 98 got employed before internship (36 for 2015 and 62 for 2016).
- 58 were retained at their companies of training (31 for 2015 and 27 for 2016).
- 149 were employed elsewhere after internship (88 for 2015 and 61 for 2016).
- 21 set up their own businesses (13 for 2015 and 8 for 2016).
- 43 were given an extension (10 for 2015 and 33 for 2016).
- 23 are still on internship-all for 2016.
- 31 left their companies of training before completion (9 for 2015 and 22 for 2016).
- 70 did not get employed after internship (15 for 2015 and 55 for 2016).
- 242 have not yet been placed (57 for 2015 and 185 for 2016).
- 31 were not willing (8 for 2015 and 23 for 2016).

Interns also attained soft skills like report writing, communication, team work, problem solving and various hard skills in their fields of study like IT, Engineering, Agriculture, among others during the internship.

Among the various sectors that took on interns in 2016, include: Automobile and accessories, construction material and services and metal steel and Aluminium. 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 320 interns to be placed in 2017. UMA-HEST Project therefore requests the University to recommend 725 students to be trained in 2017.

MAK 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	756		293		201	68.60%	92	31.40%	463		294	63.50%	169	36.50%
Total Recommended after Training	846		293	100.00%	201	68.60%	92	31.40%	553	100.00%	359	64.92%	194	35.08%
HEST Target	498		178						320					
Total Interns Skilled (As of Target)	573	115.06%	228	128.09%	153	67.11%	75	32.89%	345	107.81%	237	68.70%	108	31.30%
Total Interns Skilled (As of Data)	573	67.73%	228	77.82%	153	67.11%	75	32.89%	345	62.39%	237	68.70%	108	31.30%
Total Interns Placed (As of Target)	475	95.38%	192		127	66.15%	65	33.85%	283		195	68.90%	88	31.10%
Total Interns Paid	412	82.73%	183		120	65.57%	63	34.43%	229		160	69.87%	69	30.13%
<u>Working</u>														
Employed but not Interned	98	11.58%	36	12.29%	26	8.87%	10	3.41%	62	11.21%	42	7.59%	20	3.62%
Retained in Internship company	58	6.86%	31	10.58%	24	8.19%	7	2.39%	27	4.88%	21	3.80%	6	1.08%
Employed elsewhere after Internship	149	17.61%	88	30.03%	56	19.11%	32	10.92%	61	11.03%	41	7.41%	20	3.62%
Self Employed after Internship	21	2.48%	13	4.44%	8	2.73%	5	1.71%	8	1.45%	3	0.54%	5	0.90%
Extension in Internship company	43	5.08%	10	3.41%	8	2.73%	2	0.68%	33	5.97%	22	3.98%	11	1.99%
Still on Internship	23	2.72%	0	0.00%	0	0.00%	0	0.00%	23	4.16%	16	2.89%	7	1.27%
Sub Total	392	46.34%	178	60.75%	122		56		214	38.70%	145		69	
<u>Not Working but Interned</u>														
Left Training before completion	31	3.66%	9	3.07%	7	2.39%	2	0.68%	22	3.98%	14	2.53%	8	1.45%
Not Employed after Internship	70	8.27%	15	5.12%	8	2.73%	7	2.39%	55	9.95%	41	7.41%	14	2.53%
Sub Total	101	11.94%	24	8.19%	15		9		77	13.92%	55		22	
<u>No Response but Interned</u>														
	80	9.46%	26	8.87%	16	5.46%	10	3.41%	54	9.76%	37	6.69%	17	3.07%
<u>Still at University</u>														
	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<u>Not Yet Placed</u>														
	242	28.61%	57	19.45%	40	13.65%	17	5.80%	185	33.45%	111	20.07%	74	13.38%
<u>Not Willing</u>														
	31	3.66%	8	2.73%	8	2.73%	0	0.00%	23	4.16%	11	1.99%	12	2.17%

1 INTRODUCTION

Makerere University Kampala (MAK), the first University in Uganda is one of the Benefiting Institutions under Uganda Manufacturers Association, Higher Education Science and Technology (UMA-HEST) Project. This is a project funded by African Development Bank (AfDB) to the Government of Uganda (GoU) through the Ministry of Education, Science, Technology and Sports (MoESTS) and implemented by Uganda Manufacturers Association (UMA). The Project started the placement process in April 2015 with the Pilot project. This consisted of only two BIs i.e. UMI and MUBS which also fall in 10% Arts category. The 90% portion which constitutes of the S&T students began in June, 2016. MAK falls under this category.

In the second year of the Project i.e. 2016, MAK recommended 553 students from over 50 different courses among which included Bachelor of Information Systems, Bachelor of Science in Telecom Engineering, Bachelor of Geology and Bachelor of Science in Civil Engineering.

To initiate students into the project, they were taken through a two-day induction program to equip them soft skills needed in the world of work; some of these include interpersonal, communication and time management skills. During this orientation, students were also given the overview of the project and were taught how to use the reporting system. After the induction training, students were placed under company based technical supervisors 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.

This report is made up of seven chapters. Chapter one contains the introduction of the report, chapter two contains the general information, chapter three is for placements; it explains to the reader where the project stands in regards to placement of interns from MAK, it is followed by chapter four which gives the status of interns as at 31st December 2016, chapter five contains skills attained by the interns during internship, chapter six is for the challenges the Project team has faced during the placement process and finally the conclusion which is the seventh chapter. There is also an Annex for other attachments.

2 GENERAL INFORMATION

Participants from MAK were students in their final year at the University from both S&T and Arts based courses. Using preferred University procedures, interns were recommended and underwent two-day induction training at the university campus in life and work place based skills in the month of June 2016. The training venue in 2016 was changed from UMA Multi-Purpose Hall to the University, the aim of this was to eliminate the transportation costs that students incurred while travelling to UMA and in addition to training more students. From July to December 2016, students were supported to do hands on internship training in companies for 3 months. The students were thereafter placed under company based technical supervisors with whom clear skills acquisition programs were agreed on. While at the companies, the UMA-HEST Team made support supervision visits to ensure that skills acquisition was ongoing to the satisfaction of the company based technical supervisors.

2.1 INTERNS RECOMMENDED

MAK recommended 553 students to participate in the UMA-HEST Project in 2016. These constituted of 359 (64.9%) male and 194 (35.1%) female. The threshold of 40% for the female interns recommended was not reached. Students who did not attend the induction training were given a brief orientation on the basics before they were placed. The topics that were majorly emphasized here were; Use of the UMA-HEST Web Portal, Insurance, Communication and Interpersonal skills. 99% of the students recommended were from S&T courses.

2.1.1 College Basis

Seven (7) Colleges of MAK recommended students in 2015 well as 2016 had nine (9) colleges. The colleges were College of Engineering, Design, Art & Technology (CEDAT)-210, College of Natural Sciences (CoNAS)-106, College of Computing & Information Sciences (CoCIS)-108, College of Agriculture & Information Sciences (CAES)-77, College of Humanities & Social Sciences (CHUSS)-06, College of Business & Management Sciences (CoBAMS)-11, College of Education & External Studies (CoEES)-2, College of Veterinary Medicine, Animal Resources & Bio-security (CoVAB)-32, College of Health Sciences (CHS)-1. College of Education and External Studies. (CoEES) and College of Health Sciences (CHS) did not recommend students in

2015. In both 2015 and 2016, CEDAT recommended the highest number of students i.e. 162 students in 2015 and 210 in 2016. CHUSS recommended the least number of students (2- 0.34%) in 2015 well as in 2016, CHS recommended the least number of students (1- 0.18%).

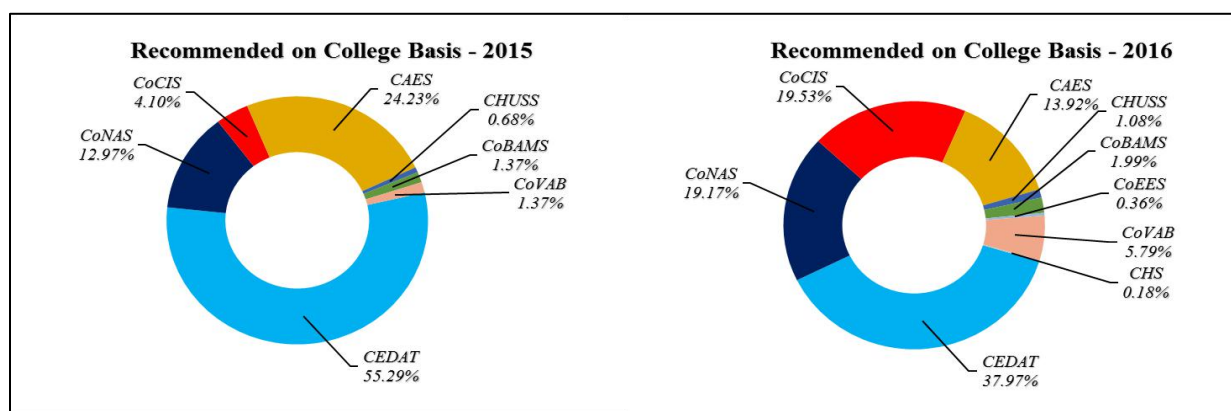
It was noted that the number of female interns recommended for both 2015 and 2016 is less as compared to their male counter parts. Details of the above are shown in *table 1* below.

Table 1: Interns recommended on College basis.

S/N College	2015						2016					
	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
1 CEDAT	162	55.29%	120	40.96%	42	14.33%	210	37.97%	148	26.76%	62	11.21%
2 CoNAS	38	12.97%	23	7.85%	15	5.12%	106	19.17%	71	12.84%	35	6.33%
3 CoCIS	12	4.10%	7	2.39%	5	1.71%	108	19.53%	60	10.85%	48	8.68%
4 CAES	71	24.23%	44	15.02%	27	9.22%	77	13.92%	55	9.95%	22	3.98%
5 CHUSS	2	0.68%	1	0.34%	1	0.34%	6	1.08%	2	0.36%	4	0.72%
6 CoBAMS	4	1.37%	3	1.02%	1	0.34%	11	1.99%	5	0.90%	6	1.08%
7 CoEES	0	0.00%	0	0.00%	0	0.00%	2	0.36%	2	0.36%	0	0.00%
8 CoVAB	4	1.37%	3	1.02%	1	0.34%	32	5.79%	16	2.89%	16	2.89%
9 CHS	0	0.00%	0	0.00%	0	0.00%	1	0.18%	0	0.00%	1	0.18%
Total	293	100%	201	68.6%	92	31.4%	553	100%	359	64.9%	194	35.1%

In 2016, CEDAT recommended the highest number of students (210-37.97%), it was followed by CoCIS (108-19.53%) and College of Natural Sciences CoNAS (106-19.17%). More details on this is shown in figure 2 below.

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



2.1.2 Course Basis

Over 50 courses from nine colleges recommended students of MAK in 2016. 90% of these were S&T courses. As shown in table 2 below, BSc. Civil Engineering recommended the highest number of students (48-8.68%). This was followed by BSc. Industrial Engineering (37-6.60%) and

BSc. Electrical Engineering (36-6.51%) well as BSc. Actuarial Science, Bachelor of Arts in Economics, Bachelor in Development Economics, Bachelor of Journalism & Communication, Bachelor of Environmental Science, BSc. In Quantitative Economics, BSc. Conservation Biology, Bachelor of Records Management, BSc. (Zoology& Botany), Bachelor of Business Administration, BSc. Land Economics, Bachelor of Science in Biomedical Sciences with one student each (0.18%). Most of the courses that sent very small numbers of students were from Arts background.

In 2015, BSc. Electrical Engineering recommended the highest number of students i.e. 48 students (16.38%). It was followed by Telecom Engineering and BSc. Agriculture & Rural Innovation which both had 32 students each and a percentage of 10.92%. BSc. Geology, Bachelor of Business Statistics and Bachelor of Arts in Development Economics were some of the courses with the least number of students i.e. one student each at a percentage of 0.34%.

Details are shown in Table 2 below.

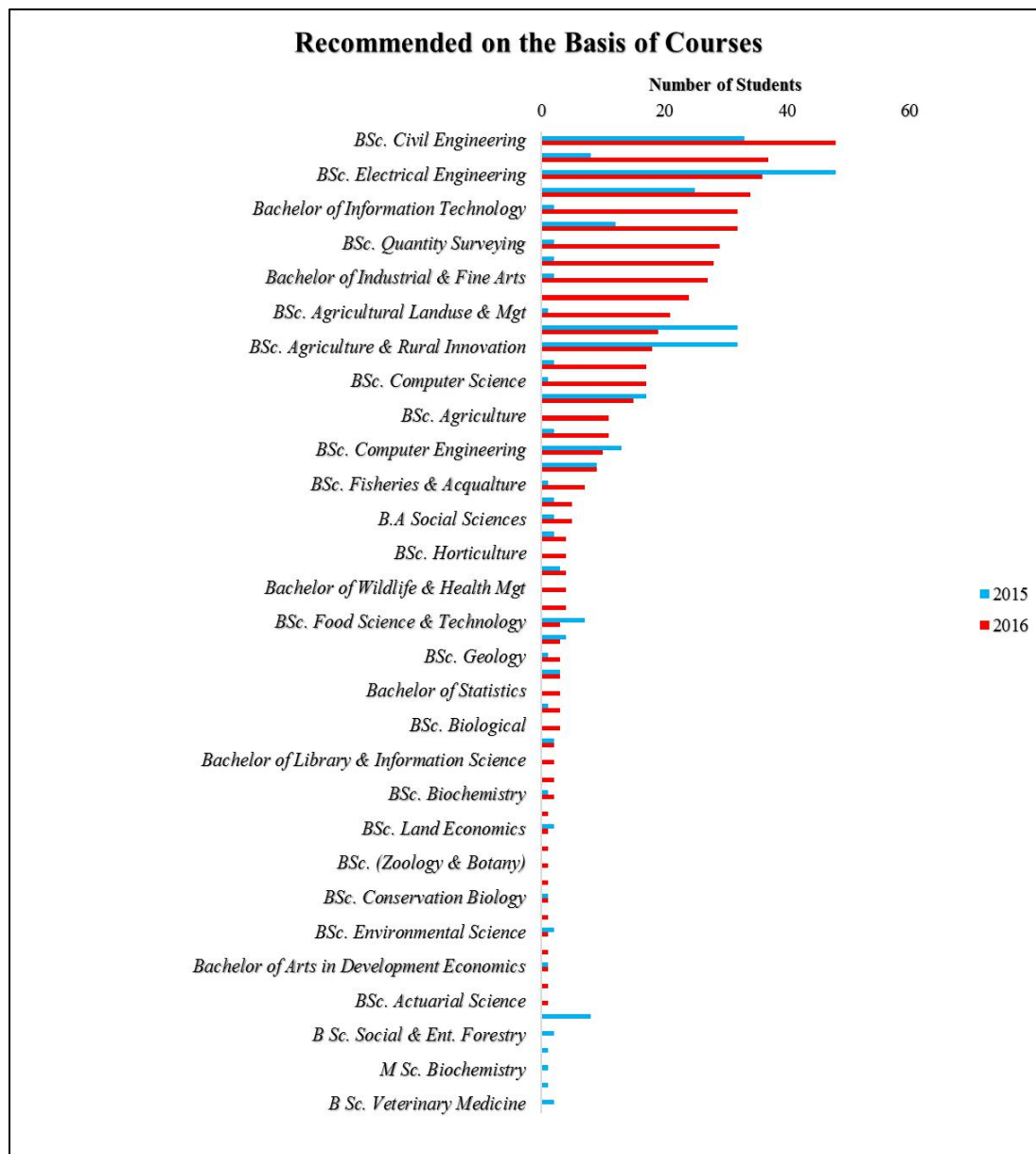
Table 2: Interns recommended per course in 2015 and 2015

S/N Courses	2015						2016					
	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
1 BSc. Civil Engineering	33	11.26%	28	9.56%	5	1.71%	48	8.68%	34	6.15%	14	2.53%
2 BSc. Industrial Chemistry	8	2.73%	4	1.37%	4	1.37%	37	6.69%	30	5.42%	7	1.27%
3 BSc. Electrical Engineering	48	16.38%	34	11.60%	14	4.78%	36	6.51%	24	4.34%	12	2.17%
4 BSc. Mechanical Engineering	25	8.53%	22	7.51%	3	1.02%	34	6.15%	29	5.24%	5	0.90%
5 Bachelor of Information Technology	2	0.68%	2	0.68%	0	0.00%	32	5.79%	20	3.62%	12	2.17%
6 BSc. Software Engineering	12	4.10%	7	2.39%	5	1.71%	32	5.79%	22	3.98%	10	1.81%
7 BSc. Quantity Surveying	2	0.68%	1	0.34%	1	0.34%	29	5.24%	22	3.98%	7	1.27%
8 Bachelor of Biomedical Laboratory Technology	2	0.68%	1	0.34%	1	0.34%	28	5.06%	12	2.17%	16	2.89%
9 Bachelor of Industrial & Fine Arts	2	0.68%	0	0.00%	2	0.68%	27	4.88%	13	2.35%	14	2.53%
10 Bachelor of Information Systems	0	0.00%	0	0.00%	0	0.00%	24	4.34%	10	1.81%	14	2.53%
11 BSc. Agricultural Landuse & Mgt	1	0.34%	0	0.00%	1	0.34%	21	3.80%	15	2.71%	6	1.08%
12 BSc. Telecom Engineering	32	10.92%	22	7.51%	10	3.41%	19	3.44%	15	2.71%	4	0.72%
13 BSc. Agriculture & Rural Innovation	32	10.92%	21	7.17%	11	3.75%	18	3.25%	12	2.17%	6	1.08%
14 BSc. (Statistics & Math)	2	0.68%	1	0.34%	1	0.34%	17	3.07%	8	1.45%	9	1.63%
15 BSc. Computer Science	1	0.34%	0	0.00%	1	0.34%	17	3.07%	8	1.45%	9	1.63%
16 BSc. Agriculture Engineering	17	5.80%	13	4.44%	4	1.37%	15	2.71%	15	2.71%	0	0.00%
17 BSc. Agriculture	0	0.00%	0	0.00%	0	0.00%	11	1.99%	6	1.08%	5	0.90%
18 BSc. Biotechnology	2	0.68%	1	0.34%	1	0.34%	11	1.99%	7	1.27%	4	0.72%
19 BSc. Computer Engineering	13	4.44%	9	3.07%	4	1.37%	10	1.81%	5	0.90%	5	0.90%
20 BSc. Petroleum Geoscience & Production	9	3.07%	5	1.71%	4	1.37%	9	1.63%	6	1.08%	3	0.54%
21 BSc. Fisheries & Aquaculture	1	0.34%	0	0.00%	1	0.34%	7	1.27%	5	0.90%	2	0.36%
22 BSc. (Physical)	2	0.68%	2	0.68%	0	0.00%	5	0.90%	4	0.72%	1	0.18%
23 B.A Social Sciences	2	0.68%	1	0.34%	1	0.34%	5	0.90%	1	0.18%	4	0.72%
24 Bachelor of Architecture	2	0.68%	1	0.34%	1	0.34%	4	0.72%	4	0.72%	0	0.00%
25 BSc. Horticulture	0	0.00%	0	0.00%	0	0.00%	4	0.72%	1	0.18%	3	0.54%
26 BSc. Sports Science	3	1.02%	2	0.68%	1	0.34%	4	0.72%	2	0.36%	2	0.36%
27 Bachelor of Wildlife & Health Mgt	0	0.00%	0	0.00%	0	0.00%	4	0.72%	4	0.72%	0	0.00%
28 Bachelor of Agribusiness management	0	0.00%	0	0.00%	0	0.00%	4	0.72%	3	0.54%	1	0.18%
29 BSc. Food Science & Technology	7	2.39%	4	1.37%	3	1.02%	3	0.54%	2	0.36%	1	0.18%
30 BSc. (Economics & Math)	4	1.37%	3	1.02%	1	0.34%	3	0.54%	1	0.18%	2	0.36%
31 BSc. Geology	1	0.34%	1	0.34%	0	0.00%	3	0.54%	3	0.54%	0	0.00%
32 BSc. Ethnobotany	3	1.02%	2	0.68%	1	0.34%	3	0.54%	2	0.36%	1	0.18%
33 Bachelor of Statistics	0	0.00%	0	0.00%	0	0.00%	3	0.54%	0	0.00%	3	0.54%
34 Bachelor of Business Statistics	1	0.34%	1	0.34%	0	0.00%	3	0.54%	2	0.36%	1	0.18%
35 BSc. Biological	0	0.00%	0	0.00%	0	0.00%	3	0.54%	2	0.36%	1	0.18%
36 BSc. Construction Management	2	0.68%	0	0.00%	2	0.68%	2	0.36%	2	0.36%	0	0.00%
37 Bachelor of Library & Information Science	0	0.00%	0	0.00%	0	0.00%	2	0.36%	0	0.00%	2	0.36%
38 Bachelor of Commerce External	0	0.00%	0	0.00%	0	0.00%	2	0.36%	2	0.36%	0	0.00%
39 BSc. Biochemistry	1	0.34%	1	0.34%	0	0.00%	2	0.36%	1	0.18%	1	0.18%
40 Bachelor of Science Biomedical Sciences	0	0.00%	0	0.00%	0	0.00%	1	0.18%	0	0.00%	1	0.18%
41 BSc. Land Economics	2	0.68%	1	0.34%	1	0.34%	1	0.18%	0	0.00%	1	0.18%
42 Bachelor of Business Administration	0	0.00%	0	0.00%	0	0.00%	1	0.18%	0	0.00%	1	0.18%
43 BSc. (Zoology & Botany)	0	0.00%	0	0.00%	0	0.00%	1	0.18%	0	0.00%	1	0.18%
44 Bachelor of Records Management	0	0.00%	0	0.00%	0	0.00%	1	0.18%	0	0.00%	1	0.18%
45 BSc. Conservation Biology	1	0.34%	1	0.34%	0	0.00%	1	0.18%	0	0.00%	1	0.18%
46 BSc. Quantitative Economics	0	0.00%	0	0.00%	0	0.00%	1	0.18%	0	0.00%	1	0.18%
47 BSc. Environmental Science	2	0.68%	1	0.34%	1	0.34%	1	0.18%	1	0.18%	0	0.00%
48 Bachelor of Journalism & Communication	0	0.00%	0	0.00%	0	0.00%	1	0.18%	1	0.18%	0	0.00%
49 Bachelor of Arts in Development Economics	1	0.34%	0	0.00%	1	0.34%	1	0.18%	1	0.18%	0	0.00%
50 Bachelor of Arts in Economics	0	0.00%	0	0.00%	0	0.00%	1	0.18%	1	0.18%	0	0.00%
51 BSc. Actuarial Science	0	0.00%	0	0.00%	0	0.00%	1	0.18%	1	0.18%	0	0.00%
52 B Sc. Conservation Forestry & Pdt Tech	8	2.73%	4	1.37%	4	1.37%	0	0.00%	0	0.00%	0	0.00%
53 B Sc. Social & Ent. Forestry	2	0.68%	1	0.34%	1	0.34%	0	0.00%	0	0.00%	0	0.00%
54 Bachelor of Commerce	1	0.34%	1	0.34%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
55 M Sc. Biochemistry	1	0.34%	0	0.00%	1	0.34%	0	0.00%	0	0.00%	0	0.00%
56 Bachelor of Urban & Regional Planning	1	0.34%	1	0.34%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
57 B Sc. Veterinary Medicine	2	0.68%	2	0.68%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	293	100%	201	68.60%	92	31.40%	553	100%	359	64.92%	194	35.08%

Seven courses recommended more female students than males, these included Bachelor of Biomedical Laboratory Technology (12 male and 16 female), Bachelor of Industrial & Fine Arts (13 male and 14 female), Bachelor of Information Systems (10 male and 14 female), BSc. (Statistics & Math) & BSc. Computer Science (8 male and 9 females each), Bachelor of Arts in Social Sciences (1 male and 4 female) and Bachelor of Horticulture (1 male and 3 female).

Figure 2 below illustrates this.

Figure 2: A graph showing number of interns recommended per course



3 PLACEMENT OF INTERNS

Of the remaining 107 interns from 2015 database, 35 were placed for internship before June 2016, well as 57 are still not yet placed.

Placement of interns commenced in January 2016 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.

A total of 107 interns of the 2015 cohort had not yet been placed as at 31st December 2015. They comprised of 69 males and 38 females. These were from courses like BSc. Telecom Engineering (18), BSc. Agriculture & Rural Innovation (16), BSc. Civil Engineering (6) among others. 35 interns from the 2015 cohort were placed before June 2016. Of the five hundred fifty-three (553) interns recommended by MAK for 2016 cohort, two hundred eighty-three (283) had been placed for internship as at 31st December 2016. Therefore, the total number of interns placed in 2016 is three hundred eighteen (318) i.e. 35 from 2015 cohort and 283 from the 2016 cohort. The placement process is still ongoing for 185 interns in the database.

Figure 3: ITO during the supervision of placed interns at Highmark Dairies



Figure 4: ITO during the supervision of placed interns at Makss Packaging



3.1 MONTHLY BASIS

The highest number of students placed both in 2015 and 2016 was in the month of July with 45 and 89 interns in 2015 and 2016 respectively. There was no placement of interns in February and May, 2016. The months of January to June 2015 are not considered since placement had not yet commenced. The highest number of female placement took place in September (16) and July (31) in 2015 and 2016 respectively.

3.1.1 Total Vs Actual paid

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

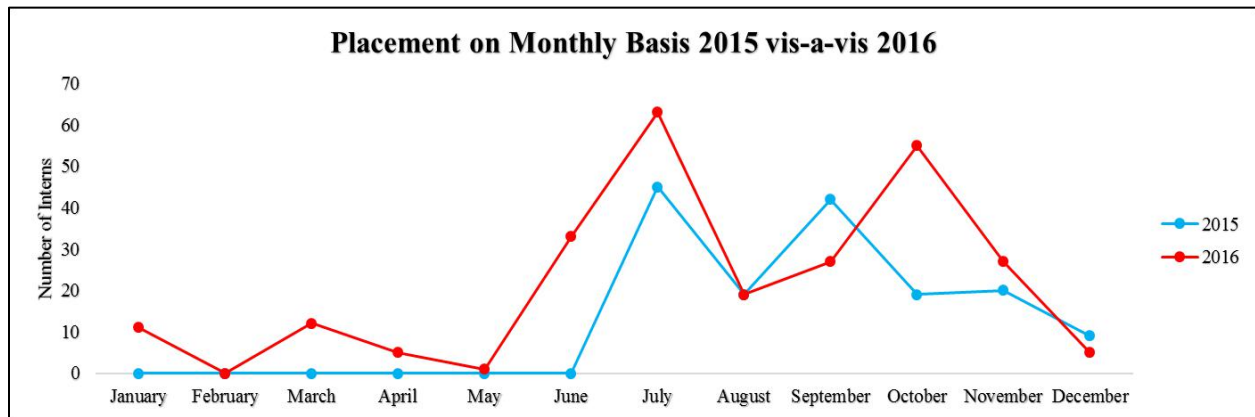
Months	2015				2016				2016				2016			
	Total Placed		Actual Paid		Total Placed		Actual Paid		Total Placed		Actual Paid		Total Placed		Actual Paid	
	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
January	0	0.00%	0	0	0	0.00%	0	0	14	4.40%	7	7	11	4.26%	5	6
February	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
March	0	0.00%	0	0	0	0.00%	0	0	17	5.35%	9	8	12	4.65%	5	7
April	0	0.00%	0	0	0	0.00%	0	0	4	1.26%	3	1	5	1.94%	4	1
May	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	1	0.39%	1	0
June	0	0.00%	0	0	0	0.00%	0	0	50	15.72%	34	16	33	12.79%	21	12
July	45	28.66%	37	8	45	29.22%	37	8	89	27.99%	58	31	63	24.42%	43	20
August	19	12.10%	12	7	19	12.34%	12	7	31	9.75%	21	10	19	7.36%	13	6
September	43	27.39%	27	16	42	27.27%	26	16	27	8.49%	18	9	27	10.47%	19	8
October	19	12.10%	10	9	19	12.34%	10	9	64	20.13%	49	15	55	21.32%	43	12
November	20	12.74%	16	4	20	12.99%	16	4	20	6.29%	15	5	27	10.47%	19	8
December	11	7.01%	6	5	9	5.84%	4	5	2	0.63%	0	2	5	1.94%	2	3
Total	157	100.0%	108	49	154	100.0%	105	49	318	100.0%	214	104	258	100.0%	175	83

A total of 157 interns were placed throughout the whole year (2015), 154 (98.09%) interns successfully completed their training with the companies where they were placed. Of these, 105

(68.18%) were male and 49 (31.81%) were female. The threshold for females of 40% was not reached.

In 2016, a total of 318 interns were placed however, only 258 were able to complete their internship. Of those who completed, 175 (67.83%) were Male and 83 (32.17%) were female. The total number of the interns who actually completed their internship rose by 102.55% with an increase of 161 additional interns to those placed in the previous year 2015. The total number of female interns has risen by 55 (112% 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 5: A graph illustrating the numbers of interns placed per month for both 2015 and 2016.



From *Figure 5* above, the placement trend of 2015 has not been so different from that of 2016 from June to December. In 2015, the numbers for placement was at zero between January and May since internship placement began in June 2015 after the induction. The largest number of interns was placed between the month of July and September in 2015 while in 2016, it was between June and October. This is attributed to the high demand for interns during such periods. In the subsequent months, the total numbers of interns placed are relatively low.

The placement of interns for both 2015 and 2016 was concluded in the month of December of each respective year. Usually fewer interns are placed during the period between November to December because most companies are closing business and do not take on interns.

3.2 COLLEGE BASIS

It was observed that some colleges recommend courses that are highly demanded by employers than others. The highest number of students placed in both 2015 & 2016 were from the college of Engineering, Design, Art and Technology (CEDAT). This was because employers in that particular field could relate with them more than the rest.

3.2.1 Total vis-à-vis Actual

The table below displays both the placements of students based on colleges and those who were actually paid in 2015 and 2016.

Table 4: Number of interns placed per College

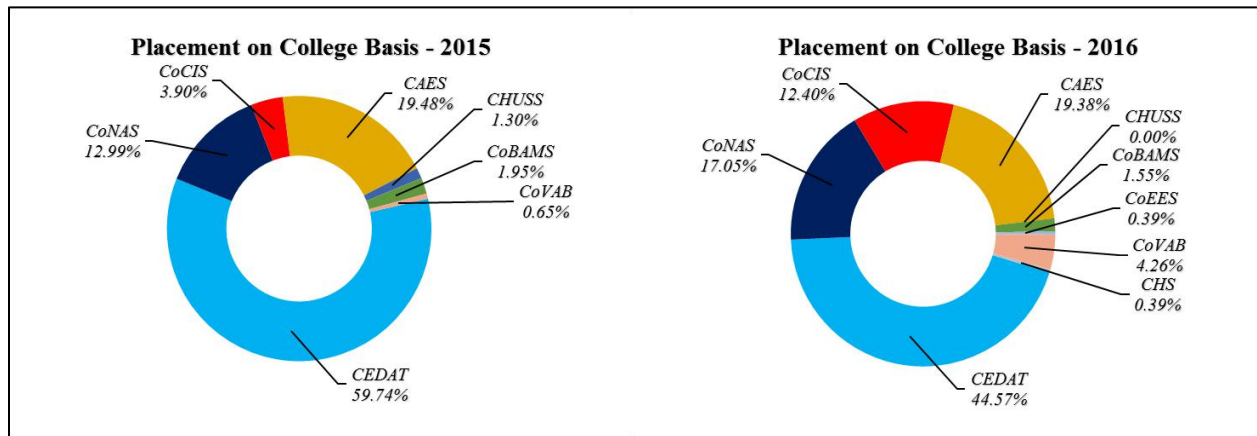
College	2015								2016							
	Total Placed				Actual Paid				Total Placed				Actual Paid			
	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
CEDAT	94	59.87%	68	26	92	59.74%	66	26	143	44.97%	105	38	115	44.57%	86	29
CoNAS	21	13.38%	12	9	20	12.99%	11	9	52	16.35%	34	18	44	17.05%	28	16
CoCIS	6	3.82%	3	3	6	3.90%	3	3	37	11.64%	22	15	32	12.40%	21	11
CAES	30	19.11%	21	9	30	19.48%	21	9	65	20.44%	44	21	50	19.38%	34	16
CHUSS	2	1.27%	1	1	2	1.30%	1	1	0	0.00%	0	0	0	0.00%	0	0
CoBAMS	3	1.91%	3	0	3	1.95%	3	0	5	1.57%	1	4	4	1.55%	0	4
CoEES	0	0.00%	0	0	0	0.00%	0	0	1	0.31%	1	0	1	0.39%	1	0
CoVAB	1	0.64%	0	1	1	0.65%	0	1	14	4.40%	7	7	11	4.26%	5	6
CHS	0	0.00%	0	0	0	0.00%	0	0	1	0.31%	0	1	1	0.39%	0	1
Total	157	100.0%	108	49	154	100.0%	105	49	318	100.0%	214	104	258	100.0%	175	83

Well as a total of 157 students were placed for internship in 2015, only 154 were actually paid. This means three (3) interns left the program in the first month. In 2016, of the 318 students placed for internship only 258 actually got paid. Sixty (60) interns left in the first month. Some of the reasons interns gave for leaving so easily are; proximity to the place of work, high expectation not being fulfilled.

All the female interns (49) completed their internship in 2015 while one hundred five (105) males completed internship. In 2016, eighty-three (83) of the one hundred four (104) female students completed their internship while one hundred seventy-five (175) of the two hundred fourteen (214) male students completed their internship.

In figure 6 below is a pie chart detailing the above

Figure 6: Graphs showing the numbers of interns placed per Faculty in 2015 and 2016.



3.3 COURSE BASIS

The interns placed were from five seven (57) courses. During the 2016 placement period, Bachelor of Civil Engineering had the highest number of interns 34(25 male & 9 female) placed compared to Bachelor of Electrical Engineering with 36 interns (25male &11female) in 2015.

Of the three (3) interns who left internship before being placed in 2015, one (1) was from BSc. Civil Engineering, one (1) from BSc. Electrical Engineering and one (1) from BSc. Industrial Chemistry.

In 2016, of the sixty (60) interns who left before being paid, the highest numbers were from BSc. Quantity Survey (10), BSc. Civil Engineering (8), BSc. Agriculture & Urban Innovation (8) & BSc. Industrial Chemistry (4)

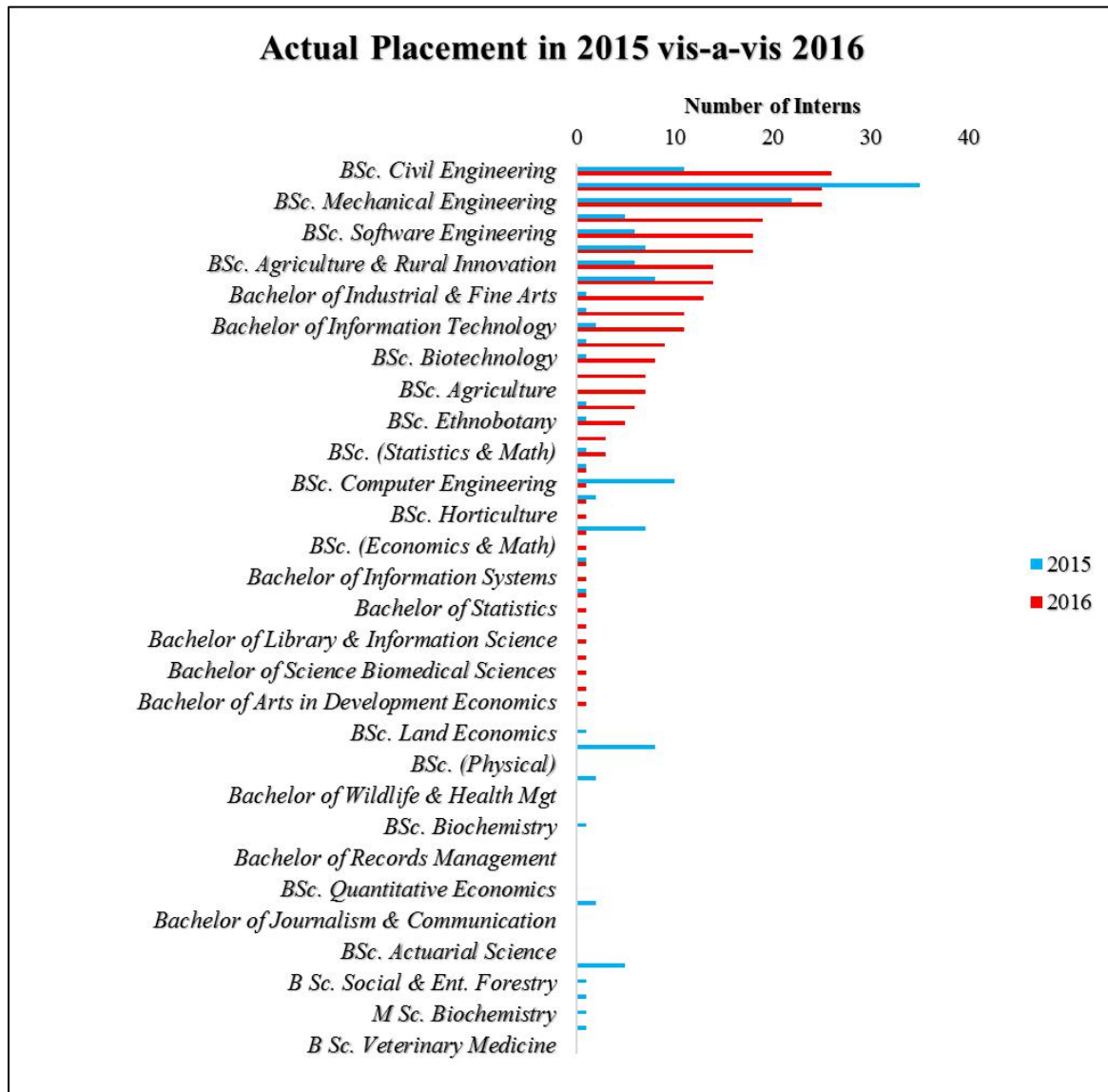
Detailed below in table 5 are different statistics for each course for both 2015 & 2016 cohort.

3.3.1 Total Vs Actual

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

S/N	Courses	2015								2016							
		Total Paid				Actual Paid				Total Paid				Actual Paid			
		Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
1	BSc. Civil Engineering	12	7.64%	10	2	11	7.14%	9	2	34	10.69%	25	9	26	10.08%	18	8
2	BSc. Electrical Engineering	36	22.93%	25	11	35	22.73%	24	11	27	8.49%	21	6	25	9.69%	19	6
3	BSc. Mechanical Engineering	22	14.01%	19	3	22	14.29%	19	3	26	8.18%	22	4	25	9.69%	21	4
4	BSc. Industrial Chemistry	6	3.82%	3	3	5	3.25%	2	3	26	8.18%	19	7	19	7.36%	13	6
5	BSc. Software Engineering	6	3.82%	3	3	6	3.90%	3	3	20	6.29%	13	7	18	6.98%	13	5
6	BSc. Agriculture Engineering	7	4.46%	7	0	7	4.55%	7	0	19	5.97%	17	2	18	6.98%	16	2
7	BSc. Agriculture & Rural Innovation	6	3.82%	5	1	6	3.90%	5	1	22	6.92%	12	10	14	5.43%	7	7
8	BSc. Telecom Engineering	8	5.10%	3	5	8	5.19%	3	5	14	4.40%	9	5	14	5.43%	9	5
9	Bachelor of Industrial & Fine Arts	1	0.64%	0	1	1	0.65%	0	1	17	5.35%	10	7	13	5.04%	9	4
10	Bachelor of Biomedical Laboratory Technology	1	0.64%	0	1	1	0.65%	0	1	14	4.40%	7	7	11	4.26%	5	6
11	Bachelor of Information Technology	2	1.27%	2	0	2	1.30%	2	0	13	4.09%	8	5	11	4.26%	7	4
12	BSc. Agricultural Landuse & Mgt	1	0.64%	0	1	1	0.65%	0	1	11	3.46%	8	3	9	3.49%	6	3
13	BSc. Biotechnology	1	0.64%	0	1	1	0.65%	0	1	8	2.52%	5	3	8	3.10%	5	3
14	BSc. Quantity Surveying	0	0.00%	0	0	0	0.00%	0	0	17	5.35%	13	4	7	2.71%	6	1
15	BSc. Agriculture	0	0.00%	0	0	0	0.00%	0	0	9	2.83%	5	4	7	2.71%	4	3
16	BSc. Fisheries & Aquaculture	1	0.64%	0	1	1	0.65%	0	1	6	1.89%	4	2	6	2.33%	4	2
17	BSc. Ethnobotany	1	0.64%	1	0	1	0.65%	1	0	5	1.57%	3	2	5	1.94%	3	2
18	BSc. Construction Management	0	0.00%	0	0	0	0.00%	0	0	3	0.94%	2	1	3	1.16%	2	1
19	BSc. (Statistics & Math)	1	0.64%	1	0	1	0.65%	1	0	2	0.63%	0	2	3	1.16%	1	2
20	BSc. Computer Science	1	0.64%	0	1	1	0.65%	0	1	2	0.63%	1	1	1	0.39%	1	0
21	BSc. Computer Engineering	10	6.37%	7	3	10	6.49%	7	3	2	0.63%	1	1	1	0.39%	1	0
22	Bachelor of Architecture	2	1.27%	1	1	2	1.30%	1	1	2	0.63%	2	0	1	0.39%	1	0
23	BSc. Horticulture	0	0.00%	0	0	0	0.00%	0	0	2	0.63%	1	1	1	0.39%	1	0
24	BSc. Food Science & Technology	7	4.46%	4	3	7	4.55%	4	3	2	0.63%	1	1	1	0.39%	0	1
25	BSc. (Economics & Math)	0	0.00%	0	0	0	0.00%	0	0	2	0.63%	0	2	1	0.39%	0	1
26	Bachelor of Business Statistics	1	0.64%	1	0	1	0.65%	1	0	2	0.63%	1	1	1	0.39%	0	1
27	Bachelor of Information Systems	0	0.00%	0	0	0	0.00%	0	0	1	0.31%	0	1	1	0.39%	0	1
28	BSc. Sports Science	1	0.64%	1	0	1	0.65%	1	0	1	0.31%	1	0	1	0.39%	1	0
29	Bachelor of Statistics	0	0.00%	0	0	0	0.00%	0	0	1	0.31%	0	1	1	0.39%	0	1
30	BSc. Biological	0	0.00%	0	0	0	0.00%	0	0	1	0.31%	1	0	1	0.39%	1	0
31	Bachelor of Library & Information Science	0	0.00%	0	0	0	0.00%	0	0	1	0.31%	0	1	1	0.39%	0	1
32	Bachelor of Commerce External	0	0.00%	0	0	0	0.00%	0	0	1	0.31%	1	0	1	0.39%	1	0
33	Bachelor of Science Biomedical Sciences	0	0.00%	0	0	0	0.00%	0	0	1	0.31%	0	1	1	0.39%	0	1
34	Bachelor of Business Administration	0	0.00%	0	0	0	0.00%	0	0	1	0.31%	0	1	1	0.39%	0	1
35	Bachelor of Arts in Development Economics	0	0.00%	0	0	0	0.00%	0	0	1	0.31%	0	1	1	0.39%	0	1
36	BSc. Geology	0	0.00%	0	0	0	0.00%	0	0	1	0.31%	1	0	0	0.00%	0	0
37	BSc. Land Economics	1	0.64%	1	0	1	0.65%	1	0	1	0.31%	0	1	0	0.00%	0	0
38	BSc. Petroleum Geoscience & Production	8	5.10%	5	3	8	5.19%	5	3	0	0.00%	0	0	0	0.00%	0	0
39	BSc. (Physical)	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
40	B.A Social Sciences	2	1.27%	1	1	2	1.30%	1	1	0	0.00%	0	0	0	0.00%	0	0
41	Bachelor of Wildlife & Health Mgt	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
42	Bachelor of Agribusiness management	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
43	BSc. Biochemistry	1	0.64%	1	0	1	0.65%	1	0	0	0.00%	0	0	0	0.00%	0	0
44	BSc. (Zoology & Botany)	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
45	Bachelor of Records Management	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
46	BSc. Conservation Biology	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
47	BSc. Quantitative Economics	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
48	BSc. Environmental Science	2	1.27%	1	1	2	1.30%	1	1	0	0.00%	0	0	0	0.00%	0	0
49	Bachelor of Journalism & Communication	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
50	Bachelor of Arts in Economics	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
51	BSc. Actuarial Science	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
52	B Sc. Conservation Forestry & Pdt Tech	5	3.18%	3	2	5	3.25%	3	2	0	0.00%	0	0	0	0.00%	0	0
53	B Sc. Social & Ent. Forestry	1	0.64%	1	0	1	0.65%	1	0	0	0.00%	0	0	0	0.00%	0	0
54	Bachelor of Commerce	1	0.64%	1	0	1	0.65%	1	0	0	0.00%	0	0	0	0.00%	0	0
55	M Sc. Biochemistry	1	0.64%	0	1	1	0.65%	0	1	0	0.00%	0	0	0	0.00%	0	0
56	Bachelor of Urban & Regional Planning	1	0.64%	1	0	1	0.65%	1	0	0	0.00%	0	0	0	0.00%	0	0
57	B Sc. Veterinary Medicine	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
Total		157	100.0%	108	49	154	100.0%	105	49	318	100.0%	214	104	258	100.0%	175	83

Figure 7: A graph showing number of interns placed per course for both 2015 and 2016.



From figure 7 above; courses like BSc. (physical), Bachelor of Wildlife & Health Mgt, Bachelor of Records Management, BSc. Quantitative Economics, BSc. Veterinary medicine, BSc. Actuarial Science and Bachelor of Journalism & Communication did not take on interns for both 2016 and 2015.

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 some of these include; information Technology Service & Equipment, Construction materials and Service, Metal, steel & Aluminum, chemicals, paints, rubber and foam products among others.

In 2015, Agricultural Produce, Equipment and Development and Construction Materials and Services took the highest number of interns with thirty (33) each followed by Information, Communication & Technology with 19 interns. Consultancy Services and Cosmetics took the least number with one (1) intern each. Some sectors did not take on interns like Alcohol, wines & spirits, Advertising, Marketing & Promotion among others as shown in figure 8 below.

In 2016, Construction materials & services took the highest number with 73 interns (52-male & 21-female), followed by Agricultural produce, equipment & development with 29 interns. Cosmetics and Alcohol, Wines & Spirits took the least number with 2 interns each.

Table 6: Interns placed per sector for 2015 and 2016

S/N	Sectors	2015			2016		
		Total	Male	Female	Total	Male	Female
1	Advertising, Marketing & Promotion	0	0	0	11	5	6
2	Agricultural produce, equipment & development	33	25	8	29	21	8
3	Alcohol, wines & spirits	0	0	0	2	2	0
4	Association	2	2	0	5	0	5
5	Chemicals, paints, rubber & foam products	0	0	0	7	5	2
6	Construction materials & Services	33	24	9	73	52	21
7	Consultancy services	1	1	0	1	1	0
8	Cosmetics	1	1		2		2
9	Electricals, Electronics & Energy Efficient & Solar products	5	3	2	5	3	2

S/N	Sectors	2015			2016		
		Total	Male	Female	Total	Male	Female
10	Fish processing, fishing gear & related products	2	0	2	3	1	2
11	Food & beverages	4	1	3	5	4	1
12	Horticulture & Tea	2	2	0	3	2	1
13	Information, communication & technology	19	9	10	38	23	15
14	Media, Print, TV and Media relations				1		1
15	Metal, Steel & Aluminium products	8	6	2	12	10	2
16	Milk & Milk products	0	0	0	23	15	8
17	NGO	4	2	2	8	8	0
18	Oil & Petroleum products	3	2	1	0	0	0
19	Packaging materials & labels				5	4	1
20	Pharmaceuticals, health Services, Consumables & equipment	13	8	5	31	17	14
21	Plastics	7	7	0	2	2	0
22	Public sector	7	4	3	19	13	6
23	Research & Academia	7	6	1	11	9	2
24	Stationery, designing, publishing, paper & news print	2	1	1			
25	Telecommunication	0	0	0	8	6	2
26	Textiles, Garments & Canvas				11	9	2
27	Wood, Furniture & Wood products	4	4	0	3	2	1
Total		157	108	49	318	214	104

3.4.2 Company Basis

In 2015, Kakira Sugar works took the highest number of interns (11), followed by Abacus Parenteral Drugs Ltd and Best ever paper Industries Ltd with 7 interns each while High Mark Diary followed by Kingstone Engineering & Construction Consultants Ltd with 22 & 16 respectively in 2016 took the highest number of interns.

Table 7: The table below shows the interns who were placed per company

No.	Companies	2015			2016		
		Total	Male	Female	Total	Male	Female
1	High Mark Diary				22	14	8
2	Kingstone Engineering & Construction Consultants Ltd	6	4	2	16	9	7
3	Span Contractors				14	12	2
4	Abacus Parenteral Drugs Ltd	7	4	3	12	7	5
5	NYTIL				11	9	2
6	Agricultural Innovation Systems Brokerage Association				9	9	
7	Tororo Cement Ltd				8	6	2
8	DIS N DATI				7	4	3
9	Ministry of Works and Transport				6	5	1
10	G.M Sugar	6	5	1	6	4	2
11	Haraks Teknologies Workshop Ltd				5	4	1
12	Blue Water Swimming Pool Co. & Technical Services Ltd				5	5	
13	Aloesha Organic Natural Health Products				5	2	3
14	Tuf Foam Uganda Ltd				5	4	1
15	Kampala Pharmaceutical Industries Ltd				5	4	1
16	Uganda Farmers Crop Industries Ltd				5	1	4
17	John Lugendo & Company Ltd				4	4	
18	Arce Engineering Works				4	3	1
19	Conte Designers & Artists Ltd				4	1	3
20	UMA	1	1		4		4
21	Generation Free of HIV/AIDS Awareness Initiative				4	4	
22	Friendship Containers Manufacturers Ltd				3	3	
23	Kasese Nails and Wood Industry Ltd				3		3
24	Makss Packaging				3	2	1
25	Sinew Limited	3	2	1	3	2	1

No.	Companies	2015			2016		
		Total	Male	Female	Total	Male	Female
26	SESACO	2		2	3	3	
27	Uganda Virus Research Institute				3	1	2
28	Intel World International				3	1	2
29	Struktur Associates Ltd				3	3	
30	Ideal Link Africa Ltd				3		3
31	Mak Superior Fabrics & Electricals				3	3	
32	THETA African Solutions				3	1	2
33	Riley Packaging				2	2	
34	Gotino Construction Ltd				2		2
35	Ministry of Health				2		2
36	Supercom E Technologies				2	1	1
37	Net Labs Uganda				2	1	1
38	Asiima Agric Concern				2		2
39	National Fisheries Resources Research Institute				2	2	
40	Luka Plastics Uganda Ltd				2	2	
41	Fundi Bots				2	1	1
42	Research and Education Network for Uganda				2	1	1
43	Centre for Innovations & Professional Skills Development				2	2	
44	Mayondo Engineering Works Ug. Ltd				2	1	1
45	DECASE Chemicals Uganda Ltd				2	1	1
46	Kakonde Tea Estates				2	1	1
47	Cipla Quality Chemical (U) Ltd				2		2
48	Agricultural Engineering & Appropriate Technology Research Center				2	2	
49	Wild Life Clubs of Uganda				2	2	
50	IT-Plus Solutions Ltd				2	2	
51	Biztalk Systems Limited				2	2	
52	Desire Beauty Products Ltd	1	1		2		2
53	Bukasa Telecom				2	2	
54	Abercom (U) Technologies Ltd				2		2
55	Makerere ICT Solutions				2	2	
56	Pearl Aquatics	2		2	2	1	1
57	Edge Technologies Uganda Ltd				2	1	1

No.	Companies	2015			2016		
		Total	Male	Female	Total	Male	Female
58	ZTE (U) Ltd				2	2	
59	Master Industries (U) Ltd				2	1	1
60	GOCH Ltd				2	2	
61	Lacel Technologies				1	1	
62	Excel Construction Ltd	1	1		1	1	
63	IFTRA Uganda				1		1
64	ILABS@MAK				1	1	
65	Uganda Road Fund				1	1	
66	Gama Distilers				1	1	
67	Krishna Construction Company Ltd				1	1	
68	Eight Tech Consults				1	1	
69	Airtel Ug.				1		1
70	Centre for Research in Energy & Energy Conservation				1	1	
71	Uganda Tea Corporation	2	2		1	1	
72	Roofings Ltd	4	2	2	1	1	
73	Power Engineering Ltd				1		1
74	G-Tech (U) Ltd				1	1	
75	Smart Foods Company				1		1
76	Trustcon Technologies Ltd				1	1	
77	Fels Consult (U) Ltd	1	1		1	1	
78	Nile Breweries (U) Ltd				1	1	
79	Flexihome				1	1	
80	Ambitious Construction Company Ltd				1	1	
81	Hariss International Ltd	1	1		1	1	
82	Plan Build Technical Services				1	1	
83	Construction Material Testing Laboratory				1		1
84	Central Diagnostic Laboratory				1	1	
85	Public Procurement & Disposal of Public Assets Authority				1	1	
86	Mwalimu Consult				1		1
87	Rubaale Secondary School				1	1	
88	UMEME				1		1
89	Uganda Small Scale Industries Association				1		1
90	Mukono Church of Uganda Hospital				1	1	

No.	Companies	2015			2016		
		Total	Male	Female	Total	Male	Female
91	South Western Institute for Policy and Advocacy				1	1	
92	Abubaker Technical Services & General Supplies Ltd				1	1	
93	Lakeside Dairy Ltd				1	1	
94	ENEL Power Services Ltd				1	1	
95	BioGas Solutions Uganda				1		1
96	Galaxy International School Uganda				1	1	
97	Makerere University (Office of the Vice Chancellor)				1	1	
98	COM-TEC (U) LTD				1	1	
99	On-Track Technical Services Ltd				1	1	
100	Small Holder Fortunes and Thermogenn				1	1	
101	Ministry of Education and Sports				1	1	
102	MIPA Excel Brokerage				1	1	
103	Makerere University Joint Aids Program				1		1
104	Maternal and Child Survival Program				1	1	
105	YOZA TECH				1		1
106	Intra Health International	1	1		1		1
107	Ministry of Gender, Labour and Social Development				1	1	
108	Sugar Corporation of Uganda Limited				1	1	
109	IPSOS Uganda Limited				1		1
110	Computer Forensics Consults				1	1	
111	Makerere University Legume Innovation Lab Project				1	1	
112	Quartz and Binary Synergy Ltd				1		1
113	Ngetta Zonal Agricultural Research and Development Institute				1	1	
114	ADRITECH (U) Ltd				1	1	
115	THINK IT				1	1	
116	VIVA Steel Limited				1		1
117	NFA				1		1
118	Bangufi Company (U) Ltd				1	1	
119	MBN Clinical Laboratories				1	1	
120	Ark Television				1		1
121	SMART Telecom				1		1
122	B.V.S Construction Ltd				1	1	
123	MM Intergrated Steel				1	1	
124	GEM Engineering Company				1	1	
125	Engineering Solutions				1	1	
126	Cypriano Enterprises				1	1	

No.	Companies	2015			2016		
		Total	Male	Female	Total	Male	Female
127	SAMANGA Solutions				1	1	
128	Power Net Electrical Installation				1	1	
129	Aster Integral	1	1				
130	Steel & Tube Industries Ltd	5	4	1			
131	Mantrac (U) Ltd	3	1	2			
132	Busoga Forestry Company	4	4				
133	Best Ever Paper Industries Ltd	7	7				
134	Brazafric Enterprise Ltd	1	1				
135	Sas Clinic	2	2				
136	Jobse Electrical	1	1				
137	Bakambo Engineers Ltd	1	1				
138	Kengrow Industries Ltd	1		1			
139	Technology Consults Ltd	1		1			
140	Modern Steel International	2	1	1			
141	Centre For Research In Energy Conservation	1	1				
142	Snave Agencies Uganda Ltd	1	1				
143	Delta	1	1				
144	Adroit Solutions	1	1				
145	Quality Chemical (U) Ltd	3	1	2			
146	K.N.B (tens) Company Ltd	1	1				
147	Institute of Heritage	1		1			
148	HL Construction & Civil Eng. Company	1	1				
149	National Forestry Authority	1		1			
150	Masindi Farmers Association	1	1				
151	Pan Kajjansi	1	1				
152	Shumuk Aluminium Industries	1	1				
153	Rukungiri Local Government	1	1				
154	Kilimo Trust	1		1			
155	Icon Industrial Services	2	1	1			
156	Kakira Sugar Works	11	9	2			
157	Uganda Clays Ltd	1		1			
158	Build Africa	1	1				
159	Grow More Seeds & Chemicals Limited	1	1				
160	Service & Computer Industries Ltd	1		1			
161	Danzze Consults Limited	2		2			
162	Makerere University (Department of Environmental Management)	1	1				

No.	Companies	2015			2016		
		Total	Male	Female	Total	Male	Female
163	Tracksol (U) Ltd	1	1				
164	TASO	4	2	2			
165	Mwendo Ent Ltd	1	1				
166	Oriolec Africa	3	1	2			
167	Geotec Solution	1	1				
168	Sms Media	1		1			
169	Vero Food Industry	1		1			
170	We Consult Uganda	1		1			
171	Scope Construction & Trading	3	3				
172	JBB Unity & Consult Ltd	1	1				
173	Pan Modern Consults Ltd	1	1				
174	VIVA Limited	1	1				
175	Success Africa	1	1				
176	Mikayirina Enterprise	4	3	1			
177	Koboko District Farmers	1	1				
178	Ambitious Construction Company	1	1				
179	Ministry of Water & Environment	3	1	2			
180	Gukiina Enterprises	1	1				
181	Ministry of Energy & Development	1	1				
182	Comtel Integrators Africa	1		1			
183	Sparkplug	1		1			
184	Installation World Limited	1		1			
185	Bushenyi Cotton	1		1			
186	Canopy IT Solutions	1	1				
187	Comptam	1	1				
188	MRC/Uganda Research Unit on AIDS	1	1				
189	MAK Food, Technology & Incubation Centre	3	3				
190	Web Info	1	1				
191	Makerere University (Finance Department)	1	1				
192	Ubuntu Capital	1		1			
193	Advent City Ltd	2	1	1			
194	Power Distribution Technologies	1	1				
195	NCR Uganda	1	1				
196	Joadah Consult	5	3	2			
197	Riis Coffee (U) Ltd	1	1				
Total		157	108	49	318	214	104

3.5 TARGET ACHIEVEMENT

UMA skilled five hundred seventy-three (573) interns (195.06% of the target). However, the targets were not hit for both 2015 (157- 88.20%) & 2016 (318- 99.38%) but the placement process is still ongoing for all the interns that are still in the 2016 database and the project team is working hard to ensure targets are hit and surpassed in 2017. Details of the above are tabulated in table 8 below.

3.5.1 Total Vs Actual

Table 8: Table showing the HEST target for both 2015 and 2016 vis-a-vis the number of people placed.

2015				2016			
Total	Actual	HEST Target	% of HEST Target	Total	Actual	HEST Target	% of HEST Target
157	154	178	88.20%	318	258	320	99.38%

3.5.2 S&T and ARTS

Table 8 below indicates that interns placed were majorly from Science and Technology (S&T) in 2015 and 2016 (152 & 312 respectively). However, five (5) and six (6) interns from Arts courses were placed in 2015 & 2016 respectively.

Some of the Arts courses included; Bachelor of Arts in Economics, Bachelor of Arts in Social Sciences, Bachelor of Commerce, Bachelor of Arts in developmental Economics, Bachelor of Business Statistics among others.

Table 9: 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	%
157	152	96.82%	5	3.18%	318	312	98.11%	6	1.89%

3.6 INTERNS NOT YET PLACED

The total number of interns that are not yet placed in any company is one hundred eighty five (185, 111male & 74female) as at 31st December, 2016.

Courses such as BSc. Software Engineering, BSc. Information Technology, Bachelor of Information Systems, BSc. Computer Science among others were not easily placed because most companies were not willing to take them because of the advanced technology and employers complain that the interns are more theoretical than practical. Nonetheless, the project team has managed to explain to the employers so that they appreciate these courses and the placement process is ongoing for all interns.

Other reasons for not placing some interns include i.e. not willing, not accepted, low demand by the employer for a particular course among others.

3.6.1 College Basis

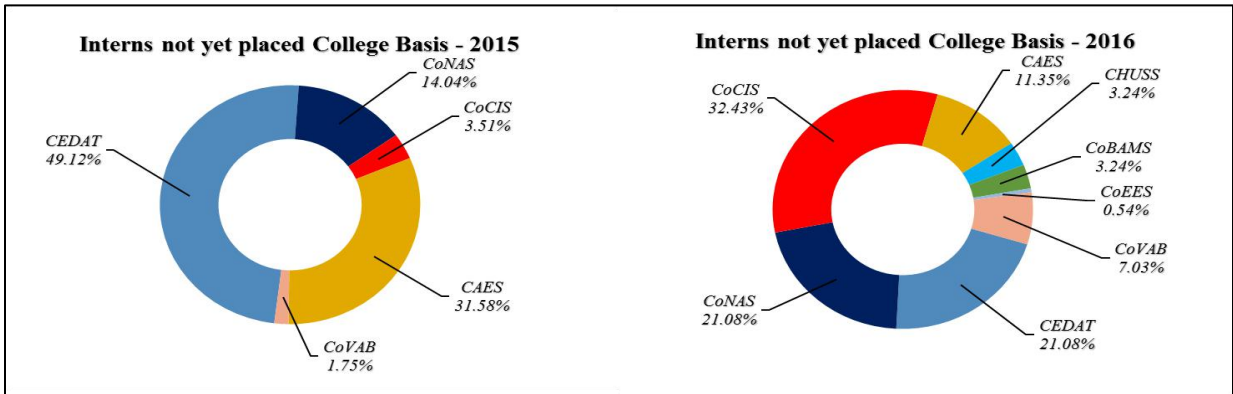
Table 10: Students not yet placed according to College.

S/N	College	2015				2016			
		Total	%	Male	Female	Total	%	Male	Female
1	CEDAT	28	49.12%	21	7	39	21.08%	30	9
2	CoNAS	8	14.04%	6	2	39	21.08%	24	15
3	CoCIS	2	3.51%	2	0	60	32.43%	31	29
4	CAES	18	31.58%	10	8	21	11.35%	13	8
5	CHUSS	0	0.00%	0	0	6	3.24%	2	4
6	CoBAMS	0	0.00%	0	0	6	3.24%	4	2
7	CoEES	0	0.00%	0	0	1	0.54%	1	0
8	CoVAB	1	1.75%	1	0	13	7.03%	6	7
9	CHS	0	0.00%	0	0	0	0.00%	0	0
Total		57	100.00%	40	17	185	100.00%	111	74

In 2015, the total number of interns that had not been placed for internship was 57. CEDAT had the highest number of interns that were not placed with 28 interns followed by CAES with 18 interns and CoVAB had the least number with one (1) intern.

In 2016, CoCIS had the largest number with 60 interns (31 male & 29 female) still in the database and CoEES had the least number with one (1) male intern.

Figure 8: Proportion of not yet placed interns per College..



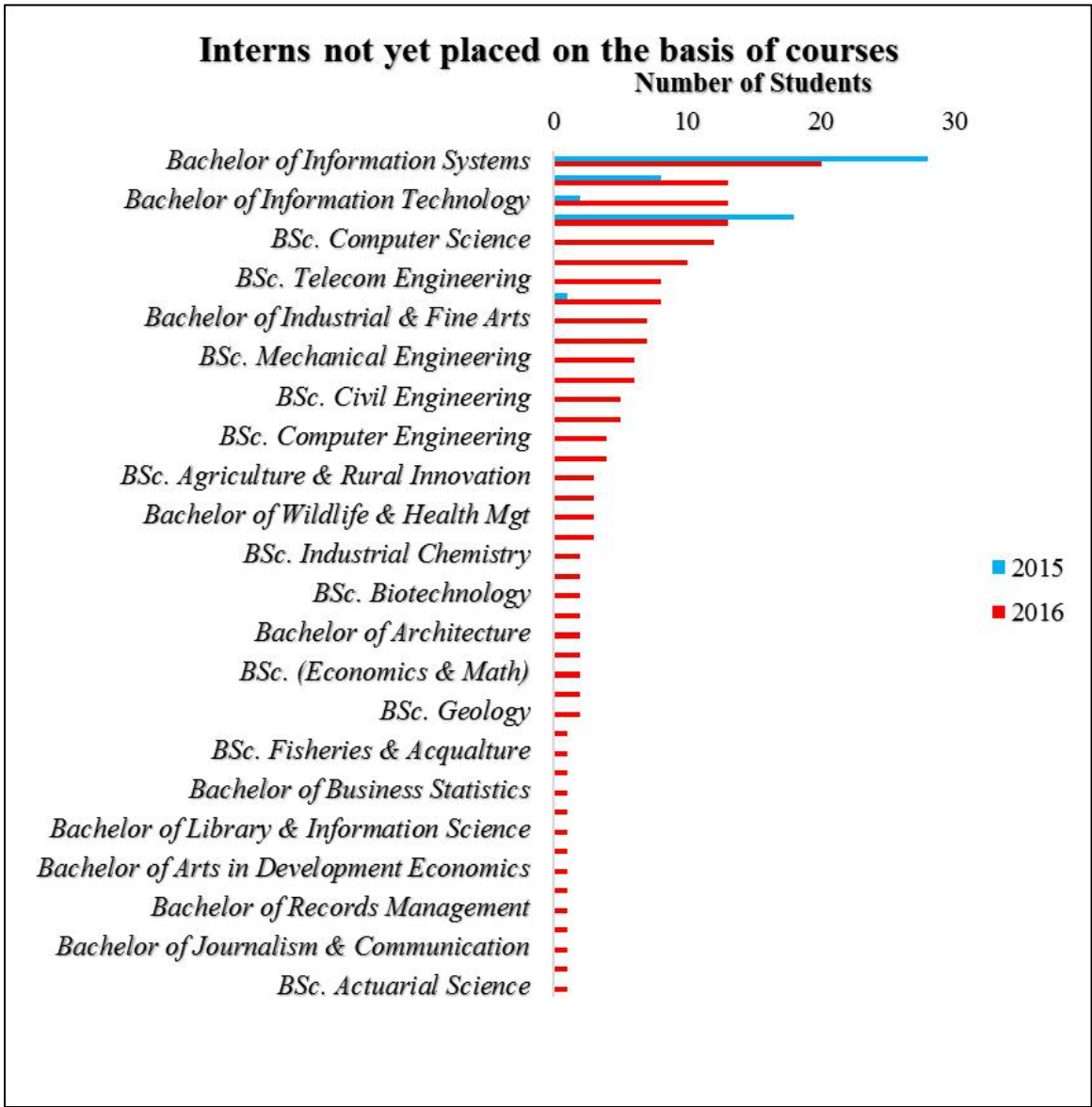
3.6.2 Course Basis

In 2015, BSc. Civil Engineering had the highest number with 28 (21 male & 7 female) interns not yet placed compared to BSc. Information Systems with 20 interns in 2016. BSc. Telecom Engineering had one (1) intern in 2015 while Bachelor of Record Management, BSc. Conservation Biology among others had the least number with one intern each in 2016 as shown in table 10 below.

Table 11: Number of interns not yet placed per course

S/N Courses	2015				2016			
	Total	%	Male	Female	Total	%	Male	Female
1 BSc. Civil Engineering	28	49.12%	21	7	5	2.70%	4	1
2 BSc. Electrical Engineering	8	14.04%	6	2	1	0.54%	1	0
3 BSc. Mechanical Engineering	2	3.51%	2	0	6	3.24%	6	0
4 BSc. Industrial Chemistry	18	31.58%	10	8	2	1.08%	2	0
5 BSc. Software Engineering	0	0.00%	0	0	13	7.03%	10	3
6 BSc. Agriculture Engineering	0	0.00%	0	0	2	1.08%	2	0
7 BSc. Agriculture & Rural Innovation	0	0.00%	0	0	3	1.62%	2	1
8 BSc. Telecom Engineering	1	1.75%	1	0	8	4.32%	8	0
9 Bachelor of Industrial & Fine Arts	0	0.00%	0	0	7	3.78%	2	5
10 Bachelor of Biomedical Laboratory Technology	0	0.00%	0	0	10	5.41%	3	7
11 Bachelor of Information Technology	0	0.00%	0	0	13	7.03%	8	5
12 BSc. Agricultural Landuse & Mgt	0	0.00%	0	0	8	4.32%	5	3
13 BSc. Biotechnology	0	0.00%	0	0	2	1.08%	1	1
14 BSc. Quantity Surveying	0	0.00%	0	0	6	3.24%	5	1
15 BSc. Agriculture	0	0.00%	0	0	2	1.08%	1	1
16 BSc. Fisheries & Aquaculture	0	0.00%	0	0	1	0.54%	1	0
17 BSc. Ethnobotany	0	0.00%	0	0	0	0.00%	0	0
18 BSc. Construction Management	0	0.00%	0	0	0	0.00%	0	0
19 BSc. (Statistics & Math)	0	0.00%	0	0	13	7.03%	7	6
20 BSc. Computer Science	0	0.00%	0	0	12	6.49%	5	7
21 BSc. Computer Engineering	0	0.00%	0	0	4	2.16%	2	2
22 Bachelor of Architecture	0	0.00%	0	0	2	1.08%	2	0
23 BSc. Horticulture	0	0.00%	0	0	2	1.08%	0	2
24 BSc. Food Science & Technology	0	0.00%	0	0	1	0.54%	1	0
25 BSc. (Economics & Math)	0	0.00%	0	0	2	1.08%	1	1
26 Bachelor of Business Statistics	0	0.00%	0	0	1	0.54%	1	0
27 Bachelor of Information Systems	0	0.00%	0	0	20	10.81%	8	12
28 BSc. Sports Science	0	0.00%	0	0	3	1.62%	1	2
29 Bachelor of Statistics	0	0.00%	0	0	2	1.08%	0	2
30 BSc. Biological	0	0.00%	0	0	1	0.54%	1	0
31 Bachelor of Library & Information Science	0	0.00%	0	0	1	0.54%	0	1
32 Bachelor of Commerce External	0	0.00%	0	0	1	0.54%	1	0
33 Bachelor of Science Biomedical Sciences	0	0.00%	0	0	0	0.00%	0	0
34 Bachelor of Business Administration	0	0.00%	0	0	0	0.00%	0	0
35 Bachelor of Arts in Development Economics	0	0.00%	0	0	1	0.54%	1	0
36 BSc. Geology	0	0.00%	0	0	2	1.08%	2	0
37 BSc. Land Economics	0	0.00%	0	0	0	0.00%	0	0
38 BSc. Petroleum Geoscience & Production	0	0.00%	0	0	7	3.78%	4	3
39 BSc. (Physical)	0	0.00%	0	0	4	2.16%	3	1
40 B.A Social Sciences	0	0.00%	0	0	5	2.70%	1	4
41 Bachelor of Wildlife & Health Mgt	0	0.00%	0	0	3	1.62%	3	0
42 Bachelor of Agribusiness management	0	0.00%	0	0	3	1.62%	2	1
43 BSc. Biochemistry	0	0.00%	0	0	1	0.54%	1	0
44 BSc. (Zoology & Botany)	0	0.00%	0	0	0	0.00%	0	0
45 Bachelor of Records Management	0	0.00%	0	0	1	0.54%	0	1
46 BSc. Conservation Biology	0	0.00%	0	0	1	0.54%	0	1
47 BSc. Quantitative Economics	0	0.00%	0	0	0	0.00%	0	0
48 BSc. Environmental Science	0	0.00%	0	0	0	0.00%	0	0
49 Bachelor of Journalism & Communication	0	0.00%	0	0	1	0.54%	1	0
50 Bachelor of Arts in Economics	0	0.00%	0	0	1	0.54%	1	0
51 BSc. Actuarial Science	0	0.00%	0	0	1	0.54%	1	0
52 B Sc. Conservation Forestry & Pdt Tech	0	0.00%	0	0	0	0.00%	0	0
53 B Sc. Social & Ent. Forestry	0	0.00%	0	0	0	0.00%	0	0
54 Bachelor of Commerce	0	0.00%	0	0	0	0.00%	0	0
55 M Sc. Biochemistry	0	0.00%	0	0	0	0.00%	0	0
56 Bachelor of Urban & Regional Planning	0	0.00%	0	0	0	0.00%	0	0
57 B Sc. Veterinary Medicine	0	0.00%	0	0	0	0.00%	0	0
Total	57	100.00%	40	17	185	100.00%	111	74

Figure 9: Proportion of not yet placed interns per course



4 STATUS OF INTERNS AS AT 31ST DECEMBER 2016

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 has become of students become after their internship period. To be able to establish this, a tracer survey was carried out on the interns recommended in 2015 and 2016. Nine variables were used during the survey, these were: Retained, Employed, Extension, Self Employed, Working, Not retained Not Placed, Not Willing and No response. The variables are explained in the table below.

Table 12: A table explaining the variables used in the tracer survey.

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 3 more months.
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.
Not Willing	These students did not want to participate in the Project.
No Response	This means the interns were not able to give a response either because they did not pick up or their telephone number were not available.

4.1 STATUS AND EMPLOYMENT TREND

A tracer survey was conducted in December 2016 on the interns placed in 2015 and 2016 to find out their status after their 3 months of internship. During the first survey that was conducted in December 2015, it was found that; of the 293 students recommended in 2015, 31 (12.29%) students were retained at their companies of internship, 36 (10.58%) obtained employment before they had been placed for internship, 88 (30.03%) got employed in other companies after internship, 13 (4.44%) interns were able to start up their own businesses with the skills acquired during internship and 10 (3.41%) interns had their internship period extended.

The total number of students that have been trained through the induction training program for the two years of the UMA-HEST Project is 756 i.e. 293 were trained in 2015 and 463 in 2016. Eight hundred forty-six (846) students were recommended after training and five hundred seventy-three (573) have been skilled through placement at companies. This accounts for 115.06% of the total target.

In 2016, of the 553 students recommended; twenty-seven (27) interns were able to obtain employment before they were placed, sixty-two (27) were retained at their companies of training, sixty-one (61) interns got employed in other companies after internship and thirty-three (33) were given extensions.

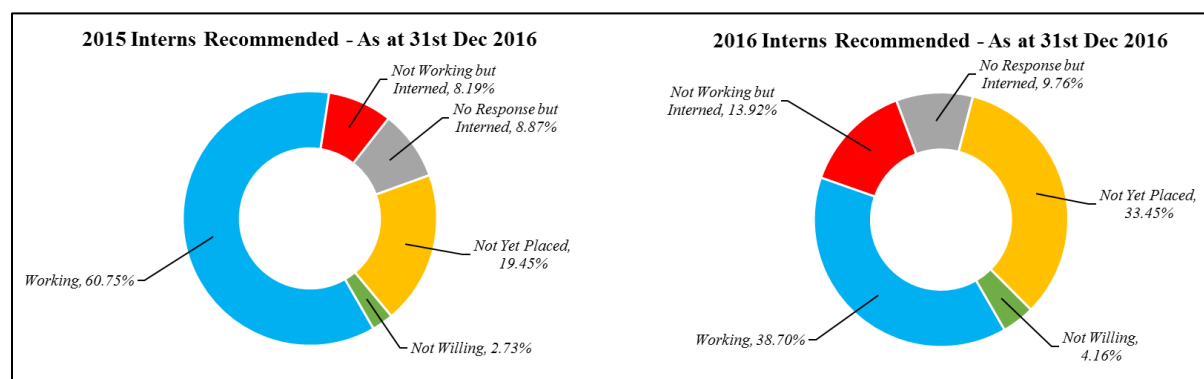
Detailed information is provided in the table 13 below.

Table 13: Interns' status as at 31st December 2016.

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	756		293		201	68.60%	92	31.40%	463		294	63.50%	169	36.50%
Total Recommended after Training	846		293	100.00%	201	68.60%	92	31.40%	553	100.00%	359	64.92%	194	35.08%
HEST Target	498		178						320					
Total Interns Skilled (As of Target)	573	115.06%	228	128.09%	153	67.11%	75	32.89%	345	107.81%	237	68.70%	108	31.30%
Total Interns Skilled (As of Database)	573	67.73%	228	77.82%	153	67.11%	75	32.89%	345	62.39%	237	68.70%	108	31.30%
Total Interns Placed (As of Target)	475	95.38%	192		127	66.15%	65	33.85%	283		195	68.90%	88	31.10%
Total Interns Paid	412	82.73%	183		120	65.57%	63	34.43%	229		160	69.87%	69	30.13%
<u>Working</u>														
Employed but not Interned	98	11.58%	36	12.29%	26	8.87%	10	3.41%	62	11.21%	42	7.59%	20	3.62%
Retained in Internship company	58	6.86%	31	10.58%	24	8.19%	7	2.39%	27	4.88%	21	3.80%	6	1.08%
Employed elsewhere after Internship	149	17.61%	88	30.03%	56	19.11%	32	10.92%	61	11.03%	41	7.41%	20	3.62%
Self Employed after Internship	21	2.48%	13	4.44%	8	2.73%	5	1.71%	8	1.45%	3	0.54%	5	0.90%
Extension in Internship company	43	5.08%	10	3.41%	8	2.73%	2	0.68%	33	5.97%	22	3.98%	11	1.99%
Still on Internship	23	2.72%	0	0.00%	0	0.00%	0	0.00%	23	4.16%	16	2.89%	7	1.27%
Sub Total	392	46.34%	178	60.75%	122		56		214	38.70%	145		69	
ed														
<u>Not Working but Interned</u>														
Left Training before completion	31	3.66%	9	3.07%	7	2.39%	2	0.68%	22	3.98%	14	2.53%	8	1.45%
Not Employed after Internship	70	8.27%	15	5.12%	8	2.73%	7	2.39%	55	9.95%	41	7.41%	14	2.53%
Sub Total	101	11.94%	24	8.19%	15		9		77	13.92%	55		22	
<u>No Response but Interned</u>	80	9.46%	26	8.87%	16	5.46%	10	3.41%	54	9.76%	37	6.69%	17	3.07%
<u>Still at University</u>	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<u>Not Yet Placed</u>	242	28.61%	57	19.45%	40	13.65%	17	5.80%	185	33.45%	111	20.07%	74	13.38%
<u>Not Willing</u>	31	3.66%	8	2.73%	8	2.73%	0	0.00%	23	4.16%	11	1.99%	12	2.17%

The Pie-charts below clearly define the percentages of interns retained, not retained, self-employed, working and employed interns for both 2015 and 2016 respectively.

Figure 10: Graphs showing interns' status after Internship for both 2015 and 2016.



4.1.1. COLLEGE BASIS

Interns contacted were from all the nine colleges i.e. CEDAT, CoNAS, CoCIS, CAES, CHUSS, CoBAMS, CoEES, CoVAB, and CHS.

Of the 293 interns recommended in 2015, CEDAT had the highest number of interns that were working as at 31st December 2016 i.e. 107 interns (79 male, 28 female). Only three colleges had students that were not willing to do internship; CEDAT (one intern), CoNAS (two interns), CAES (five interns).

Table 14: Interns' status after internship on faculty basis for 2015 and 2016.

2015 Interns Recommended - As at 31st Dec 2016

			CEDAT		CoNAS		CoCIS		CAES		CHUSS		CoBAMS		CoVAB	
Status	Total	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Working	177	60.41%	79	28	12	10	4	4	22	12	1	1	2		2	
Not Working but Interned	26	8.87%	9	2	3			1	2	5			1	1	1	1
Still at University	0	0.00%														
No Response (But Interned)	26	8.87%	10	5		3	1		5	2						
Not Yet Placed	56	19.11%	21	7	6	2	2		10	8						
Not Willing	8	2.73%	1		2				5							
Total	293	100.00%	120	42	23	15	7	5	44	27	1	1	3	1	3	1

2016 Interns Recommended - As at 31st Dec 2016

			CEDAT		CoNAS		CoCIS		CAES		CHUSS		CoBAMS		CoVAB		CoEES		CHS	
Status	Total	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Working	214	38.70%	59	25	32	16	19	12	29	7				4	5	4	1			1
Not Working but Interned	77	13.92%	34	10	9	2	3	4	5	3			1		3	3				
Still at University	0	0.00%																		
No Response (But Interned)	54	9.76%	18	8	6	2	5	1	7	4					1	2				
Not Yet Placed	185	33.45%	30	9	24	15	31	29	13	8	2	4	4	2	6	7	1			
Not Willing	23	4.16%	7	10			2	2	1						1					
Total	553	100.00%	148	62	71	35	60	48	55	22	2	4	5	6	16	16	2	0	0	1

As shown in table 14 above, in 2016, CEDAT had the highest number of interns that are working i.e. 84 interns (59 male, 25 female). CoNAS followed it with 48 interns (32 male, 16 female) and CAES with 36 interns (29 male, 7 female). CoEES and CHS had the least number of interns that were working by 31st December 2015 i.e. one intern each. One female intern from CHS is working. All the interns from CoBAMS that are working are female.

4.1.2. COURSE BASIS

BSc. Electrical Engineering had the highest number of interns that attained employment in 2015 (41 interns) well as BSc. Telecom Engineering had the highest number of interns not placed (17 interns). The highest number of interns that did not respond were from BSc. Quantity Surveying. Details of this are shown in table 15 below.

Table 15: Status of interns of 2015 cohort on course basis.

2015 INTERNS RECOMMENDED								
No. Status	Total	Working	Not Working but Interned	Still at University	No Response (But Interned)	Not Yet Placed	Not Willing	
1 Bachelor of Information Systems	0	0	0	0	0	0	0	
2 BSc. Software Engineering	12	8	1	0	1	2	0	
3 Bachelor of Information Technology	2	2	0	0	0	0	0	
4 BSc. (Statistics & Math)	2	2	0	0	0	0	0	
5 BSc. Computer Science	1	1	0	0	0	0	0	
6 Bachelor of Biomedical Laboratory Technology	2	2	0	0	0	0	0	
7 BSc. Telecom Engineering	32	11	1	0	3	17	0	
8 BSc. Agricultural Landuse & Mgt	1	0	1	0	0	0	0	
9 Bachelor of Industrial & Fine Arts	2	1	0	0	0	1	0	
10 BSc. Petroleum Geoscience & Production	9	6	1	0	1	1	0	
11 BSc. Mechanical Engineering	25	21	2	0	2	0	0	
12 BSc. Quantity Surveying	2	0	0	0	0	2	0	
13 BSc. Civil Engineering	33	17	3	0	5	8	0	
14 B.A Social Sciences	2	2	0	0	0	0	0	
15 BSc. Computer Engineering	13	11	0	0	2	0	0	
16 BSc. (Physical)	2	0	0	0	0	2	0	
17 BSc. Agriculture & Rural Innovation	32	10	3	0	2	12	5	
18 BSc. Sports Science	3	1	0	0	0	2	0	
19 Bachelor of Wildlife & Health Mgt	0	0	0	0	0	0	0	
20 Bachelor of Agribusiness management	0	0	0	0	0	0	0	
21 BSc. Industrial Chemistry	8	6	1	0	1	0	0	
22 BSc. Agriculture Engineering	17	9	3	0	3	2	0	
23 BSc. Biotechnology	2	2	0	0	0	0	0	
24 BSc. Agriculture	0	0	0	0	0	0	0	
25 Bachelor of Architecture	2	1	1	0	0	0	0	
26 BSc. Horticulture	0	0	0	0	0	0	0	
27 BSc. (Economics & Math)	4	0	0	0	1	1	2	
28 Bachelor of Statistics	0	0	0	0	0	0	0	
29 BSc. Geology	1	0	0	0	0	1	0	
30 BSc. Electrical Engineering	48	41	4	0	2	0	1	
31 BSc. Fisheries & Aquaculture	1	1	0	0	0	0	0	
32 BSc. Food Science & Technology	7	6	0	0	1	0	0	
33 Bachelor of Business Statistics	1	0	1	0	0	0	0	
34 BSc. Biological	0	0	0	0	0	0	0	
35 Bachelor of Library & Information Science	0	0	0	0	0	0	0	
36 Bachelor of Commerce External	0	0	0	0	0	0	0	
37 Bachelor of Arts in Development Economics	1	0	1	0	0	0	0	
38 BSc. Biochemistry	1	1	0	0	0	0	0	
39 Bachelor of Records Management	0	0	0	0	0	0	0	
40 BSc. Conservation Biology	1	0	0	0	0	1	0	
41 Bachelor of Journalism & Communication	0	0	0	0	0	0	0	
42 Bachelor of Arts in Economics	0	0	0	0	0	0	0	
43 BSc. Actuarial Science	0	0	0	0	0	0	0	
44 BSc. Ethnobotany	3	2	1	0	0	0	0	
45 BSc. Construction Management	2	0	0	0	1	1	0	
46 Bachelor of Science Biomedical Sciences	0	0	0	0	0	0	0	
47 Bachelor of Business Administration	0	0	0	0	0	0	0	
48 BSc. Land Economics	2	2	0	0	0	0	0	
49 BSc. (Zoology & Botany)	0	0	0	0	0	0	0	
50 BSc. Quantitative Economics	0	0	0	0	0	0	0	
51 BSc. Environmental Science	2	1	0	0	1	0	0	
52 B Sc. Conservation Forestry & Pdt Tech	8	6	0	0	0	2	0	
53 B Sc. Social & Ent. Forestry	2	1	0	0	0	1	0	
54 Bachelor of Commerce	1	1	0	0	0	0	0	
55 M Sc. Biochemistry	1	1	0	0	0	0	0	
56 Bachelor of Urban & Regional Planning	1	1	0	0	0	0	0	
57 B Sc. Veterinary Medicine	2	1	0	0	0	1	0	
Total	293	178	24	0	26	57	8	

In 2016, BSc. Industrial Chemistry had the highest number of interns working as at 31st December 2016 i.e. 23 interns. Bachelor of Information Systems has the highest number of interns that were not yet placed (20 interns), it was later followed by BSc. in Software Engineering, BSc. (Statistics

& Math) and Bachelor of Information Technology, which had 13 interns each. There were no interns still at University from all courses for both 2015 and 2016, this therefore means all the students recommended had completed their studies. 2015 had fewer students that were not willing to train compared to 2016 (8 and 23 respectively).

Details of this are shown in table 16 below.

Table 16: Interns' status of 2016 cohort on course basis.

2016 INTERNS RECOMMENDED							
No. Status	Total	Working	Not Working but Interned	Still at University	No Response (But Interned)	Not Yet Placed	Not Willing
1 Bachelor of Information Systems	24	4	0	0	0	20	0
2 BSc. Software Engineering	32	11	4	0	3	13	1
3 Bachelor of Information Technology	32	13	2	0	2	13	2
4 BSc. (Statistics & Math)	17	4	0	0	0	13	0
5 BSc. Computer Science	17	3	0	0	1	12	1
6 Bachelor of Biomedical Laboratory Technology	28	9	6	0	3	10	0
7 BSc. Telecom Engineering	19	7	1	0	2	8	1
8 BSc. Agricultural Landuse & Mgt	21	7	3	0	2	8	1
9 Bachelor of Industrial & Fine Arts	27	10	7	0	3	7	0
10 BSc. Petroleum Geoscience & Production	9	2	0	0	0	7	0
11 BSc. Mechanical Engineering	34	19	5	0	2	6	2
12 BSc. Quantity Surveying	29	8	9	0	5	6	1
13 BSc. Civil Engineering	48	20	13	0	9	5	1
14 B.A Social Sciences	5	0	0	0	0	5	0
15 BSc. Computer Engineering	10	3	1	0	1	4	1
16 BSc. (Physical)	5	1	0	0	0	4	0
17 BSc. Agriculture & Rural Innovation	18	9	4	0	2	3	0
18 BSc. Sports Science	4	0	1	0	0	3	0
19 Bachelor of Wildlife & Health Mgt	4	0	0	0	0	3	1
20 Bachelor of Agribusiness management	4	1	0	0	0	3	0
21 BSc. Industrial Chemistry	37	23	9	0	3	2	0
22 BSc. Agriculture Engineering	15	11	0	0	2	2	0
23 BSc. Biotechnology	11	8	0	0	1	2	0
24 BSc. Agriculture	11	6	0	0	3	2	0
25 Bachelor of Architecture	4	1	1	0	0	2	0
26 BSc. Horticulture	4	0	0	0	2	2	0
27 BSc. (Economics & Math)	3	0	0	0	1	2	0
28 Bachelor of Statistics	3	1	0	0	0	2	0
29 BSc. Geology	3	0	1	0	0	2	0
30 BSc. Electrical Engineering	36	15	7	0	2	1	11
31 BSc. Fisheries & Aquaculture	7	4	0	0	2	1	0
32 BSc. Food Science & Technology	3	1	1	0	0	1	0
33 Bachelor of Business Statistics	3	1	1	0	0	1	0
34 BSc. Biological	3	2	0	0	0	1	0
35 Bachelor of Library & Information Science	2	0	1	0	0	1	0
36 Bachelor of Commerce External	2	1	0	0	0	1	0
37 Bachelor of Arts in Development Economics	1	0	0	0	0	1	0
38 BSc. Biochemistry	2	1	0	0	0	1	0
39 Bachelor of Records Management	1	0	0	0	0	1	0
40 BSc. Conservation Biology	1	0	0	0	0	1	0
41 Bachelor of Journalism & Communication	1	0	0	0	0	1	0
42 Bachelor of Arts in Economics	1	0	0	0	0	1	0
43 BSc. Actuarial Science	1	0	0	0	0	1	0
44 BSc. Ethnobotany	3	2	0	0	1	0	0
45 BSc. Construction Management	2	1	0	0	1	0	0
46 Bachelor of Science Biomedical Sciences	1	1	0	0	0	0	0
47 Bachelor of Business Administration	1	1	0	0	0	0	0
48 BSc. Land Economics	1	0	0	0	1	0	0
49 BSc. (Zoology & Botany)	1	1	0	0	0	0	0
50 BSc. Quantitative Economics	1	1	0	0	0	0	0
51 BSc. Environmental Science	1	1	0	0	0	0	0
52 B Sc. Conservation Forestry & Pdt Tech	0	0	0	0	0	0	0
53 B Sc. Social & Ent. Forestry	0	0	0	0	0	0	0
54 Bachelor of Commerce	0	0	0	0	0	0	0
55 M Sc. Biochemistry	0	0	0	0	0	0	0
56 Bachelor of Urban & Regional Planning	0	0	0	0	0	0	0
57 B Sc. Veterinary Medicine	0	0	0	0	0	0	0
Total	553	214	77	0	54	185	23

4.2. COMPANY INFORMATION

High Mark Dairy had the highest number of interns that were working (11 interns), it was followed by Abacus Parenteral Drugs Ltd and Agricultural Innovation Systems Brokerage Association which both had 9 interns working. Highmark Dairy still had the highest number of interns that did not respond to the survey (7 interns). Span Contractors had the highest number of interns that were not working but interned (9 interns).

Table 17: Status of Interns per company.

No.	Company/Status	Total	Working	Not Working but Interned	Still at University but Interned	No Response but Interned	Still on Internship	No Response
1	High Mark Dairy	22	11	4	0	7	5	7
2	Kingstone Engineering & Construction Consultants Ltd	16	2	8	0	6	0	6
3	Span Contractors	14	2	9	0	3	0	3
4	Abacus Parenteral Drugs Ltd	12	9	2	0	1	0	1
5	NYTIL	11	8	2	0	1	1	1
6	Agricultural Innovation Systems Brokerage Association	9	9	0	0	0	1	0
7	Tororo Cement Ltd	8	2	4	0	2	0	2
8	DIS N DATI	7	2	3	0	2	0	2
9	Ministry of Works and Transport	6	2	3	0	1	0	1
10	G.M Sugar	6	4	2	0	0	0	0
11	Haraks Teknologies Workshop Ltd	5	4	1	0	0	0	0
12	Blue Water Swimming Pool Co. & Technical Services Ltd	5	3	0	0	2	0	2
13	Aloesha Organic Natural Health Products	5	1	2	0	2	0	2
14	Tuf Foam Uganda Ltd	5	3	2	0	0	0	0
15	Kampala Pharmaceutical Industries Ltd	5	4	1	0	0	0	0
16	Uganda Farmers Crop Industries Ltd	5	3	2	0	0	0	0
17	John Lugendo & Company Ltd	4	2	2	0	0	0	0
18	Arce Engineering Works	4	3	1	0	0	0	0
19	Conte Designers & Artists Ltd	4	0	2	0	2	0	2
20	UMA	4	3	0	0	1	0	1
21	Generation Free of HIV/AIDS Awareness Initiative	4	4	0	0	0	2	0
22	Friendship Containers Manufacturers Ltd	3	2	1	0	0	0	0
23	Kasese Nails and Wood Industry Ltd	3	3	0	0	0	0	0
24	Makss Packaging	3	2	0	0	1	0	1
25	Sinew Limited	3	2	1	0	0	0	0
26	SESACO	3	0	3	0	0	0	0
27	Uganda Virus Research Institute	3	1	2	0	0	0	0

No.	Company/Status	Total	Working	Not Working but Interned	Still at University but Interned	No Response but Interned	Still on Internship	No Response
28	Intel World International	3	2	1	0	0	0	0
29	Struktur Associates Ltd	3	0	2	0	1	0	1
30	Ideal Link Africa Ltd	3	1	1	0	1	0	1
31	Mak Superior Fabrics & Electricals	3	2	1	0	0	1	0
32	THETA African Solutions	3	2	1	0	0	0	0
33	Riley Packaging	2	2	0	0	0	0	0
34	Gotino Construction Ltd	2	1	0	0	1	0	1
35	Ministry of Health	2	1	0	0	1	0	1
36	Supercom E Technologies	2	0	1	0	1	0	1
37	Net Labs Uganda	2	1	1	0	0	0	0
38	Asiima Agric Concern	2	2	0	0	0	0	0
39	National Fisheries Resources Research Institute	2	1	0	0	1	0	1
40	Luka Plastics Uganda Ltd	2	2	0	0	0	0	0
41	Fundi Bots	2	0	2	0	0	0	0
42	Research and Education Network for Uganda	2	1	1	0	0	0	0
43	Centre for Innovations & Professional Skills Development	2	0	1	0	1	0	1
44	Mayondo Engineering Works Ug. Ltd	2	1	1	0	0	0	0
45	DECASE Chemicals Uganda Ltd	2	1	1	0	0	0	0
46	Kakonde Tea Estates	2	1	0	0	1	0	1
47	Cipla Quality Chemical (U) Ltd Ltd	2	2	0	0	0	0	0
48	Agricultural Engineering & Appropriate Technology Research Center	2	1	0	0	1	0	1
49	Wild Life Clubs of Uganda	2	2	0	0	0	0	0
50	IT-Plus Solutions Ltd	2	1	0	0	1	0	1
51	Biztalk Systems Limited	2	1	0	0	1	0	1
52	Desire Beauty Products Ltd	2	2	0	0	0	0	0
53	Bukasa Telecom	2	1	0	0	1	0	1
54	Abercom (U) Technologies Ltd	2	1	1	0	0	0	0
55	Makerere ICT Solutions	2	1	0	0	1	1	1
56	Pearl Aquatics	2	1	0	0	1	1	1
57	Edge Technologies Uganda Ltd	2	2	0	0	0	2	0
58	ZTE (U) Ltd	2	1	0	0	1	0	1
59	Master Industries (U) Ltd	2	0	1	0	1	0	1
60	GOCH Ltd	2	0	0	0	2	0	2
61	Lacel Technologies	1	0	0	0	1	0	1
62	Excel Construction Ltd	1	0	0	0	1	0	1
63	IFTRA Uganda	1	1	0	0	0	0	0
64	ILABS@MAK	1	1	0	0	0	0	0

No.	Company/Status	Total	Working	Not Working but Interned	Still at University but Interned	No Response but Interned	Still on Internship	No Response
65	Uganda Road Fund	1	0	0	0	1	0	1
66	Gama Distillers	1	0	1	0	0	0	0
67	Krishna Construction Company Ltd	1	0	0	0	1	0	1
68	Eight Tech Consults	1	0	0	0	1	0	1
69	Airtel Uganda	1	1	0	0	0	0	0
70	Centre for Research in Energy & Energy Conservation	1	0	0	0	1	0	1
71	Uganda Tea Corporation	1	1	0	0	0	0	0
72	Roofings Ltd	1	1	0	0	0	0	0
73	Power Engineering Ltd	1	1	0	0	0	0	0
74	G-Tech (U) Ltd	1	0	1	0	0	0	0
75	Smart Foods Company	1	1	0	0	0	0	0
76	Trustcon Technologies Ltd	1	1	0	0	0	0	0
77	Fels Consult (U) Ltd	1	0	1	0	0	0	0
78	Nile Breweries (U) Ltd	1	0	0	0	1	0	1
79	Flexihome	1	1	0	0	0	0	0
80	Ambitious Construction Company Ltd	1	0	0	0	1	0	1
81	Hariss International Ltd	1	1	0	0	0	0	0
82	Plan Build Technical Services	1	0	0	0	1	0	1
83	Construction Material Testing Laboratory	1	1	0	0	0	0	0
84	Central Diagnostic Laboratory	1	0	1	0	0	0	0
85	Public Procurement & Disposal of Public Assets Authority	1	1	0	0	0	0	0
86	Mwalimu Consult	1	0	1	0	0	0	0
87	Rubaale Secondary School	1	0	1	0	0	0	0
88	UMEME	1	0	1	0	0	0	0
89	Uganda Small Scale Industries Association	1	0	1	0	0	0	0
90	Mukono Church of Uganda Hospital	1	0	0	0	1	0	1
91	South Western Institute for Policy and Advocacy	1	0	0	0	1	0	1
92	Abubaker Technical Services & General Supplies Ltd	1	1	0	0	0	0	0
93	Lakeside Dairy Ltd	1	1	0	0	0	0	0
94	ENEL Power Services Ltd	1	1	0	0	0	0	0
95	BioGas Solutions Uganda	1	0	1	0	0	0	0
96	Galaxy International School Uganda	1	1	0	0	0	0	0
97	Makerere University (Office of the Vice Chancellor)	1	0	1	0	0	0	0
98	COM-TEC (U) LTD	1	1	0	0	0	0	0
99	On-Track Technical Services Ltd	1	1	0	0	0	0	0
100	Small Holder Fortunes and Thermogenn	1	1	0	0	0	0	0
101	Ministry of Education and Sports	1	1	0	0	0	0	0

No.	Company/Status	Total	Working	Not Working but Interned	Still at University but Interned	No Response but Interned	Still on Internship	No Response
102	MIPA Excel Brokerage	1	1	0	0	0	0	0
103	Makerere University Joint Aids Program	1	0	0	0	1	0	1
104	Maternal and Child Survival Program	1	0	1	0	0	0	0
105	YOZA TECH	1	1	0	0	0	0	0
106	Intra Health International	1	1	0	0	0	0	0
107	Ministry of Gender, Labour and Social Development	1	1	0	0	0	0	0
108	Sugar Corporation of Uganda Limited	1	1	0	0	0	0	0
109	IPSOS Uganda Limited	1	1	0	0	0	1	0
110	Computer Forensics Consults	1	1	0	0	0	1	0
111	Makerere University Legume Innovation Lab Project	1	1	0	0	0	1	0
112	Quartz and Binary Synergy Ltd	1	1	0	0	0	1	0
113	Ngetta Zonal Agricultural Research and Development Institute	1	1	0	0	0	1	0
114	ADRITECH (U) Ltd	1	1	0	0	0	1	0
115	THINK IT	1	1	0	0	0	1	0
116	VIVA Steel Limited	1	1	0	0	0	1	0
117	NFA	1	1	0	0	0	1	0
118	Bangufi Company (U) Ltd	1	1	0	0	0	0	0
119	MBN Clinical Laboratories	1	0	1	0	0	0	0
120	Ark Television	1	1	0	0	0	0	0
121	SMART Telecom	1	1	0	0	0	0	0
122	B.V.S Construction Ltd	1	0	1	0	0	0	0
123	MM Intergrated Steel	1	0	0	0	1	0	1
124	GEM Engineering Company	1	0	1	0	0	0	0
125	Engineering Solutions	1	1	0	0	0	0	0
126	Cypriano Enterprises	1	1	0	0	0	0	0
127	SAMANGA Solutions	1	0	0	0	1	0	1
128	Power Net Electrical Installation	1	1	0	0	0	0	0
Total		318	168	87	0	63	23	63

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 acquire.

MAK has recommended 846 students since the start of the project in 2015 i.e. 293 students in 2015 and 553 students in 2016. Of these, 475 have been placed with majority in 2016 (318 interns) as compared to 2015 (157 interns). After their internship, it was of great significance to find out if the internship helped to skill the interns which is the major objective of the project. A tracer survey to identify the specific skills (both soft and hard) that interns acquired was conducted after their internship. All the 318 interns who formed the population of students placed in 2016 were contacted during the survey however, only 264 participated in this survey resulting into a response rate of 83.02%. Therefore, a total of 792 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 acquire but 487 responses were obtained from the 264 respondents.

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 interns from various academic backgrounds need to have. This is mainly attributed to the nature of the environment work that involves effectively listening and communicating to clients or workmates, relating with your workmates on a personal level, being able to adapt to any working environment, among others.

Table 18: Soft skills acquired by interns.

NATURE OF SKILLS-SOFT SKILLS				NATURE OF SKILLS-SOFT SKILLS						
Nature of Skills	% of Total Responses	% of Male Responses	% of Female Responses		0.00%	20.00%	40.00%	60.00%	80.00%	100.00%
Interpersonal	38.16%	26.32%	11.84%	Interpersonal						
Management	21.05%	15.13%	5.92%	Management	21.05%					
Communication	18.42%	13.82%	4.61%	Communication	18.42%					
Team Work	7.24%	4.61%	2.63%	Team Work	7.24%					
Leadership	6.58%	5.26%	1.32%	Leadership	6.58%					
Report Writing	5.92%	3.95%	1.97%	Report Writing	5.92%					
Confidence	2.63%	2.63%	0.00%	Confidence	2.63%					
Total	100.00%	71.71%	28.29%							

According to the tracer survey done, 33.12% of the total responses were obtained on soft skills.

As tabulated above, most of the interns who acquired soft skills (38.16% of the total responses) acquired interpersonal skills as it was important for them to interact well at the workplace with clients and workmates. This was followed by Management skills (20.45% of the total respondents), as interns emphasized that it was very important for them to learn supervision and monitoring skills hence maximum utilization of the available resources.

Interns also sighted to have acquired Communication skills (18.42% of the total respondents) as the interns emphasized that they needed to communicate effectively at the work place. Most interns sighted that effective communication with clients at the work place or in the field was a key for them in making business deals and this was used as a performance indicator at the work place hence becoming a basis for retention of some interns.

Interns also emphasized to have acquired skills on Teamwork, leadership, report writing among others as tabulated above.

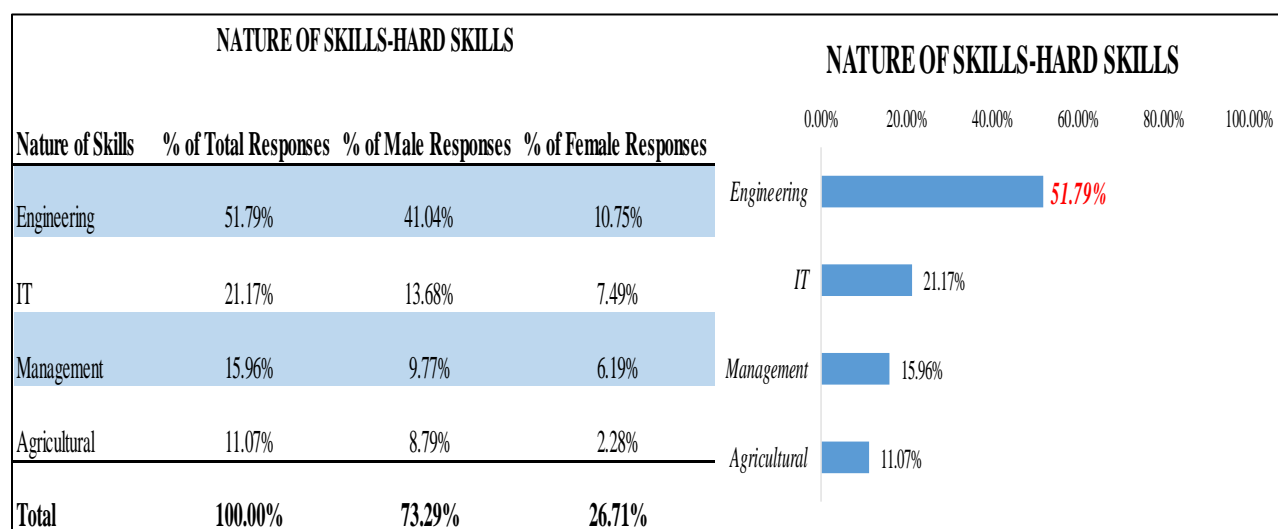
In summary, majority of the interns who emphasized to have acquired these skills according to the survey were males (71.71%) as shown in the table 18 above.

5.1.2 Hard Skills

Hard skills are very critical for any employee when it comes to execution of tasks at a work place i.e. and management, finance and accounting, programming among others.

Interns were able to acquire skills namely; data analysis, programming maintenance and repair of machines, installation and operation of machines, quality control, industrial and domestic wiring and maintenance of transformers, farm management, fish farming among others.

Table 19: Hard skills acquired by interns.



According to the survey, majority of the interns who acquired this particular skill acquired Engineering skills (51.79% of the total responses). This was mainly attributed to the big number of engineering students placed as compared to other courses. The skills acquired were in the fields of engineering i.e. mechanical, civil, electrical, mining, textile and design, environmental skills.

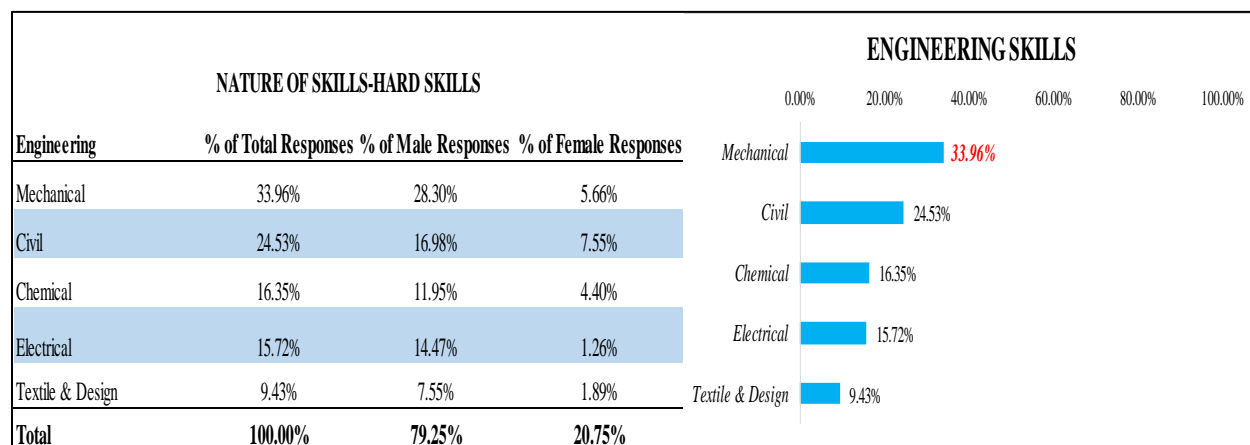
IT skills came second (21.17% of the total responses). Some of the skills acquired included; software and programming, networking and data base management.

The interns also emphasized to have acquired skills in Management (15.96% of the total response), and Agriculture (11.07% of the total response).

In summary, both male and female interns acquired this skill set but majority were male (73.29%) as tabulated above.

ENGINEERING SKILLS

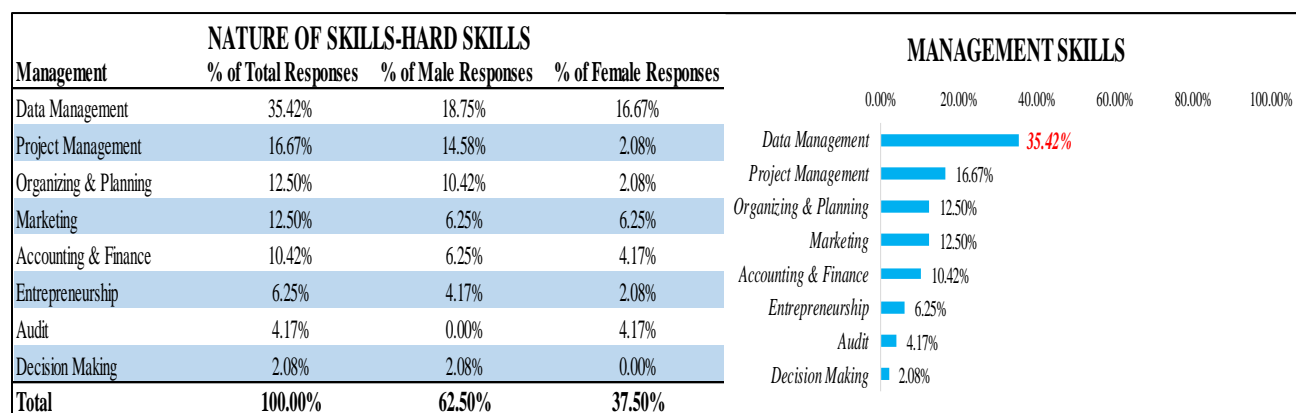
Table 20: Skills in the field of Engineering acquired by interns.



From the table 20 above, most of the interns from engineering background emphasized to have acquired mechanical skills (33.96%) such as welding and fabrication, maintenance and repair of machines, installation and operation of machines. These were followed by civil (24.53%) such as site management, interpretation of plans, taking measurements, foundation setting. The interns also acquired chemical skills (16.35%) such as analysis of raw materials and water, quality control, laboratory analysis among others. This was followed by electrical skills (15.72%) namely; construction of power distribution lines, designing of electrical systems, industrial and domestic wiring and maintenance of transformers. And lastly textile and design with (9.43%) like color mixing, designing and printing, spinning.

MANAGEMENT SKILLS

Table 21: Skills in the field of Management acquired by interns.



Basing on the survey, it was noted that 35.42% of the interns acquired data management through supervision of workers, monitoring among others. The interns (16.67%) also acquired project planning, this was followed by organizing and planning skills (12.50%), marketing (12.50%), accounting and finance (10.42%), entrepreneurship skills (6.25%), auditing skills (4.1%) and finally decision making skills (2.08%) as shown in the table above.

INFORMATION TECHNOLOGY SKILLS

Table 22: Skills in the field of Information Technology acquired by interns.

NATURE OF SKILLS-HARD SKILLS				INFORMATION TECHNOLOGY SKILLS					
IT	% of Total Responses	% of Male Responses	% of Female Responses	<div><div></div><div>0.00%20.00%40.00%60.00%80.00%100.00%</div></div>					
				Software & Programming	42.62%	26.23%	16.39%	Software & Programming	<div></div> 42.62%
				Networking	34.43%	22.95%	11.48%	Networking	<div></div> 34.43%
				Database Administration	22.95%	14.75%	8.20%	Database Administration	<div></div> 22.95%
				Total	100.00%	63.93%	36.07%		

From the table 22 above, most of the interns who acquired relevant IT skills emphasized to have acquired skills mostly in line with software and programming (42.62%) namely; programming, website designing, software development, graphics designing, among others. This was followed by networking skills (34.43%). Finally database administration (22.95%) for example data management.

Summarizing the analysis it was found out that the majority of interns who acquired IT skills were male (63.93%).

AGRICULTURAL SKILLS

Table 23: Skills in the field of Agriculture acquired by interns.

NATURE OF SKILLS-HARD SKILLS				AGRICULTURAL SKILLS						
Agricultural	% of Total Responses	% of Male Responses	% of Female Responses		0.00%	20.00%	40.00%	60.00%	80.00%	100.00%
Livestock & Poultry	35.29%	26.47%	8.82%	Livestock & Poultry	<div><div></div></div> 35.29%					
Agricultural Maintenance	26.47%	20.59%	5.88%	Agricultural Maintenance	<div><div></div></div> 26.47%					
Agricultural Extension	14.71%	14.71%	0.00%	Agricultural Extension	<div><div></div></div> 14.71%					
Crop Production	11.76%	8.82%	2.94%	Crop Production	<div><div></div></div> 11.76%					
Production & Processing	5.88%	2.94%	2.94%	Production & Processing	<div><div></div></div> 5.88%					
Fishing & Aquaculture	5.88%	5.88%	0.00%	Fishing & Aquaculture	<div><div></div></div> 5.88%					
Total	100.00%	79.41%	20.59%							

From the information in the table 23 above most of the interns (35.29%), acquired livestock and poultry skills like animal disease control, farm management, mixing animal feeds, making silage and poultry farming. This was followed by agricultural maintenance skills (26.47%) for example irrigation skills, farm management and fertilizer management, then Agricultural Extension (14.71%) like drainage system, maintenance and irrigation, crop production skills (11.76%) namely bean cross breeding, production & processing skills (5.88%) like producing animal feeds and fishing and aquaculture (5.88%) like fish farming skills.

6 CHALLENGES AND MITIGATIONS

	Challenge	Mitigation
1.	<p>Complicated terms and conditions set by companies</p> <p>Some companies set very harsh terms and conditions that the interns could not cope with, they therefore left the companies.</p>	<p>The HEST Team sat down with the employers and agreed on how the company can reduce on these terms to enable the interns fit in.</p>
2.	<p>Employers' failure to honor their word.</p> <p>Due to the dynamism of the private sector, companies request for a given number of interns but they may change their minds at any given time. This causes a delay in placement of interns.</p>	<p>The UMA-HEST Team is lining up more companies to take on the increasing number of interns.</p>
3.	<p>Some students are not cooperative when placed, some left the companies without communicating, others were no willing to take up the training opportunities and other interns did not take the opportunities because of the location of the company.</p>	<p>Ensure constant communication with the interns and also provide a small allowance for the up-country interns.</p>
4.	<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>
5.	<p>Some courses are not being demanded for by the employers e.g. BSc. Telecom Engineering, BSc. Petroleum. Companies dictated over taking on students of specific courses leaving little chance for other courses.</p>	<p>Advise Universities to recommend interns from courses that are highly demanded by employers. Advising companies to give chance to interns offering other courses in their different departments.</p>

6.	The project ran out of interns for particular courses like Mechanical & Electrical Engineering that were required by employers.	More emphasis was put on placing interns from courses that were still available in the system. While making plans to increase numbers for highly demanded in the next intake of 2017.
7.	Some students lacked the relevant knowledge and understanding of the best platforms of acquiring skills in their field e.g. Agriculture interns.	More emphasis during trainings on how interns can acquire knowledge and the relevant skills at the place of work.

7 CONCLUSION

As at 31st December 2016, the UMA-HEST Team had skilled 573 students (115.06% of the HEST target 498) from MAK. It had placed 475 students (95.38% of the HEST target. 392 students are engaged in productive work (46.34%). 31 students were not willing to train. There are 185 students in the active database of 2015, these have not yet been placed. The team is working hard to ensure that the students who are still willing to do internship are actually placed before the next cohort of 2017 arrives and that they actually acquire the relevant skills in their various fields of study. . The project has been a great success; this is shown by the feedback obtained from interns during the tracer survey. The project has generally impacted positively on all the interns placed in one way or another, from connections obtained during internship to recommendations and so much more.

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 and we ask them to promote its sustainability.

The UMA-HEST Team expects to place **320 interns** in 2017 and therefore requests the University to recommend 725 students for the induction training. The Project looks forward to ensuring that all interns placed benefit from the program by gaining skills in their fields of study so that even when they fail to get employment, they can start up their own businesses.

8 ANNEX

Annex I: List of all students recommended (both placed and not yet placed).

No	SURNAME	FIRST NAME	SEX	COURSE	COLLEGE	IP ADDRESS	MONTH	TEL.NO 1	TEL.NO 2	COMPANY	CONTACT PERSON
1	Agaba	Mandela Joseph	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/009/J6	June	0703-610231	0775-731500	Friendship Containers Manufacturers Ltd	Ncerav Patel
2	Akatukunda	Isaac	Male	Bachelor of Information Technology	COCIS	IP16MUK/043/J6	June	0702-951181	0785-310823	Lacel Technologies	Katamba Martin
3	Alinaitwe	Roggers	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/022/J6	June	0783-791439	0703-646711	Riley Packaging	Micheal Ekido
4	Amongin	Patricia	Female	BSc. Civil Engineering	CEDAT	IP16MUK/047/J6	June	0706-950508	0774-826993	Gotino Construction Ltd	Ojok Godfrey
5	Atuheise	Catherine	Female	BSc. Mechanical Engineering	CEDAT	IP16MUK/011/J6	June	0787-339656	0750-431961	Kasese Nails and Wood Industry Ltd	Nsubuga
6	Badriku	Eugene Noel	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/028/J6	June	0784-362114	0759-900492	Makss Packaging	Somesh Kriseti
7	Besigye	Joseph	Male	BSc. Construction Management	CEDAT	IP16MUK/065/J6	June	0700-597816	0785-704172	Excel Construction Ltd	Isaac Ahabwe
8	Buntu	Chrise	Female	BSc. Mechanical Engineering	CEDAT	IP16MUK/014/J6	June	0706-446778	0772-502999	Kasese Nails and Wood Industry Ltd	Nsubuga
9	Busungwe	Jonathan	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/006/J6	June	0703-448533	0787-561607	NYTIL	Nakaweesi Joanita
10	Gwokyalya	Ruth	Female	BSc. Fisheries & Aquaculture	CONAS	IP16MUK/067/J6	June	0703-393473	0775-380223	IFTRA Uganda	Badru Lugolobi
11	Kabwama	Alvin	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/069/J6	June	0757-551159	0701-213086	ILABS@MAK	Baguma K Douglas
12	Kasemire	Dianah Linda	Female	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/099/J7	June	0704-271968	0783-335080	Ministry of Health	Byabajungu Henry
13	Katusiime	Joel Ian	Male	BSc. Computer Engineering	CEDAT	IP16MUK/058/J6	June	0701-471554	0776-471554	Supercom E Technologies	Abubakar Byamugisha
14	Kengyeyo	Janet	Female	BSc. Civil Engineering	CEDAT	IP16MUK/045/J6	June	0705-961217		Gotino Construction Ltd	Ojok Godfrey
15	Kisakye	Douglas	Male	BSc. Civil Engineering	CEDAT	IP16MUK/068/J6	June	0701-383899	0788-693191	Uganda Road Fund	Jessie Namara
16	Kizza	Cosma	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/030/J6	June	0705-306603	0773-492521	Sinew Limited	Mugume Wilfred
17	Lomilo	Calvin Dowan	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/034/J6	June	0706-703166		Haraks Teknologies Workshop Ltd	Haruna Mwanje
18	Mbusa	Chrispus	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/008/J6	June	0703-833730	0785-538288	NYTIL	Nakaweesi Joanita
19	Mubatsi	Joard Ndungo	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/005/J6	June	0789-599592	0705-808939	Gama Distilers	Robert Asinja
20	Muheki	Medrine	Female	BSc. Electrical Engineering	CEDAT	IP16MUK/044/J6	June	0704-931619	0702-951181	Net Labs Uganda	Dr. Jonathan Serugunda
21	Mujuni	Dennis	Female	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/100/J7	June	0700-785228	0701-508757	Ministry of Health	Byabajungu Henry
22	Mukamusoni	Robinah	Female	BSc. Electrical Engineering	CEDAT	IP16MUK/061/J6	June	0781-407543	0782-888475	Haraks Teknologies Workshop Ltd	Haruna Mwanje
23	Musasizi	Enock	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/013/J6	June	0701-250188	0778-039854	John Lugendo & Company Ltd	Ssozi Richard
24	Musiimenta	Innocent	Male	BSc. Civil Engineering	CEDAT	IP16MUK/049/J6	June	0702-225469	0703-487902	Krishna Construction Company Ltd	Darmesh Patel

25	Musinguzi	Joab	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/032/J6	June	0702-612444	0772-612444	SESACO	Okwakol Samuel
26	Mutabazi	Gideon	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/015/J6	June	0705-386312	0773-570273	Arce Engineering Works	Richard Anguyo
27	Muwanguzi	James	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/021/J6	June	0702-744405	0774-314587	John Lugendo & Company Ltd	Ssozi Richard
28	Najja	Najibula Sendege	Male	BSc. Software Engineering	COCIS	IP16MUK/002/J6	June	0702-794162	0775-666852	Eight Tech Consults	Drake Patrick Mirembe
29	Nakirigya	Lilian Victor	Female	BSc. Agriculture	CAES	IP16MUK/060/J6	June	0701-259625	0778-523985	Asiima Agric Concern	Dr. Okoth Ochola
30	Nakyanja	Philomera	Female	BSc. Mechanical Engineering	CEDAT	IP16MUK/010/J6	June	0704-510737	0786-942734	Arce Engineering Works	Richard Anguyo
31	Nalubaale	Maureen	Female	BSc. Civil Engineering	CEDAT	IP16MUK/046/J6	June	0776-828088	0753-380296	Kasese Nails and Wood Industry Ltd	Nsubuga
32	Namyalo	Sandra Angerica	Female	BSc. Mechanical Engineering	CEDAT	IP16MUK/017/J6	June	0782-849001	0752-798579	Makss Packaging	Somesh Kriseti
33	Nankwanyi	Bridget	Female	BSc. Electrical Engineering	CEDAT	IP16MUK/035/J6	June	0704-886500		NYTIL	Nakaweesi Joanita
34	Nuwatula	Catherine	Female	BSc. Agriculture	CAES	IP16MUK/057/J6	June	0701-096903	0787-610568	Asiima Agric Concern	Dr. Okoth Ochola
35	Nuwematsiko	Christom	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/019/J6	June	0705-900563	0793-062417	Makss Packaging	Somesh Kriseti
36	Nyamutale	Allan Abraham	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/031/J6	June	0786-338360	0705-962087	Haraks Technologies Workshop Ltd	Haruna Mwanje
37	Nyangoma	Margret Murungi	Female	BSc. Telecom Engineering	CEDAT	IP16MUK/001/J6	June	0705-085522	0778-329474	Airtel Ug.	Isaac Muganwa
38	Nyiro	Brian	Male	BSc. Biotechnology	CONAS	IP16MUK/054/J6	June	0701-302150	0774-519280	Uganda Virus Research Institute	Dennison Kizito
39	Odeke	Steven	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/004/J6	June	0787-280227	0701-878661	NYTIL	Nakaweesi Joanita
40	Oketcho	Timothy	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/029/J6	June	0706-578733	0781-537911	Riley Packaging	Micheal Ekido
41	Olwendo	Francis	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/042/J6	June	0701-037433	0773-164394	Centre for Research in Energy & Energy Conservation	Eileen Lara
42	Onen	Denis	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/041/J6	June	0788-279857	0705-342380	Uganda Tea Corporation	Ssentongo Godfrey
43	Owoyesiga	Medard	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/003/J6	June	0783-771870	0706-421597	Friendship Containers Manufacturers Ltd	Ncerav Patel
44	Rwezawula	Philip	Male	BSc. Fisheries & Acqualture	CONAS	IP16MUK/055/J6	June	0704-525252	0702-968281	National Fisheries Resources Research Institute	Dr. Ogutu Ohwayo Richard
45	Sekabira	Joshua	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/020/J6	June	0771-485625	0706-025806	Friendship Containers Manufacturers Ltd	Ncerav Patel
46	Seremba	Nkemeya Edward	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/033/J6	June	0782-467944	0703-541482	Net Labs Uganda	Gerald Budigiri
47	Ssekabira	Geofrey	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/036/J6	June	0757-729165	0789-890749	Haraks Technologies Workshop Ltd	Haruna Mwanje
48	Ssevume	Isah	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/007/J6	June	0704-877605	0781-012754	Roofings Ltd	Phionah Mugambi
49	Tebusweke	Derrick	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/027/J6	June	0700-323113		Sinew Limited	Mugume Wilfred
50	Werikhe	Willy Allan	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/040/J6	June	0706-826380		John Lugendo & Company Ltd	Ssozi Richard
51	Aduka	Gasper	Male	BSc. Civil Engineering	CEDAT	IP16MUK/136/J7	July	0773-959049	0700-206240	Span Contractors	Lubowa Paul
52	Alupo	Charity Delmus	Female	BSc. Software Engineering	COCIS	IP16MUK/159/J7	July	0706-829949	0772-430419	Intel World International	Allan Rwakatungu
53	Amanya	Johnson	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/016/J7	July	0705-118855	0782-558855	Luka Plastics Uganda Ltd	Sekamatte Shamim
54	Angom	Rebecca Mercy	Female	BSc. Biotechnology	CONAS	IP16MUK/073/J7	July	0773-144852	0715-279763	Abacus Parenteral Drugs Ltd	Peter Maswere

55	Anyait	Winniefred	Female	BSc. Civil Engineering	CEDAT	IP16MUK/086/J7	July	0706-245195	0792-596464	Span Contractors	Lubowa Paul
56	Arinatwe	Cosmas	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/081/J7	July	0750-179788	0777-736214	Span Contractors	Lubowa Paul
57	Ashabahebwa	Gloria	Female	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/146/J7	July	0701-636910	0772-665075	Conte Designers & Artists Ltd	David Bukenya
58	Asiimwe	Clare	Female	BSc. Electrical Engineering	CEDAT	IP16MUK/066/J7	July	0751-438282	0772-658916	Power Engineering Ltd	Kabanda Micheal
59	Asiimwe	Felix	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/115/J7	July	0702-899280	0784-935367	Span Contractors	Lubowa Paul
60	Atukunda	Linnet	Female	BSc. Quantity Surveying	CEDAT	IP16MUK/085/J7	July	0700-782779	0772-660681	Kingstone Engineering & Construction Consultants Ltd	Claire
61	Ayebale	Paul	Male	BSc. Agricultural Landuse & Mgt	CAES	IP16MUK/138/J7	July	0706-951346	0772-749191	High Mark Diary	Nicholas Matsiko
62	Bikaali	Mike	Male	BSc. Agriculture Engineering	CAES	IP16MUK/096/J7	July	0700-988142		Blue Water Swimming Pool Co. & Technical Services Ltd	Omala Charles
63	Bitangaaza	Ayorekirwe Ayo	Male	BSc. Civil Engineering	CEDAT	IP16MUK/127/J7	July	0772-991272	0706-686400	G-Tech (U) Ltd	David Kabengule
64	Bugosera	Racheal	Female	BSc. Food Science & Technology	CAES	IP16MUK/056/J6	July	0782-457504	0705-175011	Smart Foods Company	Martin Ssali
65	Bukirwa	Anitah	Female	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/148/J7	July	0703-249594	0782-530140	Conte Designers & Artists Ltd	David Bukenya
66	Busingye	Gerald	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/092/J7	July	0783-773085	0702-388504	Kingstone Engineering & Construction Consultants Ltd	Claire
67	Bwarare	Medard	Male	BSc. Agricultural Landuse & Mgt	CAES	IP16MUK/121/J7	July	0701-173529	0784-602521	High Mark Diary	Nicholas Matsiko
68	Byaba	Benard	Male	BSc. Civil Engineering	CEDAT	IP16MUK/089/J7	July	0704-552393	0784-404687	Kingstone Engineering & Construction Consultants Ltd	Claire
69	Byarugaba	Muzamilu	Male	BSc. Civil Engineering	CEDAT	IP16MUK/137/J7	July	0706-764736	0782-289797	Span Contractors	Lubowa Paul
70	Duhabwe	Barbra	Female	BSc. (Economics & Math)	CONAS	IP16MUK/117/J7	July	0704-738567	0704-928584	Conte Designers & Artists Ltd	David Bukenya
71	Dushime	Clare Nsenga	Female	BSc. Civil Engineering	CEDAT	IP16MUK/075/J7	July	0700-281171	0784-887661	Span Contractors	Lubowa Paul
72	Juan	Yenki	Female	Bachelor of Information Technology	COCIS	IP16MUK/141/J7	July	0702-498627	0771-394502	Fundi Bots	Kituyi Betty Mukhalu
73	Kagodo	Micheal	Male	BSc. Civil Engineering	CEDAT	IP16MUK/097/J7	July	0706-659865	0785-422757	Blue Water Swimming Pool Co. & Technical Services Ltd	Omala Charles
74	Kalemera	Ronald	Male	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/139/J7	July	0703-152460		Conte Designers & Artists Ltd	David Bukenya
75	Kaliisa	Bill Benon	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/095/J7	July	0776-437250	0752-011471	Kingstone Engineering & Construction Consultants Ltd	Claire
76	Kalungi	Maureen	Female	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/128/J7	July	0706-707629	0778-501714	High Mark Diary	Nicholas Matsiko
77	Kalungi	Paul	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/154/J7	July	0706-145998	0774-574762	Trustcon Technologies Ltd	Semuko Herbert
78	Kambabazi	Anita Iwimana	Female	BSc. Civil Engineering	CEDAT	IP16MUK/087/J7	July	0704-297908	0772-309097	Kingstone Engineering & Construction Consultants Ltd	Claire
79	Kanyesigye	Edgar	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/107/J7	July	0793-418883	0777-015666	Span Contractors	Lubowa Paul
80	Kanyonyi	Derrick	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/106/J7	July	0702-007903		Span Contractors	Lubowa Paul
81	Kasedde	Bint	Male	BSc. Geology	CONAS	IP16MUK/142/J7	July	0706-160724	0706-160724	Fels Consult (U) Ltd	Azuba Samuel
82	Kasinde	Ronald Musisi	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/135/J7	July	0750-401350	Nile Breweries (U) Ltd	Nile Breweries (U) Ltd	Irene
83	Kasozzi	Robert	Male	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/143/J7	July	0759-530765	0785-983896	Aloesha Organic Natural Health Products	Semberege Musa
84	Katumba	Kennedy	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/083/J7	July	0703-873301		Span Contractors	Lubowa Paul

85	Kibira	Collins	Male	BSc. Civil Engineering	CEDAT	IP16MUK/076/J7	July	0783-896547	0759-559632	Kingstone Engineering & Construction Consultants Ltd	Claire
86	Kiggundu	Frank	Male	Bachelor of Architecture	CEDAT	IP16MUK/118/J7	July	0781-735526		Flexihome	Ahikiriza Aaron
87	Kimuli	Emmanuel	Male	BSc. Civil Engineering	CEDAT	IP16MUK/098/J7	July	0704-353651		Kingstone Engineering & Construction Consultants Ltd	Claire
88	Kinene	Ezra	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/109/J7	July	0701-705520		Span Contractors	Lubowa Paul
89	Kirabo	Sarah	Female	BSc. Computer Engineering	CEDAT	IP16MUK/150/J7	July	0754-537924		Supercom E Technologies	Abubakar Byamugisha
90	Loiki	John Mark	Male	BSc. Civil Engineering	CEDAT	IP16MUK/088/J7	July	0784-967124	0754-967124	Kingstone Engineering & Construction Consultants Ltd	Claire
91	Luswata	Elvis	Male	BSc. Civil Engineering	CEDAT	IP16MUK/111/J7	July	0705-833093		Span Contractors	Lubowa Paul
92	Lutaaya	Ali	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/157/J7	July	0705-495280	0772-615995	Ambitious Construction Company Ltd	Oromakecha Charles
93	Mugabi	Julius	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/152/J7	July	0777-154352	0702-848769	NYTIL	Nakaweesi Joanita
94	Mugabirwe	Vastina	Female	BSc. Agriculture	CAES	IP16MUK/113/J7	July	0773-302248	0750-494763	High Mark Diary	Nicholas Matsiko
95	Mugambe	Julius	Male	BSc. Agriculture	CAES	IP16MUK/149/J7	July	0759-222938		High Mark Diary	Nicholas Matsiko
96	Mugweri	Jonathan	Male	BSc. Horticulture	CAES	IP16MUK/134/J7	July	0700-394103	0784-670237	High Mark Diary	Nicholas Matsiko
97	Munguci	Brenda	Female	BSc. Quantity Surveying	CEDAT	IP16MUK/080/J7	July	0703-405716	0772-355006	Kingstone Engineering & Construction Consultants Ltd	Claire
98	Musinguzi	Harriet	Female	BSc. Agricultural Landuse & Mgt	CAES	IP16MUK/129/J7	July	0787-213975	0702-161703	High Mark Diary	Nicholas Matsiko
99	Mutebi	Brian	Male	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/131/J7	July	0700-891603	0782-746139	Research and Education Network for Uganda	Nicholas Matsiko
100	Mutungi	Edson	Male	BSc. Telecom Engineering	CEDAT	IP16MUK/071/J7	July	0706-334374	0706-334374	Centre for Innovations & Professional Skills Development	Robert Tuhaise
101	Mwebembezi	Boris	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/116/J7	July	0700-127697	0778-628468	Span Contractors	Lubowa Paul
102	Nabuwala	Belina Aerial	Female	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/147/J7	July	0701-431304		Mayondo Engineering Works Ug. Ltd	Senyondo Mansuli
103	Nagaba	Patience	Female	BSc. Telecom Engineering	CEDAT	IP16MUK/112/J7	July	0702-362290	0779-138423	Research and Education Network for Uganda	Alex Mwotil
104	Nagwere	Stanely Barnabas	Male	BSc. Software Engineering	COCIS	IP16MUK/158/J7	July	0702-173540	0772-561464	Intel World International	Allan Rwakatungu
105	Najingo	Barbara	Female	BSc. Civil Engineering	CEDAT	IP16MUK/090/J7	July	0700-513885	0772-690897	Kingstone Engineering & Construction Consultants Ltd	Claire
106	Nakato	Irene	Female	BSc. Industrial Chemistry	CONAS	IP16MUK/101/J7	July	0701-779005		DECASE Chemicals Uganda Ltd	Zawdenesh
107	Nakaweesi	Sauba	Female	BSc. (Statistics & Math)	CONAS	IP16MUK/151/J7	July	0700-412646	0787-242655	UMA	Allan Ssenyondwa
108	Nakayi	Dianah	Female	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/120/J7	July	0704-909572		High Mark Diary	Nicholas Matsiko
109	Namirembe	Caroline	Female	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/126/J7	July	0704-771311	0772-741694	High Mark Diary	Nicholas Matsiko
110	Namugaya	Rose	Female	BSc. Civil Engineering	CEDAT	IP16MUK/079/J7	July	0704-555192	0784-876938	Kingstone Engineering & Construction Consultants Ltd	Claire
111	Nankoma	Constance	Female	BSc. Quantity Surveying	CEDAT	IP16MUK/093/J7	July	0701-955995	0776-795921	Kingstone Engineering & Construction Consultants Ltd	Claire
112	Nankunda	Charity	Female	BSc. Quantity Surveying	CEDAT	IP16MUK/094/J7	July	0704-272753	0780-293878	Kingstone Engineering & Construction Consultants Ltd	Claire
113	Nannozi	Phiona	Female	BSc. Horticulture	CAES	IP16MUK/134/J7	July			Kakonde Tea Estates	Bopaana
114	Nayebare	Juliana	Female	BSc. Telecom Engineering	CEDAT	IP16MUK/155/J7	July	0704-306662	0786-444555	Sinew Limited	Mugume Wilfred

115	Ndyomugenyi	Alex	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/103/J7	July	0701-035056		Hariss International Ltd	Micheal
116	Nimusiima	Prosper Nathan	Male	BSc. Food Science & Technology	CAES	IP16MUK/110/J7	July	0703-900985	0778-860185	SESACO	Okwakol Samuel
117	Ninsiima	Chrisogon	Male	BSc. Agricultural Landuse & Mgt	CAES	IP16MUK/132/J7	July	0705-770756	0782-751590	High Mark Diary	Nicholas Matsiko
118	Niwamanya	Biron	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/102/J7	July	0703-629761		DECASE Chemicals Uganda Ltd	Zawdenesh
119	Nsereko	Ivan	Male	BSc. Civil Engineering	CEDAT	IP16MUK/084/J7	July	0779-334642	0751-531768	Plan Build Technical Services	Denis Wandera
120	Ntale	Wilson	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/082/J7	July			Kingstone Engineering & Construction Consultants Ltd	Claire
121	Nuwagira	Robert	Male	BSc. Telecom Engineering	CEDAT	IP16MUK/070/J7	July	0706-715701	0778-045543	Centre for Innovations & Professional Skills Development	Robert Tuhaise
122	Nvannungi	Simon	Male	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/124/J7	July	0782-153027	0751-128063	High Mark Diary	Nicholas Matsiko
123	Nyakahuma	Joshua	Male	BSc. Civil Engineering	CEDAT	IP16MUK/048/J7	July	0759-670189	0771-855224	Span Contractors	Lubowa Paul
124	Nyanzi	Gerald	Male	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/130/J7	July	0704-130044	0771-686426	Kakonde Tea Estates	Bopaana
125	Ocen	Jasper	Male	BSc. Agriculture	CAES	IP16MUK/114/J7	July	0789-051865	0751-300066	High Mark Diary	Nicholas Matsiko
126	Okurut	Julius Aloka	Male	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/145/J7	July	0705-168065		Mayondo Engineering Works Ug. Ltd	Senyondo Mansuli
127	Opio	Kenneth	Male	BSc. Civil Engineering	CEDAT	IP16MUK/078/J7	July	0779-843080	0704-743080	Kingstone Engineering & Construction Consultants Ltd	Claire
128	Otim	Job Naboth	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/105/J7	July	0757-094166	0783-955940	SESACO	Okwakol Samuel
129	Rukundo	Eva	Female	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/119/J7	July	0789-156061		High Mark Diary	Nicholas Matsiko
130	Sanya	Emmanuel	Male	BSc. Civil Engineering	CEDAT	IP16MUK/077/J7	July	0700-553613	0774-928261	Struktur Associates Ltd	Okello Dominic
131	Seijuko	Henry	Male	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/133/J7	July	0775-602674	0759-371666	High Mark Diary	Nicholas Matsiko
132	Sseggirinya	Charles Lwanga	Male	BSc. Civil Engineering	CEDAT	IP16MUK/074/J7	July	0706-913219		Struktur Associates Ltd	Okello Dominic
133	Ssematimba	Allan Phillip	Male	Bachelor of Information Technology	COCIS	IP16MUK/140/J7	July	0701-765006		Fundi Bots	Kituyi Betty Mukhalu
134	Tamukedde	Maurice	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/012/J7	July	0702-838991	0777-090967	Luka Plastics Uganda Ltd	Sekamatte Shamim
135	Tenywa	Charles	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/091/J7	July	0704-550056	0780-992463	Kingstone Engineering & Construction Consultants Ltd	Claire
136	Tumusiime	Alex	Male	BSc. Agricultural Landuse & Mgt	CAES	IP16MUK/125/J7	July	0756-843502	0788-370919	High Mark Diary	Nicholas Matsiko
137	Twinamatsiko	Primah	Female	BSc. Agriculture	CAES	IP16MUK/153/J7	July	0787-995610	0701-122232	High Mark Diary	Nicholas Matsiko
138	Walulya	Douglas	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/156/J7	July	0701-844780		Haraks Technologies Workshop Ltd	Matsiiko Richard
139	Wataka	Alex	Male	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/122/J7	July	0787-771206	0700-603835	High Mark Diary	Nicholas Matsiko
140	Aloyo	Lydia	Female	BSc. Biotechnology	CONAS	IP16MUK/179/A8	August	0777-502336	0754-564063	Cipla Quality Chemical (U) Ltd Ltd	Bamteze Thomas
141	Baluku	Robert	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/180/A8	August	0783-243561	0704-596795	Agricultural Engineering & Appropriate Technology Research Center	Mutumba Charles
142	Barasa	Andrew	Male	BSc. Ethnobotany	CONAS	IP16MUK/186/A8	August	0702-631702	0772-510764	Wild Life Clubs of Uganda	Angera Nduhukire
143	Basangwa	Dinah	Female	BSc. Civil Engineering	CEDAT	IP16MUK/178/A8	August	0794-125124	0751-116099	Construction Material Testing Laboratory	Bruce Katunguka
144	Byanguye	Ivan	Male	BSc. Civil Engineering	CEDAT	IP16MUK/170/A8	August	0704-513236	0794-008730	Span Contractors	Lubowa Paul

145	Jjemba	Kenneth	Male	Bachelor of Information Technology	COCIS	IP16MUK/166/A8	August	0706-330511	0787-167870	IT-Plus Solutions Ltd	Rogers Mukalele
146	Kikomeko	Hamiisi	Male	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/144/A8	August	0703-855139		Central Diagnostic Laboratory	Kakooza Steven
147	Kisakye	Gordon	Male	BSc. Software Engineering	COCIS	IP16MUK/185/A8	August	0777-359301		Biztalk Systems Limited	Najimaldin Katemwa
148	Lugya	Jessy	Male	BSc. Fisheries & Aquaculture	CONAS	IP16MUK/050/A8	August	0778-527121	0753-238617	National Fisheries Resources Research Institute	Gertrude Atukunda
149	Matwale	Sharifah	Female	Bachelor of Information Technology	COCIS	IP16MUK/052/A8	August	0785-095075	0706-055811	Ideal Link Africa Ltd	Ayikoyo Charles
150	Mbaziira	Vanessa	Female	BSc. Industrial Chemistry	CONAS	IP16MUK/168/A8	August	0779-664946		Desire Beauty Products Ltd	Twinomugisha Joshua
151	Mukwaya	Jerom	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/062/A8	August	0702-286353	0701-696222	Tuf Foam Uganda Ltd	Ghebru Zere
152	Murungi	Solomon	Male	Bachelor of Information Technology	COCIS	IP16MUK/167/A8	August	0755-642488	0791-201275	Public Procurement & Disposal of Public Assets Authority	Patrick Kakembo
153	Naamala	Sumaya	Female	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/123/A8	August	0703-958479		Mwalimu Consult	Burungi Julius
154	Nabawanda	Alice	Female	BSc. Software Engineering	COCIS	IP16MUK/164/A8	August	0701-313083	0702-068077	Ideal Link Africa Ltd	Ayikoyo Charles
155	Naluyima	Jackline	Female	BSc. Industrial Chemistry	CONAS	IP16MUK/173/A8	August	0704-117391	0702-282801	Desire Beauty Products Ltd	Twinomugisha Joshua
156	Namayanja	Elizabeth	Female	BSc. Software Engineering	COCIS	IP16MUK/161/A8	August	0704-694440	0786-127989	Ideal Link Africa Ltd	Ayikoyo Charles
157	Namugema	Olive	Female	BSc. Industrial Chemistry	CONAS	IP16MUK/174/A8	August	0705-917626		Tuf Foam Uganda Ltd	Ghebru Zere
158	Ndyabahika	Aggrey	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/169/A8	August	0778-382658	0706-472838	Tuf Foam Uganda Ltd	Ghebru Zere
159	Ninsiima	Lennie Angella	Female	BSc. Ethnobotany	CONAS	IP16MUK/172/A8	August	0701-611622	0793-611622	Aloesha Organic Natural Health Products	Semberege Musa
160	Odudu	Calvin	Male	BSc. Ethnobotany	CONAS	IP16MUK/187/A8	August	0752-003002	0784-272418	Wild Life Clubs of Uganda	Angera Nduhukire
161	Orikiriza	Gilbert Shakes	Male	BSc. Sports Science	CONAS	IP16MUK/160/A8	August	0775-749438	0705-956774	Rubaale Secondary School	Kemigisha Jeninah
162	Sanya	Moses	Male	BSc. Biotechnology	CONAS	IP16MUK/171/A8	August	0775-884517	0751-888474	Aloesha Organic Natural Health Products	Semberege Musa
163	Semuwemba	Rogers	Male	Bachelor of Information Technology	COCIS	IP16MUK/165/A8	August	0702-920319		IT-Plus Solutions Ltd	Rogers Mukalele
164	Ssentongo	Pius	Male	BSc. Telecom Engineering	CEDAT	IP16MUK/163/A8	August	0702-881953	0778-590223	Bukasa Telecom	Kalema Hasulen
165	Waiswa	Kenneth	Male	BSc. Telecom Engineering	CEDAT	IP16MUK/162/A8	August	0704-405107	0785-674034	Bukasa Telecom	Kalema Hasulen
166	Waliggo	Martin	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/176/A8	August	0703-284428		Tuf Foam Uganda Ltd	Ghebru Zere
167	Adokorach	Brenda	Female	BSc. Software Engineering	COCIS	IP16MUK/210/S9	September	0794-240529	0759-119926	Abercom (U) Technologies Ltd	Mbabazi Hillary
168	Byaruganawa	Apollo	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/199/S9	September	0706-481756	00789-094300	Ministry of Works and Transport	Sanya James
169	Ikiai	Joyce	Female	BSc. Electrical Engineering	CEDAT	IP16MUK/023/S9	September	0752-945193		UMEME	Kisoro Samuel
170	Kabarongo	Generous	Female	Bachelor of Library & Information Science	COCIS	IP16MUK/190/S9	September	0785-311050	0706-834398	Uganda Small Scale Industries Association	Kawule Jooga
171	Kabugo	Joel	Male	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/202/S9	September	0704-342151	0788-820974	Mukono Church of Uganda Hospital	Khawanga Joseph Keith
172	Kasangaki	Joseph	Male	BSc. Agriculture	CAES	IP16MUK/198/S9	September	0783-437293	0706-513602	South Western Institute for Policy and Advocacy	Edward Natamba
173	Kimbowe	Sharif	Male	BSc. Civil Engineering	CEDAT	IP16MUK/209/S9	September	0700-300676	0783-679551	Abubaker Technical Services & General Supplies Ltd	katongole Christopher
174	Kimera	James Mark	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/203/S9	September	0703-647533	0771-815892	Tororo Cement Ltd	Mwambu Wodulo

175	Komukama	Anita	Female	BSc. Computer Science	COCIS	IP16MUK/207/S9	September	0705-877050	071-855696	Abercom (U) Technologies Ltd	Mbabazi Hillary
176	Kusasira	Jepther	Male	BSc. Agricultural Landuse & Mgt	CAES	IP16MUK/212/S9	September	0701-918961	0787-483629	Agricultural Innovation Systems Brokerage Association	Kasule Ronald
177	Matege	Julius	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/208/S9	September	0777-681874	0702-875704	Tororo Cement Ltd	Mwambu Wodulo
178	Mbambu	Alice	Female	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/211/S9	September	0700-825638	0785-099440	Uganda Virus Research Institute	Balinandi Steven
179	Muhanguzi	Sulman	Male	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/204/S9	September	0701-135468	0755-289655	Lakeside Dairy Ltd	Ashok Garg
180	Mukalazi	Jimmy	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/039/S9	September	0703-188342		ENEL Power Services Ltd	Micheal Mulindwa
181	Mukasa Nyumba	Simon Peter	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/191/S9	September	0704-343610	0778-741705	Kampala Pharmaceutical Industries Ltd	Nyandera Annie
182	Musasizi	Esther	Female	Bachelor of Science Biomedical Sciences	CHS	IP16MUK/193/S9	September	0776-396585	0752-800178	Cipla Quality Chemical (U) Ltd Ltd	Kiggundu Harrison
183	Mwanje	Nicholas	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/205/S9	September	0701-272331	0778-560172	Uganda Farmers Crop Industries Ltd	Kisambira James
184	Mwesigwa	Martin	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/196/S9	September	0704-718642	0781-471374	Kampala Pharmaceutical Industries Ltd	Nyandera Annie
185	Nabirye	Hellen	Female	BSc. Land Economics	CEDAT	IP16MUK/197/S9	September	0792-248240	0783-195111	Ministry of Works and Transport	Sanya James
186	Nahumuza	Faith Racheal	Female	BSc. Agricultural Landuse & Mgt	CAES	IP16MUK/194/S9	September	0784-894334	0703-854022	BioGas Solutions Uganda	Okello Walter
187	Nanyanzi	Teddy	Female	BSc. Industrial Chemistry	CONAS	IP16MUK/195/S9	September	0703-346524		Kampala Pharmaceutical Industries Ltd	Nyandera Annie
188	Orishaba	Phillip	Male	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/188/S9	September	0700-785437		Galaxy International School Uganda	Allan Kato
189	Sadati	Bin Abdu	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/189/S9	September	0701-710295	0779-490029	Kampala Pharmaceutical Industries Ltd	Nyandera Annie
190	Serukenya	Yusufu	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/192/S9	September	0704-986777	0787-016442	Kampala Pharmaceutical Industries Ltd	Nyandera Annie
191	Suuna	Pius Allan	Male	Bachelor of Architecture	CEDAT	IP16MUK/206/S9	September	0702-013433	0775-046002	Ministry of Works and Transport	Sanya James
192	Tumwesigye	Stephen	Male	BSc. Civil Engineering	CEDAT	IP16MUK/201/S9	September	0706-601003	0775-926472	Ministry of Works and Transport	Sanya James
193	Turyaremera	Silver	Male	BSc. Civil Engineering	CEDAT	IP16MUK/200/S9	September	0703-405672	0772-717181	Ministry of Works and Transport	Sanya James
194	Acon	Denis	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/237/O10	October	0787-973755	0700-291176	Tororo Cement Ltd	Mwambu Wodulo
195	Agaba	Henry	Male	BSc. Agriculture Engineering	CAES	IP16MUK/248/O10	October	0702-306232	0789-461940	Agricultural Innovation Systems Brokerage Association	Kasule Ronald
196	Akello	Catherine	Female	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/250/O10	October	0702-276809	0772-624735	DIS N DATI	Catherine
197	Akidi	Edina	Female	BSc. Industrial Chemistry	CONAS	IP16MUK/236/O10	October	0702-704400	0775-221303	Tororo Cement Ltd	Mwambu Wodulo
198	Angeyo Nikiite	Sumayyah	Female	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/251/O10	October	0751-011088	0700-269638	DIS N DATI	Catherine
199	Aryanyijuka	Oden	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/231/O10	October	0706-701875	0778-510038	Abacus Parenteral Drugs Ltd	Rogers Muwonge
200	Avutiya	Aoron	Male	BSc. Biotechnology	CONAS	IP16MUK/230/O10	October	0773-730495	0756-309229	Abacus Parenteral Drugs Ltd	Rogers Muwonge
201	Baiswiki	Kevin	Male	BSc. Agriculture Engineering	CAES	IP16MUK/261/O10	October	0775-858112		Blue Water Swimming Pool Co. & Technical Services Ltd	Omala Charles
202	Beinomugisha	Moses	Male	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/223/O10	October	0705-715232	0777-413474	NYTIL	Nakaweesi Joanita
203	Bugingo	Joseph	Male	BSc. Software Engineering	COCIS	IP16MUK/276/O10	October	0704-379348		Makerere University (Office of the Vice Chancellor)	Mary Nsabagwa
204	Bulega	Godfrey	Male	BSc. Software Engineering	COCIS	IP16MUK/257/O10	October	0700-543566	0783-330359	Agricultural Innovation Systems Brokerage Association	Kasule Ronald

205	Byaruhanga	Nicholas	Male	BSc. Biotechnology	CONAS	IP16MUK/226/O 10	October	0704-845897	0783-394858	Abacus Parenteral Drugs Ltd	Rogers Muwonge
206	Elyasu	Joshua	Male	BSc. Agriculture	CAES	IP16MUK/213/O 10	October	0778-191331	0750-087185	Agricultural Innovation Systems Brokerage Association	Kasule Ronald
207	Galiwango	Simon Peter	Male	BSc. Telecom Engineering	CEDAT	IP16MUK/272/O 10	October	0701-700113	0794-795988	COM-TEC (U) LTD	Zzimula Martin
208	Imede	Esther	Female	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/233/O 10	October	0703-828009	0777-718782	Abacus Parenteral Drugs Ltd	Rogers Muwonge
209	Irumba	Oscar	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/177/O 10	October	0787-056692	0752-000685	On-Track Technical Services Ltd	Gumisiriza John Bosco
210	Jjagwe	Joseph	Male	BSc. Agriculture Engineering	CAES	IP16MUK/245/O 10	October	0700-198407		Agricultural Innovation Systems Brokerage Association	Kasule Ronald
211	Kaddu	Samuel	Male	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/274/O 10	October	0784-639358	0702-317459	Generation Free of HIV/AIDS Awareness Initiative	Hafasha Alex
212	Kaliisa	Thatcher	Female	BSc. Electrical Engineering	CEDAT	IP16MUK/235/O 10	October	0794-840763	0706-840763	Tororo Cement Ltd	Mwambu Wodulo
213	Katayiki	Betty H	Female	BSc. Biotechnology	CONAS	IP16MUK/225/O 10	October	0771-902471		Abacus Parenteral Drugs Ltd	Rogers Muwonge
214	Kaweesi	Dennis	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/234/O 10	October	0704-158953	0705-802892	Tororo Cement Ltd	Mwambu Wodulo
215	Kiiza	Joan	Female	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/255/O 10	October	0701-302867	0783-370453	NYTIL	Nakaweesi Joanita
216	Kisakye	Flavia	Female	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/228/O 10	October	0706-203534	0784-206737	Uganda Virus Research Institute	Nassuuna Jascent
217	Kisuule	Noah	Male	BSc. Agriculture Engineering	CAES	IP16MUK/260/O 10	October	0704-571335	0774-913896	Blue Water Swimming Pool Co. & Technical Services Ltd	Omala Charles
218	Komakech	Godfrey Awich	Male	BSc. Software Engineering	COCIS	IP16MUK/273/O 10	October	0702-167753	0779-250271	Mak Superior Fabrics & Electricals	Kantinti Alex
219	Kyalisiima	Immaculate	Female	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/232/O 10	October	0703-966869	0772-403052	Abacus Parenteral Drugs Ltd	Rogers Muwonge
220	Kyomugisha	Julian	Female	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/224/O 10	October	0700-835280	0771-638791	DIS N DATI	Catherine
221	Lemye Masera	Ibra	Male	BSc. Agriculture Engineering	CAES	IP16MUK/215/O 10	October	0777-157966	0704-217744	Small Holder Fortunes and Thermogenn	Katimbo Abbiah
222	Lubowa	Christopher	Male	BSc. Software Engineering	COCIS	IP16MUK/282/O 10	October	0751-566856	0776-566858	Ministry of Education and Sports	Muinda Patrick
223	Luwukya	Emmanuel	Male	BSc. Construction Management	CEDAT	IP16MUK/216/O 10	October	0703-521860	0757-821350	MIPA Excel Brokerage	Micheal Rutwaza
224	Mbabazi	Richard	Male	BSc. Agriculture Engineering	CAES	IP16MUK/247/O 10	October	0701-857056	0788-939940	Agricultural Innovation Systems Brokerage Association	Kasule Ronald
225	Mpabaisi	Tom Tomson	Male	BSc. Civil Engineering	CEDAT	IP16MUK/108/O 10	October	0705-094399	0779-724534	Ministry of Works and Transport	Kisambira Rogers
226	Mugema	Tom	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/264/O 10	October	0704-097203		Arce Engineering Works	Richard Anguyo
227	Mujumbi	Serestine	Male	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/227/O 10	October	0700-258792	0783-022256	Abacus Parenteral Drugs Ltd	Rogers Muwonge
228	Musaaizi	Isaac Godwin	Male	BSc. Agriculture Engineering	CAES	IP16MUK/249/O 10	October	0703-697996	0718-083095	Agricultural Innovation Systems Brokerage Association	Kasule Ronald
229	Musuli	Steven	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/238/O 10	October	0706-700216	0779-557909	Tororo Cement Ltd	Mwambu Wodulo
230	Nababinge	Tezra Ritah	Female	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/214/O 10	October	0702-257581	0774-740818	Makerere University Joint Aids Program	Mugisha David
231	Namayanja	Venlander	Female	Bachelor of Statistics	COBAMS	IP16MUK/271/O 10	October	0706-484615		UMA	Allan Ssenyondwa
232	Namulondo	Joyce Kagumba	Female	Bachelor of Business Statistics	COBAMS	IP16MUK/277/O 10	October	0701-108428		UMA	Allan Ssenyondwa
233	Namusisi	Irene Suzan	Male	Bachelor of Business Statistics	COBAMS	IP16MUK/268/O 10	October	0773-548058	0704-786874	Maternal and Child Survival Program	Timothy Kiyemba
234	Nangoye	Jalia	Female	Bachelor of Information Systems	COCIS	IP16MUK/221/O 10	October	0704-588917	0702-412288	YOZA TECH	Nicholas Kamanzi

235	Nassuna	Hellen	Female	BSc. Software Engineering	COCIS	IP16MUK/269/O 10	October	0779-666774	0701-173421	Intra Health International	Ismail Wademere
236	Ndawula	Richard Daniel	Male	BSc. Software Engineering	COCIS	IP16MUK/246/O 10	October	0704-991725	0783-709564	Ministry of Gender, Labour and Social Development	Tom Mugema
237	Nomwesigwa	Moses	Male	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/218/O 10	October	0700-722712	0783-122551	NYTIL	Nakaweesi Joanita
238	Ntege	Ivan	Male	BSc. Agriculture Engineering	CAES	IP16MUK/259/O 10	October	0704-269736	0780-268731	Agricultural Innovation Systems Brokerage Association	Kasule Ronald
239	Ntuwa	Ronald	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/240/O 10	October	0702-784080		Abacus Parenteral Drugs Ltd	Rogers Muwonge
240	Okino	Jasper	Male	BSc. Agriculture Engineering	CAES	IP16MUK/263/O 10	October	0779-208770	0704-341079	Blue Water Swimming Pool Co. & Technical Services Ltd	Omala Charles
241	Okoth	Humphrey	Male	Bachelor of Information Technology	COCIS	IP16MUK/258/O 10	October	0705-188046	0787-593128	Agricultural Innovation Systems Brokerage Association	Kasule Ronald
242	Omolo	Joseph	Male	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/252/O 10	October	0777-082862	0700-767790	DIS N DATI	Catherine
243	Osujjo	Job	Male	BSc. Biological	CONAS	IP16MUK/262/O 10	October	0701-770115	0783-697210	Abacus Parenteral Drugs Ltd	Rogers Muwonge
244	Remmy	Nsobani	Male	BSc. Biotechnology	CONAS	IP16MUK/229/O 10	October	0777-743656	0772-411166	Abacus Parenteral Drugs Ltd	Rogers Muwonge
245	Sekilanda	Bashir	Male	BSc. Software Engineering	COCIS	IP16MUK/267/O 10	October	0702-458860		Makerere ICT Solutions	Barnett Ainebyona
246	Sensonga	Andrew	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/265/O 10	October	0704-652488	0780-813450	Arce Engineering Works	Richard Anguyo
247	Sifuna	Simon Peter	Male	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/217/O 10	October	0701-736650	0772-553882	NYTIL	Nakaweesi Joanita
248	Ssebina	Derick	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/256/O 10	October	0702-165733	0772-735655	Sugar Corporation of Uganda Limited	Kongoi R. Edith
249	Ssebuliba	James	Male	Bachelor of Commerce External	CoEES	IP16MUK/275/O 10	October	0701-592815	0772-555168	Mak Superior Fabrics & Electricals	Kantinti Alex
250	Ssegane	Gastus	Male	BSc. Software Engineering	COCIS	IP16MUK/266/O 10	October	0704-283619	0785-715737	Makerere ICT Solutions	Barnett Ainebyona
251	Thembo	Charles Lwanga	Male	BSc. Computer Science	COCIS	IP16MUK/270/O 10	October	0787-444081	07505-616950	Biztalk Systems Limited	Najimaldin Katemwa
252	Turyasingura	Kerescent	Male	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/253/O 10	October	0704-884362	0777-691453	DIS N DATI	Catherine
253	Turyasingura	Edward	Male	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/254/O 10	October	0751-825837	0779-404439	DIS N DATI	Catherine
254	Tweteise	Martin	Male	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/219/O 10	October	0706-780630	0777-541397	DIS N DATI	Catherine
255	Walugembe	Shajad	Male	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/222/O 10	October	0700-487794	0772-650065	NYTIL	Nakaweesi Joanita
256	Wanyera	Julius	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/239/O 10	October	0701-098238	0777-766841	Tororo Cement Ltd	Mwambu Wodulo
257	Wasswa	Derrick	Male	BSc. Fisheries & Acqualture	CONAS	IP16MUK/220/O 10	October	0787-433181	0758-475077	Pearl Aquatics	Gladys Bwanika
258	Acili	Ceaser	Male	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/287/N 11	November	0706-880245		Generation Free of HIV/AIDS Awareness Initiative	Hafasha Alex
259	Adee	Rose	Female	Bachelor of Information Technology	COCIS	IP16MUK/286/N 11	November	0702-808178	0781-071580	IPSOS Uganda Limited	Kirk Rwankoni
260	Atukwase	Faith	Female	BSc. Fisheries & Acqualture	CONAS	IP16MUK/285/N 11	November	0781-370617	0701-750534	Pearl Aquatics	Gladys Bwanika
261	Bakiika	Francis	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/291/N 11	November	0702-840215		NYTIL	Nakaweesi Joanita
262	Kasede	Micheal	Male	Bachelor of Information Technology	COCIS	IP16MUK/284/N 11	November	0701-508089		Computer Forensics Consults	Noah Baalessanvu
263	Kasule	Saddam	Male	BSc. Agricultural Landuse & Mgt	CAES	IP16MUK/294/N 11	November	0757-091664	0701-393882	High Mark Diary	Nicholas Matsiko
264	Kibwana	Juda	Male	Bachelor of Information Technology	COCIS	IP16MUK/298/N 11	November	0701-210457	0779-236786	Edge Technologies Uganda Ltd	Sengombe Jonah

265	Lutaaya	Stephen	Male	BSc. Agricultural Landuse & Mgt	CAES	IP16MUK/292/N11	November	0793-416580	0793-416580	High Mark Diary	Nicholas Matsiko
266	Mugisha	Paul	Male	BSc. Agriculture	CAES	IP16MUK/289/N11	November	0701-908087	07011-18522	Makerere University Legume Innovation Lab Project	Dramadri Isaac Onziga
267	Nabuuma	Noelina	Female	Bachelor of Information Technology	COCIS	IP16MUK/297/N11	November	0783-888181	0705-079552	Edge Technologies Uganda Ltd	Jorua Jonathan
268	Namboko	Clement Kutosi	Male	BSc. Civil Engineering	CEDAT	IP16MUK/290/N11	November	0788-020595	0706-060714	Mak Superior Fabrics & Electricals	Mutyaba James
269	Nankinga	Yvonne	Female	BSc. Agricultural Landuse & Mgt	CAES	IP16MUK/293/N11	November	0782-759532	0701-633457	High Mark Diary	Nicholas Matsiko
270	Nassiwa	Faith	Female	BSc. Software Engineering	COCIS	IP16MUK/288/N11	November	0791-632320	0771-076395	Quartz and Binary Synergy Ltd	Godfrey Jjuuko
271	Oming	Ronald	Male	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/279/N11	November	0700-419286	0788-129710	Generation Free of HIV/AIDS Awareness Initiative	Hafasha Alex
272	Otim	Ronald	Male	BSc. Fisheries & Aquaculture	CONAS	IP16MUK/281/N11	November	0706-079913	0780-208029	Ngetta Zonal Agricultural Research and Development Institute	Nakyewa Pauline
273	Owoyesigire	Gerald	Male	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/278/N11	November	0783-584391	0706451004	ADRITEK (U) Ltd	Anoch Kambendyaho
274	Sennoga	Shafiq	Male	BSc. Software Engineering	COCIS	IP16MUK/283/N11	November	0706-925598		THINK IT	Kyagulanyi Abubakar
275	Ssekyanzi	Geofrey	Male	BSc. Agriculture Engineering	CAES	IP16MUK/295/N11	November	0706-177186	0779-637671	High Mark Diary	Nicholas Matsiko
276	Ssenzira	Leviin	Male	BSc. Agriculture & Rural Innovation	CAES	IP16MUK/280/N11	November	0752-054162		Generation Free of HIV/AIDS Awareness Initiative	Hafasha Alex
277	Tukundane	Johnbosco	Male	BSc. Agricultural Landuse & Mgt	CAES	IP16MUK/296/N11	November	0704-497498	0791-528358	High Mark Diary	Nicholas Matsiko
278	Nalubega	Maria Dorothy	Female	Bachelor of Business Administration	COBAMS	IP16MUK/300/D12	December	0758-456704		VIVA Steel Limited	Oude Roy
279	Nayebale	Isabellah	Female	Bachelor of Information Technology	COCIS	IP16MUK/299/D12	December	0702-641099	0702-651953	NFA	Mike
280	Abesigamukama	Solomon	Male	Bachelor of Information Systems	COCIS		N	0756-296673	0781-080051		
281	Achan	Clothilda	Female	Bachelor of Information Technology	COCIS		N	0791-162323			
282	Adenya	Phili Paul	Male	BSc. Telecom Engineering	CEDAT		N	0784-454557	0702-497765		
283	Adriko	Kennedy	Male	BSc. Civil Engineering	CEDAT		N	0777-457767	0758-457767		
284	Agaba	Asaph	Male	BSc. (Statistics & Math)	CONAS		N	0758-359217	0775-761775		
285	Agaba	Noredah	Female	Bachelor of Information Systems	COCIS		N	0704-487810	0703-885889		
286	Agaba	Racheal Prossy	Female	BSc. Agriculture	CAES		N	0771-940380	0771-940380		
287	Agumeneitwe	Deborah	Female	BSc. Computer Engineering	CEDAT	IP16MUK/059/J6	N				
288	Aheebwa	Jethro	Male	BSc. Industrial Chemistry	CONAS		N	0704-796028	0702-933026		
289	Ainebyona	Gloria	Female	BSc. Computer Science	COCIS		N	0784-647175	0705-038586		
290	Ainomugisha	Juliet	Female	BSc. Horticulture	CAES		N	0775-099126	0700-904564		
291	Aisha	Abdul-Aziz	Female	BSc. Computer Science	COCIS	IP16MUK/315/F2/17	N	0758-590006	0774-290029	Abercom (U) Technologies Ltd	Mbabazi Hillary
292	Akello	Martina	Female	BSc. Software Engineering	COCIS		N	0777-690532			
293	Akello	Miriam	Female	BSc. Agricultural Landuse & Mgt	CAES		N	0775-001024	0706-339796		
294	Aketch	Jackline	Female	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/242/O10	N	0701-090109	0772-683095		Nakaweesi Joanita

295	Akumu	Josephine	Female	BSc. Computer Science	COCIS	IP16MUK/314/F 2/17	N	0758-462528	0785-266323	Abercom (U) Technologies Ltd	Mbabazi Hillary
296	Alimubyona	Elias	Male	BSc. Industrial Chemistry	CONAS		N	0704-902355	0775-059355		
297	Ambaga	Charles	Male	Bachelor of Wildlife & Health Mgt	COVAB		N	0779-579524	0794-631772		
298	Ameede	Faith	Female	BSc. Biotechnology	CONAS		N	0704-792929	0780-761738		
299	Ampumuza	Brian	Male	BSc. Mechanical Engineering	CEDAT		N	0754-600744	0788-956791		
300	Anam	David	Male	Bachelor of Information Systems	COCIS		N	0704-568949	0791-893907		
301	Apio	Janet	Female	BSc. Agricultural Landuse & Mgt	CAES		N	0780-772731	0700-457812		
302	Apio	Samantha Ademun	Female	BSc. (Statistics & Math)	CONAS		N	0778-868650	0778-868651		
303	Asaba	Natasha	Female	BSc. Electrical Engineering	CEDAT		N	0792-335557	0794-029880		
304	Asiimwe	Aggrey	Male	BSc. Biochemistry	CONAS		N	0787-950939	0757-879782		
305	Asiimwe	Dorcus	Female	BSc. Computer Engineering	CEDAT		N	0706-394421	0788-197713		
306	Assimwe	Herbert	Male	Bachelor of Wildlife & Health Mgt	COVAB		N	0703-154294	0781-592890		
307	Atengo	Pauline	Female	BSc. Civil Engineering	CEDAT	IP16MUK/064/J6	N	0701-343673	0780-641935		
308	Atukwase	Ritah Bagaba	Female	BSc. (Zoology & Botany)	CONAS		N	0706-075839			
309	Atwiine	Rative	Female	BSc. Quantity Surveying	CEDAT		N	0785-596217	0706-690312		
310	Ayebale	Ritah Mugumya	Female	BSc. Computer Engineering	CEDAT		N	0702-196638	0789-136280		
311	Babine	Winnie	Female	Bachelor of Agribusiness management	CAES		N	0781-299590	0700-352632		
312	Baguma	Marvin	Male	BSc. Telecom Engineering	CEDAT		N	0704-378734	0772-880601		
313	Barikurungi	Alicia	Female	Bachelor of Information Technology	COCIS		N	0778-509082	0704-481211		
314	Basenero	Andrew	Male	Bachelor of Information Technology	COCIS	IP16MUK/051/J6	N	0704-544018	0758-913305		Fazil Faizal
315	Bazibu	Job	Male	Bachelor of Information Systems	COCIS		N	0702-483897	0787-035753		
316	Biira	Judith Atholere	Female	BSc. Software Engineering	COCIS		N	0782-701349			
317	Bikoto	Mark Paul	Male	Bachelor of Information Systems	COCIS		N	0701-897287	0777-783600		
318	Bisimbeko	Remmy	Male	Bachelor of Information Systems	COCIS		N	0794-650461	0701-1650461		
319	Bugembe	Andrew	Male	BSc. Software Engineering	COCIS		N	0778-030142	0793-495194		
320	Buhinza	James	Male	Bachelor of Biomedical Laboratory Technology	COVAB		N	0782-232502	0704-294141		
321	Bwalhuma	Benon	Male	BSc. Agricultural Landuse & Mgt	CAES		N	0778-784369	0701-343061		
322	Bwekembe	Gloria Kyakuwa	Female	Bachelor of Biomedical Laboratory Technology	COVAB		N	0703-807818			
323	Byamugisha	Expedito	Male	BSc. Quantity Surveying	CEDAT		N	0712-647764	0701-647764		
324	Emodu	Nathan	Male	BSc. Computer Engineering	CEDAT		N	0783-835717	0705-736603		

325	Galiwango	Joseph	Male	BSc. Agriculture Engineering	CAES		N	0755-924146	0786-383636		
326	Gibutayi	Cedric Freloys	Male	BSc. Telecom Engineering	CEDAT		N	0772-749792			
327	Gyaviira	Roy	Male	BSc. Computer Engineering	CEDAT		N	0785-854608	0705-343521		
328	Ibudi	Samuel	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/026/J6	N	0785-278023	0706-528773		
329	Jakweyo	Jeremy	Male	BSc. (Statistics & Math)	CONAS		N	0758-510718	0783-244371		
330	Janga	Jacob	Male	BSc. Software Engineering	COCIS		N	0704-136347	0789-497829		
331	Jonan	Atuhaire	Female	Bachelor of Records Management	COCIS		N	0778-304168	0752-016221		
332	Kabengwa	Mark Patrick	Male	Bachelor of Information Systems	COCIS		N	0791-893907	0772-735844		
333	Kaboggoza	Herbert Cirrus	Male	BSc. Industrial Chemistry	CONAS		N	0701-408704			
334	Kaddu	Joseph	Male	BSc. Civil Engineering	CEDAT		N	0706-693039	0774-604810		
335	Kagazi	Andrew	Male	Bachelor of Architecture	CEDAT		N	0779-454160	0781-407777		
336	Kagga	John	Male	BSc. Electrical Engineering	CEDAT		N	0789-525579	0703-606548		
337	Kahunde	Lilian	Female	Bachelor of Industrial & Fine Arts	CEDAT		N	0701-586062	0704-503062		
338	Kalibakya	Justine	Female	BSc. (Economics & Math)	CONAS		N	0705-431027	0741-549317		
339	Kalimwine	Sandra	Female	Bachelor of Information Systems	COCIS		N	0751-586593	0775-932179		
340	Kalinimi	Godfrey	Male	Bachelor of Wildlife & Health Mgt	COVAB		N	0788-735833	0702-988668		
341	Kalule	Kagga Enock	Male	BSc. Quantity Surveying	CEDAT		N	0702-827627	0702-4798844		
342	Kamukama	Marion	Female	BSc. Computer Science	COCIS		N	0705-747380	0773-050199		
343	Kamya	Vincent	Male	BSc. Industrial Chemistry	CONAS		N	0705-506891	0700-356306		
344	Kanamwanji	Benedict	Male	Bachelor of Biomedical Laboratory Technology	COVAB		N	0779-212221	0705-207894		
345	Kangwiire	Rebecca	Female	BSc. (Statistics & Math)	CONAS		N	0775-552738	0701-405133		
346	Kankyiriiso	Seeth	Male	Bachelor of Biomedical Laboratory Technology	COVAB		N	0777-823653			
347	Kato	Charles	Male	BSc. (Statistics & Math)	CONAS		N	0706-053718	0788-152259		
348	Kato	Harold	Male	BSc. Biotechnology	CONAS	IP16MUK/321/F 2/17	N	0700-600134	0781-622517	Lancet Laboratories	Musa Gesa
349	Kato	Paul	Male	BSc. (Statistics & Math)	CONAS		N	0706-006030	0771-830181		
350	Katongole	James	Male	BSc. Food Science & Technology	CAES		N	0706-140597			
351	Katunguka	Jim	Male	BSc. Telecom Engineering	CEDAT		N	0700-627507	0775-963466		
352	Katurale	Charline	Female	Bachelor of Biomedical Laboratory Technology	COVAB		N	0701-822659	0772-464510		
353	Kawuki	Remmy	Male	BSc. Industrial Chemistry	CONAS		N	0705-064549			
354	Kayondo	Timothy	Male	BSc. Industrial Chemistry	CONAS		N	0705-358512	0784-822554		

355	Kazibwe	Xavier	Male	BSc. Computer Science	COCIS		N	0788-573130			
356	Khainza	Suzan Joan	Female	BSc. Mechanical Engineering	CEDAT		N	0781-408770	0775-131758		
357	Kiconco	Benardine	Female	Bachelor of Information Systems	COCIS		N	0706-654905			
358	Kigganda	Salim	Male	Bachelor of Information Systems	COCIS		N	0700-212694	0781-885110		
359	Kigozi	Joseph	Male	BSc. Civil Engineering	CEDAT		N	0781-888042	0705-579281		
360	Kinyatta	Hamidu	Male	Bachelor of Information Technology	COCIS		N	0706-054543	0701-591091		
361	Kirungi	Innocent	Male	BSc. Agricultural Landuse & Mgt	CAES		N	0701-671086	0779-759999		
362	Kisembo	Ivan	Male	Bachelor of Information Technology	COCIS		N	0785-29233	0700-815100		
363	Kisenyi	Sanasio	Male	BSc. (Physical)	CONAS		N	0774-747452	0703-4455626		
364	Kisirisa	Solome	Female	BSc. Electrical Engineering	CEDAT		N	0793-502326	0756-847429		
365	Kiyingi	Peter	Male	Bachelor of Industrial & Fine Arts	CEDAT		N	0703-662250	0703-662256		
366	Kizza	Deborah	Female	Bachelor of Biomedical Laboratory Technology	COVAB		N	0754-656222	0782-741603		
367	Komugisha	Brenda	Female	BSc. Computer Science	COCIS		N	0705-116191			
368	Kukundakwe	Brenda	Female	BSc. Computer Science	COCIS	IP16MUK/320/F 2/17	N	0706-403996	0703-898488	Bootstrap Holdings Ltd	Walusimbi Geoffrey
369	Kyaligonza	Derrick	Male	BSc. Telecom Engineering	CEDAT		N	0700-369075	0772-293839		
370	Kyarisiima	Marion	Female	BSc. Computer Engineering	CEDAT		N	0779-343324	0702-736646		
371	Kyebamba	Allan	Male	BSc. Computer Science	COCIS		N	0758-686127	0786-117582		
372	Kyokushaba	Joreen	Female	BSc. Quantity Surveying	CEDAT		N	0784-363220	0703-314406		
373	Kyomuhendo	Agness	Female	BSc. Telecom Engineering	CEDAT	IP16MUK/063/J6	N	0772-659692	0703-839333		
374	Lubega	Simon	Male	Bachelor of Information Technology	COCIS		N	0704-505876	0702-450385		
375	Lubega	Wilson	Male	BSc. Industrial Chemistry	CONAS		N	0706-081925	0789-024605		
376	Lule	Joseph	Male	BSc. Industrial Chemistry	CONAS		N	0701-605936	0782-957067		
377	Luyima	Eria	Male	BSc. Agricultural Landuse & Mgt	CAES		N	0787-760025	0755-284556		
378	Lwanga	Julius Ceaser	Male	BSc. Electrical Engineering	CEDAT		N	0775-981441	0703-710795		
379	Magumba	Dauda	Male	Bachelor of Agribusiness management	CAES		N	0706-296438	0786-065682		
380	Masanga	Samuel Makayi	Male	Bachelor of Information Systems	COCIS		N	0705-619422	0784-992162		
381	Masembe	Daisy	Female	Bachelor of Industrial & Fine Arts	CEDAT		N	0701-857129			
382	Mateka	Gilbert	Male	BSc. Quantity Surveying	CEDAT		N	0701-708133	0774-370783		
383	Matendo	Didas	Male	BSc. Software Engineering	COCIS		N	0779-321772	0700-459540		
384	Mayombwe	Moses	Male	BSc. Quantity Surveying	CEDAT		N	0705-752551	0784-319190		

385	Mboneko	Peter	Male	BSc. (Economics & Math)	CONAS		N	0779-741643	0706-083471		
386	Mubiru	Robert	Male	Bachelor of Agribusiness management	CAES		N	0757-648410	0774-384675		
387	Mugambe	Christopher	Male	BSc. Agricultural Landuse & Mgt	CAES		N	0702-213867			
388	Muhwezi	Allan	Male	BSc. Software Engineering	COCIS		N		0785-941311		
389	Mukamanuwarinda	Harrison	Male	BSc. (Statistics & Math)	CONAS		N	0793-180815			
390	Mulambuzi	Ronald	Male	BSc. Civil Engineering	CEDAT		N	0704-064861	779821457		
391	Mulindwa	Tonny	Male	BSc. Quantity Surveying	CEDAT		N	0785-140577	0705-682721		
392	Murungi	Edgar Kiiza	Male	BSc. (Physical)	CONAS		N	0701-089099	0778-900840		
393	Murungi	Hannah	Female	Bachelor of Biomedical Laboratory Technology	COVAB		N	0785-827102			
394	Musiige	George	Male	BSc. Fisheries & Aquaculture	CONAS		N	0753-209682			
395	Musimenta	Anderson	Male	BSc. Petroleum Geoscience & Production	CONAS		N	0781-428316	0781-560748		
396	Musisi	Boney	Male	Bachelor of Information Technology	COCIS	IP16MUK/053/J6	N	0788-489095	0759-662278		Mugabi Ricky
397	Musuya	Victoria	Female	BSc. (Statistics & Math)	CONAS		N	0705-044691	0773-284126		
398	Mutagubya	Meshaci	Male	Bachelor of Industrial & Fine Arts	CEDAT		N	0703-424067	0783-686830		
399	Mutebi	Ronald	Male	Bachelor of Information Systems	COCIS		N	0755-161126			
400	Mutenyo	Racheal	Female	BSc. Civil Engineering	CEDAT		N	0700-171339	0772-431459		
401	Muzinya	John	Male	BSc. Software Engineering	COCIS		N	0706-887661			
402	Mwanje	Edmond	Male	BSc. Civil Engineering	CEDAT		N	0704-642391			
403	Mwasa	Anthony	Male	BSc. Agricultural Landuse & Mgt	CAES		N	0772-033249	0752-483918		
404	Naava	Beatrice	Female	BSc. (Statistics & Math)	CONAS		N	0772-358234	0702-136827		
405	Nabaasa	Olivia	Female	B.A Social Sciences	CHUSS		N	0775-080610	0755-207672		
406	Nabaleke	Eron	Female	Bachelor of Biomedical Laboratory Technology	COVAB		N	0755-484266	0755-582822		
407	Nabatanzi	Annet	Female	Bachelor of Information Systems	COCIS	IP16MUK/313/F 2/17	N	0789-092312	0703-215107	Abercom (U) Technologies Ltd	Mbabazi Hillary
408	Nabbanja	Mukwaya Mary	Female	BSc. Petroleum Geoscience & Production	CONAS		N	0781-440800			
409	Nabulya	Phiona	Female	Bachelor of Biomedical Laboratory Technology	COVAB		N	0702-727439	0787-810118		
410	Nabuyoka	Cyrus	Male	Bachelor of Agribusiness management	CAES		N	0751-531300	0776-322474		
411	Nabweteme	Marianne	Female	BSc. Civil Engineering	CEDAT		N	0702-583760	0779-520887		
412	Nafula	Grace	Female	BSc. Electrical Engineering	CEDAT	IP16MUK/024/J6	N	0701-430636	0777-348888		
413	Nahabwe	Enos	Male	Bachelor of Wildlife & Health Mgt	COVAB		N	0781-809747	0753-276740		
414	Naiga	Vivianne Maria	Female	BSc. Petroleum Geoscience & Production	CONAS		N	0772-805024	0705-737277		

415	Nakalanzi	Lindah	Female	BSc. Civil Engineering	CEDAT		N	0785-829764	0700-337075		
416	Nakalema	Elizabeth	Female	BSc. Agricultural Landuse & Mgt	CAES		N	0704-412203			
417	Nakalyana	Mary A	Female	Bachelor of Information Systems	COCIS		N	0704-602021	0785-955420		
418	Nakasala	Derrick Wabuluka	Male	BSc. Computer Engineering	CEDAT		N	0705-623863			
419	Nakasolya	Maria Gorret	Female	Bachelor of Information Technology	COCIS		N	0784-811097	0700-384878		
420	Nakato	Dianah Nakiyingi	Female	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/244/O 10	N	0756-714045	0752-897192		Nakaweesi Joanita
421	Nakatudde	Sarah	Female	BSc. (Statistics & Math)	CONAS		N	0773-494241	0702-673251		
422	Nakibuuka	Lynnet	Female	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/241/O 10	N	0706-244528	0794-486255		Nakaweesi Joanita
423	Nakimbugwe	Grace	Female	Bachelor of Information Systems	COCIS		N	0782-579483	0701-573345		
424	Nakimbugwe	Immaculate	Female	Bachelor of Library & Information Science	COCIS		N	0703-465210	0779-582301		
425	Nakimera	Prossy	Female	Bachelor of Information Systems	COCIS		N	0705-171505			
426	Nakiranda	Jalia	Female	BSc. Sports Science	CONAS		N	0757-234771			
427	Nakuya	Anishah Nsale	Female	BSc. Sports Science	CONAS		N	0759-402840	0772-312556		
428	Nakyeyune	Rena Patricia	Female	Bachelor of Biomedical Laboratory Technology	COVAB		N	07784-472275	0772-498058		
429	Nakyeyune	Gilda	Female	Bachelor of Statistics	COBAMS		N	0771-360645	0705-787801		
430	Nalubega	Cecilia	Female	BSc. Electrical Engineering	CEDAT	IP16MUK/037/J6	N	0791-277777	0702-053160		
431	Nalubega	Sharon Elizabeth	Female	Bachelor of Biomedical Laboratory Technology	COVAB		N	0701-855151	0783-979008		
432	Nalukenge	Lillian	Female	BSc. Conservation Biology	CONAS		N	0773-043255	0701-254300		
433	Namara	Allan	Male	BSc. Quantity Surveying	CEDAT		N	0773-568628			
434	Namara	Olivia	Female	BSc. Computer Science	COCIS		N	0705-452254	0772-428735		
435	Namata	Daphne	Female	BSc. Quantity Surveying	CEDAT	IP16MUK/072/J7	N	0703-891491	0775-262716		
436	Namata	Doreen	Female	Bachelor of Industrial & Fine Arts	CEDAT	IP16MUK/243/O 10	N	0703-467800	0712-411162		Nakaweesi Joanita
437	Namatovu	Eva Norah	Female	BSc. Biochemistry	CONAS		N	0703-678296			
438	Namazzi	Grace	Female	BSc. (Statistics & Math)	CONAS		N	0704-164353	0779-004744		
439	Nambi	Proscovia	Female	BSc. (Physical)	CONAS		N	0701-586841	0776-807172		
440	Namirembe	Theopista	Female	Bachelor of Information Systems	COCIS		N	0778-825017	0701-868560		
441	Namujuzi	Flavia	Female	Bachelor of Information Systems	COCIS		N	0706-504831	0786-504413		
442	Namukwaya	Florence	Female	BSc. Software Engineering	COCIS		N	0776-293796	0701-280731		
443	Namulindwa	Stellah	Female	BSc. Civil Engineering	CEDAT		N	0754-800135	0787-482482		
444	Namusisi	Margaret	Female	BSc. Horticulture	CAES		N	0789-598602		Makerere University Legume Innovation Lab Project	Dramadri Isaac Onziga

445	Namutiibwa	Brenda	Female	Bachelor of Biomedical Laboratory Technology	COVAB	N	0701-571548	0772-406269		
446	Namwano	Fiona	Female	BSc. Agriculture & Rural Innovation	CAES	N	0704-706268			
447	Namwoyo	Evelyne	Female	BSc. Software Engineering	COCIS	N	0794-801147	0700-665714		
448	Nankabirwa	Gertrude	Female	BSc. (Statistics & Math)	CONAS	N	0756-129931	0791-152989		
449	Nanyange	Annet	Female	Bachelor of Statistics	COBAMS	N	0757-066002			
450	Nanyonjo	Jackline	Female	Bachelor of Information Technology	COCIS	N	0794-631887	0700-466930		
451	Nassanga	Passy	Female	Bachelor of Information Systems	COCIS	N	0776-697344	0776-697344		
452	Nassazi	Mwamin	Female	BSc. Industrial Chemistry	CONAS	N	0700-347347			
453	Nassuna	Angella Charity	Female	BSc. Biological	CONAS	N	0702-026921	0773-514139		
454	Natukunda	Pheobe	Female	BSc. (Statistics & Math)	CONAS	N	0703-153993			
455	Ndamwesiga	Demus	Male	BSc. Petroleum Geoscience & Production	CONAS	N	0778-131170	0705-010415		
456	Ndawula	Mubalaka	Male	Bachelor of Architecture	CEDAT	N	0785-131122			
457	Ngobi	Paul	Male	Bachelor of Biomedical Laboratory Technology	COVAB	N	0703-3592092	0792-574389		
458	Nimusiima	Peter	Male	Bachelor of Information Technology	COCIS	N	0701-343598	0784-579564		
459	Niyonshima	Derick	Male	Bachelor of Biomedical Laboratory Technology	COVAB	N	0758-628136	0783-881805		
460	Niyonzima	Alex	Male	BSc. Telecom Engineering	CEDAT	N	0775-884778	0706-924488		
461	Nkwasiabwe	Edgar	Male	BSc. Quantity Surveying	CEDAT	N	0705-506561	0779-450274		
462	Nnabukalu	Caroline	Female	BSc. Quantitative Economics	COBAMS	N	0705-917568	0780-703257		
463	Nnansubuga	Kawutharah	Female	Bachelor of Industrial & Fine Arts	CEDAT	N	0701-622333	0781-041813		
464	Nsanja	Ashiraf	Male	BSc. Industrial Chemistry	CONAS	N	0789-011037	0759-473218		
465	Nsubuga	Shafic	Male	BSc. (Statistics & Math)	CONAS	N	0787-590890	0702-009839		
466	Nsubuga	Solomon	Male	BSc. Computer Science	COCIS	N	0794-019994			
467	Ntegeka	Agatha	Female	Bachelor of Information Systems	COCIS	N	0705-423747	0786-380389		
468	Nuwagaba	Keneth	Male	BSc. Telecom Engineering	CEDAT	N	0778-554645	0700-906905		
469	Nuwagira	Methodius	Male	BSc. Civil Engineering	CEDAT	N	0706-642803	0774-923166		
470	Nuwamanya	Brian	Male	BSc. Civil Engineering	CEDAT	N	0776-944427	0704-720279		
471	Nuwasasira	Samuel	Male	BSc. Quantity Surveying	CEDAT	N	0704-537635	0787-995426		
472	Nyivuru	Resper	Female	Bachelor of Information Technology	COCIS	N	0757-828896	0794-516462		
473	Ogaba	Brian	Male	BSc. Agriculture & Rural Innovation	CAES	N	0705-613508	0787-264726		
474	Ogweze	Isaac	Male	BSc. Civil Engineering	CEDAT	N	0706-509554	0774-360399		

475	Okello	Hudson Bernard	Female	Bachelor of Information Technology	COCIS	N	0704-757304			
476	Okongo	Emmanuel	Male	BSc. Environmental Science	CAES	N	0701-319378	0787-262974		
477	Okwi	Benon	Female	BSc. Petroleum Geoscience & Production	CONAS	N	0706-762853	0789-416628		
478	Omolo	Joel	Male	BSc. Biological	CONAS	N	0705-440309	0772-480993		
479	Orache	Denis	Male	BSc. Civil Engineering	CEDAT	N	0758-728993	0773-744955		
480	Otema	Morish	Male	BSc. Agriculture & Rural Innovation	CAES	N	0787-063464	0700-423248		
481	Owamukama	Amos	Male	BSc. Petroleum Geoscience & Production	CONAS	N	0705-813574			
482	Oyiorwoth	Raymond	Male	BSc. Industrial Chemistry	CONAS	N	0701-137018	0757-280203		
483	Rukundo	Wellen	Male	BSc. (Physical)	CONAS	N	0784-678624	0782-858645		
484	Sebuliba	Hannah Ruth	Female	Bachelor of Information Systems	COCIS	N	0773-500031	0741-706366		
485	Sempijja	Paul	Male	Bachelor of Information Systems	COCIS	N	0784-302807	0701-422294		
486	Sentalo	Henry	Male	BSc. Petroleum Geoscience & Production	CONAS	N	0771-425483	0704-814284		
487	Serunkuma	Edwin	Male	BSc. Biotechnology	CONAS	N	0703-579859	0752-981415		
488	Soni	Bhargan	Male	BSc. Computer Science	COCIS	N	0717-675959	0743-377877		
489	Ssali	Samuel	Male	Bachelor of Industrial & Fine Arts	CEDAT	N	0751-523052	0706-421219		
490	Ssegawa	Samuel	Male	BSc. (Physical)	CONAS	N	0702-026053	0701-584224		
491	Ssekisambo	Dissan	Male	BSc. Agriculture	CAES	N	0785-017433	0772-445574		
492	Sselwanga	Marvin	Male	BSc. Sports Science	CONAS	N	0704-837301	0789-408292		
493	Ssemakula	Ivan	Male	BSc. Computer Engineering	CEDAT	N	0775-685824			
494	Ssenkandwa	Jovan	Male	BSc. (Statistics & Math)	CONAS	N	0703-385971	0783-053259		
495	Ssenyonjo	John Bosco	Male	BSc. Petroleum Geoscience & Production	CONAS	N	0705-446122			
496	Ssozi	Ssessanga Mahad	Male	BSc. Civil Engineering	CEDAT	N	0702-783219	0788-526952		
497	Tabu	Derrick	Male	BSc. Telecom Engineering	CEDAT	N	0783-478016	0758-852714		
498	Tamale	Ausline	Female	Bachelor of Information Technology	COCIS	N	0705-142812	0702-772351		
499	Timbe	Joseph	Male	BSc. Civil Engineering	CEDAT	N	0792-159697	0756-702929		
500	Tukamuhebwa	Frank	Male	BSc. Agricultural Landuse & Mgt	CAES	N	0777-210465			
501	Tumuhimbise	Allan	Male	BSc. Software Engineering	COCIS	N	0784-429379	0750-656487		
502	Tumukedde	Juma	Male	BSc. Petroleum Geoscience & Production	CONAS	N	0773-562633	0705-527326		
503	Tumusiime	Dickson	Male	BSc. Industrial Chemistry	CONAS	N	0706-086784	0787-396445		
504	Tumutende	John	Male	Bachelor of Information Technology	COCIS	N	0702-078532	0779-097583		

505	Tumuwete	Noble Comrade	Male	BSc. Computer Science	COCIS		N	0705-913861	0772-053765		
506	Turyatamba	Ronald	Male	BSc. Computer Science	COCIS		N	0778-092615	0706-749859		
507	Tushabe	Catherine	Female	BSc. Electrical Engineering	CEDAT	IP16MUK/025/J6	N	0792-137067			
508	Tusiime	Julius	Male	BSc. Electrical Engineering	CEDAT		N	0705-530262	0773-523193		
509	Twebaze	Bright	Male	BSc. Telecom Engineering	CEDAT		N	0780-235074	0706-947959		
510	Tweheyo	Aggrey	Male	BSc. Telecom Engineering	CEDAT		N	0706-334627	0785-232221		
511	Twesiime	Alex	Male	BSc. Agricultural Landuse & Mgt	CAES		N	0701-824945			
512	Twongirwe	Micheal	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/038/J6	N	0757-240747	0783-619801		
513	Wabwire	Stephen	Male	BSc. Civil Engineering	CEDAT		N	0784-594351	0703-373635		
514	Wamboza	Allan	Male	Bachelor of Information Technology	COCIS		N	0757-887619			
515	Wanyonyi	Valent John	Male	BSc. Software Engineering	COCIS		N	0743-287945	0783-519995		
516	Watunga	Joshua	Male	BSc. Agriculture Engineering	CAES		N	0703-677172			
517	Wejuli	Geofrey	Male	BSc. (Statistics & Math)	CONAS		N	0757-981110	0788-265882		
518	Bukirwa	Mary Francis	Female	BSc. Electrical Engineering	CEDAT	IP16MUK/301/J1 /17	N	077 3205802	0701-401999		
519	Sseruwagi	Enock	Male	BSc. Electrical Engineering	CEDAT	IP16MUK/302/J1 /17	N	0703-572024			
520	Omoding	Patrick Nespoul	Male	Bachelor of Journalism & Communication	CHUSS	IP16MUK/303/J1 /17	N			Ministry of Gender, Labour and Social Development	Nyombi Sylvester
521	Mpagi	Saidi	Male	BSc. Software Engineering	COCIS	IP16MUK/304/J1 /17	N			Ministry of Gender, Labour and Social Development	
522	Magala	Faizo	Male	Bachelor of Business Statistics	COBAMS	IP16MUK/307/D 2/17	N				
523	Tamale	Christopher Paul	Male	B.A Social Sciences	CHUSS	IP16MUK/305/F 2/17	N	0704-889270		Gayaza Soya Milling Company	Kibira Joseph
524	Ssegwanyi	Hadad	Male	Bachelor of Commerce External	CoEES	IP16MUK/306/F 2/17	N	0789-342145	0704-184899	Gayaza Soya Milling Company	Kibira Joseph
525	Bataringaya Bahebwa	Emmanuel	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/307/F 2/17	N	0758-307055		Arc Engineering (U) Ltd	Maweje Marvin
526	Mugisha	Ivan	Male	BSc. Agriculture Engineering	CAES	IP16MUK/308/F 2/17	N			Arc Engineering (U) Ltd	Maweje Marvin
527	Vudiga	Stephen Lema	Male	Bachelor of Information Technology	COCIS	IP16MUK/309/F 2/17	N			KN IT Solutions	Agaba Henry
528	Mariba Eriabu	Kevin	Male	Bachelor of Information Technology	COCIS	IP16MUK/310/F 2/17	N			KN IT Solutions	Agaba Henry
529	Okecho	Emmanuel	Male	Bachelor of Information Technology	COCIS	IP16MUK/311/F 2/17	N			KN IT Solutions	Agaba Henry
530	Kizza	Ashiraf	Male	Bachelor of Arts in Development Economics	COBAMS	IP16MUK/312/F 2/17	N			UMA-HEST	Allan Ssenyondwa
531	Gumisiriza	Garry	Male	BSc. Computer Science	COCIS	IP16MUK/316/F 2/17	N	0706-198111		Bootstrap Holdings Ltd	Walusimbi Geoffrey
532	Tusasirwe	Sophia	Female	Bachelor of Information Systems	COCIS	IP16MUK/317/F 2/17	N	0706-403996		Bootstrap Holdings Ltd	Walusimbi Geoffrey
533	Arinaitwe	Moreen	Female	BSc. Computer Science	COCIS	IP16MUK/318/F 2/17	N	0701-019816		Bootstrap Holdings Ltd	Walusimbi Geoffrey
534	Ssenyonjo	Mike Charles	Male	Bachelor of Arts in Economics	COBAMS	IP16MUK/319/F 2/17	N	0702-456326		Agricultural Innovation Systems Brokerage Association	Kasule Ronald

535	Nuwagaba	Daniel	Male	BSc. Software Engineering	COCIS	IP16MUK/322/F 2/17	N			LOVS Software Developers	Sentamu Anorld
536	Nuwasasira	Samuel	Male	BSc. Quantity Surveying	CEDAT	IP16MUK/323/F 2/17	N			LOVS Software Developers	Sentamu Anorld
537	Mwesigwa	Rogers	Male	BSc. Software Engineering	COCIS	IP16MUK/324/F 2/17	N			LOVS Software Developers	Sentamu Anorld
538	Nyapidi	Douglas	Male	Bachelor of Information Technology	COCIS	IP16MUK/325/F 2/17	N			KN IT Solutions	Agaba Henry
539	Ssekamaanya	Jude Francis	Male	BSc. Actuarial Science	COBAMS	IP16MUK/327/F 2/17	N	0782-586450	0752-209045	V.G Keshwala & Sons Ltd	Kagwa Mariam
540	Kayonjo	Vicent	Male	BSc. Agriculture Engineering	CAES	IP16MUK/181/A 8	August	0706-763749	0773-198092	Agricultural Engineering & Appropriate Technology Research Center	Walozi Ronald
541	Katumwa	Willy	Male	BSc. Software Engineering	COCIS	IP16MUK/184/A 8	August	0705-719837		Bangufi Company (U) Ltd	Kiwanuka
542	Kakeeto	Ronald	Male	Bachelor of Biomedical Laboratory Technology	COVAB	IP16MUK/182/A 8	August	0702-290453		MBN Clinical Laboratories	Emmanuel Aboce
543	Katumwesigye	Saison	Male	BSc. Industrial Chemistry	CONAS	IP16MUK/175/A 8	August	0778-264013	0757-460356	Tuf Foam Uganda Ltd	Ghebru Zere
544	Mugaiga	Enock	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/341/M 3/17	N	0778-582162	0702-302706	Sumadhura Technologies Ltd	Irene Katusabe
545	Mutebi	Ronald	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/344/M 3/17	N	0771-654397		Arc Engineering (U) Ltd	Maweje Marvin
546	Nsimenta	Jimmy	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/342/M 3/17	N	0783-590213		Sumadhura Technologies Ltd	Irene Katusabe
547	Namugerwa	Josephine	Female	B.A Social Sciences	CHUSS	IP16MUK/345/M 3/17	N	0775-131309	0759-057307	NK Food Products Ltd	Mabike Solomon
548	Nagawa	Jesca	Female	B.A Social Sciences	CHUSS	IP16MUK/346/M 3/17	N	0775-131971		NK Food Products Ltd	Mabike Solomon
549	Nakiwala	Getrude	Female	B.A Social Sciences	CHUSS	IP16MUK/347/M 3/17	N	0781-843701	0756-819911	NK Food Products Ltd	Mabike Solomon
550	Asiimwe	Nicholas	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/352/M 3/17	N	0787-852371	0704-720963	Sumadhura Technologies Ltd	Irene Katusabe
551	Mugume	Rogers	Male	BSc. Mechanical Engineering	CEDAT	IP16MUK/353/M 3/17	N	0706-832401	0776-269526	Bootstrap Holdings Ltd	Ndaate John
552	Mulinde	Rodrick	Male	BSc. Geology	CONAS	IP16MUK/354/M 3/17	N	0700-974048		Sumadhura Technologies Ltd	Irene Katusabe
553	Mugenyi	Sulaiman	Male	BSc. Geology	CONAS	IP16MUK/355/M 3/17	N	0704-700053		Sumadhura Technologies Ltd	Irene Katusabe

Annex II: Details of Interns from the Tracer Survey Conducted

No	SURNAME	FIRST NAME	SEX	COURSE	MONTH	COMPANY	DEPARTMENT	STATUS	Skills Acquired During HEST Internship
1	Agaba	Mandela Joseph	M	BSc. Mechanical Engineering	June	Friendship Containers Manufacturers Ltd	hard plastic	Not Retained	production of plastics, running of machines, repair of machines
2	Akatukunda	Isaac	M	Bachelor of Information Technology	June	Lacel Technologies	IT	Employed	software development, report writing
3	Alinaitwe	Roggers	M	BSc. Mechanical Engineering	June	Riley Packaging	mechanical	Employed	trouble shooting, machine repairing and mantanance, leadership skills
4	Amongin	Patricia	F	BSc. Civil Engineering	June	Gotino Construction Ltd	engineering	Employed	building skills, time management, interpretation of plans
5	Atuheise	Catherine	F	BSc. Mechanical Engineering	June	Kasese Nails and Wood Industry Ltd	mechanical	Self Employed	mantanance of machines, problem solving
6	Badriku	Eugene Noel	M	BSc. Electrical Engineering	June	Makss Packaging	electrical engineering	Self Employed	mantanance, repair, operatiuon of machines

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7	Besigye	Joseph	M	BSc. Construction Management	June	Excel Construction Ltd	civil		site management, report writing, financial management & communication skills
8	Buntu	Chrise	F	BSc. Mechanical Engineering	June	Kasese Nails and Wood Industry Ltd	mechanical	Employed	tool box training, servicing
9	Busungwe	Jonathan	M	BSc. Mechanical Engineering	June	NYTIL	didn't participate	Not Retained	
10	Gwokyalya	Ruth	F	BSc. Fisheries & Aquaculture	June	IFTRA Uganda	actual processing	Self Employed	interpersonal skills, fish processing, packaging
11	Kabwama	Alvin	M	BSc. Electrical Engineering	June	ILABS@MAK	product development	Extension	product designing and publication, packaging, installation of solar systems
12	Kasemire	Dianah Linda	F	Bachelor of Biomedical Laboratory Technology	June	Ministry of Health	LAB tech		interpersonal skills, lab technology, communication skills
13	Katusiime	Joel Ian	M	BSc. Computer Engineering	June	Supercom E Technologies	IT	Not Retained	software and website development, report writing, leadership skills
14	Kengyeyo	Janet	F	BSc. Civil Engineering	June	Gotino Construction Ltd	civil	Not Retained	site management, construction
15	Kisakye	Douglas	M	BSc. Civil Engineering	June	Uganda Road Fund			
16	Kizza	Cosma	M	BSc. Electrical Engineering	June	Sinew Limited	engineering	Not Retained	construction of power distribution lines, insallation and repair of lines
17	Lomilo	Calvin Dowan	M	BSc. Electrical Engineering	June	Haraks Teknologies Workshop Ltd	electrical engineering	Not Retained	house wiring, metallic welding and soldering, earthing
18	Mbusa	Chrispus	M	BSc. Mechanical Engineering	June	NYTIL	engineering	Not Retained	changing gears, adjusting machines, data analysis
19	Mubatsi	Joard Ndungo	M	BSc. Mechanical Engineering	June	Gama Distillers	production	Not Retained	volume verification, mechanical equipment maintenance, operation etc
20	Muheki	Medrine	F	BSc. Electrical Engineering	June	Net Labs Uganda	electrical	Not Retained	software development, report writing, leadership skills
21	Mujuni	Dennis	F	Bachelor of Biomedical Laboratory Technology	June	Ministry of Health	Diagonistic laboratory	Extension	management and treatment and follow up of TB patients
22	Mukamusoni	Robinah	F	BSc. Electrical Engineering	June	Haraks Teknologies Workshop Ltd	Electronic	Self Employed	Programming, TV repair and maintenance,
23	Musasizi	Enock	M	BSc. Mechanical Engineering	June	John Lugendo Co.	molding	Not Retained	none
24	Musiimenta	Innocent	M	BSc. Civil Engineering	June	Krishna Construction Company Ltd	engineering	Not Retained	construction, site management
25	Musinguzi	Joab	M	BSc. Electrical Engineering	June	SESACO Ltd	technical	Not Retained	fixing machines,
26	Mutabazi	Gideon	M	BSc. Mechanical Engineering	June	Arce Engineering Works	workshop	Employed	leadership, communication, welding and fabrication
27	Muwanguzi	James	M	BSc. Mechanical Engineering	June	John Lugendo Co.	workshop	Employed	technical
28	Najja	Najibula Sendege	M	BSc. Software Engineering	June	Eight Tech Consults	IT	Employed	graphic designing, web development, software development
29	Nakirigya	Lilian Victor	F	BSc. Agriculture	June	Asiima Agric Concern	management	Employed	management
30	Nakyanja	Philomera	F	BSc. Mechanical Engineering	June	Arce Engineering Works	engineering and production	Employed	assembling of doors and windows
31	Nalubaale	Maureen	F	BSc. Civil Engineering	June	Kasese Nails and Wood Industry Ltd	civil	Employed	site organization
32	Namyalo	Sandra Angerica	F	BSc. Mechanical Engineering	June	Makss Packaging	engineering and production	Employed	interpersonal skills, eport writing and team work
33	Nankwany	Bridget	F	BSc. Electrical Engineering	June	NYTIL			
34	Nuwatula	Catherine	F	BSc. Agriculture	June	Asiima Agric Concern	management		handling birds

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35	Nuwematsiko	Chrisistom	M	BSc. Mechanical Engineering	June	Makss Packaging	technical and electrical	Not Retained	operation planning, designing electrical system
36	Nyamutale	Allan Abraham	M	BSc. Electrical Engineering	June	Haraks Teknologies Workshop Ltd	electrical	Employed	electrical drawing, installation, report writing
37	Nyangoma	Margret Murungi	F	BSc. Telecom Engineering	June	Airtel Ug.	networking	Self Employed	networking
38	Nyiro	Brian	M	BSc. Biotechnology	June	Uganda Virus Research Institute	infection study program	Extension	lab skills
39	Odeke	Steven	M	BSc. Mechanical Engineering	June	NYTIL	engineering and production	Employed	production processes, interpersonal skills
40	Oketcho	Timothy	M	BSc. Electrical Engineering	June	Riley Packaging	maintanance	Self Employed	motor starters, technical skills
41	Olwendo	Francis	M	BSc. Electrical Engineering	June	Centre for Research in Energy & Energy Conservation	solar	Employed	presentation, confidence, innovative, team work and leadership
42	Onen	Denis	M	BSc. Electrical Engineering	June	Uganda Tea Corporation	electrical	Self Employed	motor rewinding and electronics, industrial wiring
43	Owoyesiga	Medard	M	BSc. Mechanical Engineering	June	Friendship Containers Manufacturers Ltd			
44	Rwezawula	Philip	M	BSc. Fisheries & Acqulture	June	National Fisheries Resources Research Institute	capture fisheries and diversity	Retained	data collection and analysis, lab skills
45	Sekabira	Joshua	M	BSc. Mechanical Engineering	June	Friendship Containers Manufacturers Ltd	production	Retained	machine operation,
46	Seremba	Nekemeya Edward	M	BSc. Electrical Engineering	June	Net Labs Uganda	no dep'ts	Employed	programming
47	Ssekabira	Geofrey	M	BSc. Electrical Engineering	June	Haraks Teknologies Workshop Ltd	electrical	Employed	interpersonal skills, experience in wiring
48	Ssevume	Isah	M	BSc. Mechanical Engineering	June	Roofings Ltd	mechanical	Employed	technical, management
49	Tebusweke	Derrick	M	BSc. Electrical Engineering	June	Sinew Limited	electrical	Employed	interpersonal, managerial, technical
50	Werikhe	Willy Allan	M	BSc. Mechanical Engineering	June	John Lugendo Co.	manufacturing and production	Employed	team work, form synagies, metal fabrication
51	Aduka	Gasper	M	BSc. Civil Engineering	July	Span Contractors	engineering	Not Retained	project management, estimating costs
52	Alupo	Charity Delmus	F	BSc. Software Engineering	July	Intel World International	software dev't	Retained	systems analysis, project management and product design
53	Amanya	Johnson	M	BSc. Mechanical Engineering	July	Luka Plastics Uganda Ltd	maintanance	Employed	Team work, organising meetings, technical skills
54	Angom	Rebecca Mercy	F	BSc. Biotechnology	July	Abacus Parenteral Drugs Ltd	quality control	Retained	Analysis or raw materials and water, overview of production
55	Anyait	Winniefred	F	BSc. Civil Engineering	July	Span Contractors	no dep'ts	Not Retained	building skills, time management, excavation
56	Arinatwe	Cosmas	M	BSc. Quantity Surveying	July	Span Contractors	quantity surveying dep't	Employed	construction material rating, suveying
57	Ashabahebwa	Gloria	F	Bachelor of Industrial & Fine Arts	July	Conte Designers (U) Ltd	didn't participate	Not Retained	
58	Asiimwe	Clare	F	BSc. Electrical Engineering	July	Power Engineering Ltd	electrical	Employed	interpersonal and electrical installation skills
59	Asiimwe	Felix	M	BSc. Quantity Surveying	July	Span Contractors	engineerin	Employed	site management, team work,
60	Atukunda	Linnet	F	BSc. Quantity Surveying	July	Kingstone Engineering & Construction Consultants Ltd	surveying	Employed	surveying
61	Ayebale	Paul	M	BSc. Agricultural Landuse & Mgt	July	High Mark Diary	no dep'ts	Not Retained	producing agric products, animal disease control
62	Bikaali	Mike	M	BSc. Agriculture Engineering	July	Blue Water Swimming Pool Co. & Technical Services Ltd			
63	Bitangaaza	Ayorekirwe Ayo	M	BSc. Civil Engineering	July	G-Tech (U) Ltd			

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64	Bugosera	Racheal	F	BSc. Food Science & Technology	July	Smart Foods Company	production	Employed	interpersonal skills,
65	Bukirwa	Anitah	F	Bachelor of Industrial & Fine Arts	July	Conte Designers (U) Ltd			
66	Busingye	Gerald	M	BSc. Quantity Surveying	July	Kingstone Engineering & Construction Consultants Ltd	quantity surveying dep't	Employed	management, general quantity surveying practice
67	Bwarare	Medard	M	BSc. Agricultural Landuse & Mgt	July	High Mark Diary			
68	Byaba	Benard	M	BSc. Civil Engineering	July	Kingstone Engineering & Construction Consultants Ltd			
69	Byarugaba	Muzamilu	M	BSc. Civil Engineering	July	Span Contractors	no dep'ts	Not Retained	alignment of structures, excavation, supervision
70	Duhabwe	Barbra	F	BSc. (Economics & Math)	July	Conte Designers (U) Ltd			
71	Dushime	Clare Nsenga	F	BSc. Civil Engineering	July	Span Contractors	civil	Not Retained	interpersonal, communication, quantity measurements
72	Juan	Yenki	F	Bachelor of Information Technology	July	Fundi Bots			
73	Kagodo	Micheal	M	BSc. Civil Engineering	July	Blue Water Swimming Pool Co. & Technical Services Ltd	technical	Extension	analyse and structural development
74	Kalemera	Ronald	M	Bachelor of Industrial & Fine Arts	July	Conte Designers (U) Ltd		Employed	
75	Kaliisa	Bill Benon	M	BSc. Quantity Surveying	July	Kingstone Engineering & Construction Consultants Ltd	no dep'ts	Not Retained	building technics
76	Kalungi	Maureen	F	BSc. Agriculture & Rural Innovation	July	High Mark Diary	accounting	Not Retained	mixing animal feeds, making silegde, interpersonal
77	Kalungi	Paul	M	BSc. Electrical Engineering	July	Trustcon Technologies Ltd	project	Self Employed	report writing
78	Kambabazi	Anita Iwimana	F	BSc. Civil Engineering	July	Kingstone Engineering & Construction Consultants Ltd	construction and site management	Employed	construction management, sitemanagement, interpersonal
79	Kanyesigye	Edgar	M	BSc. Quantity Surveying	July	Span Contractors			
80	Kanyonyi	Derrick	M	BSc. Quantity Surveying	July	Span Contractors	on site engineering	Not Retained	time management and communication
81	Kasedde	Bint	M	BSc. Geology	July	Fels Consult (U) Ltd	didn't participate	Not Retained	
82	Kasinde	Ronald Musisi	M	BSc. Industrial Chemistry	July	Nile Breweries (U) Ltd	wasn't posted but still interested	Not Retained	
83	Kasozzi	Robert	M	Bachelor of Biomedical Laboratory Technology	July	Aloesha Organic Natural Health Products	didn't participate	Not Retained	
84	Katumba	Kennedy	M	BSc. Quantity Surveying	July	Span Contractors	didn't participate	Not Retained	
85	Kibira	Collins	M	BSc. Civil Engineering	July	Kingstone Engineering & Construction Consultants Ltd	construction	Not Retained	interpersonal skills,
86	Kiggundu	Frank	M	Bachelor of Architecture	July	Flexihome	Technology	Retained	Project management, Design ability, Personal Relationship
87	Kimuli	Emmanuel	M	BSc. Civil Engineering	July	Kingstone Engineering & Construction Consultants Ltd	civil	Not Retained	people skills, construction skills
88	Kinene	Ezra	M	BSc. Quantity Surveying	July	Span Contractors	quantity surveying dep't	Not Retained	construction, excavation and structuring
89	Kirabo	Sarah	F	BSc. Computer Engineering	July	sure telecom			
90	Loiki	John Mark	M	BSc. Civil Engineering	July	Kingstone Engineering & Construction Consultants Ltd			
91	Luswata	Elvis	M	BSc. Civil Engineering	July	Span Contractors	site supervision	Employed	supervision and interpersonal
92	Lutaaya	Ali	M	BSc. Quantity Surveying	July	Ambitious Construction Company Ltd			

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93	Mugabi	Julius	M	BSc. Mechanical Engineering	July	NYTIL	engineering	Employed	maintenance of machine
94	Mugabirwe	Vastina	F	BSc. Agriculture	July	High Mark Diary			
95	Mugambe	Julius	M	BSc. Agriculture	July	High Mark Diary			
96	Mugweri	Jonathan	M	BSc. Horticulture	July	High Mark Diary	dismissed from the farm	Not Retained	
97	Munguci	Brenda	F	BSc. Quantity Surveying	July	Kingstone Engineering & Construction Consultants Ltd	didn't participate	Employed	
98	Musinguzi	Harriet	F	BSc. Agricultural Landuse & Mgt	July	High Mark Diary	crop and animal production	Retained	data analysis, farm management
99	Mutebi	Brian	M	BSc. Agriculture & Rural Innovation	July	Research and Education Network for Uganda	didn't participate	Not Retained	
100	Mutungi	Edson	M	BSc. Telecom Engineering	July	Centre for Innovations & Professional Skills Development	IT	Not Retained	configuring routers, networking, trouble shooting
101	Mwebembezi	Boris	M	BSc. Quantity Surveying	July	Span Contractors	surveying	Not Retained	interpersonal
102	Nabuwala	Belina Aerial	F	Bachelor of Industrial & Fine Arts	July	Mayondo Engineering Works Ug. Ltd	didn't participate	Not Retained	
103	Nagaba	Patience	F	BSc. Telecom Engineering	July	Research and Education Network for Uganda	system	Extension	research, computer networking
104	Nagwere	Stanely Barnabas	M	BSc. Software Engineering	July	Intel World International	programming	Retained	programming, interface dev't, interpersonal
105	Najjingo	Barbara	F	BSc. Civil Engineering	July	Kingstone Engineering & Construction Consultants Ltd			
106	Nakato	Irene	F	BSc. Industrial Chemistry	July	DECASE Chemicals Uganda Ltd	food and flavours	Retained	marketing, customer care and record keeping, flavour processing
107	Nakaweesi	Sauba	F	BSc. (Stat & Math)	July	UMA-HEST	hest	Self Employed	interpersonal
108	Nakayi	Dianah	F	BSc. Agriculture & Rural Innovation	July	High Mark Diary	didn't participate	Not Retained	
109	Namirembe	Caroline	F	BSc. Agriculture & Rural Innovation	July	High Mark Diary	diary	Not Retained	management, machine operation, record
110	Namugaya	Rose	F	BSc. Civil Engineering	July	Kingstone Engineering & Construction Consultants Ltd			
111	Nankoma	Constance	F	BSc. Quantity Surveying	July	Kingstone Engineering & Construction Consultants Ltd	didn't participate	Not Retained	
112	Nankunda	Charity	F	BSc. Quantity Surveying	July	Kingstone Engineering & Construction Consultants Ltd	didn't participate	Not Retained	
113	Nannozi	Phiona	F	BSc. Horticulture	July	Kakonde Tea Estates			
114	Nayebare	Juliana	F	BSc. Telecom Engineering	July	Sinew Limited	technical	Employed	networking, interpersonal,
115	Ndyomugenyi	Alex	M	BSc. Mechanical Engineering	July	Hariss International Ltd	production	Employed	communication and technical
116	Nimusiima	Prosper Nathan	M	BSc. Food Science & Technology	July	SESACO Ltd	wasn't posted	Self Employed	
117	Ninsiima	Chrisogon	M	BSc. Agricultural Landuse & Mgt	July	High Mark Diary	wasn't posted	Not Retained	
118	Niwamanya	Biron	M	BSc. Industrial Chemistry	July	DECASE Chemicals Uganda Ltd	sales	Not Retained	communication, interpersonal, decision making
119	Nsereko	Ivan	M	BSc. Civil Engineering	July	Plan Build Technical Services	didn't participate	Not Retained	
120	Ntale	Wilson	M	BSc. Quantity Surveying	July	Kingstone Engineering & Construction Consultants Ltd			
121	Nuwagira	Robert	M	BSc. Telecom Engineering	July	Centre for Innovations & Professional Skills Development	ict	Not Retained	computer networking

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122	Nvannungi	Simon	M	BSc. Agriculture & Rural Innovation	July	High Mark Diary	diary nutrition	Not Retained	mixing cattle feeds, machine operation, interpersonal skills
123	Nyakahuma	Joshua	M	BSc. Civil Engineering	July	Span Contractors	civil	Employed	excavation, avoiding drainage in the foundation, communication
124	Nyanzi	Gerald	M	BSc. Agriculture & Rural Innovation	July	Kakonde Tea Estates	didn't participate	Employed	
125	Ocen	Jasper	M	BSc. Agriculture	July	High Mark Diary	diary production	Retained	animal nutrition, animal hygien
126	Okurut	Julius Aloka	M	Bachelor of Industrial & Fine Arts	July	Mayondo Engineering Works Ug. Ltd	production	Self Employed	designing, fabrication and machine maintainance
127	Opio	Kenneth	M	BSc. Civil Engineering	July	Kingstone Engineering & Construction Consultants Ltd	civil	Not Retained	supervision of construction work, confidence
128	Otim	Job Naboth	M	BSc. Industrial Chemistry	July	SESACO Ltd			
129	Rukundo	Eva	F	BSc. Agriculture & Rural Innovation	July	High Mark Diary	diary	Not Retained	management of plantation, repot writing, cattle earing
130	Sanya	Emmanuel	M	BSc. Civil Engineering	July	Struktur Associates	construction	Not Retained	designing buildings
131	Sejjuko	Henry	M	BSc. Agriculture & Rural Innovation	July	High Mark Diary	didn't participate	Employed	
132	Sseggirinya	Charles Lwanga	M	BSc. Civil Engineering	July	Struktur Associates	structures	Not Retained	designing of structues, detailing
133	Ssematimba	Allan Phillip	M	Bachelor of Information Technology	July	Fundi Bots	didn't participate	Not Retained	
134	Tamukedde	Maurice	M	BSc. Mechanical Engineering	July	Luka Plastics Uganda Ltd	polypathirine	Employed	operating machines, lamination, team wok, time mgt
135	Tenywa	Charles	M	BSc. Quantity Surveying	July	Kingstone Engineering & Construction Consultants Ltd	didn't participate	Not Retained	
136	Tumusiime	Alex	M	BSc. Agricultural Landuse & Mgt	July	High Mark Diary	didn't participate	Not Retained	
137	Twinamatsiko	Primah	F	BSc. Agriculture	July	High Mark Diary	animal nutrition	Not Retained	team work, report writing, farm management
138	Walulya	Douglas	M	BSc. Electrical Engineering	July	Haraks Teknologies Workshop Ltd	installation	Employed	wiring, designing autocads, installation
139	Wataka	Alex	M	BSc. Agriculture & Rural Innovation	July	High Mark Diary	feeding	Extension	animal management, report writing, interpersonal skills, summarise data, envionmental management
140	Aloyo	Lydia	F	BSc. Biotechnology	August	Cipla Quality Chemicals Ltd	quality assuance	Extension	
141	Baluku	Robert	M	BSc. Mechanical Engineering	August	Agricultural Engineering & Appropriate Technology Research Center			
142	Barasa	Andrew	M	BSc. Ethnobotany	August	Wild Life Clubs of Uganda		Employed	
143	Basangwa	Dinah	F	BSc. Civil Engineering	August	Construction Material Testing Laboratory	engineering	Employed	designing skills, analysis, communication, supevision skills
144	Byanguye	Ivan	M	BSc. Civil Engineering	August	Span Contractors	construction	Employed	setting up columns and beams, plumbing, setting up re- enforcement walls
145	Jjemba	Kenneth	M	Bachelor of Information Technology	August	IT-Plus Solutions Ltd	IT	Employed	pogramming, document pocessing fomating, trouble shooting
146	Kakeeto	Ronald	M	Bachelor of Biomedical Laboratory Technology	August	MBN Clinical Laboratories	laboratory	Not Retained	micro-biology, interpersonal, time management
147	Katumwa	Willy	M	BSc. Software Engineering	August	Bangufi Company (U) Ltd	agro-forestry	Extension	communication, time management, computer application, record keeping
148	Katumwesigye	Saison	M	BSc. Industrial Chemistry	August	Tuf Foam Uganda Ltd	production	Employed	
149	Kayonjo	Vicent	M	BSc. Agriculture Engineering	August	Agricultural Engineering & Appropriate Technology Research Center	workshop	Retained	surveying, using the VBS, Developing a topographic maps, welding, interpersonal

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150	Kikomeko	Hamiisi	M	Bachelor of Biomedical Laboratory Technology	August	Central Diagnostic Laboratory	bacteriology	Not Retained	micro-organism identification and isolation, breccella testing, monitoring lab work, heamatology analysis of lab reports, interpersonal skills
151	Kisakye	Gordon	M	BSc. Software Engineering	August	Biztalk Systems Limited	IT	Extension	Drupal and wordpress skills
152	Lugya	Jessy	M	BSc. Fisheries & Aquaculture	August	National Fisheries Resources Research Institute	social economics	Retained	artificial breeding of african fish, data collection and presentation, interpersonal skills
153	Matwale	Sharifah	F	Bachelor of Information Technology	August	Ideal Link Africa Ltd	software dev't	Self Employed	development skills, proposal and report writing,
154	Mbaziira	Vanessa	F	BSc. Industrial Chemistry	August	Desire Beauty Products Ltd	didn't participate	Employed	
155	Mukwaya	Jerom	M	BSc. Industrial Chemistry	August	Tuf Foam Uganda Ltd	production	Not Retained	time management and communication, quality control analysis
156	Murungi	Solomon	M	Bachelor of Information Technology	August	Public Procurement & Disposal of Public Assets Authority	IT	Extension	programming, interface dev't, interpersonal
157	Naamala	Sumaya	F	BSc. Agriculture & Rural Innovation	August	Mwalimu Consult	production	Not Retained	
158	Nabawanda	Alice	F	BSc. Software Engineering	August	Ideal Link Africa Ltd	didn't participate	Not Retained	
159	Naluyima	Jackline	F	BSc. Industrial Chemistry	August	Desire Beauty Products Ltd	Quality control	Working	Analytical skills
160	Namayanja	Elizabeth	F	BSc. Software Engineering	August	Ideal Link Africa Ltd			
161	Namugema	Olive	F	BSc. Industrial Chemistry	August	Tuf Foam Uganda Ltd	Production	Not Retained	Leadership skills, analytical skills
162	Ndyabahika	Aggrey	M	BSc. Industrial Chemistry	August	Tuf Foam Uganda Ltd	Quality control	Employed	Deal with people, communication skills
163	Ninsiima	Lennie Angella	F	BSc. Ethnobotany	August	Aloesha Organic Natural Health Products			
164	Odudu	Calvin	M	BSc. Ethnobotany	August	Wild Life Clubs of Uganda	Food mobilization department	Extension	Mobilisation skills negotiation skills, problem solving, life skills
165	Orikiriza	Gilbert Shakes	M	BSc. Sports Science	August	Rubaale Secondary School	sports department	Not Retained	Leadership skills, interpersonal skills
166	Sanya	Moses	M	BSc. Biotechnology	August	Aloesha Organic Natural Health Products	Research	Retained	People skills, Research skills
167	Semuwemba	Rogers	M	Bachelor of Information Technology	August	IT-Plus Solutions Ltd	Website Department	Employed	website and system development, trouble shooting
168	Ssentongo	Pius	M	BSc. Telecom Engineering	August	Bukasa Telecom	Engineering department	Employed	designing skill, network installation, side survey skills
169	Waiswa	Kenneth	M	BSc. Telecom Engineering	August	Bukasa Telecom	Transimission	Not Retained	micro-wave links, trouble shooting, networking
170	Waliggo	Martin	M	BSc. Industrial Chemistry	August	Tuf Foam Uganda Ltd	Transimission	Retained	planning skills, maintenance of network
171	Adokorach	Brenda	F	BSc. Software Engineering	September	Abercom (U) Technologies Ltd	IT	Not Retained	programming, networking, trouble shooting
172	Byaruganawa	Apollo	M	BSc. Quantity Surveying	September	Ministry of Works and Transport	didn't participate	Employed	
173	Ikiai	Joyce	F	BSc. Electrical Engineering	September	UMEME	Cable & protection department	Not Retained	programming skills, cable shooting skills
174	Kabarongo	Generous	F	Bachelor of Library & Information Science	September	Uganda Small Scale Industries Association	Website Department	Not Retained	Designing websites, computer skills, Graphics skills, information evaluation
175	Kabugo	Joel	M	Bachelor of Biomedical Laboratory Technology	September	Mukono Church of Uganda Hospital	laboratory	Employed	competence, confidence, lab skills
176	Kasangaki	Joseph	M	BSc. Agriculture	September	South Western Institute for Policy and Advocacy			


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177	Kimbowe	Sharif	M	BSc. Civil Engineering	September	Abubaker Technical Services & General Supplies Ltd	Construction	Working	Management skills, Design skills
178	Kimera	James Mark	M	BSc. Industrial Chemistry	September	Tororo Cement Ltd			
179	Komukama	Anita	F	BSc. Computer Science	September	Abercom (U) Technologies Ltd	didn't participate	Working	
180	Kusasira	Jepther	M	BSc. Agricultural Landuse & Mgt	September	Agricultural Innovation Systems Brokerage Association	Agricultural production	Extension	project management skills, Research skills, computer skills
181	Matege	Julius	M	BSc. Industrial Chemistry	September	Tororo Cement Ltd	didn't participate	Not Retained	
182	Mbambu	Alice	F	Bachelor of Biomedical Laboratory Technology	September	Uganda Virus Research Institute	Science	Not Retained	surveying skills, preparation of media
183	Muhanguzi	Sulman	M	Bachelor of Biomedical Laboratory Technology	September	Lakeside Dairy Ltd	didn't participate	Self Employed	
184	Mukalazi	Jimmy	M	BSc. Electrical Engineering	September	ENEL Power Services Ltd	electrical engineering	Self Employed	installing transformers, maintenance skills
185	Mukasa Nyumba	Simon Peter	M	BSc. Industrial Chemistry	September	Kampala Pharmaceutical Industries Ltd	Production	Not Retained	Quality analysis, working in a competitive environment
186	Musasizi	Esther	F	Bachelor of Science Biomedical Sciences	September	Cipla Quality Chemicals Ltd			
187	Mwanje	Nicholas	M	BSc. Industrial Chemistry	September	Uganda Farmers Crop Industries Ltd	Quality control / Process control	Not Retained	Operation skills
188	Mwesigwa	Martin	M	BSc. Industrial Chemistry	September	Kampala Pharmaceutical Industries Ltd	Production	Retained	leadership skills, beating deadlines, stress management
189	Nabirye	Hellen	F	BSc. Land Economics	September	Ministry of Works and Transport			
190	Nahumuza	Faith Racheal	F	BSc. Agricultural Landuse & Mgt	September	BioGas Solutions Uganda	Database	Not Retained	computer skills, interpersonal skills
191	Nanyanzi	Teddy	F	BSc. Industrial Chemistry	September	Kampala Pharmaceutical Industries Ltd	quality assurance	Retained	interpersonal skills, sanitation, lab skills
192	Orishaba	Phillip	M	Bachelor of Biomedical Laboratory Technology	September	Galaxy International School Uganda	Science	Retained	procurement skills, demonstrating science experiment, safety and health
193	Sadati	Bin Abdu	M	BSc. Industrial Chemistry	September	Kampala Pharmaceutical Industries Ltd		Retained	
194	Serukenya	Yusufu	M	BSc. Industrial Chemistry	September	Kampala Pharmaceutical Industries Ltd	production	Employed	production, management, interpersonal skills
195	Suuna	Pius Allan	M	Bachelor of Architecture	September	Ministry of Works and Transport	didn't participate	Not Retained	
196	Tumwesigye	Stephen	M	BSc. Civil Engineering	September	Ministry of Works and Transport	public structures	Not Retained	designing, laboratory
197	Turyaremera	Silver	M	BSc. Civil Engineering	September	Ministry of Works and Transport	didn't participate	Not Retained	
198	Acon	Denis	M	BSc. Industrial Chemistry	October	Tororo Cement Ltd	didn't participate	Working	
199	Agaba	Henry	M	BSc. Agriculture Engineering	October	Agricultural Innovation Systems Brokerage Association	engineering	Extension	irrigation skills, drainage system
200	Akello	Catherine	F	Bachelor of Industrial & Fine Arts	October	DIS N DATI	production	Self Employed	creativity, speed, interpersonal, coordination skills
201	Akidi	Edina	F	BSc. Industrial Chemistry	October	Tororo Cement Ltd	quality control	Not Retained	testing cement, interpersonal, team work
202	Angeyo Nikiite	Sumayyah	F	Bachelor of Industrial & Fine Arts	October	DIS N DATI	production	Self Employed	marketing, designing, creativity
203	Aryanyijuka	Oden	M	BSc. Electrical Engineering	October	Abacus Parenteral Drugs Ltd	didn't participate	Self Employed	
204	Avutiya	Aoron	M	BSc. Biotechnology	October	Abacus Parenteral Drugs Ltd		Retained	
205	Baiswike	Kevin	M	BSc. Agriculture Engineering	October	Blue Water Swimming Pool Co. & Technical Services Ltd			

No	SURNAME	FIRST NAME	SEX	COURSE	MONTH	COMPANY	DEPARTMENT	STATUS	Skills Acquired During HEST Internship
206	Beinomugisha	Moses	M	Bachelor of Industrial & Fine Arts	October	NYTIL	printing	Employed	communication, putting theory into practice
207	Bugingo	Joseph	M	BSc. Software Engineering	October	Makerere University Office of the Vice Chancellor	Office of the Vice Chancellor	Not Retained	project development, knowledge in my SQL
208	Bulega	Godfrey	M	BSc. Software Engineering	October	Agricultural Innovation Systems Brokerage Association	IT	Extension	IT skills, programming, software installation
209	Byaruhanga	Nicholas	M	BSc. Biotechnology	October	Abacus Parenteral Drugs Ltd		Retained	
210	Elyasu	Joshua	M	BSc. Agriculture	October	Agricultural Innovation Systems Brokerage Association	community development and education	Extension	training , communication, leadership, team work
211	Galiwango	Simon Peter	M	BSc. Telecom Engineering	October	COM-TEC (U) LTD	Technical	Retained	installing CCTVs, repair and maintance
212	Imede	Esther	F	Bachelor of Biomedical Laboratory Technology	October	Abacus Parenteral Drugs Ltd	didn't participate	Not Retained	
213	Irumba	Oscar	M	BSc. Electrical Engineering	October	On-Track Technical Services Ltd	electrical	Retained	records management, powerline construction, time management
214	Jjagwe	Joseph	M	BSc. Agriculture Engineering	October	Agricultural Innovation Systems Brokerage Association	irrigation and water resources	Extension	irrigation, farming, interpersonal data collection analysis,operating different machines, communication, riding
215	Kaddu	Samuel	M	BSc. Agriculture & Rural Innovation	October	Generation Free of HIV/AIDS Awareness Initiative	agricultural extension	Extension	motor installation, control and maintanance, wiring, trouble shooting, re assembling motors
216	Kaliisa	Thatcher	F	BSc. Electrical Engineering	October	Tororo Cement Ltd	electrical	Employed	
217	Katayiki	Betty H	F	BSc. Biotechnology	October	Abacus Parenteral Drugs Ltd		Retained	
218	Kaweesi	Dennis	M	BSc. Electrical Engineering	October	Tororo Cement Ltd	electral and computer engineering	Not Retained	maintain a generator, motor rewinding, wiring,
219	Kiiza	Joan	F	Bachelor of Industrial & Fine Arts	October	NYTIL	garments	Extension	operating fashion machines, printing, designing, fabrics
220	Kisakye	Flavia	F	Bachelor of Biomedical Laboratory Technology	October	Uganda Virus Research Institute	laboratory	Not Retained	lab skills, communication, presentation, report writing
221	Kisuule	Noah	M	BSc. Agriculture Engineering	October	Blue Water Swimming Pool Co. & Technical Services Ltd	water	Extension	pond designing and water engineering skills
222	Komakech	Godfrey Awich	M	BSc. Software Engineering	October	Mak Superior Fabrics & Electricals	IT	Not Retained	networking, commucation, interpersonal skill, syste installation
223	Kyalisiima	Immaculate	F	Bachelor of Biomedical Laboratory Technology	October	Abacus Parenteral Drugs Ltd		Retained	
224	Kyomugisha	Julian	F	Bachelor of Industrial & Fine Arts	October	DIS N DATI			
225	Lemye Masera	Ibra	M	BSc. Agriculture Engineering	October	Small Holder Fortunes and Thermogenn	research and marketing	Employed	communication, report witing, running of machine
226	Lubowa	Christopher	M	BSc. Software Engineering	October	Ministry of Public service	IT	Employed	time management, networking, report writing
227	Luwukya	Emmanuel	M	BSc. Construction Management	October	MIPA Excel Brokerage	real estate	Extension	real estate management, customer care, interpersonal
228	Mbabazi	Richard	M	BSc. Agriculture Engineering	October	Agricultural Innovation Systems Brokerage Association	agricultural engineering	Employed	communication, irrigation, time management
229	Mpabaisi	Tom Tomson	M	BSc. Civil Engineering	October	Ministry of Works and Transport	transport services and infrastructure	Retained	report writing, interpersonal, construction
230	Mugema	Tom	M	BSc. Mechanical Engineering	October	Arce Engineering Works	technical	Extension	maintance of machine, interpretation of plans
231	Mujumbi	Serestine	M	Bachelor of Biomedical Laboratory Technology	October	Abacus Parenteral Drugs Ltd	Quality control ans assurance	Employed	team work, micro-biology,time management
232	Musaazi	Isaac Godwin	M	BSc. Agriculture Engineering	October	Agricultural Innovation Systems Brokerage Association	irrigation and water resources	Extension	designing irrigation system, marketing, project management


No	SURNAME	FIRST NAME	SEX	COURSE	MONTH	COMPANY	DEPARTMENT	STATUS	Skills Acquired During HEST Internship
233	Musuli	Steven	M	BSc. Industrial Chemistry	October	Tororo Cement Ltd			
234	Nababinge	Tezra Ritah	F	Bachelor of Biomedical Laboratory Technology	October	Makerere University Joint Aids Program			
235	Namayanja	Venlander	F	Bachelor of Statistics	October	UMA-HEST	call center	Extension	customer care, commucation
236	Namulondo	Joyce Kagumba	F	Bachelor of Business Statistics	October	UMA-HEST	UMA-HEST	Employed	data management, interpersonal, communication
237	Namusisi	Irene Suzan	M	Bachelor of Business Statistics	October	Maternal and Child Survival Program	research	Not Retained	interpersonal, IT, Time management
238	Nangoye	Jalia	F	Bachelor of Information Systems	October	YOZA TECH	IT	Extension	website development, networking, trouble shooting
239	Nassuna	Hellen	F	BSc. Software Engineering	October	INTRA HEALTH	IT	Extension	training people, software installation, time management
240	Ndawula	Richard Daniel	M	BSc. Software Engineering	October	Ministry of Gender, Labour and Social Development	IT	Extension	Communication, networking, website development
241	Nomwesigwa	Moses	M	Bachelor of Industrial & Fine Arts	October	NYTIL	spinning	Retained	spinning, mixing of colours, interpersonal
242	Ntege	Ivan	M	BSc. Agriculture Engineering	October	Agricultural Innovation Systems Brokerage Association	agric engineering	Extension	project management, irrigation skills, interpersonal skills
243	Ntuwa	Ronald	M	BSc. Industrial Chemistry	October	Abacus Parenteral Drugs Ltd	quality assurance	Retained	quality control of products, interpersonal skills
244	Okino	Jasper	M	BSc. Agriculture Engineering	October	Blue Water Swimming Pool Co. & Technical Services Ltd	mechanical	Self Employed	fabrication and designing, weilding
245	Okoth	Humphrey	M	Bachelor of Information Technology	October	Agricultural Innovation Systems Brokerage Association	IT	Employed	interpersonal, networking, website development, plant computing
246	Omolo	Joseph	M	Bachelor of Industrial & Fine Arts	October	DIS N DATI	production	Not Retained	management, designing, art designing
247	Osujo	Job	M	BSc. Biological	October	Abacus Parenteral Drugs Ltd	quality assurance	Retained	quality control of products, interpersonal skills, documenting,
248	Remmy	Nsobani	M	BSc. Biotechnology	October	Abacus Parenteral Drugs Ltd			
249	Sekilanda	Bashir	M	BSc. Software Engineering	October	Makerere ICT Solutions	ICT	Extension	database management, website designing, application development, interpersonal
250	Sensonga	Andrew	M	BSc. Mechanical Engineering	October	Arce Engineering Works	fabrication	Not Retained	metal fabrication, alminium welding
251	Sifuna	Simon Peter	M	Bachelor of Industrial & Fine Arts	October	NYTIL	garments	Retained	printing and processing, machine maintainance, color mixing
252	Ssebina	Derick	M	BSc. Industrial Chemistry	October		distillery	Extension	lab analysis, occupational healty and safety, quality management
253	Ssebuliba	James	M	Bachelor of Commerce External	October		accounting	Retained	accounting,proper book keeping, time management
254	Ssegane	Gastus	M	BSc. Software Engineering	October	Makerere ICT Solutions	ICT	Not Retained	networking, website development, interpersonal skills
255	Thembo	Charles Lwanga	M	BSc. Computer Science	October	Biztalk Systems Limited			
256	Turyasingura	Kerescent	M	Bachelor of Industrial & Fine Arts	October	DIS N DATI	production	Not Retained	customer care, marketing, commucation
257	Turyasingura	Edward	M	Bachelor of Industrial & Fine Arts	October	DIS N DATI	production	Not Retained	making hampers, designing
258	Twetse	Martin	M	Bachelor of Industrial & Fine Arts	October	DIS N DATI	designing	Not Retained	customer care, designing, production
259	Walugembe	Shajad	M	Bachelor of Industrial & Fine Arts	October	NYTIL	garments	Not Retained	printing, color mixing, designing
260	Wanyera	Julius	M	BSc. Industrial Chemistry	October	Tororo Cement Ltd	didn't participate	Not Retained	

No	SURNAME	FIRST NAME	SEX	COURSE	MONTH	COMPANY	DEPARTMENT	STATUS	Skills Acquired During HEST Internship
261	Wasswa	Derrick	M	BSc. Fisheries & Aquaculture	October	Pearl Aquatics			
262	Acili	Ceaser	M	BSc. Agriculture & Rural Innovation	November	Generation Free of HIV/AIDS Awareness Initiative	training	Still at University	takng soil samples, using GPS coordinates,
263	Adee	Rose	F	Bachelor of Information Technology	November	IPSOS Uganda Limited	IT	Extension	system monitoring, IT support
264	Atukwase	Faith	F	BSc. Fisheries & Aquaculture	November	Pearl Aquatics			
265	Bakiika	Francis	M	BSc. Mechanical Engineering	November	NYTIL	engineering	Not Retained	maintenance of machine, welding, fabrication
266	Kasede	Micheal	M	Bachelor of Information Technology	November	Computer Forensics Consults			
267	Kasule	Saddam	M	BSc. Agricultural Landuse & Mgt	November	High Mark Diary	cattle feeds	Not Retained	mixing animal feeds, making silegde, interpersonal
268	Kibwana	Juda	M	Bachelor of Information Technology	November	Edge Technologies Uganda Ltd	IT	Retained	commucation skills, maintainance and repair, teamwork, interpersonal
269	Lutaaya	Stephen	M	BSc. Agricultural Landuse & Mgt	November	High Mark Diary			
270	Mugisha	Paul	M	BSc. Agriculture	November	Makerere University Legume Innovation Lab Project	legume	Extension	interpersonal, been cross bleeding, using of machine
271	Nabuuma	Noelina	F	Bachelor of Information Technology	November	Edge Technologies Uganda Ltd			
272	Namboko	Clement Kutosi	M	BSc. Civil Engineering	November	Mak Superior Fabrics & Electricals	inspection	Extension	welding, specifications of quality control
273	Nankinga	Yvonne	F	BSc. Agricultural Landuse & Mgt	November	High Mark Diary	fruits	Not Retained	report writing, advising farmers
274	Nassiwa	Faith	F	BSc. Software Engineering	November	Quartz and Binary Synergy Ltd			
275	Oming	Ronald	M	BSc. Agriculture & Rural Innovation	November	Generation Free of HIV/AIDS Awareness Initiative	extension	Not Retained	organizing meeting, farm management, agronomical skills
276	Otim	Ronald	M	BSc. Fisheries & Aquaculture	November	Ngetta Zonal Agricultural Research and Development Institute	fisheries	Extension	interpersonal, developing research proposals, office management
277	Owoyesigire	Gerald	M	BSc. Agriculture & Rural Innovation	November	ADRITEK (U) Ltd	didn't participate	Employed	
278	Sennoga	Shafiq	M	BSc. Software Engineering	November	THINK IT	IT	Extension	interpersonal skills, programming, time management
279	Ssekyanzi	Geofrey	M	BSc. Agriculture Engineering	November	High Mark Diary	cattle feeds	Not Retained	seed mixing, time management,cattle nutrition
280	Ssenzira	Leviin	M	BSc. Agriculture & Rural Innovation	November	Generation Free of HIV/AIDS Awareness Initiative	agriculture	Not Retained	interpersonal, report writing, time management
281	Tukundane	Johnbosco	M	BSc. Agricultural Landuse & Mgt	November	High Mark Diary	feeding	Not Retained	feeding the cows, fertilizer management, interpersona
282	Nalubega	Maria Dorothy	F	Bachelor of Business Administration	December	VIVA Steel Limited	accounting	Extension	preparing trial balance,statement of comprensive income, statement of change in equity
283	Nayebale	Isabellah	F	Bachelor of Information Technology	December	NFA	IT	Extension	system administration, networking, trouble shooting

Annex III: Copy of Intern's Monthly Report



HEST INTERNSHIP LOG BOOK



Student Name: ATUKWATSE FAITH

HEST No: IP16MUK/285/N11
 University No: 21300072

Organization: PEARL AQUATICS LTD

Department: AQUACULTURE


Unit: TILAPIA CAGE FARMING

Supervisor: DR. GLADYS BWANIKA
 Contacts: 0782010591

Date:	Targets	Achievements	Challenges	Lessons Learnt
Week 1	Feeding fish Fish harvest	Fish were fed on daily basis at proper feeding rates and ratios. Fish harvested and packed in iced crates for sale.	Low labour force in all the activities	Need to employ more skilled labour so as to save time
Week 2	Market analysis.	Fish was harvest from the cages, packed in plastic crates and transported to the market	Low labor force during harvest Taxes encountered during transportation and at the market site. Competition from wild fishery	Research should be done to understand the fish market structure
Week 3	Feeding fish Fish harvest	Managed to do fish trade in Kampala markets and stall sellers. Fish was also sold in restaurants	Low labour force in all the activities	Need to employ more skilled labour so as to save time.
Week 4	Kampala market analysis to individual buyers supplied at home level	Managed to sell fish worth 2 tonnes to people especially in Ntinda, Namugongo and Nalya Estates region	High transport costs hence making it expensive	It's a feasible deal though fish sale points should be established to reduce transport cost

for Supervisor's comments: 31st Jan. 2017
Edward Bbale
 Signature: *She's determined to work*

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



Annex IV: 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	<i>Insurance premium to be deducted</i>	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 V: 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 VI: UMA-HEST Internship Reporting Template



HIGHER EDUCATION SCIENCE AND TECHNOLOGY
Internship Logbook



Student Name:

Month:

Target	Achievements	Challenges	Lessons Learnt

Supervisors Comment:.....

Signature:.....