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TABLE OF CONTENTS

LIST OF TABLES	IV
LIST OF FIGURES	V
LIST OF ACRONYMS	VI
EXECUTIVE SUMMARY	VII
KYU HEST Internship Skills Status Summary	ix
1 Introduction	1
2 General Information	2
2.1 Interns Recommended.....	2
2.1.1 Faculty Basis	2
2.1.2 Course Basis	3
3 Placement of Interns	6
3.1 Monthly Basis	7
3.1.1 Total Vs Actual paid.....	7
3.2 Faculty Basis	9
3.2.1 Total vis-à-vis Actual	9
3.3 Course Basis.....	10
3.3.1 Total Vs Actual	11
3.4 Company Information.....	13
3.4.1 Sectors and Size	13
3.4.2 Company Basis	16
3.5 Target Achievement.....	21
3.5.1 Total Vs Actual	21
3.5.2 S&T and ARTS.....	21
3.6 Interns Not Yet Placed	21
3.6.1 Faculty Basis	22
3.6.2 Course Basis	22
4 Status of Interns after completion of their 3 months Internship	25
4.1 Status Trend	26
4.2 Faculty Basis	27
4.3 Course Basis.....	28
4.4 Company Basis	29
5 Skills Attained	33
5.1 Nature of skills	35

5.1.1 Soft Skills 35

5.1.2 Hard Skills..... 36

6 Challenges and Mitigations..... 40

7 Conclusion..... 42

8 ANNEX..... I

LIST OF TABLES

Table 1: Interns recommended on faculty basis:.....	3
Table 2: Interns recommended per course for 2015 and 2015	4
Table 3: Total numbers of interns placed for 2015 and 2016.....	7
Table 4: Number of interns placed per Faculty/Department	9
Table 5: A table showing the number of interns placed per course for both 2015 and 2016.....	11
Table 6: The table below shows the interns who were placed per company	16
Table 7: Table showing the HEST target for both 2015 and 2016 visa vie the number of people placed..	21
Table 8: A table showing the intake for both S&T and Arts Courses for both 2015 and 2016.	21
Table 9: Students not placed according to Faculty.....	22
Table 10: Number of interns not yet placed per course.....	23
Table 11: Status of interns recommended as at 31st December 2016.	26
Table 12: Status of interns as per faculty.....	27
Table 13: Status of interns on course basis in 2015	28
Table 14: Status of interns on course basis in 2016	29
Table 15: Status of interns per company as at 31st December, 2016	30
Table 16: Nature of skills in the Agricultural category.....	39

LIST OF FIGURES

Figure 1: Percentage representation of the interns recommended on faculty basis for 2015 and 2016	3
Figure 2: A graph showing number of interns recommended per course.....	5
Figure 3: ITO during the supervision of placed intern at Airtel Uganda	6
Figure 4: ITO during the supervision of placed interns at Krishan.....	6
Figure 5: A graph illustrating the numbers of interns placed per month for both 2015 and 2016.....	8
Figure 6: Graphs showing the numbers of interns placed per Faculty in 2015 and 2016.	10
Figure 7: A graph showing number of interns placed per course for both 2015 and 2016.....	12
Figure 8: Interns placed per sector for 2015 and 2016.....	14
Figure 9: Proportion of not placed interns per faculty.	22
Figure 10: Proportion of not placed interns per course	24
Figure 11: A graph of status of interns recommended.....	26
Figure 12: A graph showing nature of hard skills as per faculty	37
Figure 13: A graph showing percentages of natures of skills in engineering	38
Figure 14:A graph of skills management category.....	38
Figure 15:A graph showing nature of skills in the IT category.....	39

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
KYU	Kyambogo University
MAK	Makerere University Kampala
MUST	Mbarara University of Science and Technology
NYTIL	Nyanza Textiles Industry Limited
S&T	Science and Technology
S/A	Science/Arts
UMA	Uganda Manufactures Association
UMI	Uganda Management Institute
LU	Lira University
MUBS	Makerere University Business School

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.

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.

KYU recommended four hundred three (403) students to participate in the HEST Project in 2016; these comprised 323 male and 80 females. 80.1% of the students recommended were male and 19.9% were female. The target for 2016 was to place 216 interns but the UMA-HEST TEAM has so far placed 255 interns. The UMA-HEST will continue to place in 2017 so that the target is surpassed.

The internship has had a positive impact on the students and youth of Uganda at large, it has to some extent reduced on the unemployment levels, this was determined as per tracer survey conducted as at 31st December 2017.

- 711 students (308 from 2015 and 403 from 2016) were recommended by Kyambogo University.
- 120 students and 216 students were the UMA-HEST target for both 2015 and 2016 respectively.
- **492 students skilled (271 from 2015 221 from 2016)**
- 434 students (179 from 2015 and 255 from 2016) were placed.
- 383 students (172 from 2015 and 211 from 2016) were actually paid.
- 58 students (56 from 2015 and 2 from 2016) got employed before the internship.
- 64 students (31 from 2015 and 33 from 2016) were retained.
- 65 students (11 from 2015 and 54 from 2016) were employed in other companies after internship.
- 15 students (3 from 2015 and 12 from 2016) were self-employed.
- 3 students all from 2015 were not willing to train.
- 34 students (34 from 2015 and 182 from 2016) are not yet placed for internship.

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 216 interns to be placed in 2017. UMA-HEST Project therefore requests the University to recommend 489 students to be trained in 2017.

KYU 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	711		308		266	86.36%	42	13.64%	403		323	80.15%	80	19.85%
Total Recommended after Training	711		308	100.00%	266	86.36%	42	13.64%	403	100.00%	323	80.15%	80	19.85%
HEST Target	336		120						216					
Total Interns Skilled (As of Target)	491	146.13%	271	225.83%	236	87.08%	35	12.92%	220	101.85%	179	81.36%	41	18.64%
Total Interns Skilled (As of Database)	491	69.06%	271	87.99%	236	87.08%	35	12.92%	220	54.59%	179	81.36%	41	18.64%
Total Interns Placed (As of Target)	433	128.87%	215	179.17%	188	87.44%	27	12.56%	218	100.93%	177	81.19%	41	18.81%
Total Interns Paid	383	113.99%	199	165.83%	173	86.93%	26	13.07%	184	85.19%	150	81.52%	34	18.48%
<u>Working</u>														
Employed but not Interned	58	8.16%	56	18.18%	48	15.58%	8	2.60%	2	0.50%	2	0.50%	0	0.00%
Retained in Internship company	64	9.00%	31	10.06%	29	9.42%	2	0.65%	33	8.19%	28	6.95%	5	1.24%
Employed elsewhere after Internship	65	9.14%	11	3.57%	9	2.92%	2	0.65%	54	13.40%	45	11.17%	9	2.23%
Self Employed after Internship	15	2.11%	3	0.97%	3	0.97%	0	0.00%	12	2.98%	8	1.99%	4	0.99%
Extension in Internship company	37	5.20%	19	6.17%	17	5.52%	2	0.65%	18	4.47%	13	3.23%	5	1.24%
Still on Internship	21	2.95%	0	0.00%	0	0.00%	0	0.00%	21	5.21%	18	4.47%	3	0.74%
Sub Total	260	36.57%	120	38.96%	106		14		140	34.74%	114		26	
<u>Not Working but Interned</u>														
Left Training before completion	7	0.98%	7	2.27%	7	2.27%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not Employed after Internship	181	25.46%	121	39.29%	103	33.44%	18	5.84%	60	14.89%	47	11.66%	13	3.23%
Sub Total	188	26.44%	128	41.56%	110		18		60	14.89%	47		13	
<u>No Response but Interned</u>	43	6.05%	23	7.47%	20	6.49%	3	0.97%	20	4.96%	18	4.47%	2	0.50%
<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>	217	30.52%	34	11.04%	27	8.77%	7	2.27%	183	45.41%	144	35.73%	39	9.68%
<u>Not Willing</u>	3	0.42%	3	0.97%	3	0.97%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

1. Introduction

In the second year of the project 2016, KYU recommended 403 students from 33 courses namely; Bachelor of Information and Communications Technology, Bachelor of Civil and Building Engineering, Ordinary Diploma in Electrical Engineering and many others as detailed in the report.

Unlike 2015 where students were inducted at UMA Conference Hall, students were trained at KYAMBOGO UNIVERSITY (KYU) main campus in 2016. This was intended to eliminate the transportation costs that students incurred while travelling to UMA and in addition to training more students. The students had two-day training in life and work place based skills on 18th and 19th June 2016 and placement started thereafter in July, 2016. With support from UMA-HEST team, students were placed under company based technical supervisors for three months with whom clear skills acquisition requirements were agreed on. While at the companies, UMA-HEST Team made support supervision visits to ensure that skills acquisition was ongoing to the satisfaction of the company based technical supervisors.

Two hundred and fifty five (255) students were placed for internship in 2016. Of the four hundred and three (403) interns recommended for 2016, seventy-three (73) students were placed July, twenty three (23) students in August, thirty seven (37) student in September, thirty (30) in October, eighteen (18) in November and three (3) in December. Two (2) interns acquired employment before placement and one hundred and eighty-two (182) interns had not yet been placed as at 31st December, 2016. Of the remaining thirty four (34) students in 2015 database, ten (10) students were placed in January, two (2) in February, six (6) in March and ten (10) in April; making a total of 28 interns.

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

2. General Information

The applicants from KYAMBOGO UNIVERSITY were students in their final year at the University from the S&T based courses who were identified, compiled and recommended by the university HEST Internship coordinator using preferred university procedures.

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

2.1. Interns Recommended

In 2016, four hundred and three (403) interns comprised of 323 (80.1%) males and 80 (19.9%) females interns were recommended by KYU. Four hundred and one (401) interns offered Science and Technology courses well as two (2) offered Art courses.

2.1.1. Faculty Basis

In 2016, interns recommended were from five faculties namely Faculty of Engineering, Faculty of Science, Faculty of Vocational Science, Faculty of Sociology and Social Administration and Faculty of Arts and Social Sciences.

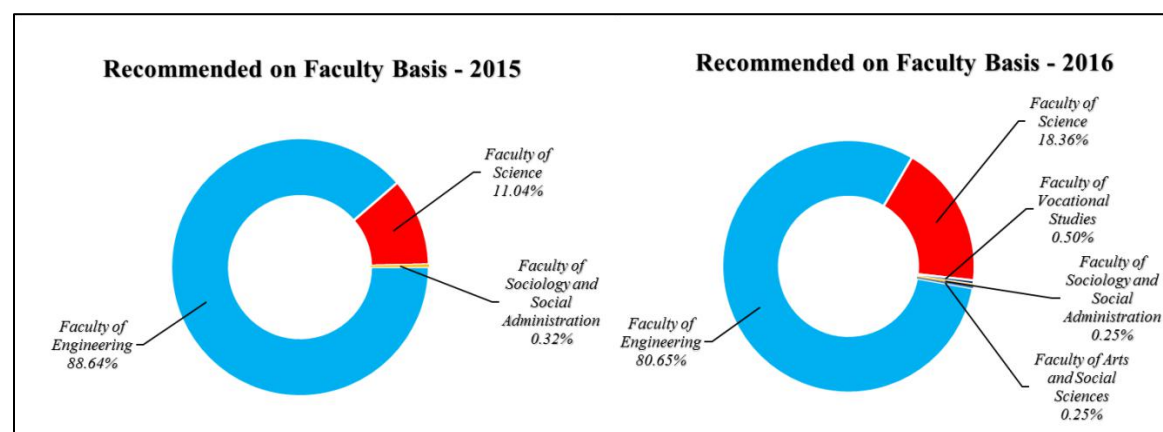
Faculty of Engineering recommended the highest number of interns in 2016 i.e. 325 interns (271 male & 54 female) and Faculty of Sociology and Social Administration and Faculty of Arts and Social Sciences had the least of recommended interns at one each and all being females.

It was noted that the number of female interns recommended for both 2015 (42-13.6%) and 2016 (80-19.9%) is less than the HEST project recommended female gender threshold of 40% as shown in *table 1* below.

Table 1: Interns recommended on faculty basis:

S/N Faculty	2015						2016					
	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
1 Faculty of Engineering	273	89%	240	77.9%	33	10.7%	325	81%	271	67.2%	54	13.4%
2 Faculty of Science	34	11%	26	8.4%	8	2.6%	74	18%	50	12.4%	24	6.0%
3 Faculty of Vocational Studies	0	0%	0	0.0%	0	0.0%	2	0%	2	0.5%	0	0.0%
4 Faculty of Sociology and Social Administration	1	0%	0	0.0%	1	0.3%	1	0%	0	0.0%	1	0.2%
5 Faculty of Arts and Social Sciences	0	0%	0	0.0%	0	0.0%	1	0%	0	0.0%	1	0.2%
Total	308	100%	266	86.4%	42	13.6%	403	100%	323	80.1%	80	19.9%

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



As shown in *figure 1* above, Faculty of Arts and Social Sciences and Faculty of Sociology and Social Administration recommended the least number of interns for 2016 (1) while Faculty of Sociology and Social Administration recommended the least number of interns for 2015 (1) intern at 0.25%.

2.1.2. Course Basis

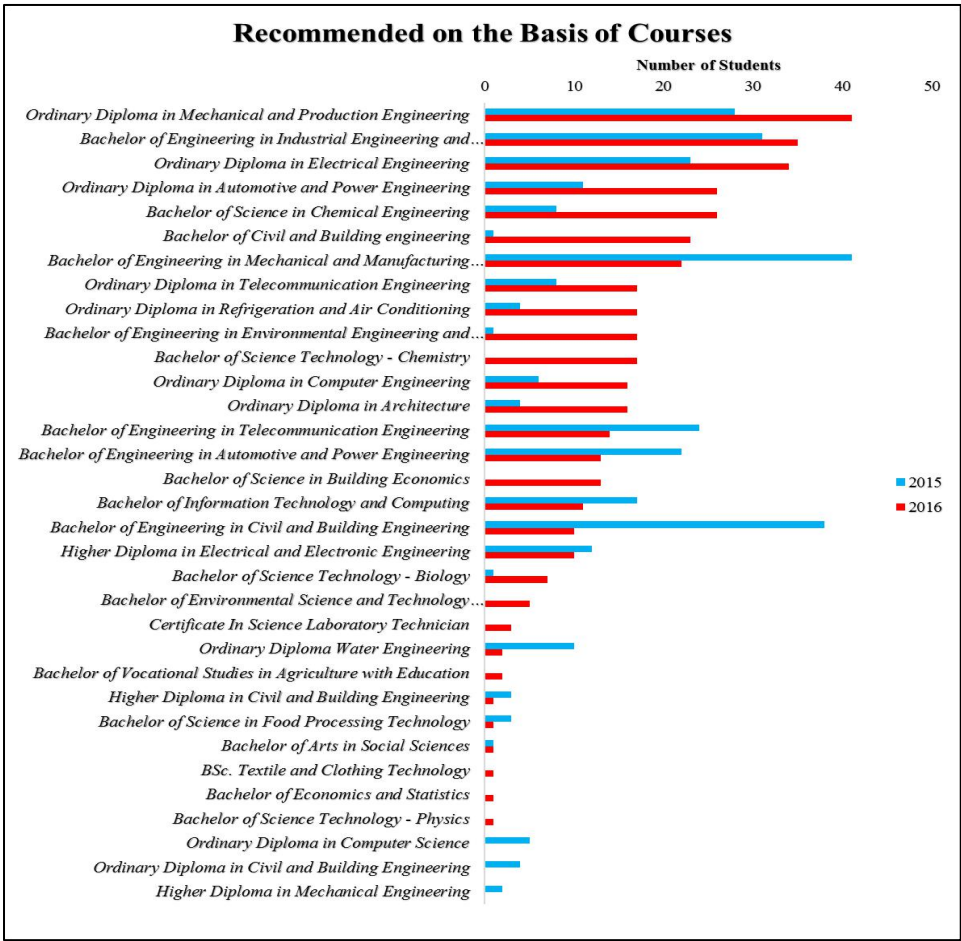
Interns who were recommended were from courses like Ordinary Diploma in Electrical engineering, Bachelor of Science in Building Economics and many others as shown below however, Ordinary diploma in mechanical and production engineering recommended the highest number of interns (38) in 2016 while Bachelor of engineering mechanical and manufacturing engineering recommended the highest number of interns (41) in 2015. This is represented in *table 2* below

Table 2: Interns recommended per course for 2015 and 2016

S/N Courses	2015						2016					
	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
1 Ordinary Diploma in Automotive and Power Engineering	11	3.6%	10	3.2%	1	0.3%	26	6.5%	23	5.7%	3	0.7%
2 Bachelor of Civil and Building engineering	1	0.3%	1	0.3%	0	0.0%	23	5.7%	20	5.0%	3	0.7%
3 Ordinary Diploma in Electrical Engineering	23	7.5%	21	6.8%	2	0.6%	34	8.4%	31	7.7%	3	0.7%
4 Ordinary Diploma in Mechanical and Production Engineering	28	9.1%	27	8.8%	1	0.3%	41	10.2%	38	9.4%	3	0.7%
5 Bachelor of Engineering in Mechanical and Manufacturing Engineering	41	13.3%	34	11.0%	7	2.3%	22	5.5%	19	4.7%	3	0.7%
6 Bachelor of Environmental Science and Technology Management	0	0.0%	0	0.0%	0	0.0%	5	1.2%	2	0.5%	3	0.7%
7 Bachelor of Engineering in Civil and Building Engineering	38	12.3%	32	10.4%	6	1.9%	10	2.5%	7	1.7%	3	0.7%
8 Ordinary Diploma in Telecommunication Engineering	8	2.6%	8	2.6%	0	0.0%	17	4.2%	12	3.0%	5	1.2%
9 Bachelor of Science in Building Economics	0	0.0%	0	0.0%	0	0.0%	13	3.2%	11	2.7%	2	0.5%
10 Ordinary Diploma in Refrigeration and Air Conditioning	4	1.3%	4	1.3%	0	0.0%	17	4.2%	12	3.0%	5	1.2%
11 Certificate In Science Laboratory Technician	0	0.0%	0	0.0%	0	0.0%	3	0.7%	2	0.5%	1	0.2%
12 Bachelor of Science in Chemical Engineering	8	2.6%	5	1.6%	3	1.0%	26	6.5%	15	3.7%	11	2.7%
13 Bachelor of Science Technology - Chemistry	0	0.0%	0	0.0%	0	0.0%	17	4.2%	12	3.0%	5	1.2%
14 Higher Diploma in Civil and Building Engineering	3	1.0%	3	1.0%	0	0.0%	1	0.2%	1	0.2%	0	0.0%
15 Bachelor of Information Technology and Computing	17	5.5%	14	4.5%	3	1.0%	11	2.7%	11	2.7%	0	0.0%
16 Ordinary Diploma in Architecture	4	1.3%	4	1.3%	0	0.0%	16	4.0%	16	4.0%	0	0.0%
17 Bachelor of Engineering in Industrial Engineering and Management	31	10.1%	26	8.4%	5	1.6%	35	8.7%	26	6.5%	9	2.2%
18 Higher Diploma in Electrical and Electronic Engineering	12	3.9%	11	3.6%	1	0.3%	10	2.5%	9	2.2%	1	0.2%
19 Bachelor of Engineering in Environmental Engineering and Management	1	0.3%	1	0.3%	0	0.0%	17	4.2%	12	3.0%	5	1.2%
20 Bachelor of Engineering in Telecommunication Engineering	24	7.8%	17	5.5%	7	2.3%	14	3.5%	10	2.5%	4	1.0%
21 Bachelor of Engineering in Automotive and Power Engineering	22	7.1%	21	6.8%	1	0.3%	13	3.2%	10	2.5%	3	0.7%
22 Ordinary Diploma in Computer Engineering	6	1.9%	6	1.9%	0	0.0%	16	4.0%	14	3.5%	2	0.5%
23 Bachelor of Science Technology - Biology	1	0.3%	1	0.3%	0	0.0%	7	1.7%	5	1.2%	2	0.5%
24 BSc. Textile and Clothing Technology	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	0	0.0%
25 Bachelor of Vocational Studies in Agriculture with Education	0	0.0%	0	0.0%	0	0.0%	2	0.5%	2	0.5%	0	0.0%
26 Bachelor of Arts in Social Sciences	1	0.3%	0	0.0%	1	0.3%	1	0.2%	0	0.0%	1	0.2%
27 Ordinary Diploma Water Engineering	10	3.2%	8	2.6%	2	0.6%	2	0.5%	0	0.0%	2	0.5%
28 Bachelor of Economics and Statistics	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	1	0.2%
29 Bachelor of Science in Food Processing Technology	3	1.0%	3	1.0%	0	0.0%	1	0.2%	1	0.2%	0	0.0%
30 Bachelor of Science Technology - Physics	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	0	0.0%
31 Higher Diploma in Mechanical Engineering	2	0.6%	2	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
32 Ordinary Diploma in Civil and Building Engineering	4	1.3%	4	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
33 Ordinary Diploma in Computer Science	5	1.6%	3	1.0%	2	0.6%	0	0.0%	0	0.0%	0	0.0%
Total	308	100%	266	86.4%	42	13.6%	403	100%	323	80.1%	80	19.9%

As shown in the table 2 above, well as the highest number of female interns in 2015 was from Bachelor of engineering in Mechanical and Manufacturing Engineering and bachelor of Engineering in Telecommunication engineering with each at 7 students respectively, in 2016 the highest number of female interns was recommended in Bachelor of Science in Chemical Engineering.

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



In the figure 2 above, majority of interns recommended were in ordinary diploma in mechanical and production engineering in 2016 whereas in 2015 bachelor of engineering in mechanical and manufacturing had the highest recommended. However, some of the courses were not recommended in 2016 but were recommended in 2015 like higher diploma in mechanical engineering and ordinary diploma in civil and building engineering.

3. Placement of Interns

Of the remaining 104 interns from 2015 database, 36 were placed for internship before June 2016, 34 got jobs before placement, one (1) did not respond well as 34 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.

Figure 3: ITO during the supervision of placed intern at Airtel Uganda



Figure 4: ITO during the supervision of placed interns at Krishan



In 2015, a total of 34 interns were not yet placed as at 31st December 2016 comprising of 27 males and 7 females. These were from bachelor of engineering in telecommunication engineering with the highest

number (5) and ordinary diploma in refrigeration and air conditioning, ordinary diploma in water engineering and ordinary diploma in Computer Science had the least of not placed interns (1) each respectively. 27 interns from the 2015 cohort were placed before June 2016. Of the four hundred and three (403) interns recommended by KYAMBOGO UNIVERSITY for 2016 cohort, two hundred and nineteen (219) were placed for internship as at 31st December 2016. Therefore, the total number of interns placed in 2016 is two hundred and fifty five (255) i.e. 36 from 2015 cohort and 219 from the 2016 cohort. The placement process is still ongoing for 182 interns in the database.

3.1. Monthly Basis

The highest number of students placed both in 2015 and 2016 was in the month of July with 76 and 83 interns in 2015 and 2016 respectively. There was no placement of interns in June of both 2015 and 2016, and December 2016. The months of January to May 2015 are not considered since placement had not yet commenced. The highest number of female placement took place in July in both 2015(10) and 2016(9)

3.1.1. Total Vs Actual paid

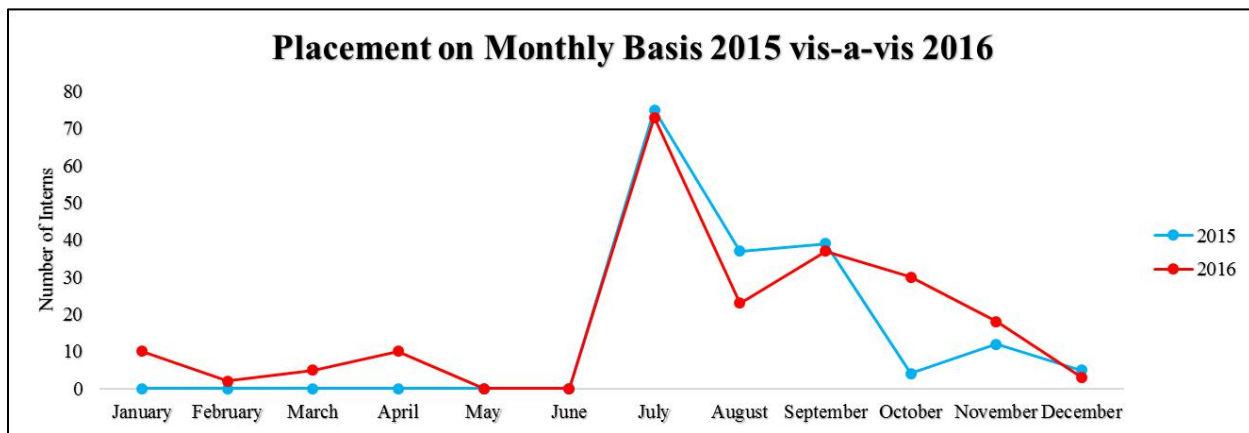
Table 3: Total numbers of interns placed for 2015 and 2016.

Months	2015								2016							
	TOTAL				ACTUAL				TOTAL				ACTUAL			
	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
January	0	0.00%	0	0	0	0.00%	0	0	9	3.54%	7	2	10	4.74%	8	2
February	0	0.00%	0	0	0	0.00%	0	0	1	0.39%	1	0	2	0.95%	2	0
March	0	0.00%	0	0	0	0.00%	0	0	8	3.15%	7	1	5	2.37%	5	0
April	0	0.00%	0	0	0	0.00%	0	0	15	5.91%	15	0	10	4.74%	10	0
May	0	0.00%	0	0	0	0.00%	0	0	2	0.79%	2	0	0	0.00%	0	0
June	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
July	76	42.46%	66	10	75	43.60%	65	10	83	32.68%	72	11	73	34.60%	64	9
August	37	20.67%	33	4	37	21.51%	33	4	35	13.78%	24	11	23	10.90%	15	8
September	39	21.79%	34	5	39	22.67%	34	5	53	20.87%	45	8	37	17.54%	30	7
October	4	2.23%	4	0	4	2.33%	4	0	40	15.75%	32	8	30	14.22%	25	5
November	12	6.70%	7	5	12	6.98%	7	5	8	3.15%	5	3	18	8.53%	13	5
December	11	6.15%	11	0	5	2.91%	5	0	0	0.00%	0	0	3	1.42%	3	0
Total	179	100.0%	155	24	172	100.0%	148	24	254	100.0%	210	44	211	100.0%	175	36

A total of 179 interns were placed throughout the whole year (2015), only 172 (96.07%) interns successfully completed their training with the companies where they were placed. Of these, 148(86.05%) were male and 24(13.95%) were female.

In 2016, a total of 255 interns were placed however, only 211 were able to complete their internship. Of those who completed, 175(82.94%) were Male and 36(17.06%) were female. The total number of the interns has risen by 122.67% with an increase of 76 additional interns to those placed in the previous year 2015 and actually completed their training. The total number of female interns has risen by 12 (50% 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 July to December. In 2015 the numbers are at zero due to the fact that placement had not yet commenced till the month of July after the induction. The largest number of interns was placed around the month of July and September for both years. This is attributed to the high demand for interns during this period. 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. Usually fewer interns are placed during this period because most companies are closing business and do not take on interns.

3.2. Faculty Basis

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

3.2.1. Total vis-à-vis Actual

The table below displays both the placements of students based on faculties and those who were actually paid.

Table 4: Number of interns placed per Faculty/Department

Faculty	2015								2016							
	TOTAL				ACTUAL				TOTAL				ACTUAL			
	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
Faculty of Engineering	166	92.74%	146	20	159	92.44%	139	20	209	81.96%	177	32	172	81.52%	146	26
Faculty of Science	13	7.26%	9	4	13	7.56%	9	4	42	16.47%	33	9	36	17.06%	28	8
Faculty of Vocational Studies	0	0.00%	0	0	0	0.00%	0	0	1	0.39%	1	0	1	0.47%	1	0
Faculty of Sociology and Social Administration	0	0.00%	0	0	0	0.00%	0	0	2	0.78%	0	2	1	0.47%	0	1
Faculty of Arts and Social Sciences	0	0.00%	0	0	0	0.00%	0	0	1	0.39%	0	1	1	0.47%	0	1
Total	179	100.0%	155	24	172	100.0%	148	24	255	100.0%	211	44	211	100.0%	175	36

Most interns placed were recommended from the Faculty of Engineering in both 2015 and 2016. A total of 166 (146 males and 20 females) and 209 (177 males and 32 females) respectively. This is followed by Faculty of Sciences in both 2015 and 2016 with 13 (9 male and 4 female) and 42 (33 male and 9 female) respectively.

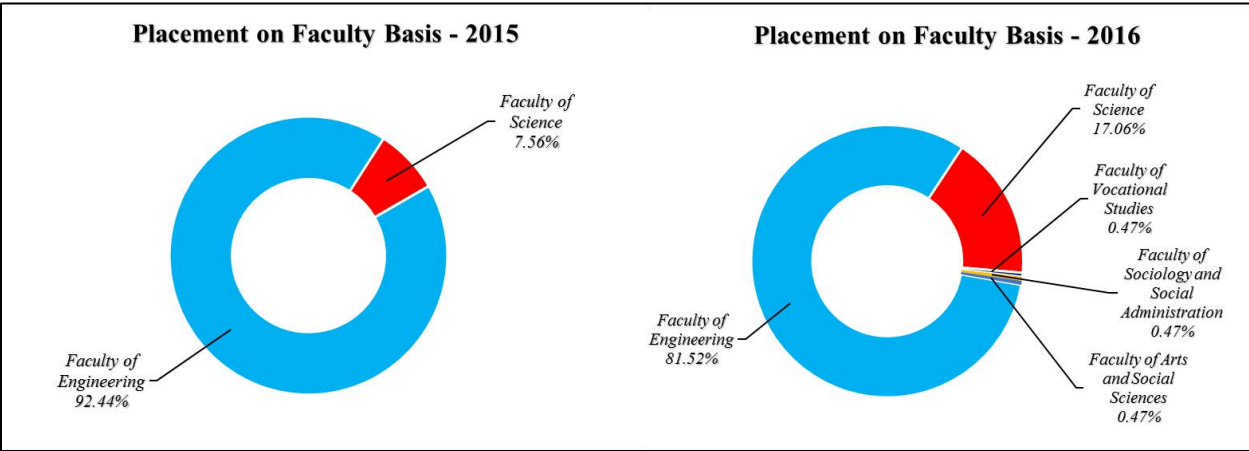
Well as a total of 179 students were placed for internship in 2015, only 173 were actually paid. This means seven (7) interns left the internship place in the first month. In 2016 of the 255 students placed for internship only 211 actually got paid. Forty two (42) left in the first month.

All the female interns (24) completed their internship in 2015 while one hundred forty eight (148) males completed internship.

In 2016, thirty six (36) of the forty four females students completed their internship while one hundred seventy five (175) of the two hundred and eleven 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.



The Faculty of Engineering had the highest number of interns placed in 2015 with 92.44% of the total placements followed by Faculty of Science with 7.56%.

In 2015, All female interns (20) in the Faculty of Engineering and all male interns (9) in the Faculty of Science completed their internship.

In 2016, The one female intern from Faculty of Arts and Social Science and the one male intern from the Faculty of Vocational Science actually completed their internship.

3.3. Course Basis

The interns placed were from thirty-three (33) courses. During the 2016 placement period, Bachelor of Engineering in Industrial Engineering and Management had the highest number of interns (20 male & 6 female) placed and Bachelor of Science Technology-physics, Ordinary Water Engineering, Ordinary Diploma in Civil and Building Engineering had no intern placed in. This is attributed to the resistance for the few manufacturing-engineering based firms to take on more interns during the placement period.

3.3.1. Total Vs Actual

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

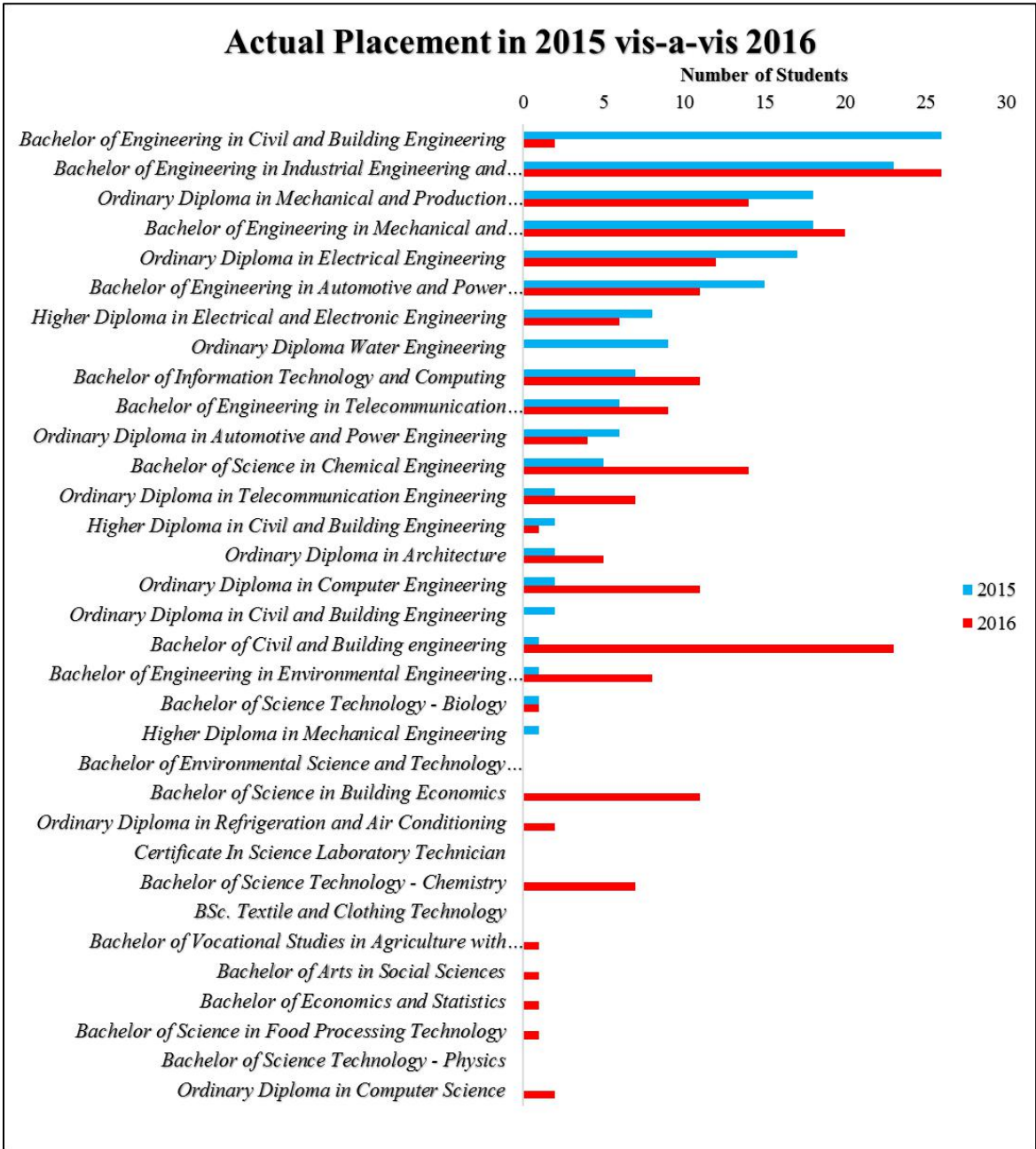
S/N	Courses	2015								2016							
		TOTAL				ACTUAL				TOTAL				ACTUAL			
		Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
1	Ordinary Diploma in Automotive and Power Engineering	6	3.35%	5	1	6	3.49%	5	1	4	1.57%	4	0	4	1.90%	4	0
2	Bachelor of Civil and Building Engineering	1	0.56%	1	0	1	0.58%	1	0	23	9.02%	20	3	23	10.90%	20	3
3	Ordinary Diploma in Electrical Engineering	17	9.50%	15	2	17	9.88%	15	2	19	7.45%	18	1	12	5.69%	12	0
4	Ordinary Diploma in Mechanical and Production Engineering	21	11.73%	20	1	18	10.47%	17	1	22	8.63%	19	3	14	6.64%	13	1
5	Bachelor of Engineering in Mechanical and Manufacturing Engineering	19	10.61%	17	2	18	10.47%	16	2	22	8.63%	19	3	20	9.48%	17	3
6	Bachelor of Environmental Science and Technology Management	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
7	Bachelor of Engineering in Civil and Building Engineering	27	15.08%	22	5	26	15.12%	21	5	2	0.78%	2	0	2	0.95%	2	0
8	Ordinary Diploma in Telecommunication Engineering	2	1.12%	2	0	2	1.16%	2	0	9	3.53%	8	1	7	3.32%	6	1
9	Bachelor of Science in Building Economics	0	0.00%	0	0	0	0.00%	0	0	12	4.71%	10	2	11	5.21%	9	2
10	Ordinary Diploma in Refrigeration and Air Conditioning	0	0.00%	0	0	0	0.00%	0	0	4	1.57%	3	1	2	0.95%	1	1
11	Certificate In Science Laboratory Technician	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
12	Bachelor of Science in Chemical Engineering	5	2.79%	3	2	5	2.91%	3	2	18	7.06%	11	7	14	6.64%	8	6
13	Bachelor of Science Technology - Chemistry	0	0.00%	0	0	0	0.00%	0	0	8	3.14%	7	1	7	3.32%	6	1
14	Higher Diploma in Civil and Building Engineering	2	1.12%	2	0	2	1.16%	2	0	1	0.39%	1	0	1	0.47%	1	0
15	Bachelor of Information Technology and Computing	7	3.91%	5	2	7	4.07%	5	2	12	4.71%	12	0	11	5.21%	11	0
16	Ordinary Diploma in Architecture	2	1.12%	2	0	2	1.16%	2	0	9	3.53%	9	0	5	2.37%	5	0
17	Bachelor of Engineering in Industrial Engineering and Management	23	12.85%	18	5	23	13.37%	18	5	32	12.55%	23	9	26	12.32%	20	6
18	Higher Diploma in Electrical and Electronic Engineering	9	5.03%	9	0	8	4.65%	8	0	6	2.35%	6	0	6	2.84%	6	0
19	Bachelor of Engineering in Environmental Engineering and Management	1	0.56%	1	0	1	0.58%	1	0	9	3.53%	4	5	8	3.79%	3	5
20	Bachelor of Engineering in Telecommunication Engineering	7	3.91%	5	2	6	3.49%	4	2	10	3.92%	9	1	9	4.27%	8	1
21	Bachelor of Engineering in Automotive and Power Engineering	15	8.38%	15	0	15	8.72%	15	0	12	4.71%	11	1	11	5.21%	10	1
22	Ordinary Diploma in Computer Engineering	2	1.12%	2	0	2	1.16%	2	0	11	4.31%	9	2	11	5.21%	9	2
23	Bachelor of Science Technology - Biology	1	0.56%	1	0	1	0.58%	1	0	0	0.00%	0	0	1	0.47%	1	0
24	BSc. Textile and Clothing Technology	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
25	Bachelor of Vocational Studies in Agriculture with Education	0	0.00%	0	0	0	0.00%	0	0	1	0.39%	1	0	1	0.47%	1	0
26	Bachelor of Arts in Social Sciences	0	0.00%	0	0	0	0.00%	0	0	2	0.78%	0	2	1	0.47%	0	1
27	Ordinary Diploma Water Engineering	9	5.03%	7	2	9	5.23%	7	2	0	0.00%	0	0	0	0.00%	0	0
28	Bachelor of Economics and Statistics	0	0.00%	0	0	0	0.00%	0	0	1	0.39%	0	1	1	0.47%	0	1
29	Bachelor of Science in Food Processing Technology	0	0.00%	0	0	0	0.00%	0	0	1	0.39%	1	0	1	0.47%	1	0
30	Bachelor of Science Technology - Physics	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
31	Higher Diploma in Mechanical Engineering	1	0.56%	1	0	1	0.58%	1	0	0	0.00%	0	0	0	0.00%	0	0
32	Ordinary Diploma in Civil and Building Engineering	2	1.12%	2	0	2	1.16%	2	0	2	0.78%	2	0	0	0.00%	0	0
33	Ordinary Diploma in Computer Science	0	0.00%	0	0	0	0.00%	0	0	3	1.18%	2	1	2	0.95%	1	1
Total		179	100.0%	155	24	172	100.0%	148	24	255	100.0%	211	44	211	100.0%	175	36

In 2015, Bachelor of Engineering in Civil and Building Engineering had the highest number of placed interns 26(21 male and 5 female) with a percentage of 15.12%, Bachelor of Civil and Building Engineering, Bachelor of Engineering in Environmental engineering and management, Bachelor of Science Technology-biology, Higher Diploma in Mechanical Engineering had the least number of placed interns each with one intern placed with a percentage of 0.56% respectively however some courses like bachelor of science in building economics had to intern placed as shown in the table above

In 2016, Bachelor of Engineering in Industrial Engineering and Management had the highest number of interns placed 26(20 male and 6 female) with a percentage of 12.32%, Bachelor of Science in Food processing Technology, Bachelor of Economics and Statistics, Bachelor of Science technology-chemistry, Ordinary diploma in refrigeration and Air conditioning, Ordinary diploma in Telecom

engineering had the least number of interns placed with one each with a percentage of 0.47% respectively however some courses had no intern placed like textile and clothing technology as shown above

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



From figure 7 above; unlike Bachelor of Arts in Social Sciences, Bachelor of Science in Food Processing Technology which had no students placed in 2015, most of the courses recommended had interns placed in 2016.

3.4. Company Information

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

3.4.1. Sectors and Size

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

Construction materials and Services Sector covers a greater percentage of the interns placed for both periods 2015 & 2016 with sixty one (61) and eighty eight (88) interns followed by metal, steel and aluminum sector which took on thirty nine (39) and twenty four (24) interns in 2015 & 2016 respectively. Out of the two hundred fifty five (255) interns placed, two hundred ten (210) were male and forty four (44) female interns in the year 2016. Table 7 below shows the different sectors that took on interns.

Sectors	2015			2016		
	Total	Male	Female	Total	Male	Female
METAL, STEEL&ALUMNIUM PRODUCTS	-	-	-	1	2	-
SECURITY SERVICES	-	-	-	3	1	2
AGRICULTURAL PRODUCE, EQUIPMENT &DEVELOPMENT	3	2	1	7	5	2
ALCOHOL, WINES&SPIRITS	2	1	1	1	1	0
ANIMAL FEEDS, ANIMAL HUSBANDRY&POULTRY	-	-	-	3	2	1
ASSOCIATION	4	2	2	6	3	3
AUTOMOBILE & ACCESSORIES	8	8	-	10	9	1
CHEMICALS, PAINTS, RUBBER&FOAM PRODUCTS	4	3	1	2	-	2
CLEARING, FORWARDING, TRANSPORTATION&COURIER	2	2	-	-	-	-
CONSTRUCTION MATERIALS & SERVICES	61	51	10	88	78	10
COSMETICS&PERSONAL CARE PRODUCTS	1	-	1	-	-	-
EDUCATION	-	-	-	1	1	-
ELECTRICAL,ELECTRONICS&ENERGY EFFICIENT AND SOLAR PRODUCTS	10	9	1	9	7	2
FAST MOVING CONSUMER GOODS & HOUSE HOLD ITEMS	-	-	-	1	1	-
FOODS & BEVERAGES	10	10	-	14	11	3
HOTEL,CONFERENCE,TOURISM & TRAVEL	-	-	-	1	1	-
INFORMATION TECHNOLOGY SERVICES & EQUIPMENT	7	7	-	38	35	3
MEDIA,PRINT,TV&MEDIA RELATIONS	2	2	-	4	4	-
METAL,STEEL&ALUMNIUM PRODUCTS	39	36	3	24	19	5
MILK&MILK PRODUCTS	-	-	-	4	4	-
NGO	-	-	-	6	4	2
OIL&PETROLEUM PRODUCTS	-	-	-	1	1	-

PACKAGING MATERIALS&LABELS	4	4	-	5	2	3
PHARMACEUTICALS,HEALTH SERVICES,EQUIPMENT	5	5	-	5	3	2
PUBLIC SECTOR	-	-	-	9	7	2
REAL ESTATE	-	-	-	1	1	-
SECURITY SERVICES	-	-	-	2	2	-
STATIONERY,DESIGNING,PUBLISHING,PAPER&NEWS PRINT	4	4	-	5	5	-
TELECOMMUNICATION	5	3	2	2	1	1
UTILITIES	8	6	2	1	1	-
TOTAL	179	155	24	255	211	44

Figure 8: Interns placed per sector for 2015 and 2016

3.4.2. Company Basis

The table below shows the number of interns placed in each company. However Tororo cement had the highest intake of interns (30) and followed by Span contractors.

Table 6: The table below shows the interns who were placed per company

No.	Companies	2015			2016		
		Total	Male	Female	Total	Male	Female
1	United Elevators	0	0	0	1	1	0
2	Span Contractors	0	0	0	18	14	4
3	Wallington Co. Ltd	0	0	0	4	4	0
4	Roohoo Construction Company	0	0	0	1	1	0
5	Benchmark Construction LTd	0	0	0	1	1	0
6	Total	0	0	0	1	1	0
7	Tororo Cement	18	14	4	30	27	3
8	Ireck Technologies Ltd	0	0	0	5	4	1
9	Precise Weighing Systems	0	0	0	2	1	1
10	National Water and Sewerage Cooperation	8	6	2	1	1	0
11	ICT Labs	0	0	0	7	5	2
12	Ken Paper	3	3	0	4	4	0
13	Nile Natural Fruit Pdts Ltd	0	0	0	3	3	0
14	Roofings Ltd	4	4	0	1	1	0
15	Abercom (U) Technologies	0	0	0	3	3	0
16	Flexi Home	0	0	0	6	6	0
17	Fire And Safety Appliances Ltd	0	0	0	3	1	2
18	PSEM Africa Ltd	0	0	0	1	1	0
19	Ministry of Lands	0	0	0	1	0	1
20	Power Trust	0	0	0	2	1	1
21	Bwendero Dairy Farm	0	0	0	1	1	0
22	Perfect Multiple Engineering &consultance services ltd	0	0	0	1	1	0
23	Steel Works	0	0	0	2	1	1
24	Ministry of Gender	0	0	0	1	1	0
25	Electronics Network Services	0	0	0	2	2	0
26	Coca-Cola	1	1	0	3	2	1
27	Ben Auto Care Centre	0	0	0	5	5	0
28	Ministry Of Works And Transport	0	0	0	2	2	0
29	Cipla Quality Chemical (U) Ltd Ltd	0	0	0	3	1	2
30	Atotti Rural Dis&Contr LTD	0	0	0	2	2	0
31	Prime General Supply Ltd	0	0	0	1	1	0
32	G-Tech	0	0	0	2	2	0

33	Fundibots	0	0	0	2	2	0
34	Supercom Technologies	0	0	0	1	1	0
35	Jekov	0	0	0	1	1	0
36	Engineering Solutions	0	0	0	2	2	0
37	Mord Electrical Steel International	0	0	0	2	2	0
38	Furrier Eng Company	0	0	0	4	2	2
39	Multiplex Limited	0	0	0	1	1	0
40	Adsoft	0	0	0	2	2	0
41	Mesha Steel	0	0	0	3	1	2
42	Lakeside Dairy Ltd Mbarara	0	0	0	3	3	0
43	Crown Beverages	2	2	0	1	1	0
44	M&M industrial engineering	0	0	0	1	1	0
45	Eskom	0	0	0	2	1	1
46	SCOUL	1	1	0	3	1	2
47	National crops resources research institute	0	0	0	1	0	1
48	Family Radio	0	0	0	1	1	0
49	Fresh Dairy Bugolobi	0	0	0	1	1	0
50	MM Intergrated Steel	0	0	0	6	6	0
51	Nectron Technical services	0	0	0	1	1	0
52	Smart Telecom	0	0	0	1	0	1
53	Cable.sult Civil & Electrical Eng Co.Ltd	0	0	0	3	3	0
54	Red Cross	0	0	0	1	0	1
55	Ugachick Poutry Breeders Ltd	0	0	0	2	1	1
56	BITS technical services	1	0	1	1	1	0
57	Abi Zonal Agriculture Research	0	0	0	1	1	0
58	Makerere Univesrity Food Micro Biolgy Lab	0	0	0	1	1	0
59	Deoco Engineering International Ltd	0	0	0	3	3	0
60	National Coffee Research Inst	0	0	0	1	1	0
61	Sheraton Kampala Hotel	0	0	0	1	1	0
62	Wildlife Club	0	0	0	1	1	0
63	Teclab	0	0	0	1	1	0
64	Busenvi Enterprises Ltd	0	0	0	3	3	0
65	Africa Polysack industries ltd	0	0	0	1	1	0
66	Cyber school tech solns	0	0	0	1	1	0
67	Luka Plastics	0	0	0	3	1	2
68	Ottomotive Auto Electric	0	0	0	1	1	0
69	Hani engineering ltd	0	0	0	1	1	0
70	Specialised Technical Services	0	0	0	2	2	0
71	China Railway Seventh Group	0	0	0	1	1	0
72	NFA	0	0	0	1	0	1
73	Hima Cement	0	0	0	1	0	1

74	Tuf Foam	0	0	0	2	0	2
75	UMA	2	1	1	2	0	2
76	Engsol Engineering solutions	0	0	0	1	0	1
77	Spear Motors	0	0	0	1	0	1
78	Quality Chemical (U) Ltd	2	2	0	1	1	0
79	Block Technical Services	0	0	0	1	1	0
80	Sauti Radio	0	0	0	1	1	0
81	Uganda Industrial Research Institute	0	0	0	1	1	0
82	Demto Engineering Services	0	0	0	1	1	0
83	Mazima Property Consults	0	0	0	1	1	0
84	LM Engineering	2	2	0	1	1	0
85	Nile Natural Fruit Pds	0	0	0	1	1	0
86	Ideal Link	0	0	0	1	1	0
87	Busia Allied Industries	0	0	0	1	1	0
88	paragon betting	0	0	0	1	1	0
89	Kitgum Municipal Council	0	0	0	1	1	0
90	Icecom technologies	0	0	0	1	1	0
91	Nsava Feeds	0	0	0	1	1	0
92	MFI	0	0	0	1	1	0
93	Osmosis uganda ltd	0	0	0	1	1	0
94	Medical access Uganda ltd	0	0	0	1	1	0
95	Kayunga District Local Gov't	0	0	0	1	1	0
96	Prime Radio	0	0	0	1	1	0
97	Nationla Crop Resource Institute	0	0	0	1	1	0
98	Imperial Motor Garage	0	0	0	2	2	0
99	Mordern Steel International	0	0	0	2	1	1
100	KOPG	0	0	0	1	1	0
101	Kinkizi Traders	4	4	0	1	1	0
102	Mukwano Industries Ltd	0	0	0	1	1	0
103	Albertine Investment LTD	0	0	0	2	2	0
104	Tread consults ltd	0	0	0	1	1	0
105	Adritex UG Ltd	0	0	0	1	0	1
106	Nile Breweries	0	0	0	1	1	0
107	Lumino Community Polytechnic Busia	0	0	0	1	1	0
108	Toyota (U) Ltd	5	5	0	1	1	0
109	Arce Eng Works	4	3	1	0	0	0
110	Flexy Investment Ltd	1	1	0	0	0	0
111	David Engineering Ltd	4	4	0	0	0	0
112	Longjan Road & Bridge Company	1	1	0	0	0	0
113	Kecco Ltd	15	14	1	0	0	0
114	Tulibagenyi James General Hardware	1	1	0	0	0	0

115	Gotino Construction Specialist Ltd	3	2	1	0	0	0
116	Nelis Technical Services Ltd	1	1	0	0	0	0
117	Technical Masers Ltd	1	1	0	0	0	0
118	Mukoda Engineering Works	1	0	1	0	0	0
119	Group MFI	1	1	0	0	0	0
120	Steel & Tube Industries Ltd	18	16	2	0	1	0
121	Hama Investment Ltd	1	1	0	0	0	0
122	Joadah Consult	1	1	0	0	0	0
123	Nsimibi & Sons Automobiles	1	1	0	0	0	0
124	PAPAN UG LTD	1	1	0	0	0	0
125	Peal Autos Inventory Ltd	1	1	0	0	0	0
126	SESACO	1	1	0	0	0	0
127	Logos skills Training Centre	1	1	0	0	0	0
128	MUBS	0	0	0	1	1	0
129	Riley packaging (U) Ltd	2	2	0	0	0	0
130	Copy Cat	0	0	0	1	1	0
131	Security Plus	0	0	0	1	1	0
132	Alpha construction	0	0	0	1	1	0
133	Friendship Container Manufacturers	2	2	0	1	0	1
134	Educate Uganda	0	0	0	1	0	1
135	NBS TV	0	0	0	1	1	0
136	Peacock Paints	4	3	1	0	0	0
137	Abacus Paranteral Drugs Ltd	3	3	0	0	0	0
138	Pokor Associates	1	0	1	0	0	0
139	Modern Steel International	4	4	0	0	0	0
140	Galooli (U) Ltd	5	3	2	0	0	0
141	BigTime star IT solutions	1	1	0	0	0	0
142	Mafarin Energy Co. Ltd	3	3	0	0	0	0
143	Muttico Technical Sevices Ltd	4	3	1	0	0	0
144	Transtrac	1	1	0	0	0	0
145	Shumuk Aluminium Industries	1	1	0	0	0	0
146	TATA (U) Ltd	1	1	0	0	0	0
147	Semiliki Rift (U) Ltd	1	1	0	0	0	0
148	Home & Gardens	1	1	0	0	0	0
149	Sylver Technical Services	1	1	0	0	0	0
150	Intelligent Solutions Ltd	1	1	0	1	1	0
151	Spedag Interfreight	1	1	0	0	0	0
152	Rinack Holdings Ltd	1	1	0	0	0	0
153	Abubaker Technical Services & Ltd	1	1	0	0	0	0
154	Desire Beauty Products Ltd	1	0	1	0	0	0
155	Pera Investments (U) Ltd	1	1	0	0	0	0

156	Tilda (U) Ltd	1	1	0	0	0	0
157	Excel Construction Company	1	1	0	0	0	0
158	GEM Engineering Company	0	0	0	1	1	0
159	UTL	0	0	0	1	1	0
160	Matrices Ug.	0	0	0	2	2	0
161	UNGA Millers Uganda	0	0	0	1	1	0
162	Gilfirian Air Conditioning (U) Ltd	0	0	0	1	1	0
163	Obama Investments	0	0	0	1	1	0
164	Secuirty and Beyond	0	0	0	1	1	0
165	Africool (U) Ltd	0	0	0	1	1	0
166	Oriolec Africa	2	2	0	1	1	0
167	BEC Engineers	0	0	0	1	1	0
168	Safe Solutions	0	0	0	2	2	0
169	Vantage Communications	0	0	0	1	1	0
170	UNRA	0	0	0	1	1	0
171	Tudesha (U) Ltd	0	0	0	1	1	0
172	Advent City Ltd	1	1	0	0	0	0
173	Boss beverages Ltd	2	1	1	0	0	0
174	Easy Systems	1	1	0	0	0	0
175	Glory Fm	1	1	0	0	0	0
176	Infinity computer Solutions	1	1	0	0	0	0
177	UIRI	1	0	1	0	0	0
178	Elmah Technologies	1	1	0	0	0	0
179	kakkumann Investment Ltd	1	1	0	0	0	0
180	Ruako Limited	1	1	0	0	0	0
181	Vital construction	1	1	0	0	0	0
182	Achelis(U) Ltd	1	1	0	0	0	0
183	Ministries Engineering company	1	0	1	0	0	0
184	Scope Construction & Trading	2	2	0	0	0	0
185	Tri-some Technical	1	1	0	0	0	0
186	Uganda Broadcasting Corporation	1	1	0	0	0	0
187	Esbros Construction Ltd	1	0	1	0	0	0
188	Entorque Eng Ltd	1	1	0	0	0	0
189	Ebowa Investment	1	1	0	0	0	0
190	G.M Sugar	2	2	0	0	0	0
191	National teachers association	1	1	0	0	0	0
Total		179	155	24	255	211	44

3.5. Target Achievement

The target placement for KYU was 120 and 216 interns in 2015 and 2016 respectively. The targets were surpassed by 149.17% in 2015 and in 2016 by 118.06%. Since the major objective of the Project is to skill interns; the placement process is still ongoing for all the interns that are still in the 2016 database.

3.5.1. Total Vs Actual

Table 7: 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
179	172	120	149.17%	255	211	216	118.06%

3.5.2. S&T and ARTS

Table below indicates that in 2015 all the recommended interns were majorly science and technology based courses well as in 2016 3 students were from the Art courses (1.18%),

These courses included Bachelor of Economics and Statistics and Bachelor of Arts in Social Sciences.

Table 8: 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	%
179	179	100.00%	0	0.00%	255	252	98.82%	3	1.18%

3.6. Interns Not Yet Placed

The total number of interns that are not yet placed in any company was one hundred and eighty-two (182) as of 31st December, 2016.

Courses such as Ordinary diploma in Automotive and power engineering, Ordinary diploma in refrigeration and air conditioning and Bachelor of Engineering and Telecommunication Engineering and many more were not easily placed because most companies were not willing to take them since they did not have enough work lot for them or too small and fear of taking on interns. Nonetheless, the project team has managed to explain to the employers so that they appreciate these courses. The placement process is ongoing for all interns.

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

Statistics for interns not placed due to particular a reason

3.6.1. Faculty Basis

Table 9: Students not placed according to Faculty.

S/N	Faculty	2015				2016			
		Total	%	Male	Female	Total	%	Male	Female
1	Faculty of Engineering	27	79.41%	22	5	146	80.22%	123	23
2	Faculty of Science	7	20.59%	5	2	36	19.78%	20	16
3	Faculty of Vocational Studies	0	0.00%	0	0	0	0.00%	0	0
4	Faculty of Sociology and Social Administration	0	0.00%	0	0	0	0.00%	0	0
5	Faculty of Arts and Social Sciences	0	0.00%	0	0	0	0.00%	0	0
	Total	34	100.00%	27	7	182	100.00%	143	39

In 2015, the total number of interns that had not been placed for internship was 34. The Faculty of Engineering had the highest number of interns that were not placed with 27 interns followed by the Faculty of Science with 7 interns.

For 2016, Faculty of Engineering had the largest number of interns still in the database with 146 Interns (123 males and 23 Females) followed by Faculty of Science with 36 interns (20 Male and 16 Female).

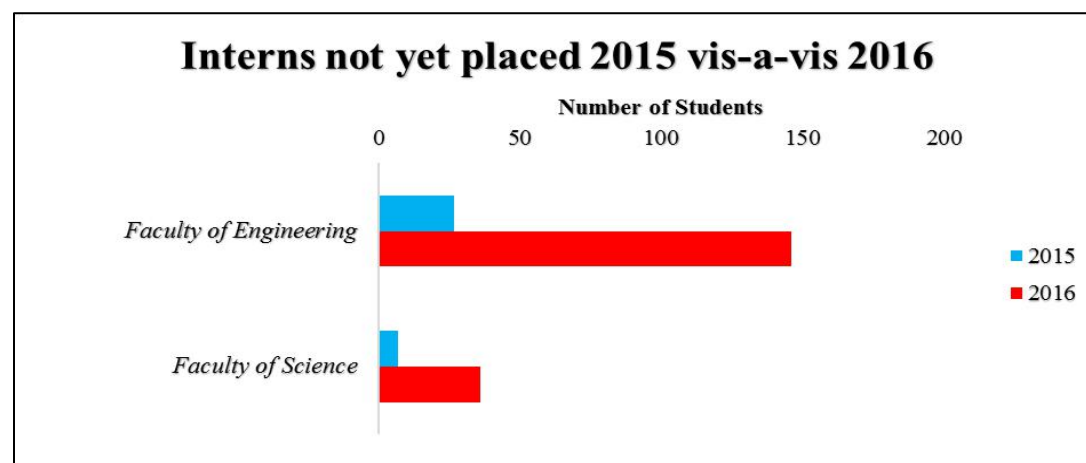


Figure 9: Proportion of not placed interns per faculty.

3.6.2. Course Basis

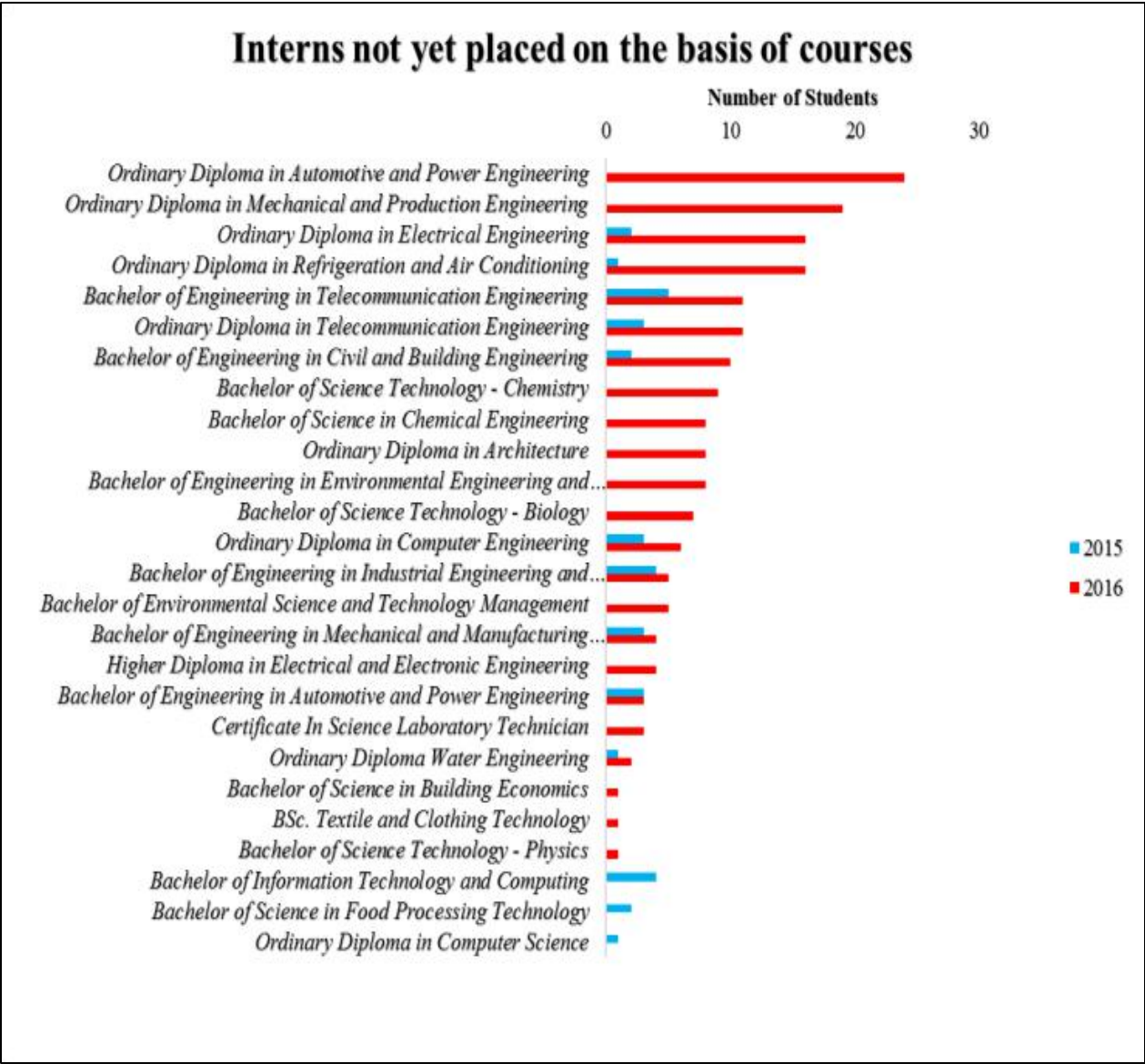
In 2015, Bachelor of Engineering in Telecommunication Engineering had the highest number of not placed in interns (5:2 male and 3 female) with a percentage of 14.71%. The course that had the least placement is Ordinary diploma in computer science, Ordinary diploma in water Engineering and Ordinary Diploma in Refrigeration and air condition with one intern each respectively at 2.94% each.

In 2016, most interns not yet placed are in Ordinary diploma in automotive and power Engineering (24:21 male and 3 female) with a percentage of 13.19%. courses like Bachelor of Science Technology-physics, Bachelor of science in textile and clothing technology and Bachelor of science in building economics had the least number of interns not yet placed with one intern each at percentage of 0.55% respectively

Table 10: Number of interns not yet placed per course

S/N Courses	2015				2016			
	Total	%	Male	Female	Total	%	Male	Female
1 Ordinary Diploma in Automotive and Power Engineering	0	0.00%	0	0	24	13.19%	21	3
2 Ordinary Diploma in Mechanical and Production Engineering	0	0.00%	0	0	19	10.44%	19	0
3 Ordinary Diploma in Electrical Engineering	2	5.88%	2	0	16	8.79%	14	2
4 Ordinary Diploma in Refrigeration and Air Conditioning	1	2.94%	1	0	16	8.79%	12	4
5 Bachelor of Engineering in Telecommunication Engineering	5	14.71%	2	3	11	6.04%	8	3
6 Ordinary Diploma in Telecommunication Engineering	3	8.82%	3	0	11	6.04%	7	4
7 Bachelor of Engineering in Civil and Building Engineering	2	5.88%	2	0	10	5.49%	7	3
8 Bachelor of Science Technology - Chemistry	0	0.00%	0	0	9	4.95%	5	4
9 Bachelor of Science in Chemical Engineering	0	0.00%	0	0	8	4.40%	4	4
10 Ordinary Diploma in Architecture	0	0.00%	0	0	8	4.40%	8	0
11 Bachelor of Engineering in Environmental Engineering and Management	0	0.00%	0	0	8	4.40%	8	0
12 Bachelor of Science Technology - Biology	0	0.00%	0	0	7	3.85%	5	2
13 Ordinary Diploma in Computer Engineering	3	8.82%	3	0	6	3.30%	6	0
14 Bachelor of Engineering in Industrial Engineering and Management	4	11.76%	4	0	5	2.75%	5	0
15 Bachelor of Environmental Science and Technology Management	0	0.00%	0	0	5	2.75%	2	3
16 Bachelor of Engineering in Mechanical and Manufacturing Engineering	3	8.82%	2	1	4	2.20%	3	1
17 Higher Diploma in Electrical and Electronic Engineering	0	0.00%	0	0	4	2.20%	3	1
18 Bachelor of Engineering in Automotive and Power Engineering	3	8.82%	2	1	3	1.65%	1	2
19 Certificate In Science Laboratory Technician	0	0.00%	0	0	3	1.65%	2	1
20 Ordinary Diploma Water Engineering	1	2.94%	1	0	2	1.10%	0	2
21 Bachelor of Science in Building Economics	0	0.00%	0	0	1	0.55%	1	0
22 BSc. Textile and Clothing Technology	0	0.00%	0	0	1	0.55%	1	0
23 Bachelor of Science Technology - Physics	0	0.00%	0	0	1	0.55%	1	0
24 Bachelor of Information Technology and Computing	4	11.76%	3	1	0	0.00%	0	0
25 Bachelor of Science in Food Processing Technology	2	5.88%	2	0	0	0.00%	0	0
26 Ordinary Diploma in Computer Science	1	2.94%	0	1	0	0.00%	0	0
27 Higher Diploma in Civil and Building Engineering	0	0.00%	0	0	0	0.00%	0	0
28 Ordinary Diploma in Civil and Building Engineering	0	0.00%	0	0	0	0.00%	0	0
29 Bachelor of Civil and Building engineering	0	0.00%	0	0	0	0.00%	0	0
30 Higher Diploma in Mechanical Engineering	0	0.00%	0	0	0	0.00%	0	0
31 Bachelor of Vocational Studies in Agriculture with Education	0	0.00%	0	0	0	0.00%	0	0
32 Bachelor of Arts in Social Sciences	0	0.00%	0	0	0	0.00%	0	0
33 Bachelor of Economics and Statistics	0	0.00%	0	0	0	0.00%	0	0
Total	34	100.00%	27	7	182	100.00%	143	39

Figure 10: Proportion of not placed interns per course



4. Status of Interns after completion of their 3 months Internship.

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

The variables are explained in the table below.

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

4.1. Status Trend

In 2015 out of the 308 interns recommended fifty six (56) interns were already employed before placement, 31(10.06%) retained, 11(3.57%) got jobs after the training and only 34(11.04%) are not yet placed. whereas

In 2016 out of the 403 interns recommended two (2) were already working before placement, 33(8.19%) retained, 54(13.40%) got jobs after the training and only 182(45.16%) are not yet placed

This survey was conducted as at 31st December 2016

More information is provided in the table below

Table 11: Status of interns recommended 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	711		308		266	86.36%	42	13.64%	403		323	80.15%	80	19.85%
Total Recommended after Training	711		308	100.00%	266	86.36%	42	13.64%	403	100.00%	323	80.15%	80	19.85%
HEST Target	336		120						216					
Total Interns Skilled (As of Target)	491	146.13%	271	225.83%	236	87.08%	35	12.92%	220	101.85%	179	81.36%	41	18.64%
Total Interns Skilled (As of Database)	491	69.06%	271	87.99%	236	87.08%	35	12.92%	220	54.59%	179	81.36%	41	18.64%
Total Interns Placed (As of Target)	433	128.87%	215	179.17%	188	87.44%	27	12.56%	218	100.93%	177	81.19%	41	18.81%
Total Interns Paid	383	113.99%	199	165.83%	173	86.93%	26	13.07%	184	85.19%	150	81.52%	34	18.48%
Working														
Employed but not Interned	58	8.16%	56	18.18%	48	15.58%	8	2.60%	2	0.50%	2	0.50%	0	0.00%
Retained in Internship company	64	9.00%	31	10.06%	29	9.42%	2	0.65%	33	8.19%	28	6.95%	5	1.24%
Employed elsewhere after Internship	65	9.14%	11	3.57%	9	2.92%	2	0.65%	54	13.40%	45	11.17%	9	2.23%
Self Employed after Internship	15	2.11%	3	0.97%	3	0.97%	0	0.00%	12	2.98%	8	1.99%	4	0.99%
Extension in Internship company	37	5.20%	19	6.17%	17	5.52%	2	0.65%	18	4.47%	13	3.23%	5	1.24%
Still on Internship	21	2.95%	0	0.00%	0	0.00%	0	0.00%	21	5.21%	18	4.47%	3	0.74%
Sub Total	260	36.57%	120	38.96%	106		14		140	34.74%	114		26	
Not Working but Interned														
Left Training before completion	7	0.98%	7	2.27%	7	2.27%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not Employed after Internship	181	25.46%	121	39.29%	103	33.44%	18	5.84%	60	14.89%	47	11.66%	13	3.23%
Sub Total	188	26.44%	128	41.56%	110		18		60	14.89%	47		13	
No Response but Interned														
	43	6.05%	23	7.47%	20	6.49%	3	0.97%	20	4.96%	18	4.47%	2	0.50%
Still at University														
	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not Yet Placed														
	217	30.52%	34	11.04%	27	8.77%	7	2.27%	183	45.41%	144	35.73%	39	9.68%
Not Willing														
	3	0.42%	3	0.97%	3	0.97%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

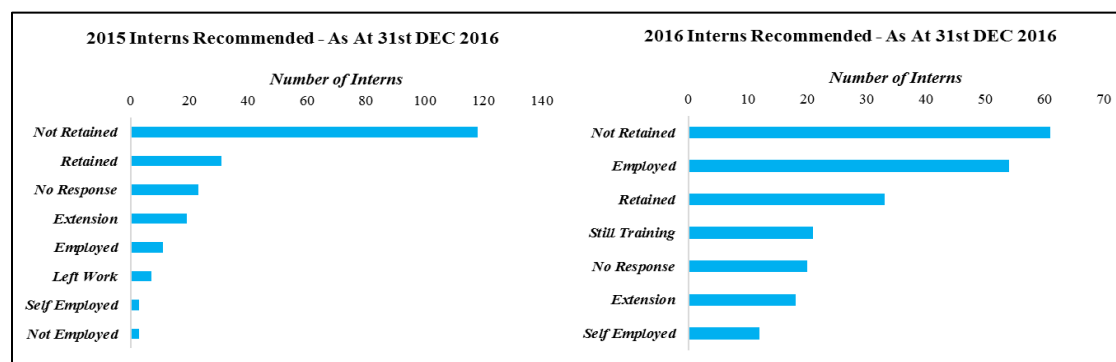


Figure 11: A graph of status of interns recommended

4.2. Faculty Basis

A total of 19 interns from Faculty of Engineering (15 male & 1 female) and Faculty of Science (2 male & 1 female) got extensions in 2015 compared to 18 interns in 2016 from Faculty of Engineering (7 male & 1 female), Faculty of Science (6 male & 3 Female) and Faculty of Arts and Social Sciences (1 female). Faculty of Engineering had the highest number of interns employed for both 2016 and 2015 i.e. 46 and 10 respectively. More information is provided in tablebelow.

Table 12: Status of interns as per faculty

2015 Interns Recommended - As at 31st Dec 2016

Status	Total	%	Faculty of Engineering		Faculty of Science		Faculty of Vocational Studies		Faculty of Sociology and Social Administration		Faculty of Arts and Social Sciences	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Working	56	18.18%	39	7	9	1	0	0	0	0	0	0
Retained	31	10.06%	29	2	0	0	0	0	0	0	0	0
Employed	11	3.57%	9	1	0	1	0	0	0	0	0	0
Self Employed	3	0.97%	3	0	0	0	0	0	0	0	0	0
Extension	19	6.17%	15	1	2	1	0	0	0	0	0	0
Still Training	0	0.00%	0	0	0	0	0	0	0	0	0	0
Still at University	0	0.00%	0	0	0	0	0	0	0	0	0	0
Not Employed	121	39.29%	96	16	7	2	0	0	0	0	0	0
Left Training	7	2.27%	7	0	0	0	0	0	0	0	0	0
No Response	23	7.47%	17	1	3	1	0	0	0	1	0	0
Not Willing	3	0.97%	3	0	0	0	0	0	0	0	0	0
Not Yet Placed	34	11.04%	22	5	5	2	0	0	0	0	0	0
Total	308	100.00%	240	33	26	8	0	0	0	1	0	0

2016 Interns Recommended - As at 31st Dec 2016

Status	Total	%	Faculty of Engineering		Faculty of Science		Faculty of Vocational Studies		Faculty of Sociology and Social Administration		Faculty of Arts and Social Sciences	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Working	2	0.50%	1	0	0	0	1	0	0	0	0	0
Retained	33	8.19%	22	5	6	0	0	0	0	0	0	0
Employed	54	13.40%	38	8	7	1	0	0	0	0	0	0
Self Employed	12	2.98%	8	2	0	2	0	0	0	0	0	0
Extension	18	4.47%	7	1	6	3	0	0	0	0	0	1
Still Training	21	5.21%	17	1	1	1	0	0	0	1	0	0
Still at University	0	0.00%	0	0	0	0	0	0	0	0	0	0
Not Employed	61	15.14%	41	12	7	1	0	0	0	0	0	0
Left Training	0	0.00%	0	0	0	0	0	0	0	0	0	0
No Response	20	4.96%	14	2	3	0	1	0	0	0	0	0
Not Willing	0	0.00%	0	0	0	0	0	0	0	0	0	0
Not Yet Placed	182	45.16%	123	23	20	16	0	0	0	0	0	0
Total	403	100.00%	271	54	50	24	2	0	0	1	0	1

In 2015, Faculty of Engineering had the highest number of interns working (39 male & 7 female) compared to 2016 with 1 male intern. No intern was placed from faculty of Vocational Studies and Faculty of Arts and Social Sciences in the same year.

As shown in table 12 above, Faculty of Engineering had the highest number of interns in all categories for both 2015 and 2016.

4.3. Course Basis

In 2015, Bachelor of Engineering in mechanical and manufacturing engineering had the highest number of interns employed (11 interns), followed by Bachelor of civil and Building engineering (7 interns) and the rest had relatively lower figures. Only two interns were found working from two courses namely ordinary Diploma in Mechanical and production Engineering (1intern) and Bachelor of Vocational studies with education (1 intern). A detailed table with all the courses and the status of interns is provided below.

Table 13: Status of interns on course basis in 2015

2015 INTERNS RECOMMENDED

No. Status	Total	Working	Retained	Employed	Self Employed	Extension	Still Training	Not Employed	Left Training	No Response	Not Willing	Not Yet Placed
1 Bachelor of Engineering in Civil and Building Engineering	38	7	7	4	0	1	0	14	1	2	0	2
2 Bachelor of Engineering in Industrial Engineering and Management	31	3	6	0	0	1	0	16	0	1	0	4
3 Ordinary Diploma in Mechanical and Production Engineering	28	3	0	0	0	0	0	17	3	3	2	0
4 Bachelor of Engineering in Mechanical and Manufacturing Engineering	41	14	0	0	1	4	0	15	1	2	1	3
5 Ordinary Diploma in Electrical Engineering	23	3	2	0	0	1	0	14	0	1	0	2
6 Bachelor of Engineering in Automotive and Power Engineering	22	2	5	0	1	2	0	8	0	1	0	3
7 Higher Diploma in Electrical and Electronic Engineering	12	3	1	0	0	0	0	7	1	0	0	0
8 Ordinary Diploma Water Engineering	10	0	1	0	0	1	0	7	0	0	0	1
9 Bachelor of Information Technology and Computing	17	5	0	0	0	2	0	3	0	3	0	4
10 Bachelor of Engineering in Telecommunication Engineering	24	5	1	2	1	2	0	4	1	3	0	5
11 Ordinary Diploma in Automotive and Power Engineering	11	3	1	1	0	1	0	4	0	1	0	0
12 Bachelor of Science in Chemical Engineering	8	3	0	0	0	0	0	5	0	0	0	0
13 Ordinary Diploma in Telecommunication Engineering	8	0	1	2	0	2	0	0	0	0	0	3
14 Higher Diploma in Civil and Building Engineering	3	1	0	0	0	0	0	2	0	0	0	0
15 Ordinary Diploma in Architecture	4	1	1	0	0	0	0	1	0	1	0	0
16 Ordinary Diploma in Computer Engineering	6	0	1	0	0	0	0	1	0	1	0	3
17 Ordinary Diploma in Civil and Building Engineering	4	0	2	0	0	0	0	1	0	1	0	0
18 Bachelor of Civil and Building Engineering	1	0	0	0	0	1	0	0	0	0	0	0
19 Bachelor of Engineering in Environmental Engineering and Management	1	0	1	0	0	0	0	0	0	0	0	0
20 Bachelor of Science Technology - Biology	1	0	0	0	0	1	0	0	0	0	0	0
21 Higher Diploma in Mechanical Engineering	2	1	0	0	0	0	0	1	0	0	0	0
22 Bachelor of Environmental Science and Technology Management	0	0	0	0	0	0	0	0	0	0	0	0
23 Bachelor of Science in Building Economics	0	0	0	0	0	0	0	0	0	0	0	0
24 Ordinary Diploma in Refrigeration and Air Conditioning	4	0	1	1	0	0	0	0	0	1	0	1
25 Certificate In Science Laboratory Technician	0	0	0	0	0	0	0	0	0	0	0	0
26 Bachelor of Science Technology - Chemistry	0	0	0	0	0	0	0	0	0	0	0	0
27 BSc. Textile and Clothing Technology	0	0	0	0	0	0	0	0	0	0	0	0
28 Bachelor of Vocational Studies in Agriculture with Education	0	0	0	0	0	0	0	0	0	0	0	0
29 Bachelor of Arts in Social Sciences	1	0	0	0	0	0	0	0	0	1	0	0
30 Bachelor of Economics and Statistics	0	0	0	0	0	0	0	0	0	0	0	0
31 Bachelor of Science in Food Processing Technology	3	1	0	0	0	0	0	0	0	0	0	2
32 Bachelor of Science Technology - Physics	0	0	0	0	0	0	0	0	0	0	0	0
33 Ordinary Diploma in Computer Science	5	1	0	1	0	0	0	1	0	1	0	1
Total	308	56	31	11	3	19	0	121	7	23	3	34

Table 14: Status of interns on course basis in 2016

2016 INTERNS RECOMMENDED

No. Status	Total	Working	Retained	Employed	Self Employed	Extension	Still Training	Not Employed	Left Training	No Response	Not Willing	Not Yet Placed
1 Bachelor of Engineering in Civil and Building Engineering	10	0	0	0	0	0	0	0	0	0	0	10
2 Bachelor of Engineering in Industrial Engineering and Management	35	0	5	5	1	0	3	12	0	4	0	5
3 Ordinary Diploma in Mechanical and Production Engineering	41	1	5	2	0	1	5	4	0	4	0	19
4 Bachelor of Engineering in Mechanical and Manufacturing Engineering	22	0	2	11	1	1	0	3	0	0	0	4
5 Ordinary Diploma in Electrical Engineering	34	0	1	2	2	0	2	9	0	2	0	16
6 Bachelor of Engineering in Automotive and Power Engineering	13	0	4	1	1	1	0	3	0	0	0	3
7 Higher Diploma in Electrical and Electronic Engineering	10	0	0	2	0	1	3	0	0	0	0	4
8 Ordinary Diploma Water Engineering	2	0	0	0	0	0	0	0	0	0	0	2
9 Bachelor of Information Technology and Computing	11	0	0	3	0	3	0	3	0	2	0	0
10 Bachelor of Engineering in Telecommunication Engineering	14	0	2	0	0	0	0	1	0	0	0	11
11 Ordinary Diploma in Automotive and Power Engineering	26	0	0	2	0	0	0	0	0	0	0	24
12 Bachelor of Science in Chemical Engineering	26	0	4	3	2	5	1	3	0	0	0	8
13 Ordinary Diploma in Telecommunication Engineering	17	0	1	0	1	0	2	2	0	0	0	11
14 Higher Diploma in Civil and Building Engineering	1	0	0	1	0	0	0	0	0	0	0	0
15 Ordinary Diploma in Architecture	16	0	0	4	0	0	2	2	0	0	0	8
16 Ordinary Diploma in Computer Engineering	16	0	2	2	2	0	1	3	0	0	0	6
17 Ordinary Diploma in Civil and Building Engineering	0	0	0	0	0	0	0	0	0	0	0	0
18 Bachelor of Civil and Building Engineering	23	0	2	7	1	2	0	7	0	4	0	0
19 Bachelor of Engineering in Environmental Engineering and Management	17	0	1	3	0	1	0	4	0	0	0	8
20 Bachelor of Science Technology - Biology	7	0	0	0	0	0	0	0	0	0	0	7
21 Higher Diploma in Mechanical Engineering	0	0	0	0	0	0	0	0	0	0	0	0
22 Bachelor of Environmental Science and Technology Management	5	0	0	0	0	0	0	0	0	0	0	5
23 Bachelor of Science in Building Economics	13	0	2	4	1	1	0	2	0	2	0	1
24 Ordinary Diploma in Refrigeration and Air Conditioning	17	0	0	0	0	0	0	1	0	0	0	16
25 Certificate In Science Laboratory Technician	3	0	0	0	0	0	0	0	0	0	0	3
26 Bachelor of Science Technology - Chemistry	17	0	1	2	0	1	1	2	0	1	0	9
27 BSc. Textile and Clothing Technology	1	0	0	0	0	0	0	0	0	0	0	1
28 Bachelor of Vocational Studies in Agriculture with Education	2	1	0	0	0	0	0	0	0	1	0	0
29 Bachelor of Arts in Social Sciences	1	0	0	0	0	0	1	0	0	0	0	0
30 Bachelor of Economics and Statistics	1	0	0	0	0	1	0	0	0	0	0	0
31 Bachelor of Science in Food Processing Technology	1	0	1	0	0	0	0	0	0	0	0	0
32 Bachelor of Science Technology - Physics	1	0	0	0	0	0	0	0	0	0	0	1
33 Ordinary Diploma in Computer Science	0	0	0	0	0	0	0	0	0	0	0	0
Total	403	2	33	54	12	18	21	61	0	20	0	182

In 2016, a total of 56 interns were found working with Bachelor of Engineering in Mechanical and manufacturing engineering having the highest number of interns (14 interns), followed by Bachelor of Engineering in civil and building engineering (7 interns), Bachelor of Engineering in Telecommunication engineering and Bachelor of Information Technology & computing with 5 interns each. The rest of the courses had relatively low figures as shown in *table 16* above.

4.4. Company Basis

Tororo cement took on the highest number of interns (30) and five(5) of them were retained. Span contract had the highest number of students (9) who got employed after their 3 months of internship, followed by Flexi Home and Ben Auto Care Centre with 4 interns each. Tororo Cement had the highest

number of extensions and retentions .i.e. 6 and 5 interns respectively. More information is provided in *table 17* below.

Table 15: Status of interns per company as at 31st December, 2016

No.	Company/Status	Total	Retained	Employed	Self Employed	Extension	Still Training	No Response	Not Employed
1	Ministry of Foreign Affairs	0	0	0	0	0	0	0	0
2	Mayondo Engineering Works	0	0	0	0	0	0	0	0
3	St Francis High School Buloba	0	0	0	0	0	0	0	0
4	Uganda Red Cross Society	0	0	0	0	0	0	0	0
5	United Elevators	1	0	1	0	0	0	0	0
6	Span Contractors	17	0	9	1	1	0	2	4
7	Wallington Co. Ltd	4	0	1	0	0	0	2	1
8	Roohoo Construction Company	1	0	0	0	1	0	0	0
9	Benchmark Construction LTd	1	0	0	0	0	0	0	1
10	Total	1	0	1	0	0	0	0	0
11	Tororo Cement	30	5	3	2	6	1	2	11
12	Ireck Technologies Ltd	5	1	0	0	0	2	0	2
13	Precise Weighing Systems	2	0	1	0	0	0	1	0
14	National Water and Sewerage Cooperation	1	0	1	0	0	0	0	0
15	ICT Labs	6	0	1	2	0	0	0	3
16	Ken Paper	4	1	1	0	0	0	1	1
17	Nile Natural Fruit Pdts Ltd	3	0	3	0	0	0	0	0
18	Roofings Ltd	1	1	0	0	0	0	0	0
19	Abercom (U) Technologies	3	0	1	0	1	0	0	1
20	Flexi Home	6	0	4	0	0	1	0	1
21	Fire And Safety Appliances Ltd	3	0	2	0	0	0	0	1
22	PSEM Africa Ltd	1	0	0	0	1	0	0	0
23	Ministry of Lands	1	1	0	0	0	0	0	0
24	Power Trust	2	0	0	0	0	0	1	1
25	Bwendero Dairy Farm	1	0	0	0	1	0	0	0
26	Perfect Multiple Engineering &consultance services ltd	1	0	1	0	0	0	0	0
27	Steel Works	2	0	0	0	0	0	0	2
28	Ministry of Gender	1	0	0	0	1	0	0	0
29	Electronics Network Services	2	2	0	0	0	0	0	0
30	Coca-Cola	3	2	0	1	0	0	0	0
31	Ben Auto Care Centre	5	0	4	0	0	0	0	1
32	Ministry Of Works And Transport	2	1	1	0	0	0	0	0
33	Cipla Quality Chemical (U) Ltd Ltd	3	0	0	1	1	0	0	1
34	Atotti Rural Dis&Contr LTD	2	1	0	0	0	0	0	1
35	Prime General Supply Ltd	1	0	1	0	0	0	0	0
36	G-Tech	2	1	0	0	0	0	0	1
37	Fundibots	2	0	0	0	1	0	0	1
38	Supercom Technologies	1	0	0	0	1	0	0	0
39	Jekov	1	0	1	0	0	0	0	0
40	Engineering Solutions	2	0	0	0	0	1	1	0
41	Mord Electrical Steel International	2	0	1	0	0	0	0	1
42	Furrier Eng Company	4	0	0	0	0	2	0	2
43	Multiplex Limited	1	0	1	0	0	0	0	0
44	Adsoft	2	0	0	0	0	0	1	1
45	Mesha Steel	3	0	1	0	0	2	0	0
46	Lakeside Dairy Ltd Mbarara	1	0	0	0	0	0	0	1
47	Crown Beverages	1	1	0	0	0	0	0	0
48	M&M industrial engineering	1	0	1	0	0	0	0	0
49	Eskom	2	0	1	0	0	0	0	1
50	SCOUL	3	0	1	0	0	2	0	0

No.	Company/Status	Total	Retained	Employed	Self Employed	Extension	Still Training	No Response	Not Employed
51	National crops resources research institute	1	0	0	1	0	0	0	0
52	Family Radio	1	0	1	0	0	0	0	0
53	Fresh Dairy Bugolobi	1	0	0	0	0	0	0	1
54	MM Intergrated Steel	2	0	1	1	0	0	0	0
7	Nectron Technical services	1	0	1	0	0	0	0	0
8	Smart Telecom	1	0	0	0	0	0	0	1
9	Cable.sult Civil & Electrical Eng Co.Ltd	3	0	0	0	0	2	0	1
10	Red Cross	1	0	0	0	0	1	0	0
11	Ugachick Poutry Breeders Ltd	2	0	0	0	0	1	0	1
12	BITS technical services	1	0	0	0	0	1	0	0
13	Abi Zonal Agriculture Research	1	0	0	0	0	0	1	0
14	Makerere Univesrity Food Micro Biolgy Lab	1	0	0	0	0	0	0	1
15	Deoco Engineering International Ltd	3	1	1	0	0	0	1	0
16	National Coffee Research Inst	1	0	0	0	0	0	0	1
17	Sheraton Kampala Hotel	1	1	0	0	0	0	0	0
18	Wildlife Club	1	0	0	0	0	0	0	1
19	Teclab	1	0	1	0	0	0	0	0
20	Busenvi Enterprises Ltd	3	0	0	0	0	2	0	1
21	Africa Polysack industries ltd	1	1	0	0	0	0	0	0
22	Cyber school tech solns	1	1	0	0	0	0	0	0
23	Luka Plastics	3	1	1	0	0	0	0	1
24	Ottomotive Auto Electric	1	1	0	0	0	0	0	0
25	Hani engineering ltd	1	0	0	0	0	0	0	1
26	Specialised Technical Services	2	0	0	0	0	0	1	1
27	China Railway Seventh Group	1	1	0	0	0	0	0	0
28	NFA	1	0	0	0	0	0	0	1
29	Hima Cement	1	0	0	1	0	0	0	0
30	Tuf Foam	2	0	0	0	0	0	1	1
31	UMA	1	0	0	0	1	0	0	0
32	Engsol Engineering solutions	1	0	0	0	1	0	0	0
33	Spear Motors	1	0	0	0	0	0	1	0
34	Quality Chemical (U) Ltd	1	0	0	0	0	1	0	0
35	Block Technical Services	1	0	0	0	0	0	0	1
36	Sauti Radio	1	0	0	0	0	1	0	0
37	Uganda Industrial Research Institute	1	0	1	0	0	0	0	0
38	Demto Engineering Services	1	0	0	0	0	0	1	0
39	Mazima Property Consults	1	0	1	0	0	0	0	0
40	LM Engineering	1	1	0	0	0	0	0	0
41	Nile Natural Fruit Pdts	1	0	0	0	0	0	1	0
42	Ideal Link	1	0	1	0	0	0	0	0
43	Busia Allied Industries	1	0	0	0	0	0	0	1
44	paragon betting	1	0	0	0	0	0	0	1
45	Kitgum Municipal Council	1	0	0	0	0	0	1	0
46	Icecom technologies	1	1	0	0	0	0	0	0
47	Nsava Feeds	1	1	0	0	0	0	0	0
48	MFI	1	1	0	0	0	0	0	0
49	Osmosis uganda ltd	1	0	0	0	0	0	0	1
50	Medical access Uganda ltd	1	0	0	0	0	0	0	1
51	Kayunga District Local Gov't	1	0	1	0	0	0	0	0
52	Prime Radio	1	0	0	1	0	0	0	0
53	Nationla Crop Resource Institute	1	0	0	0	0	0	1	0
54	Imperial Motor Garage	1	1	0	0	0	0	0	0
55	Mordern Steel International	2	1	1	0	0	0	0	0
56	KOPG	1	0	0	1	0	0	0	0
57	Kinkizi Traders	1	1	0	0	0	0	0	0

No.	Company/Status	Total	Retained	Employed	Self Employed	Extension	Still Training	No Response	Not Employed
58	Mukwano Industries Ltd	1	0	0	0	0	0	0	1
59	Albertine Investment LTD	2	0	0	0	0	2	0	0
60	Tread consults ltd	1	0	0	0	0	0	0	1
61	Adritex UG Ltd	1	1	0	0	0	0	0	0
62	Nile Breweries	1	1	0	0	0	0	0	0
63	Lumino Community Polytechnic								
	Busia	1	0	0	0	1	0	0	0
Total		219	33	54	12	18	22	20	60

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 through skilling 2000 graduates from 9 BIs by placing them in various companies for an internship period of 3 months 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 while at the University.

With emphasis on the project objective of skilling 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. In reference to the tracer survey, interns were required to highlight at least three (3) skills they acquired during their internship.

KYU recommended a total number of 711 students for both 2015 & 2016. i.e. 308 students in 2015 and 403 students in 2016. Of these, 434 have been placed with majority in 2016 (255 interns) as compared to 2015 (179 interns). After their internship, it was of great significance to find out if the interns acquired skills 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 255 interns placed in 2016 were contacted during the survey however; only 210 participated in this survey resulting into a response rate of 82.35%. A total of 630 responses was the expected outcome but 487 responses were obtained from the 210 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
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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 as math, use of software among others.
SUB CATEGORIES	DESCRIPTION
IT	Skills the interns acquired in fields of Networking, Software and programming, Database Administration and Hardware Repair and Maintenance
Engineering	Skills the interns acquired in fields of Electrical, Civil, Mechanical, Mining, Environmental, Textile and Design and Chemical.
Agricultural	Skills the interns acquired in fields of Crop production, Livestock and poultry, Fishing and Aquaculture, Agricultural Extension and Agricultural maintenance.

Management	Skills the interns acquired fields of Accounting and Finance, Marketing, Audit, Organizing and Planning, Decision making, Project management and Delegation.
Science	Skills the interns acquired fields of Health and Natural Sciences.

5.1. Nature of skills

5.1.1. Soft Skills

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

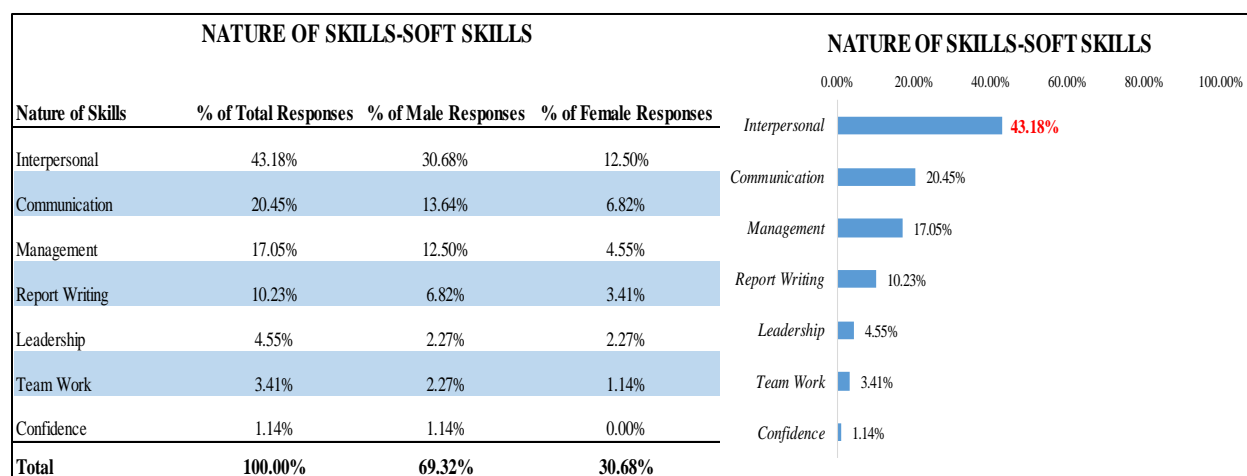
Soft skills are very critical skills that all interns need at the workplace since they need to communicate effectively and interact while getting the job the done. The interns emphasized to have acquired more soft skills as compared to the hard skills according to the survey.

As tabulated below, most of the interns (43.18% of the total responses) acquired interpersonal skills as it was important for them to interact well at the workplace with clients and workmates, as this become a basis for retention of some interns.

Communicational skills came second (20.45% of the total respondents), as interns emphasized that they all needed to communicate effectively at the work place .In this particular case, interns of BSc. In Marketing, heighted that effective communication with clients at the work or in the field was key for them in making business deals and also this was used as a performance indicator at the work place.

Interns also emphasized to have acquired skills in management (17.05% of the total responses), followed by report writing (10.23% of the total responses), followed by leadership skills (4.55% of the total responses), and followed by team work skills (3.41% of the total responses) and lastly confidence skills (1.14% of the total responses). More details are tabulated in the table below.

In summary, majority of the interns who emphasized to have acquired these skills according to the survey were males (69.62%) as shown in the table 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. data analysis and management, finance and accounting, programming among others.

Interns were able to acquire skills namely; account skills, procurement and purchase bills skills, bank reconciliation, data entry, typing skills, sales management, computerized accounting, and preparing audit reports among others.

According to the survey, majority of the interns emphasized to have acquired Engineering skills (76.17% of the total responses). This was mainly attributed to the nature of courses from KYU where some belong to the science background. Some of the engineering skills acquired included; mechanical, civil, electrical, mining, textile and design, environmental skills, etc.

Under engineering skills, most of the skills acquired were mechanical skills (58.39% of the total responses) such as welding and fabrication, repairing and maintenance, vehicle inspection, machine installation and maintenance among others.

This was followed by the electrical skills (18.39% of the total responses) for example generator maintenance, electrical installation, motor rewinding, industrial wiring among others. Civil skills followed (17.1% of the total responses) such as interpreting structural drawings, site supervision, documentation, designing, building skills, laying tiles, laying concretes and plan implementation. Chemical skills (6.13% of the total responses) such as water treatment, quality control, testing standards,

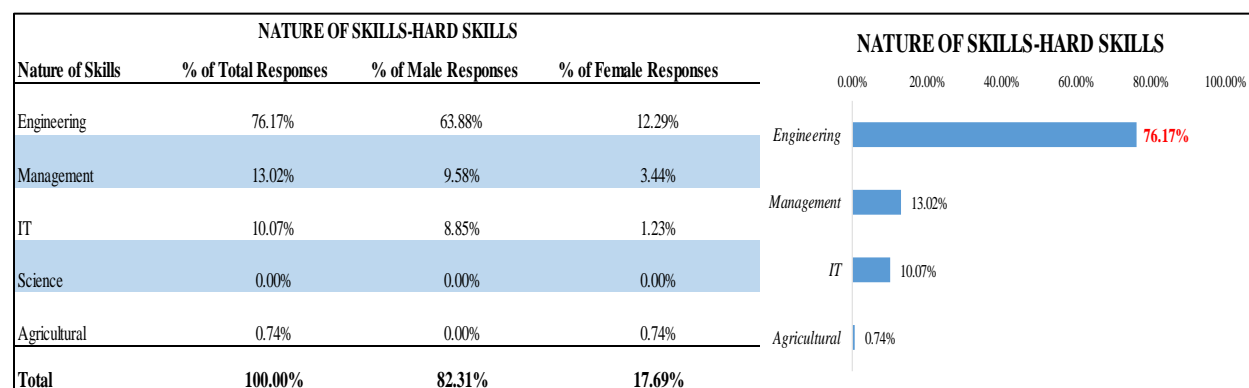
environment and health control, production and waste treatment. No responses were recorded on textile and design, mining and environmental skills.

From the findings, a management skill was the second with 13.02% of the total responses. The management skills included, organizing and planning, marketing, data management, project management, audit, accounting and finance, decision making etc.

From the total responses, 10.07% were IT skills. Amongst these, the skills acquired software and programing (34.15%) such as computer programming, website design and development, installation and use of different software among others. Networking skills (29.27%), data base management skills (24.39%) and hardware and maintenance (12.20%) such as computer repair and maintenance, trouble shooting.

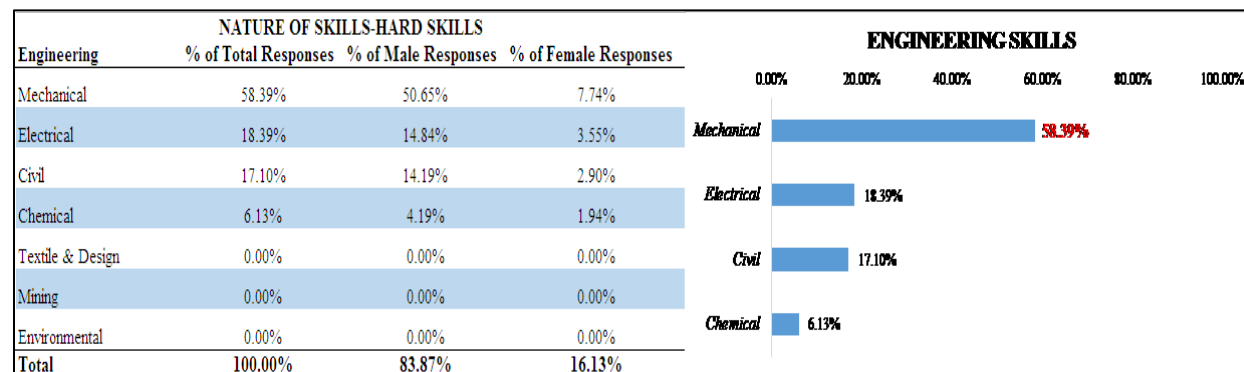
In summary, both male and female interns acquired hard skills but majority according to the survey were males (82.31%) as shown below.

Figure 12: A graph showing nature of hard skills as per faculty



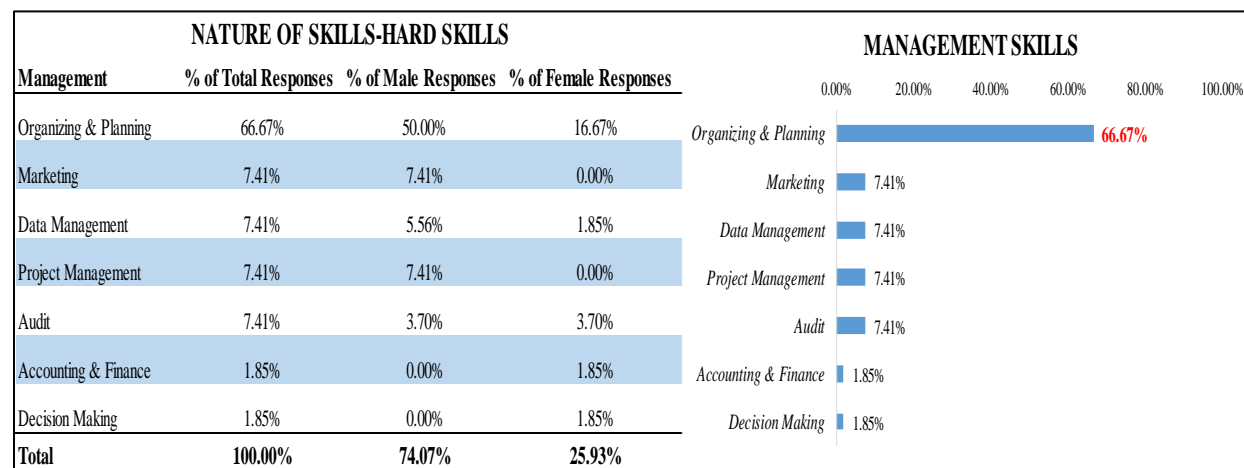
Details of the statistics for the responses obtained per a different sub category are tabulated below.

Figure 13: A graph showing percentages of natures of skills in engineering



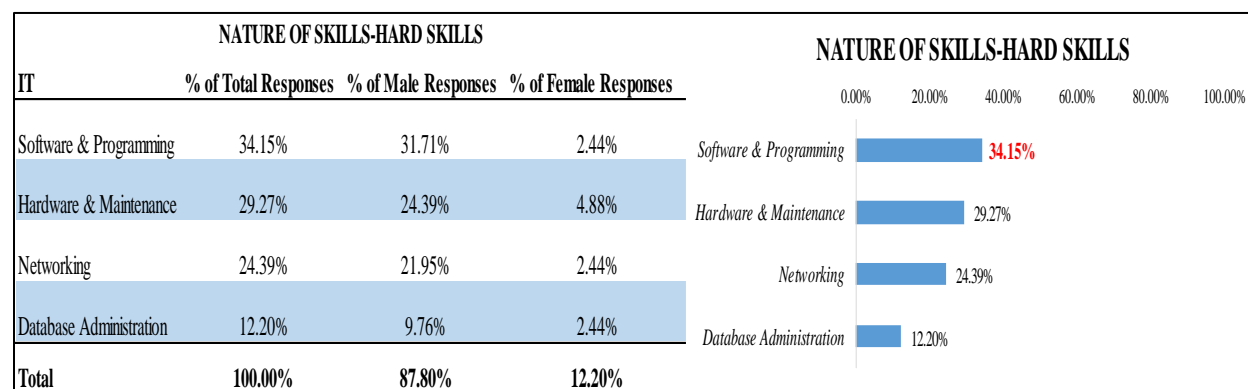
From the table above, majority of the interns from engineering background emphasized to have acquired mechanical skills (58.3%) such as welding and fabrication, maintenance of machines, installation of machines. These were followed by electrical skills (18.39%) such as industrial wiring, diagnosing electric faults among others. The interns also acquired 17.10% of civil skills like site management, interpretation of plans, taking measurements, foundation setting while only 6.13% acquired chemical skills such as water treatment, waste management, quality control, measurement of alkalinity among others. However, none of the interns acquired textile and design skills, mining skills and environment skills. This was attributed to the courses offered by students.

Figure 14: A graph of skills management category



Basing on the survey, it was noted that 66.67% of the interns acquired organizing & planning skills through supervision of workers, monitoring among others. The interns also acquired 7.41% of marketing, data management, project management and auditing and finally 1.85% of accounting & finance and decision making as shown in the table above.

Figure 15: A graph showing nature of skills in the IT category



From the table above, most of the interns who acquired relevant IT skills emphasized to have acquired skills majorly in line with software and programming (34.15%) namely; programming, website designing, software development, graphics designing, among others. These were followed by hardware & maintenance skills (29.27%). Summarizing the analysis, it was found out that the majority of interns who acquired IT skills were male (87.80%).

Table 16: Nature of skills in the Agricultural category

NATURE OF SKILLS-HARD SKILLS			
Agricultural	% of Total Responses	% of Male Responses	% of Female Responses
Agricultural Maintenance	66.67%	0.00%	66.67%
Agricultural Extension	33.33%	0.00%	33.33%
Total	100.00%	0.00%	100.00%

From the information in the table above majority of the interns 66.67% acquired agricultural maintenance skills and none of the male interns acquired agricultural skills.

6. Challenges and Mitigations

Challenge	Mitigation
1 Complicated terms and conditions set by companies Some companies gave very harsh terms and conditions that the interns could not cope with, they therefore left the companies.	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.
2 Employers' failure to honor their word. 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.	The UMA-HEST Team is lining up more companies to take on the increasing number of interns.
3 Poor Intern-employer communication Failure of interns to communicate when they leave a company where they have been placed before the end of the internship. This leaves the employers displeased and hesitant to take in more of our interns.	The project team endeavors to make courtesy calls to both the interns and their supervisors to find out how they are progressing. Company visits are also made to meet and interact directly with both the supervisors and the interns.
4 Delay to hand in reports; 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.	The HEST team starts reminding the students immediately after they have started their internship to send their reports and monthly targets.
5 Interns under-look small and new companies Some students refused to go to certain companies which they considered to be smaller and upcoming not knowing that they can actually learn more in these companies than in the big ones.	The UMA-HEST Team labored to explain to these students that they had a lot more to learn in the small and upcoming companies.

<p>8 Inconsistent bank information given by students</p> <p>Some students provide information of their bank details but change it in the course of the internship more so after requisitions have been made; this causes their money to bounce causing them a lot of inconveniences.</p>	<p>Students are encouraged to only provide details of a working bank account and if they are not sure, they can send the account numbers later after they have confirmed.</p>
<p>9 Overwhelming expectations of students at companies</p> <p>Some students expect to find life very easy at the companies and therefore cannot handle when they are faced with a few hardships, they end up quitting and this leaves the companies with a bias on our interns.</p>	<p>The UMA-HEST Team encourages students that the main aim of internship is to get skills and network with the working class of people, the team will continue emphasizing this during the induction trainings.</p>

7. Conclusion

In 2015, three hundred and eight (308) students were recommended of these 266 were males and 42 females.

In 2016, four hundred and three (403) students comprised of 323 males and 80 females and these were recommended from Kyambogo University.

Induction training was carried out at the university premises for the 2016 cohort and majority of participating students being male compared to females. Among the 403 students recommended for placement in 2016, 255 students were placed in different companies for training for the year 2016 and comprising of thirty six (36) students from the previous cohort that had not been placed and were later placed in the year 2016 in the month of January to April as at 31st December 2016

One hundred and eighty two (182) have not yet been placed and these will place in the year 2017 before the next cohort.

A tracer survey was conducted and 33 interns were retained, 2 interns are employed, 12 interns managed to start their own business through the skills acquired. Students have acquired different skills ranging from soft skills like communication, interpersonal relations and many others to hands on and practical skills.

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

We expect to train 489 interns from Kyambogo University and be able to place 216 interns in the year 2017.

Higher Education being the heart of Education as well as the core of National and Development Systems, the UMA-HEST Project team would like to thank the Government of Uganda (GOU), Funders (AfDB), University Coordinators, Employers, Interns and other stakeholders at large who have played a tremendous role in the implementation of the HEST Project.

8. ANNEX

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

No	SURNAME	FIRST NAME	SEX	COURSE	MONTH	TEL.NO 1	EMAIL	COMPANY
1	Abiriga	James Victor	Male	Bachelor of Civil and Building engineering	August	0774-105221	abiriga.jamesvictor@yahoo.com	Roohoo Construction Company
2	Aliosimaku	Santo	Male	Higher Diploma in Civil and Building Engineering	August	0782-829545	asanto1985@gmail.com	Wallington Co. Ltd
3	Amuge	Gloria	Female	Bachelor of Science in Building Economics	August	0779-791522	amugegloria68@gmail.com	Span Contractors
4	Gabayo	Ivan	Male	Bachelor of Engineering in Industrial Engineering and Management	August	0701-455839	gabayoivan@yahoo.com	Power Trust
5	Gibusiwa	Calvin	Male	Bachelor of Engineering in Environmental Engineering and Management	August	0775-945047	calvingibs@gmail.com	Prime General Supply Ltd
6	Kasemire	Susan	Female	Bachelor of Engineering in Environmental Engineering and Management	August	0703-101723	kasimile@gmail.com	Furrier Eng Company
7	Kazinga	Caroline	Female	Bachelor of Civil and Building engineering	August	0787-636419	ckazinga@gmail.com	National crops resources research institute
8	Kemiyondo	Monicah	Female	Ordinary Diploma in Mechanical and Production Engineering	August	0700-829355	monicahdaphine@yahoo.com	Mesha Steel
9	Kiwanuka	Ivan Elvis	Male	Bachelor of Science in Building Economics	August	0758-226029	kiwanuka.ivan11@gmail.com	Span Contractors
10	Kwikiriza	Innocent	Male	Ordinary Diploma in Mechanical and Production Engineering	August	0705-166082	kwikirizainnocent3@gmail.com	Ken Paper
11	Kyomuhendo	Geofrey	Male	Bachelor of Civil and Building engineering	August	0773-727596	kyomuhendojeff@gmail.com	Span Contractors
12	Lungol	Collins Lukwiya	Male	Bachelor of Science in Building Economics	August	077-7251910	collinslungol@gmail.com	Span Contractors
13	Lusiba	Edward	Male	Bachelor of Science in Building Economics	August	0703-604751	kleds@gmail.com	Span Contractors
14	Matselele	Lemmy Clement	Male	Bachelor of Science in Building Economics	August	0704-392131	mclemmy@gmail.com	Span Contractors
15	Mukasa	Eriazali	Male	Ordinary Diploma in Mechanical and Production Engineering	August	0701-549154	eriazalimukasa@gmail.com	Ken Paper

16	Musaasizi	Paul	Male	Bachelor of Science in Building Economics	August	0701-110238	paulkayima@gmail.com	Span Contractors
17	Mwaka	Lucky	Male	Ordinary Diploma in Mechanical and Production Engineering	August	0755-894308	mwakaluck6@gmail.com	Specialised Technical Services
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195	Mwesezi	Edward	Male	Bachelor of Engineering in Automotive and Power Engineering	September	0701-130590	mwese.edward@gmail.com	Coca-Cola
196	Nabukeera	Jackline	Female	Bachelor of Science in Chemical Engineering	September	0705-310943	nabukeerajackwin@gmail.com	SCOUL
197	Namaganda	Majorine	Female	Bachelor of Science in Chemical Engineering	September	0701-267079	namagandamajo8@gmail.com	Tororo Cement
198	Namuleme	Juliet	Female	Bachelor of Science in Chemical Engineering	September	0704-332180	julietnamuleme03@outlook.com	Tororo Cement

199	Ndwanse	Nathan Samuel	Male	Bachelor of Science in Chemical Engineering	September	0783-444041	kirabomoneka@gmail.com	Tororo Cement
200	Obbo	Simon	Male	Ordinary Diploma in Electrical Engineering	September	0773-766049	mukulojoachim@gmail.com	Tororo Cement
201	Omara	Raymond	Male	Bachelor of Science in Chemical Engineering	September	0701-782955	omara-raymond20@gmail.com	Tororo Cement
202	Opio	Kenneth Garvin	Male	Bachelor of Science in Chemical Engineering	September	0780-557936	ajuleta9083@gmail.com	Tororo Cement
203	Opio	Innocent Ocaya	Male	Bachelor of Information Technology and Computing	September	0701-896594		Kitgum Municipal Council
204	Otai	Abraham	Male	Ordinary Diploma in Electrical Engineering	September	0706-902334	otaibrahama1993@gmail.com	Tororo Cement
205	Otyeka	Denis	Female	Bachelor of Engineering in Mechanical and Manufacturing Engineering	September	0757-321022	denisotyeka87@gmail.com	Coca-Cola
206	Ouma	Brian Osborn	Male	Bachelor of Science in Chemical Engineering	September	0759-489581	osb20102016@gmail.com	Tororo Cement
207	Owilli	Innocent	Male	Ordinary Diploma in Mechanical and Production Engineering	September	0783-272388	innocentowilli1@gmail.com	ken paper
208	Padde	Collin	Male	Ordinary Diploma in Electrical Engineering	September	0788-010266	paddecollinesau@yahoo.com	Osmosis uganda ltd
209	Serunjogi	Moses	Male	Ordinary Diploma in Telecommunication Engineering	September	0758-870906	serunjogimoses20@gmail.com	Prime Radio
210	Sonko	Samuel	Male	Ordinary Diploma in Telecommunication Engineering	September	0700-284857	sonkosamuel1@gmail.com	Ireck Technologies Ltd
211	Sseburungu	Keneth	Male	Bachelor of Engineering in Automotive and Power Engineering	September	0705-359548	sseburungukeneth@gmail.com	Imperial Motor Garage
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214	Ssewankambo	Brian	Male	Ordinary Diploma in Mechanical and Production Engineering	September	0758-514886	briansewankambo@gmail.com	Tororo Cement
215	Taliwo	John	Male	Ordinary Diploma in Telecommunication Engineering	September	0754-760409	johnkaliwo@gmail.com	Ireck Technologies Ltd
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217	Unzima	Benard James	Male	Ordinary Diploma in Computer Engineering	September	0751-745764	unzimabenardjames@gmail.com	Abercom (U) Technologies
218	Weere	Emmanuel	Male	Bachelor of Science in Chemical Engineering	September	0705-976502	edweere92@gmail.com	Tororo Cement

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

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171	Tushabe	Fausta	Female	Bachelor of Engineering in Automotive and Power Engineering	N	776119944	tushabefausta@gmail.com
172	Twikiirize	Lilian	Female	Bachelor of Environmental Science and Technology Management	N	788279042	liliantwikii@gmail.com
173	Walela	Solomon	Male	Bachelor of Science Technology - Physics	N	0752790074	walelasolomon@gmail.com
174	Walugembe	John Paul	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N	753963160	johnsonwills947@gmail.com
175	Walusimbi	Andrew	Male	Ordinary Diploma in Computer Engineering	N	0706516286	wasndre@yahoo.com
176	Wambi	Allan	Male	Ordinary Diploma in Automotive and Power Engineering	N	787958396	wambiallan@gmail.com
177	Wandera	Sunday Maurice	Male	Bachelor of Engineering in Telecommunication Engineering	N	0775148204	mauricewanders@gmail.com

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	TEL.NO 1	EMAIL
178	Were	Ronald	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N	750786315	vwere867@gmail.com
179	Yiki	Godwin	Male	Ordinary Diploma in Electrical Engineering	N	779475733	yikigodwin@gmail.com
180	Zemei	Victoria	Female	Bachelor of Science Technology - Chemistry	N	705624319	zemeivictoria@gmail.com
181	Achengo	Juliet	Female	Bachelor of Science Technology - Chemistry	N	0783-662135	jachengo@gmail.com
182	Tibakimuwe	Sabra	Female	Bachelor of Science Technology - Chemistry	N	0700-931701	tsabra094@gmail.com
183	Ankwatsize	Gordon	Male	Ordinary Diploma in Mechanical and Production Engineering	N	0774-953310	ankwagodon@gmail.com
184	Ngabirano	Tobius	Male	Ordinary Diploma in Mechanical and Production Engineering	N	0771-844421	ngabiranotobg@gmail.com

Annex VI: Details of Interns from the Tracer Survey conducted

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
1	Abaho	Elton	Male	Ordinary Diploma in Automotive and Power Engineering	September	United Elevators	Employed	interpret drawings, interpersonal, working with different machines
2	Abalo	Concy	Male	Bachelor of Civil and Building Engineering	July	Span Contractors	Employed	supervision, concrete work, management
3	Abaza	Leo	Male	Bachelor of Civil and Building Engineering	July	Wallington Co. Ltd	Not Employed	supervision, drawing and designing of building plans
4	Abel	Anyole	Male	Ordinary Diploma in Electrical Engineering	N			
5	Abiriga	James Victor	Male	Bachelor of Civil and Building Engineering	August	Roohoo Construction Company	Extension	management and construction skills
6	Abongu	Simon	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
7	Abraham	Baker	Male	Bachelor of Civil and Building Engineering	July	Benchmark Construction LTd	Not Employed	control projects, supervise workers,time management
8	Acidri	Vincent	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	Total	Employed	publication,energy management,fire fighting, fuel marking,
9	Adikini	Mary	Female	Bachelor of Environmental Science and Technology Management	N			

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
10	Agaba	Ivan	Male	Bachelor of Engineering in Civil and Building Engineering	N			
11	Agaba	Gift	Male	Ordinary Diploma in Electrical Engineering	September	Tororo Cement	Not Employed	machicine maintence ,installisation
12	Agaba	Pius	Male	Ordinary Diploma in Telecommunication Engineering	October	Ireck Technologies Ltd	Still Training	
13	Agaba	Cath	Male	Bachelor of Science in Building Economics	N			
14	Aharikundira	Dismas	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N			
15	Ainebyona	Nelson	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
16	Ainomugisha	Angella	Female	Ordinary Diploma in Electrical Engineering	September	Precise Weighing Systems	Employed	
17	Ajali	Kennedy	Male	Certificate In Science Laboratory Technician	N			
18	Akampamya	Bruce	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	National Water and Sewerage Cooperation	Employed	water treatment ,electronic mintence, service
19	Akampulira	David	Male	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Extension	machicine operations, trouble shooting
20	Akampurira	David	Male	Ordinary Diploma in Electrical Engineering	September	ICT Labs	Not Employed	computer repair, mantaince, networking
21	Akankwasa	Loice	Female	Ordinary Diploma in Electrical Engineering	N			
22	Akankwatsa	Robert	Male	Ordinary Diploma in Automotive and Power Engineering	N			
23	Akeewa	Jonathan	Male	Ordinary Diploma in Mechanical and Production Engineering	October	Ken Paper	Not Employed	welding, maintenance,computer , servicing mechnes and repair
24	Akooyo	Solomon	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N			
25	Aleti	Samuel	Male	Bachelor of Science Technology - Chemistry	July	Nile Natural Fruit Pdts Ltd	Employed	analysis,report writing,team work, time management.
26	Alinde	William	Male	Ordinary Diploma in Mechanical and Production Engineering	October	Roofings Ltd	Retained	assembling, wiring, operating different machines
27	Aliosimaku	Santo	Male	Higher Diploma in Civil and Building Engineering	August	Wallington Co. Ltd	Employed	site supervision, documentation, designing
28	Amidi	Owachgiu	Male	Ordinary Diploma in Mechanical and Production Engineering	September	Tororo Cement	Retained	mantainance, fabrication, welding

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
29	Amone	Justin	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
30	Ampiire	Derrick	Male	Bachelor of Civil and Building Engineering	July	Span Contractors	Not Employed	interpreting drawings
31	Amuge	Gloria	Female	Bachelor of Science in Building Economics	August	Span Contractors	Employed	construction, management, interpersonal
32	Amuron	Safina	Female	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Extension	interperson,quality assurance
33	Angiroi	Daniel	Male	Bachelor of Information Technology and Computing	September	Abercom (U) Technologies	Employed	repairing computer,programming,hardware
34	Anguyo	Wilson	Male	Bachelor of Engineering in Civil and Building Engineering	N			
35	Anyole	Abel	Male	Ordinary Diploma in Electrical Engineering	September	Tororo Cement	Not Employed	lightening system, generator maintenance,report writing
36	Anyor	Emmanuel	Male	Ordinary Diploma in Electrical Engineering	N			
37	Aryatuha	Prosper	Male	Ordinary Diploma in Automotive and Power Engineering	N			
38	Asiimire	Bosco	Male	Ordinary Diploma in Architecture	July	Flexi Home	Not Employed	interpretating drawings, site work, measuring skills
39	Asio	Doreen	Female	Bachelor of Engineering in Industrial Engineering and Management	July	Fire And Safety Appliances Ltd	Not Employed	installation, servicing, IQ work
40	Atholere	Eseri	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	September	Tororo Cement	Not Employed	machine mantainance, cement manufacturing, workshop skills
41	Atuhaire	Barbra	Female	Higher Diploma in Electrical and Electronic Engineering	N			
42	Atuhairwe	Godwin Kamugisha	Male	Bachelor of Civil and Building Engineering	July	PSEM Africa Ltd	Extension	making up barogues,interpretation and analysis,pipe designing and laying, pump installisation,
43	Aweko	Frida	Female	Bachelor of Engineering in Industrial Engineering and Management	October	Ministry of Lands	Retained	value property, compasation purpose evaluation, calculating discounts
44	Ayebale	Ronnet	Female	Bachelor of Engineering in Industrial Engineering and Management	October	Power Trust	Not Employed	
45	Bagada	Levi	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	Bwendero Dairy Farm	Extension	welding and publication, repairing,and maintenance
46	Bagonza	Gerald	Male	Higher Diploma in Electrical and Electronic Engineering	October	Perfect Multiple Engineering &consultance services ltd	Employed	

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
47	Balikitende	Rovin	Female	Ordinary Diploma in Automotive and Power Engineering	N			
48	Batesaaki	Ronald	Male	Ordinary Diploma in Telecommunication Engineering	October	Ireck Technologies Ltd	Still Training	
49	Batumbya	Christopher	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
50	Batuse	Mesalam	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N			
51	Birungi	Patience	Female	Bachelor of Engineering in Industrial Engineering and Management	July	Steel Works	Not Employed	maintenance, welding and publication
52	Bizman	Derric	Male	Bachelor of Engineering in Environmental Engineering and Management	July	Ministry of Gender	Extension	inspection, accident fall up, report writing
53	Brain	Kyaligaba	Male	Ordinary Diploma in Automotive and Power Engineering	N			
54	Bukenya	Raihaan	Male	Bachelor of Engineering in Telecommunication Engineering	July	Electronics Network Services	Retained	fibre skills, communication, interpersonal
55	Bukenya	Fahad	Male	Bachelor of Engineering in Automotive and Power Engineering	September	Coca-Cola	Retained	maintainance, inspection, interpersonal skills
56	Buye	Brian	Male	Bachelor of Engineering in Industrial Engineering and Management	N			
57	Bwabale	Darius	Male	Bachelor of Science in Chemical Engineering	N			
58	Bwanike	Robert	Male	Ordinary Diploma in Computer Engineering	September	ICT Labs	Self Employed	domines and domines controller, data management, networking, internet
59	Bwante	Moses	Male	Bachelor of Engineering in Automotive and Power Engineering	July	Ben Auto Care Centre	Employed	repair car, computer work, communication
60	Byamukama	Moses Delson	Male	Ordinary Diploma in Automotive and Power Engineering	September	Ministry Of Works And Transport	Employed	vehicle inspection, managing flits in transport
61	Byarugaba	Isaac	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	Fire And Safety Appliances Ltd	Employed	design, maintenance and plumbing
62	Byaruhanga	Alex	Male	Bachelor of Engineering in Industrial Engineering and Management	July	Cipla Quality Chemical (U) Ltd Ltd	Not Employed	maintenance, project machine installation, documentation, computer skills
63	Can-Oruma	Stephen	Male	Bachelor of Engineering in Environmental Engineering and Management	N			

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
64	Mfitumukiza	Daniel	Male	Higher Diploma in Electrical and Electronic Engineering	N			
65	Akunda	Davis	Male	Ordinary Diploma in Electrical Engineering	N			
66	Edeku	Angello	Male	Bachelor of Science Technology - Chemistry	July	Nile Natural Fruit Pds Ltd	Employed	good manufacturing, water treatment, waste management, safety measures
67	Egesa	Benard	Male	Ordinary Diploma in Automotive and Power Engineering	N			
68	Ejoku	Daniel	Male	Ordinary Diploma in Architecture	October	Flexi Home	Employed	air conditioner installation, general maintenance air conditioner
69	Ekau	Simon	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
70	Elvis	Rhtasingwa	Male	Ordinary Diploma in Automotive and Power Engineering	N			
71	Emolu	Pius	Male	Ordinary Diploma in Electrical Engineering	September	Tororo Cement	Not Employed	industrial electricity, interpersonal, confidence in work,
72	Gabayo	Ivan	Male	Bachelor of Engineering in Industrial Engineering and Management	August	Power Trust	No Response	
73	Gena	Brian	Male	Bachelor of Civil and Building Engineering	July	Atotti Rural Dis&Contr LTD	Not Employed	interpersonal, construction, communication
74	Gibusiwa	Calvin	Male	Bachelor of Engineering in Environmental Engineering and Management	August	Prime General Supply Ltd	Employed	quality control, testing standards, management
75	Giduno	Jude	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N			
76	Gumisiriza	Precious	Female	Ordinary Diploma in Telecommunication Engineering	N			
77	Gumisiriza	Ezra	Male	Bachelor of Engineering in Civil and Building Engineering	N			
78	Habyarimana	Richard	Male	Ordinary Diploma in Automotive and Power Engineering	N			
79	Hamba	Moses	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	G-Tech	Retained	repairing, report writing, safety skills
80	Hanghuja	Isihaka	Male	Bachelor of Engineering in Environmental Engineering and Management	N			
81	Ibunyu	Mable	Female	Bachelor of Science Technology - Chemistry	N			
82	Ilahi	Kassim	Male	Bachelor of Engineering in Civil and Building Engineering	N			

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
83	Ivan	Kamukama	Male	Bachelor of Engineering in Civil and Building Engineering	N			
84	Jjemba	Derrick	Male	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Not Employed	quality control, environment and health control, production
85	Joshua	Musinguzi	Male	Ordinary Diploma in Telecommunication Engineering	N			
86	Kadde	Paul	Male	Ordinary Diploma in Architecture	N			
87	Kadooli	Titus	Male	Bachelor of Information Technology and Computing	July	Fundibots	Extension	computer programming, teaching skills in outreaches, interpersonal
88	Kagoro Murungi	Rashid	Male	Bachelor of Information Technology and Computing	July	Supercom Technologies	Extension	computer, marketing
89	Kajolya	Edreen	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N			
90	Kalisa	Moses	Male	Ordinary Diploma in Architecture	N			
91	Kamanywa	Christopher	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
92	Kamugisha	Derrick	Male	Bachelor of Engineering in Industrial Engineering and Management	July	Jekov	Employed	trouble shooting, hands on practice, technical skills
93	Kanyesigye	Deus	Male	Bachelor of Science in Chemical Engineering	N			
94	Kapaasi	Munanura Abraham	Male	Ordinary Diploma in Architecture	July	Flexi Home	Employed	drafting, time management, structural engineering
95	Kasamba	Christopher	Male	Bachelor of Engineering in Industrial Engineering and Management	July	Engineering Solutions	No Response	
96	Kasambula	Vicent	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	Mord Electrical Steel International	Not Employed	cutting, shaping bars, grinding skills
97	Kasekende	Jainabu	Male	Ordinary Diploma in Architecture	October	Flexi Home	Employed	repair, maintenance and servicing of a refrigerator
98	Kasemire	Susan	Female	Bachelor of Engineering in Environmental Engineering and Management	August	Furrier Eng Company	Not Employed	construction, hydric design, sanitation and drainage
99	Kasole	Edward	Male	Higher Diploma in Electrical and Electronic Engineering	November	Multiplex Limited	Employed	packing meters, electronics, customer service
100	Kasozi	Ernest	Male	Bachelor of Information Technology and Computing	July	Adsoft	Not Employed	website development, networking, marketing
101	Kasule	Harold	Male	Ordinary Diploma in Automotive and Power Engineering	N			
102	Kasumba	Peter	Male	Bachelor of Civil and Building Engineering	July	Span Contractors	Employed	construction, interpersonal and site work
103	Kasumba	John Paul	Male	Ordinary Diploma in Automotive and Power Engineering	N			

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
104	Kasumba	Ishaaka	Female	Ordinary Diploma in Mechanical and Production Engineering	October	Mesha Steel	Still Training	
105	Kaswa	Jasper	Male	Ordinary Diploma in Computer Engineering	N			
106	Kataabu	John Brian	Male	Bachelor of Engineering in Civil and Building Engineering	N			
107	Katamba	Zephania	Male	Bachelor of Engineering in Industrial Engineering and Management	September	Lakeside Dairy Ltd Mbarara	Not Employed	fabrication, welding, operational skills
108	Kategaya	Anorld Paul	Male	Bachelor of Science in Chemical Engineering	N			
109	Katende	Denis	Male	Ordinary Diploma in Mechanical and Production Engineering	October	Furrier Eng Company	Still Training	
110	Katende	David	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	N			
111	Katimbo	Abdullah	Male	Ordinary Diploma in Architecture	October	Flexi Home	Employed	
112	Kato	Makyetero	Male	Bachelor of Science Technology - Chemistry	July	Crown Beverages	Retained	waste treatment, BOD, measurement like PH
113	Kato	Deo	Male	Ordinary Diploma in Automotive and Power Engineering	N			
114	Katuramu	Crescent	Male	Bachelor of Engineering in Industrial Engineering and Management	July	M&M industrial engineering	Employed	mantainance, project maagement, communicaion
115	Katusabe	Joan	Female	Ordinary Diploma in Automotive and Power Engineering	N			
116	Katushabe	Rita	Female	Bachelor of Engineering in Environmental Engineering and Management	July	Eskom	Employed	safety requirements, leadership, application of different safety laws
117	Kawalya	Francis	Male	Bachelor of Science Technology - Biology	N			
118	Kaweesa	Allan	Male	Ordinary Diploma in Automotive and Power Engineering	N			
119	Kawuma	Conelious	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
120	Kayemba	Aloysious	Male	Bachelor of Engineering in Telecommunication Engineering	N			
121	Kayemba	Abumelech	Male	Higher Diploma in Electrical and Electronic Engineering	October	SCOUL	Still Training	networking with people, communication
122	Kayiira	John	Male	Bachelor of Environmental Science and Technology Management	N			
123	Kazinga	Caroline	Female	Bachelor of Civil and Building Engineering	August	National crops resources	Self Employed	

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
						research institute		
124	Kaziro	Bashir	Male	Ordinary Diploma in Computer Engineering	November	Family Radio	Employed	transformation of signal,communication
125	Kazungu	Zampyeri	Male	Ordinary Diploma in Architecture	October	Flexi Home	Still Training	
126	Kedi	Innocent	Male	Bachelor of Science Technology - Chemistry	N			
127	Kemiyondo	Monicah	Female	Ordinary Diploma in Mechanical and Production Engineering	August	Mesha Steel	Employed	
128	Kibibi	Gabriel	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
129	Kibirige	Nasser	Male	BSc. Textile and Clothing Technology	N			
130	Kibowa	Maurice	Male	Ordinary Diploma in Automotive and Power Engineering	N			
131	Kibwika	Fred	Male	Ordinary Diploma in Architecture	October	Fresh Dairy Bugolobi	Not Employed	installation,maintenance and servicing AC
132	Kibwota	Polycarp	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
133	Kigoye	Eriya	Male	Bachelor of Science Technology - Biology	N			
134	Kigozi	Brian Micheal	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	MM Intergrated Steel	Employed	machining, welding, publication
135	Kiguli	Richard	Male	Bachelor of Engineering in Telecommunication Engineering	N			
136	Kiirya	Shamim	Female	Bachelor of Engineering in Mechanical and Manufacturing Engineering	N			
137	Kimbowa	Maurice	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	November	Nectron Technical services	Employed	welding, mantainance, repairing
138	Kipwola	Martha Marita	Female	Bachelor of Engineering in Telecommunication Engineering	N			
139	Kiryowa	Edward	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
140	Kisagazi	Rebecca	Female	Bachelor of Engineering in Telecommunication Engineering	September	Smart Telecom	Not Employed	interpersonal,trouble shooting,problem solving
141	Kiseera	Isaac	Male	Ordinary Diploma in Electrical Engineering	September	Cable.sult Civil & Electrical Eng Co.Ltd	Not Employed	installation, computer, trouble shooting and sketch drawing

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
142	Kivubuka	Stephen	Male	Ordinary Diploma in Automotive and Power Engineering	N			
143	Kiwanuka	Ivan Elvis	Male	Bachelor of Science in Building Economics	August	Span Contractors	Self Employed	advising, communication, construction skills
144	Kiwanuka	Joel	Male	Bachelor of Engineering in Telecommunication Engineering	N			
145	Kiwola	Edward	Male	Bachelor of Vocational Studies in Agriculture with Education	N	Abi Zonal Agriculture Research	Working	
146	Kizito	Jimmy James	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
147	Kizito	Charles	Male	Bachelor of Engineering in Environmental Engineering and Management	N			
148	Kizza	Micheal	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	Ben Auto Care Centre	Employed	diagonolist, report writing, repairing
149	Kizza	Isaac	Male	Ordinary Diploma in Electrical Engineering	N			
150	Koote	Juliet	Female	Bachelor of Arts in Social Sciences	November	Red Cross	Still Training	communication, interpersonal, report writing
151	Kulega	Aron	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N			
152	Kuloba	Hussein	Male	Bachelor of Information Technology and Computing	July	Abercom (U) Technologies	Extension	Web development, networking, web designing
153	Kuloba	Dennis	Male	Bachelor of Science Technology - Chemistry	October	Ugachick Poutry Breeders Ltd	Still Training	
154	Kumbaine	Wilson	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	Mord Electrical Steel International	Employed	trouble shooting, repair and mantainance
155	Kuuku	Emmanuel	Male	Ordinary Diploma in Architecture	N			
156	Kwemara	Godfrey	Male	Bachelor of Science Technology - Chemistry	N			
157	Kwikiriza	Innocent	Male	Ordinary Diploma in Mechanical and Production Engineering	August	Ken Paper	Retained	fault identification, mantaince and repair of machines
158	Kyeyago	Phiona	Female	Bachelor of Engineering in Civil and Building Engineering	N			
159	Kyeyune	Rogers	Male	Higher Diploma in Electrical and Electronic Engineering	October	BITS technical services	Still Training	
160	Kyomuhendo	Geofrey	Male	Bachelor of Civil and Building Engineering	August	Span Contractors	Employed	interpreting plans, designing beams, concrete work

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
161	Laker	Truddy Marsho	Female	Bachelor of Science Technology - Biology	N			
162	Lomo	Ratibu	Male	Bachelor of Vocational Studies in Agriculture with Education	July	Abi Zonal Agriculture Research	No Response	
163	Lubanga	Nasifu	Male	Bachelor of Science Technology - Chemistry	July	Makerere Univesrity Food Micro Biolgy Lab	Not Employed	micro identification, preservation skills, using micro biological machines
164	Lubwama	Joseph	Male	Bachelor of Civil and Building Engineering	July	Deoco Engineering International Ltd	No Response	
165	Ludigo	Samuel	Male	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Employed	quality control, cement laboratory skills, production skills
166	Lugumya	Jalaludin	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
167	Lungol	Collins Lukwiya	Male	Bachelor of Science in Building Economics	August	Span Contractors	Extension	estimation of work, construction,interaction
168	Lusiba	Edward	Male	Bachelor of Science in Building Economics	August	Span Contractors	No Response	
169	Lutaaya	Simon	Male	Ordinary Diploma in Mechanical and Production Engineering	N	Furrier Eng Company	Working	
170	Luyimbazi	Henry	Female	Ordinary Diploma in Refrigeration and Air Conditioning	N			
171	Machanja	Fred	Male	Bachelor of Engineering in Environmental Engineering and Management	N			
172	Magambo	Francis Brian	Male	Ordinary Diploma in Automotive and Power Engineering	N			
173	Magezi	Steven	Male	Bachelor of Information Technology and Computing	July	Fundibots	Not Employed	training, programming, office administration
174	Magezi	Simon Peter	Male	Ordinary Diploma in Automotive and Power Engineering	N			
175	Majwala	Fred	Male	Bachelor of Engineering in Environmental Engineering and Management	July	Eskom	Not Employed	occupation health and safety management,monitoring
176	Makasi	George	Male	Certificate In Science Laboratory Technician	N			
177	Makyetero	Kato Katwire	Male	Bachelor of Science Technology - Chemistry	N			

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
178	Mande	Josephat	Male	Ordinary Diploma in Telecommunication Engineering	N			
179	Masereka	Nicholas	Male	Bachelor of Science Technology - Chemistry	July	National Coffee Research Inst	Not Employed	report writing, presentation, and coffee processing
180	Masiko	Raymond Nicholas	Male	Bachelor of Engineering in Industrial Engineering and Management	July	Sheraton Kampala Hotel	Retained	electrical, airconditioning,mechanical, fitting and installation
181	Massa	Nicholas	Male	Ordinary Diploma in Mechanical and Production Engineering	October	Tororo Cement	Still Training	
182	Maswala	Fred	Male	Bachelor of Engineering in Environmental Engineering and Management	N			
183	Matovu	John	Male	Ordinary Diploma in Computer Engineering	N			
184	Matselele	Lemmy Clement	Male	Bachelor of Science in Building Economics	August	Span Contractors	Employed	supervis measurement,evaluation
185	Matsiko	Belton	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N			
186	Mboizi	Derrick	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
187	Mbongoya	Eriya	Male	Bachelor of Engineering in Industrial Engineering and Management	July	Wildlife Club	Not Employed	
188	Monday	Landus	Male	Bachelor of Civil and Building Engineering	July	Teclab	Employed	report writing,data analysis, material testing, operational
189	Ssewanonda	Moses	Male	Ordinary Diploma in Telecommunication Engineering	N			
190	Mudoola	Denis	Male	Bachelor of Engineering in Industrial Engineering and Management	October	Busenvi Enterprises Ltd	Still Training	
191	Mugabe	Godfrey	Male	Ordinary Diploma in Mechanical and Production Engineering	October	Africa Polysack industries ltd	Retained	mantaince skills, repairing, interpersonal skills
192	Mugagga	Innocent	Male	Ordinary Diploma in Electrical Engineering	September	Tororo Cement	Employed	leadership, electrical, diognising electrical faults
193	Muganyizi	Oliver	Female	Ordinary Diploma in Electrical Engineering	N			
194	Mugavu	Majidu	Male	Ordinary Diploma in Architecture	N			
195	Mugel	David	Male	Bachelor of Engineering in Industrial Engineering and Management	July	Steel Works	Not Employed	welding, machine operation, cyclone metals
196	Mugoya	Fahad	Male	Ordinary Diploma in Architecture	N			
197	Muhanguzi	Derrick	Male	Ordinary Diploma in Mechanical and Production Engineering	September	Tororo Cement	Extension	machining, measurement, mantainance of different machines

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
198	Muhawe	Jackson	Male	Bachelor of Engineering in Industrial Engineering and Management	N			
199	Muhoozi	Keneth	Male	Ordinary Diploma in Mechanical and Production Engineering	September	Tororo Cement	Not Employed	mantainance, welding, machining
200	Muhumuza	Julius	Male	Ordinary Diploma in Telecommunication Engineering	N			
201	Mukalazi	Vincent	Male	Bachelor of Civil and Building Engineering	July	Span Contractors	Employed	steel fixing, concreting, steel bending
202	Mukasa	William	Male	Ordinary Diploma in Electrical Engineering	September	Tororo Cement	Not Employed	motor rewinding, mantainance, wiring
203	Mukasa	Herbert	Male	Bachelor of Civil and Building Engineering	September	Deoco Engineering International Ltd	Retained	handling plans, designing building, site skills
204	Mukasa	Eriazali	Male	Ordinary Diploma in Mechanical and Production Engineering	August	Ken Paper	Employed	machining,making paper,interpersonal
205	Mukholi	Denis	Male	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Extension	cement production, machine operation, quality control
206	Mukisa	Alex	Male	Ordinary Diploma in Computer Engineering	September	Cyber school tech solns	Retained	software administration, hard ware repair and mantainance, web development
207	Mukose	Denis	Male	Ordinary Diploma in Architecture	N			
208	Mukwaya	Joseph	Male	Bachelor of Engineering in Industrial Engineering and Management	July	Luka Plastics	Not Employed	communication, interpersonal, engineering skills
209	Mulamuzi	Isaac	Male	Bachelor of Engineering in Automotive and Power Engineering	July	Ottomotive Auto Electric	Retained	
210	Mulondo	Hiram	Male	Bachelor of Engineering in Industrial Engineering and Management	October	Busenvi Enterprises Ltd	Not Employed	mantainance, time management, interpersonal skills
211	Musaasizi	Paul	Male	Bachelor of Science in Building Economics	August	Span Contractors	Not Employed	site supervision, material recordings, bills of quantity
212	Musiimenta	Joseph	Male	Bachelor of Science Technology - Biology	N			
213	Musoke	Timothy	Male	Bachelor of Engineering in Industrial Engineering and Management	July	Hani engineering ltd	Not Employed	machining, interpersonal, organisational skills
214	Musoke	Latima	Male	Bachelor of Engineering in Telecommunication Engineering	N			
215	Mutebi	Mulindwa	Male	Bachelor of Engineering in Industrial Engineering and Management	N			
216	Mutebi	Mohammed	Male	Ordinary Diploma in Computer Engineering	N			
217	Mutebi	Isaac	Male	Ordinary Diploma in Automotive and Power Engineering	N			

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
218	Mutebi	Godfrey	Male	Ordinary Diploma in Automotive and Power Engineering	N			
219	Mutebi Kizito	Mulindwa	Male	Bachelor of Engineering in Industrial Engineering and Management	July	Nile Natural Fruit Pds Ltd	Employed	machining, interpersonal, juice production
220	Muwalira	Edwin	Male	Ordinary Diploma in Electrical Engineering	September	Tororo Cement	Self Employed	rewinding motors, industrial wiring, connecting motors
221	Muwonge	Noah	Male	Ordinary Diploma in Electrical Engineering	September	Tororo Cement	Not Employed	motor rewinding, lighting, wiring
222	Muyimbwa	Emmanuel	Male	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Employed	industrial confidence, interpersonal, communication skills
223	Muyingo	Muhammad Nsimbe	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
224	Mwaka	Lucky	Male	Ordinary Diploma in Mechanical and Production Engineering	August	Specialised Technical Services	Not Employed	machining, welding, cleaning underground fuel tanks
225	Mwambe	Polline	Female	Bachelor of Engineering in Industrial Engineering and Management	July	Luka Plastics	Employed	production planning, machining, quality control
226	Mwanje	Ronald	Male	Bachelor of Science in Chemical Engineering	N			
227	Mwase	George	Male	Ordinary Diploma in Telecommunication Engineering	N			
228	Mwasa	Denis	Male	Ordinary Diploma in Electrical Engineering	October	Cable.sult Civil & Electrical Eng Co.Ltd	Still Training	
229	Mwesezi	Edward	Male	Bachelor of Engineering in Automotive and Power Engineering	September	Coca-Cola	Self Employed	mantainance, planning, repairing skills
230	Mwesigwa	Emmanuel	Male	Ordinary Diploma in Computer Engineering	October	ICT Labs	Employed	networking, installation, managing users
231	Mwesigye	Chrispus	Male	Bachelor of Science in Building Economics	July	China Railway Seventh Group	Retained	raw material inspection, measurement skills, interpersonal
232	Mweteise	Azaria	Male	Ordinary Diploma in Electrical Engineering	N			
233	Nabaweesi	Dinah	Female	Bachelor of Engineering in Environmental Engineering and Management	August	NFA	Not Employed	identifying degraded areas, forest inspection, management skills
234	Nabbanja	Hellen	Female	Ordinary Diploma in Refrigeration and Air Conditioning	N			
235	Nabbanja	Shabibah	Female	Bachelor of Science Technology - Chemistry	October	Cipla Quality Chemical (U) Ltd Ltd	Extension	dissolution, pharomatography, investigation skills

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
236	Nabifo	Barbara	Female	Ordinary Diploma in Automotive and Power Engineering	N			
237	Nabukeera	Jackline	Female	Bachelor of Science in Chemical Engineering	September	SCOUL	Employed	house keeping, manufacturing skills, quality assurance
238	Nabukenya	Verinah	Female	Ordinary Diploma in Refrigeration and Air Conditioning	N			
239	Nabukko	Recheal	Female	Ordinary Diploma in Refrigeration and Air Conditioning	N			
240	Nakalembe	Imelda	Female	Ordinary Diploma Water Engineering	N			
241	Nakayenga	Mariam	Female	Bachelor of Civil and Building Engineering	July	Span Contractors	Employed	concrete work, interpersonal, frame work skills
242	Nakitende	Noelina	Female	Bachelor of Science in Chemical Engineering	July	Hima Cement	Self Employed	installation, quality control, interpersonal
243	Nakkungu	Stella	Female	Bachelor of Engineering in Industrial Engineering and Management	August	Tuf Foam	No Response	
244	Nakyeyune	Catherine	Female	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	Fire And Safety Appliances Ltd	Employed	wiring, alarm and detection systems, machining
245	Nalubega	Mary Gloria	Female	Bachelor of Engineering in Civil and Building Engineering	N			
246	Nalubega	Anastastia	Female	Ordinary Diploma Water Engineering	N			
247	Nalugwa	Lutigard	Female	Ordinary Diploma in Telecommunication Engineering	N			
248	Nalunga	Rhoda Suubi	Female	Bachelor of Engineering in Telecommunication Engineering	N			
249	Namaganda	Majorine	Female	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Extension	communication, manegerial, cement production
250	Namarome	Sumayyah	Female	Bachelor of Science in Building Economics	August	Span Contractors	Employed	site work, supervision, interperpersonal skills
251	Namatovu	Susan	Female	Bachelor of Economics and Statistics	October	UMA	Extension	data collection, interpersonal, data management
252	Namatovu	Yubaya	Female	Bachelor of Engineering in Civil and Building Engineering	N			
253	Nambazira	Mariam	Female	Ordinary Diploma in Telecommunication Engineering	N			
254	Nambuya	Lornah	Female	Ordinary Diploma in Computer Engineering	November	ICT Labs	Self Employed	administration, computer repair and mantainance, sosftware development
255	Namiiro	Enid	Female	Bachelor of Science in Chemical Engineering	N			
256	Nampeera	Jackline	Female	Bachelor of Science in Chemical Engineering	August	Cipla Quality Chemical (U) Ltd Ltd	Self Employed	interpersonal, communication, technical skills

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
257	Nampijja	Grace	Female	Bachelor of Engineering in Industrial Engineering and Management	July	Luka Plastics	Retained	trouble shooting, management, production of plastics
258	Namubiru	Mariam	Female	Ordinary Diploma in Telecommunication Engineering	N			
259	Namugabe	Alice	Female	Bachelor of Engineering in Automotive and Power Engineering	N			
260	Namugambe	Alice	Female	Bachelor of Engineering in Automotive and Power Engineering	October	Engsol Engineering solutions	Extension	planning, communication, team work
261	Namukasa	Immeria	Female	Bachelor of Engineering in Environmental Engineering and Management	August	Furrier Eng Company	Not Employed	water supply and distribution, connecting
262	Namuleme	Juliet	Female	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Not Employed	communication, trouble shooting, interperson
263	Namuli	Maureen	Female	Certificate In Science Laboratory Technician	N			
264	Namwandiko	Moreen	Female	Ordinary Diploma in Computer Engineering	November	ICT Labs	Not Employed	system administration, networking, computer
265	Nandutu	Hope	Female	Bachelor of Science in Chemical Engineering	N			
266	Nankabirwa	Joanita	Female	Ordinary Diploma in Mechanical and Production Engineering	August	Spear Motors	No Response	
267	Nanseera Sendi	Hellen	Female	Bachelor of Engineering in Industrial Engineering and Management	August	Tuf Foam	Not Employed	mantainance, quality control, raw material inspection
268	Nanyonjo	Phiona	Female	Bachelor of Engineering in Telecommunication Engineering	N			
269	Nasasira	John	Male	Ordinary Diploma in Computer Engineering	October	ICT Labs	Not Employed	handling systems, industrial wiring
270	Nassali	Salaamah	Female	Bachelor of Civil and Building Engineering	July	Span Contractors	Not Employed	report writing, preparing quatation, construction work, metal work
271	Nassuna	Jalia	Male	Higher Diploma in Electrical and Electronic Engineering	October	Quality Chemical (U) Ltd	Still Training	
272	Natulinda	Benson	Male	Bachelor of Civil and Building Engineering	July	Block Technical Services	Not Employed	construction work, concrete work, management skills.
273	Ndagire	Esther Nanyonjo	Female	Ordinary Diploma in Refrigeration and Air Conditioning	October	Ugachick Poutry Breeders Ltd	Not Employed	machining, electrical installation, mantainance of refrigerators
274	Ndwanse	Nathan Samuel	Male	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Not Employed	supervision, drawing, report writing

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
275	Ngoboka	Abel	Male	Bachelor of Science in Building Economics	August	Span Contractors	Not Employed	plastering, concrete work, interpersonal skills
276	Ngobya	Richard	Male	Bachelor of Environmental Science and Technology Management	N			
277	Njogera	Jacob	Male	Bachelor of Civil and Building Engineering	July	Deoco Engineering International Ltd	Employed	supervision, drawing plans, interpreting drawings
278	Njuki	Tyson	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	Ben Auto Care Centre	Employed	mantainance, servicing, trouble shooting
279	Nkambwe	Moses	Male	Ordinary Diploma in Computer Engineering	November	Sauti Radio	Still Training	
280	Nkuubi	Yustof	Male	Higher Diploma in Electrical and Electronic Engineering	N			
281	Nsangi	Sarah	Female	Bachelor of Science Technology - Biology	N			
282	Ntalo	Edward	Male	Ordinary Diploma in Architecture	N			
283	Ntambaazi	Balikuddembe	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	Ben Auto Care Centre	Employed	customer care, digital online marketing
284	Nuwamanya	Elemia	Male	Ordinary Diploma in Electrical Engineering	N			
285	Nyago	David	Male	Bachelor of Engineering in Industrial Engineering and Management	October	Busenvi Enterprises Ltd	Still Training	
286	Nyandiro	Dorcus Ogolla	Female	Bachelor of Science in Chemical Engineering	N			
287	Nyende	Syrus	Male	Ordinary Diploma in Architecture	October	Engineering Solutions	Still Training	
288	Obbo	Simon	Male	Ordinary Diploma in Electrical Engineering	September	Tororo Cement	Self Employed	mantainance, rewinding motors wiring
289	Obini	Denis	Male	Bachelor of Engineering in Industrial Engineering and Management	July	Uganda Industrial Research Institute	Employed	mantaince, machining, interpersonal
290	Obote	Bonny Emmanuel	Male	Bachelor of Engineering in Environmental Engineering and Management	N			
291	Ocen	Charles	Male	Bachelor of Civil and Building Engineering	July	Demto Engineering Services	No Response	maintaining water pumps
292	Ochieng	Raphael Otaala	Male	Bachelor of Information Technology and Computing	July	Mazima Property Consults	Employed	customer care, web development,

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
293	Ocom	Emmanuel	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	MM Intergrated Steel	Self Employed	machining, repair, fabrication
294	Odich	Calvin	Male	Bachelor of Engineering in Environmental Engineering and Management	N			
295	Ogaba	Daniel	Male	Ordinary Diploma in Electrical Engineering	N			
296	Ogen	Jerry	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	G-Tech	Not Employed	interpersonal skills, cement processing skills, team work
297	Ogenrwoth	Abraham	Male	Bachelor of Engineering in Environmental Engineering and Management	N			
298	Ogwang	Daniel	Male	Bachelor of Information Technology and Computing	July	Adsoft	No Response	power regulation, diagnosing skills
299	Okello	Julius Job	Male	Bachelor of Engineering in Automotive and Power Engineering	N			
300	Okello	Julius	Male	Bachelor of Engineering in Automotive and Power Engineering	July	Ben Auto Care Centre	Not Employed	water maintenance, control, generator maintenance and substation
301	Okello	Denis	Male	Bachelor of Science in Building Economics	August	LM Engineering	Retained	installation, machining, repairing
302	Oketcho	Oyoo Stephen	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N			
303	Oketcho	Christopher	Male	Ordinary Diploma in Computer Engineering	N			
304	Okidi	Thomas	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
305	Okinei	Abraham	Male	Bachelor of Engineering in Industrial Engineering and Management	July	Nile Natural Fruit Pdts	No Response	
306	Okot	Bala Nelson	Male	Bachelor of Civil and Building Engineering	July	Wallington Co. Ltd	No Response	computer networking, project amounting, computer repair and maintenance
307	Okuni	Abram	Male	Ordinary Diploma in Mechanical and Production Engineering	January	Medipoint	Not Employed	installation skills, machine maintenance
308	Okwi	Daniel	Male	Bachelor of Engineering in Civil and Building Engineering	N			
309	Olem	Ronald	Male	Bachelor of Science Technology - Chemistry	N			
310	Olowo	Mark	Male	Ordinary Diploma in Electrical Engineering	N			
311	Olwenyi	Francis	Male	Bachelor of Science Technology - Chemistry	N			

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
312	Omara	Raymond	Male	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Retained	computer networking, managing projects, interpersonal skills
313	Omoding	James	Male	Bachelor of Information Technology and Computing	August	Ideal Link	Employed	extraction of water from the river skills, laboratory tests on water, water pumping
314	Onyango	Innocent	Male	Bachelor of Engineering in Automotive and Power Engineering	July	Busia Allied Industries	Not Employed	maintainance skills, repair of cooling machines, communication
315	Onyango	Fabiano	Male	Bachelor of Information Technology and Computing	August	paragon betting	Not Employed	installation skills, machine maintenance
316	Opeem	Paul	Male	Bachelor of Engineering in Industrial Engineering and Management	N			
317	Opio	Kenneth Garvin	Male	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Retained	laying cables, installing cctv cameras, programming
318	Opio	Innocent Ocaya	Male	Bachelor of Information Technology and Computing	September	Kitgum Municipal Council	No Response	
319	Opiyo	Morris Esther	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
320	Opuch	Daniel	Male	Bachelor of Engineering in Industrial Engineering and Management	October	Icecom technologies	Retained	calibration, electrical testing, installation
321	Osiet	Tonny	Male	Bachelor of Engineering in Telecommunication Engineering	N			
322	Osipira	Aaron	Male	Bachelor of Civil and Building Engineering	July	Atotti Rural Dis&Contr LTD	Retained	concrete work, supervision, construction work
323	Otai	Abraham	Male	Ordinary Diploma in Electrical Engineering	September	Tororo Cement	Retained	carten walling, fabrication of windows and doors
324	Otandeka	James	Male	Bachelor of Science in Building Economics	August	Span Contractors	No Response	
325	Otayo	Abraham	Male	Ordinary Diploma in Electrical Engineering	N			
326	Othieno	Patrick	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	N			
327	Otim	Aaron Isaac	Male	Bachelor of Science in Food Processing Technology	July	Nsava Feeds	Retained	working with systems, using special equipments
328	Otyeka	Denis	Female	Bachelor of Engineering in Mechanical and Manufacturing Engineering	September	Coca-Cola	Retained	building skills, laying tiles, laying concrete, implementing the plan on ground
329	Ouma	Brian Osborn	Male	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Retained	consultancy, monitoring and evalaution
330	Owilli	Innocent	Male	Ordinary Diploma in Mechanical and Production Engineering	September	ken paper	No Response	
331	Owinja	Alex	Male	Ordinary Diploma in Computer Engineering	November	MFI	Retained	networking, installation, maintainance

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
332	Padde	Collin	Male	Ordinary Diploma in Electrical Engineering	September	Osmosis uganda ltd	Not Employed	building, wiring, measuring skills
333	Pera	Gerald	Male	Ordinary Diploma in Mechanical and Production Engineering	October	Mesha Steel	Still Training	
334	Rogers	Katusabe	Male	Bachelor of Engineering in Telecommunication Engineering	N			
335	Rutaremwu	Vicent	Male	Bachelor of Engineering in Automotive and Power Engineering	July	Ministry Of Works And Transport	Retained	interpersonal skills
336	Rwabyoma	Bashil	Male	Bachelor of Engineering in Industrial Engineering and Management	October	Medical access Uganda ltd	Not Employed	cctv set up, maintenance, installation skills
337	Sabano	Lydia	Female	Bachelor of Environmental Science and Technology Management	N			
338	Sanyah	Kevin	Male	Bachelor of Science Technology - Biology	N			
339	Sekandi	Seebi	Male	Ordinary Diploma in Mechanical and Production Engineering	October	Furrier Eng Company	Still Training	
340	Sekisonge	Uthman	Male	Bachelor of Engineering in Telecommunication Engineering	July	Electronics Network Services	Retained	networking, project management, counselling
341	Selunkuma	Ibrahim	Male	Bachelor of Engineering in Environmental Engineering and Management	August	Kayunga District Local Gov't	Employed	water treatment, supply, connection
342	Sempeleza	Noordin	Male	Ordinary Diploma in Electrical Engineering	N			
343	Semwanga	Robert	Male	Bachelor of Science in Building Economics	August	Span Contractors	Employed	fixing, levelling, concrete work
344	Serunjogi	Moses	Male	Ordinary Diploma in Telecommunication Engineering	September	Prime Radio	Self Employed	installation, use of different softwares, configuring
345	Sharif	Kimera	Male	Ordinary Diploma in Computer Engineering	N			
346	Singura	Owen	Male	Bachelor of Science Technology - Chemistry	July	Nationla Crop Resource Institute	No Response	
347	Sonko	Samuel	Male	Ordinary Diploma in Telecommunication Engineering	September	Ireck Technologies Ltd	Retained	installing cameras, networking, electric fencing
348	Ssali	Micheal	Male	Ordinary Diploma in Automotive and Power Engineering	N			
349	Ssali	James	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N			

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
350	Ssebirungu	Kenneth	Male	Ordinary Diploma in Automotive and Power Engineering	N			
351	Ssebufu	Ronald	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	N			
352	Sseburungu	Keneth	Male	Bachelor of Engineering in Automotive and Power Engineering	September	Imperial Motor Garage	Retained	repairing, engine overwhole, servicing
353	Ssekamate	Anorld	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N			
354	Ssekigozi	John Mary	Male	Higher Diploma in Electrical and Electronic Engineering	N			
355	Ssempereza	Noordin	Male	Ordinary Diploma in Electrical Engineering	October	Cable.sult Civil & Electrical Eng Co.Ltd	Still Training	
356	Ssempijja	John	Male	Ordinary Diploma in Electrical Engineering	September	Tororo Cement	Not Employed	mantainance,instrumentation, installation
357	Ssemwezi	John Paul	Male	Ordinary Diploma in Electrical Engineering	N			
358	Ssemwogerere	Justus	Male	Bachelor of Engineering in Mechanical and Manufacturing Engineering	July	Mordern Steel International	Employed	steel production, mantainance of rolling mills, machinining
359	Ssemyalo	Shadiq	Male	Ordinary Diploma in Automotive and Power Engineering	N			
360	Ssendagala	Ashiraf	Male	Ordinary Diploma in Telecommunication Engineering	N			
361	Ssendege	Patrick	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
362	Ssenfuka	Sadat	Male	Ordinary Diploma in Telecommunication Engineering	N			
363	Ssentongo	George	Male	Bachelor of Engineering in Industrial Engineering and Management	July	KOPG	Self Employed	communication, interpersonal, leadership
364	Ssentumba	Erick	Male	Ordinary Diploma in Electrical Engineering	N			
365	Sseruwajji	Jorem	Male	Ordinary Diploma in Mechanical and Production Engineering	August	Kinkizi Traders	Retained	carten oiling, fabrication, wall clacking
366	Ssetbuilding Economicsre	Muwanga Moses	Male	Bachelor of Engineering in Telecommunication Engineering	N			
367	Ssettumba	Erick	Male	Ordinary Diploma in Electrical Engineering	September	Tororo Cement	No Response	
368	Ssewankambo	Brian	Male	Ordinary Diploma in Mechanical and Production Engineering	September	Tororo Cement	No Response	
369	Takima	Paul	Male	Ordinary Diploma in Architecture	N			

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
370	Taliwo	John	Male	Ordinary Diploma in Telecommunication Engineering	September	Ireck Technologies Ltd	Not Employed	CTV installation, intercom, electric fencing
371	Tamu	Brian	Male	Bachelor of Engineering in Automotive and Power Engineering	August	Mukwano Industries Ltd	Not Employed	hydrolics, electricic skills, engine overwhole
372	Tibamanya	Francis	Male	Bachelor of Civil and Building Engineering	July	Wallington Co. Ltd	No Response	
373	Tibara	Yayiru	Male	Bachelor of Engineering in Industrial Engineering and Management	October	Albertine Investment LTD	Still Training	
374	Timbo	Mercy	Female	Bachelor of Science in Chemical Engineering	N			
375	Tinbasuma	Noah	Male	Bachelor of Science Technology - Biology	N			
376	Tindimwebwa	Bosco	Male	Ordinary Diploma in Electrical Engineering	August	Precise Weighing Systems	No Response	
377	Tonti	Brian Eria	Male	Ordinary Diploma in Electrical Engineering	N			
378	Tugume	Medard	Male	Ordinary Diploma in Automotive and Power Engineering	N			
379	Tuhaise	Rose Molly	Female	Bachelor of Engineering in Industrial Engineering and Management	July	Mordern Steel International	Retained	mantainance, communication, steel production
380	Tumuhairwe	Pride	Male	Ordinary Diploma in Mechanical and Production Engineering	August	Specialised Technical Services	No Response	
381	Tumuhaise	Brian	Male	Bachelor of Civil and Building Engineering	July	Tread consults ltd	Not Employed	control a site, communication, supervision
382	Turayebingoha	Klaus	Male	Bachelor of Engineering in Industrial Engineering and Management	N			
383	Turyahabwe	Catherine	Female	Bachelor of Engineering in Environmental Engineering and Management	July	Adritex UG Ltd	Retained	irrigation systems, field survey, interpersonal
384	Tusabe	Evelyne	Female	Ordinary Diploma in Telecommunication Engineering	September	Ireck Technologies Ltd	Not Employed	installation , intercoms, alarm systems
385	Tushabe	Fausta	Female	Bachelor of Engineering in Automotive and Power Engineering	N			
386	Twikiirize	Lilian	Female	Bachelor of Environmental Science and Technology Management	N			
387	Unzima	Benard James	Male	Ordinary Diploma in Computer Engineering	September	Abercom (U) Technologies	Not Employed	

No	SURNAME	FIRST NAME	GENDER	COURSE	MTH	COMPANY	STATUS	Skills Acquired During HEST Internship
388	Wanyana	Valeria	Male	Bachelor of Science in Chemical Engineering	July	Nile Breweries	Retained	analytical, trouble shooting, report writing
389	Walela	Solomon	Male	Bachelor of Science Technology - Physics	N			
390	Walugembe	John Paul	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N			
391	Walusimbi	Andrew	Male	Ordinary Diploma in Computer Engineering	N			
392	Wambi	Allan	Male	Ordinary Diploma in Automotive and Power Engineering	N			
393	Wandera	Sunday Maurice	Male	Bachelor of Engineering in Telecommunication Engineering	N			
394	Wandera	Joseph	Male	Higher Diploma in Electrical and Electronic Engineering	October	Lumino Community Polytechnic Busia	Extension	conducting electric practical lessons, management, administrations
395	Weere	Emmanuel	Male	Bachelor of Science in Chemical Engineering	September	Tororo Cement	Extension	interpersonal, using controllers, using diesfferent softwar
396	Were	Ronald	Male	Ordinary Diploma in Refrigeration and Air Conditioning	N			
397	Yiki	Godwin	Male	Ordinary Diploma in Electrical Engineering	N			
398	Zawedde	Vivian	Female	Bachelor of Science in Chemical Engineering	October	SCOUL	Still Training	
399	Zemei	Victoria	Female	Bachelor of Science Technology - Chemistry	N			
400	Achengo	Juliet	Female	Bachelor of Science Technology - Chemistry	N			
401	Tibakimuwe	Sabra	Female	Bachelor of Science Technology - Chemistry	N			
402	Ankwatsize	Gordon	Male	Ordinary Diploma in Mechanical and Production Engineering	N			
403	Ngabirano	Tobius	Male	Ordinary Diploma in Mechanical and Production Engineering	N			

Annex VII: Copy of Intern's Monthly Report



HEST INTERNSHIP LOG BOOK



Student Name:

HEST No:

University NAME:

Organization:

Department:

Supervisor: Contacts:

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

Annex VIII: Copy of the Intern Offer Letter



UGANDA MANUFACTURERS ASSOCIATION

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

Our Ref:

Your Ref:

Dear

RE: OFFER TO PARTICIPATE IN UMA – HEST INTERNSHIP PROJECT

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

Your Obligations:

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

2. Hours of Work:

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

3. Stipend:

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

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

Continuation

The installments shall be as follows:

Date	Item	Amount
30 th Month 1	<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 IX: Copy of the Intern Introduction Letter



UGANDA MANUFACTURERS ASSOCIATION

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

Our Ref:

Your Ref:

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

Dear,

RE: INTRODUCTION OF THIS INTERN TO YOUR COMPANY

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

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

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

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

Yours Sincerely,
Uganda Manufacturers Association


Sebaggala M. Kigozi
Executive Director

Cc: Student

Annex X: UMA-HEST Internship Reporting Template



HIGHER EDUCATION SCIENCE AND TECHNOLOGY

Internship Logbook



Student Name:

Month:

Target	Achievements	Challenges	Lessons Learnt

Supervisors Comment:.....

Signature:.....