

Internship Placement Officer
Ssenyondwa Allan

.....

Date.....

Internship Training Officer
Kiyuba Sulaiman Nkuutu

.....

Date.....

Training Manager
Kyalimpa Joseph

.....

Date.....

Executive Director
Sebaggala M. Kigozi

.....

Date.....

Table of Contents

List of Tables.....	III
List of Figures.....	IV
List of Acronyms	V
Executive Summary.....	VI
1 Introduction	1
2 General Information	2
3 Placement of Interns.....	5
3.1 Total Placement of Interns.....	5
3.2 Actual Placement of Interns.....	6
4 Course Distribution.....	9
4.1 Interns Recommended per Course	9
4.2 Total Placement per course	11
4.3 Actual Interns who completed per course	12
5 Gender Distribution	14
5.1 Gender per course.....	14
5.2 Distribution of Placements per Gender per month.	16
6 Interns per Company	17
7 Retained Interns	21
7.1 Interns Retained per month.....	22
7.2 Interns Retained per course.....	22
7.3 Interns Retained per company.....	23
8 Challenges and Mitigations	25
9 Interns Not Yet Placed	26
10 Skills Attained	28
11 Conclusion	29
Annex.....	I

List of Tables

Table 1: Total Composition of Interns Recommended on Gender basis 2

Table 2: List of Courses Recommended by the University..... 3

Table 3: General Placement of Interns on Monthly Basis..... 5

Table 4: Actual Placement of Interns who completed the Internship on Monthly Basis 6

Table 5: Course Distribution of Interns Recommended by MUK 9

Table 6: Internship Placement per Course 11

Table 7: Actual Internship Placement per Course..... 12

Table 8: Gender of Interns Recommended 14

Table 9: Gender Composition of Total Interns Recommended 15

Table 10: Gender Composition of Total Interns Placed on Monthly basis 16

Table11: Interns Placed per Company on Gender basis 17

Table 12: Interns Retained on Gender basis 21

Table 13: Interns Retained on Monthly basis..... 22

Table 14: Interns Retained on basis of Courses 22

Table 15: Interns Retained on the basis of Companies..... 23

Table 16: Courses of Interns not yet placed on Gender basis 26

List of Figures

Figure 1: Interns Recommended by the MUK on Gender basis..... 2

Figure 2: Graphical Presentation of Total Interns Placed 5

Figure 3: % Composition of Total Interns Placed 6

Figure 4: Graphical Presentation of Actual Interns Placed 7

Figure 5: % Composition of Actual Interns Placed 7

Figure 6: MUK Electrical and Mechanical engineers during their internship training in Steel and Tube Industries Ltd..... 8

Figure 7: UMA-HEST team with interns and some members of the Steel and Tube management during support supervision..... 8

Figure 8: Interns sent on Gender Basis 14

Figure 9: The Internship Placement Officer with Kakira Sugar Works management were some interns were retained or given an extension after their training. 21

Figure 10: The Internship Placement Officer at GOCH Limited were an intern was retained during a support supervision with the interns. 22

List of Acronyms

UMA	Uganda Manufacturers Association
HEST	Higher Education Science and Technology
AfDB	African Development Bank
MUK	Makerere University Kampala
MUBS	Makerere University Business School
MUST	Mbarara University of Science and Technology
KYU	Kyambogo University
GU	Gulu University
UMI	Uganda Management Institute
S&T	Science and Technology
BUS	Busitema University
MU	Muni University
BIs	Benefiting Institutions
BSc.	Bachelor of Science
MSc.	Master of Science
MoESTS	Ministry of Education Science Technology and Sports
GoU	Government of Uganda

Executive Summary

The UMA-HEST Internship project commenced in February 2015; the Arts students (10% of the project) started in the month of April and those of Science & Technology (90% of the project) started their Internship in the month of July 2015. The project is going to run for three (4) years until 2018 and is implemented by Uganda Manufacturers Association (UMA), Government of Uganda (GoU), African Development Bank (AfDB) and partner Benefiting Institutions (BIs) namely Busitema University (BUS), Gulu University (GU), Kyambogo University (KYU), Makerere University Kampala (MUK), Makerere University Business School (MUBS), Mbarara University of Science and Technology (MUST), Muni University (MU) and Uganda Management Institute (UMI). The major goal of the project is to ensure that graduates from university are equipped with knowledge and skills that fit the demands of employers and reduce on unemployment rates among the youth in Uganda.

MUK recommended 292 students (200-68.49% Male and 92-31.51% Female) for the Internship program from a Science and Technology (S&T) background. The target in 2015 was to place 178 interns, but a total of 157 interns (53.77% of the students recommended by the BI) were placed in different companies across the country in the period between July and December 2015. This constitutes 88 percent of the target. Of the total placed, 154 interns (98.09% of the total placed) completed their internship training successfully.

Students who were recommended by the BI all had an equal chance of being placed depending on the needs of the employers except a few that were not comprehended by the employers. 31 interns (19.75% of the Interns placed) were retained in 25 companies, 18 interns (11.46 %) got an extension in 13 companies for another period of training, 12 interns (7.64 %) got employed in other companies after their internship and 2 interns (1.27 %) started up their own enterprises. 107 students who were recommended by the BI have not yet been placed and they will be placed before the next internship period (July 2016 - June 2017) starts. 28 students (9.59 % of the students recommended by the BI) were not placed since they were already working.

During the HEST internship training, supervision of interns at companies was done by company staff and by the UMA-HEST team to identify if the internship was beneficial to them in acquiring knowledge and practical skills.

Working together with the University Coordinators, the HEST Project is targeting **320** Interns from MUK to be placed under the HEST internship training in the second year (2016-2017) of the project. We therefore request the University Coordinators to recommend **483** students to the HEST project through the agreed procedures.

1 Introduction

The HEST project is funded by the AfDB, monitored by the Ministry of Education Science Technology and Sports (MoESTS) and implemented by UMA. MUK is part of the Benefiting Institutions (BIs) in the HEST project that is projected to run for 4 years (2015 to 2018). Because of its immense numbers, MUK was granted the biggest share of students to be offered training opportunities under the program as compared to other institutions benefiting from the project.

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

The university recommended 292 students (200 Male and 92 Female) with a S&T background through the agreed procedures. Placement of students for internship training commenced in July 2015 and 157 interns were placed in companies between July and December 2015, achieving 88 percent of the target (178). 31 interns placed were retained by their companies which constituted 19.75 percent of the total interns placed, 107 students have not yet been placed and 28 students were not placed since they were already working.

Interns of the Bachelor's Degrees of Mechanical and Electrical engineering respectively were highly demanded. 39.49 percent of the total interns taken on by the employers were from the aforementioned courses, and on the other side interns of Bachelor's Degrees of Agriculture & Rural Innovation and Telecom engineering respectively were hardly taken on by employers which has subsequently left more interns from these courses not placed.

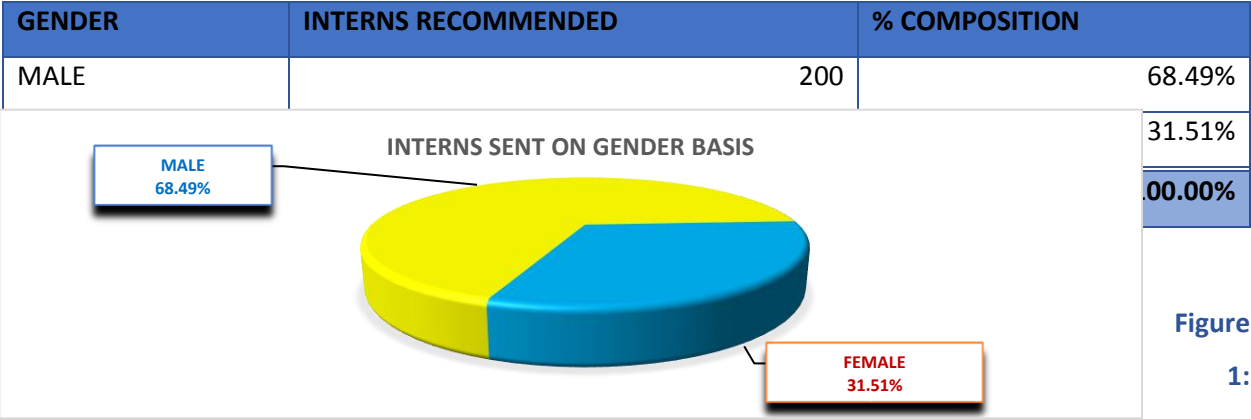
The chapters ahead will detail the general information and proceed with placements of interns, course distribution, gender distribution, interns per company, retained interns, challenges and mitigations, interns not yet placed and finally end with skills attained.

2 General Information

All applicants from MUK were students in their final year (semester) at the University from S&T based background who were short listed by their colleges and submitted to the University HEST Coordinator.

The applicants forwarded by MUK for the HEST induction and placement were required to fill in nomination forms at the university, which were forwarded to UMA-HEST office and were later placed in the different companies for Internship training. Below are the tabular and graphical gender specific details of the composition of the applicants from MUK.

Table 1: Total Composition of Interns Recommended on Gender basis



Interns Recommended by the MUK on Gender basis

The applicants mentioned above were offering degrees from forty two (42) different courses. The highest number of applications were from Electrical engineering (49) followed by Civil engineering (33) and then by Telecom engineering (32) and Agricultural and Rural Innovation (32). The least number of recommended courses included among others Conservation Biology (1), Biochemical engineering (1) and Environmental Science (1). Details of the courses are listed here below.

Table 2: List of Courses Recommended by the University

No	COURSE	INTERNS RECOMMENDED	% COMPOSITION
1	B Sc. In Petroleum Geosciences	9	3.08%
2	B Sc. Computer Engineering	12	4.11%
3	B Sc. Industrial Chemistry	8	2.74%
4	B Arts Social Sciences	1	0.34%
5	M Sc. Biochemistry	1	0.34%
6	B Sc. Environmental Science	1	0.34%
7	B Sc. (Statistics & Math)	2	0.68%
8	B Sc. Agriculture & Rural Innovation	32	10.96%
9	B Sc. Architecture	2	0.68%
10	B Sc. Biochemical Engineering	1	0.34%
11	B Sc. Biotechnology	2	0.68%
12	B Sc. Business Statistics	1	0.34%
13	B Sc. Conservation Biology	1	0.34%
14	B Sc. Conservation Forestry & Pdt Tech	8	2.74%
15	B Sc. Geology	1	0.34%
16	B Sc. In Fisheries & Agriculture	1	0.34%
17	B Sc. In Land Economics	2	0.68%
18	B Sc. In Sports Science	3	1.03%

No	COURSE	INTERNS RECOMMENDED	% COMPOSITION
19	B Sc. Mechanical Engineering	27	9.25%
20	B Sc. Social & Ent. Forestry	2	0.68%
21	B Sc. Software Engineering	12	4.11%
22	B Sc.(Math & Computer Science)	1	0.34%
23	B Sc.(Math & Economics)	4	1.37%
24	B Sc.(Math & Physics)	1	0.34%
25	B. Urban & Regional Planning	1	0.34%
26	B.A. Social Science	1	0.34%
27	Bachelor of Commerce	1	0.34%
28	Bachelor of Development Economics	1	0.34%
29	B Sc. Ethnobotany	3	1.03%
30	B Sc. Electrical Engineering	49	16.78%
31	B Sc. Agricultural Engineering	17	5.82%
32	B Sc. Telecom Engineering	32	10.96%
33	B Sc. Biomedical Lab Technician	1	0.34%
34	B Sc. Civil Engineering	33	11.30%
35	B Sc. Food Science & Technology	7	2.40%
36	B Sc. Agricultural Land use & Management	1	0.34%
37	B Sc. Construction Management	2	0.68%
38	B Sc. Veterinary Medicine	2	0.68%
39	B Sc. Quantity Surveying	2	0.68%
40	BSc. Environmental Science	1	0.34%
41	Bio lab Technology	1	0.34%
42	Bachelor of Industrial & Fine Arts	2	0.68%
	Grand Total	292	100.00%

3 Placement of Interns

This report details placement of MUK interns in the first year of the project which began in July until December 2015 but placement is still ongoing until a new cohort comes in from the BI.

3.1 Total Placement of Interns

Interns were sent to companies that had accepted to take them on, depending on the field of interest of employers. Placing Interns went on in the following months and will continue until June 2016 when the next cohort starts. The male interns who dominated the placements were 108 (68.79 %) of the total interns.

Table 3: General Placement of Interns on Monthly Basis

MONTH	FEMALE	MALE	Grand Total
JULY	8	37	45
AUGUST	7	12	19
SEPTEMBER	16	27	43
OCTOBER	9	10	19
NOVEMBER	4	16	20
DECEMBER	5	6	11
Grand Total	49	108	157

Figure 2: Graphical Presentation of Total Interns Placed

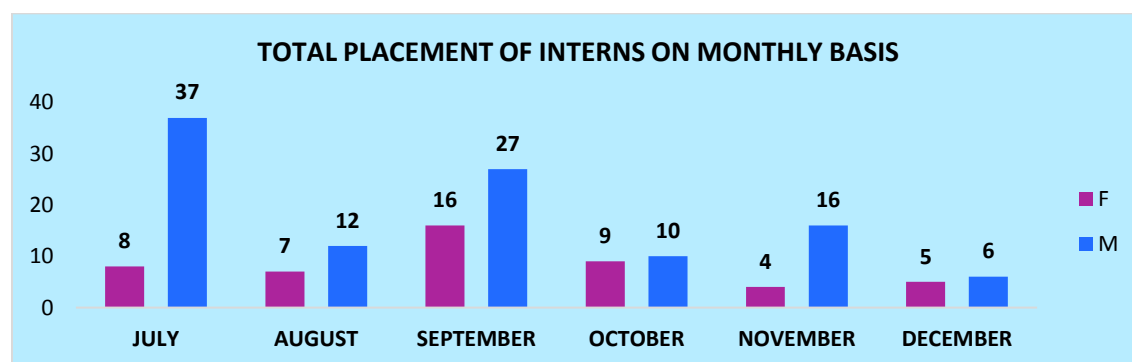
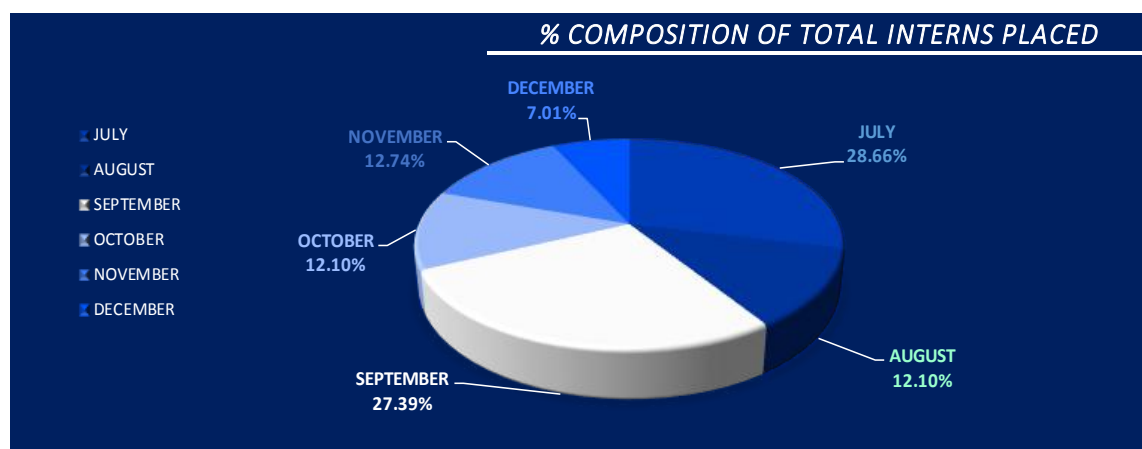


Figure 3: % Composition of Total Interns Placed

Highest number of interns placed (45 Interns, 28.66 %) was recorded in the month of July, followed by September (43 interns, 27.39%), November (20 interns, 12.74%), August and October (19 interns, 12.10% each) and finally 11 interns (7.01%) in December. The average number of interns placed per month was 26, i.e. (Male – 18, Female – 8)

3.2 Actual Placement of Interns

For purposes of this report, actual placements means the number of interns who actually completed their internship.

Of the 292 interns recommended, 157 (53.77%) interns that were placed. 1.91 percent (3 interns) of those placed left the training reducing the Interns who completed their training to 154. A detailed tabular and graphical representation of the above for the months of July – December 2015 is shown here below.

Table 4: Actual Placement of Interns who completed the Internship on Monthly Basis

MONTH	FEMALE	MALE	Grand Total
JULY	8	37	45
AUGUST	7	12	19
SEPTEMBER	16	26	42
OCTOBER	9	10	19

NOVEMBER	4	16	20
DECEMBER	5	4	9
Grand Total	49	105	154

Figure 4: Graphical Presentation of Actual Interns Placed

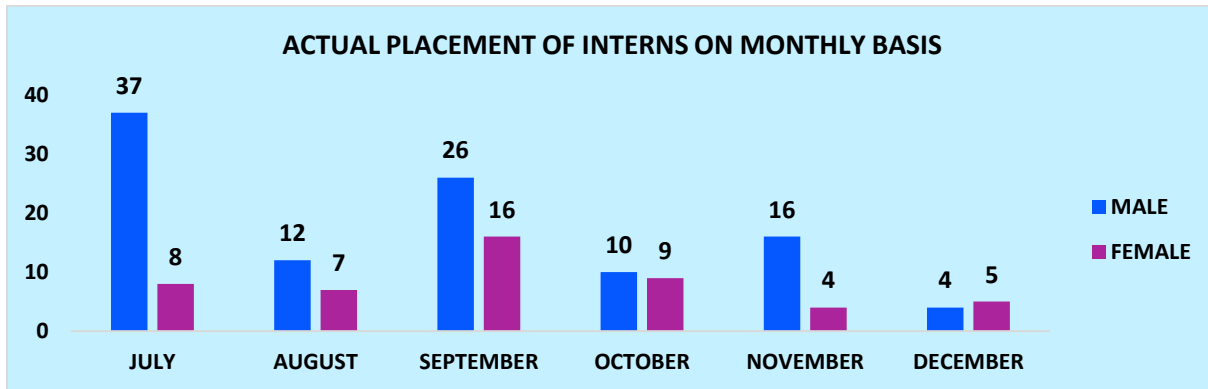
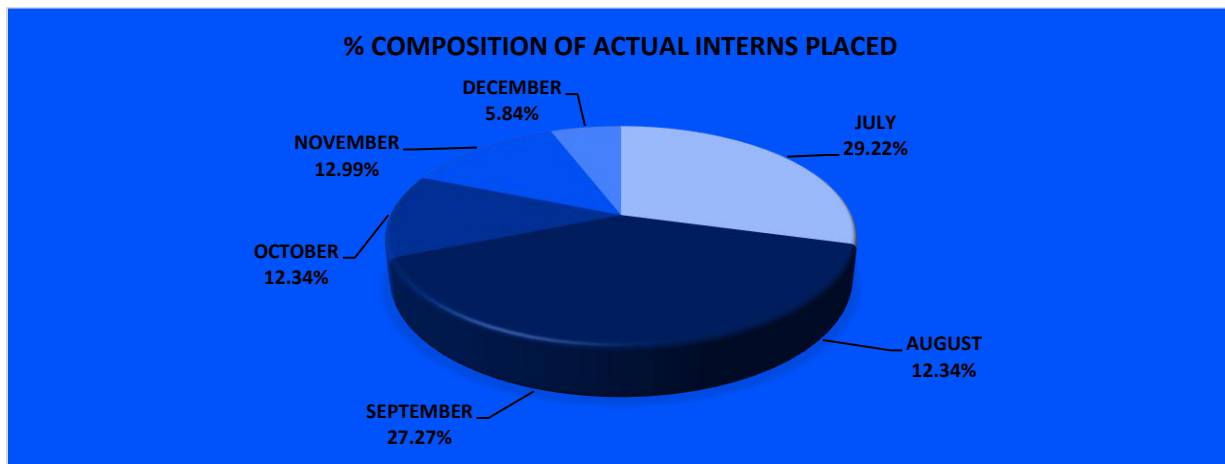


Figure 5: % Composition of Actual Interns Placed



For the Actual Interns, highest number of interns placed was recorded in the month of July (45 interns, 29.22 %), followed by September (42 interns, 27.27%), November (20 interns, 12.99%), both August and October (19 interns, 12.34%), and finally 9 interns (5.84%) in December.

The average number of actual interns placed per month was 26, i.e. (Male – 18, Female – 8)

Three (3) interns left work in December and September.



Figure 6: MUK Electrical and Mechanical engineers during their internship training in Steel and Tube Industries Ltd.



Figure 7: UMA-HEST team with interns and some members of the Steel and Tube management during support supervision.

4 Course Distribution

4.1 Interns Recommended per Course

Interns sent by the University comprised of 42 courses. Bachelor of Electrical, Civil & Telecom Engineering were the majority of the Interns sent i.e. 16.78%, 11.30% and 10.96% respectively of the total Interns sent.

Table 5: Course Distribution of Interns Recommended by MUK

	COURSE	INTERNS RECOMMENDED	% COMPOSITION
1	B Sc. In Petroleum Geosciences	9	3.08%
2	B Sc. Computer Engineering	12	4.11%
3	B Sc. Industrial Chemistry	8	2.74%
4	B Arts Social Sciences	1	0.34%
5	M Sc. Biochemistry	1	0.34%
6	B Sc. Environmental Science	1	0.34%
7	B Sc. (Statistics & Math)	2	0.68%
8	B Sc. Agriculture & Rural Innovation	32	10.96%
9	B Sc. Architecture	2	0.68%
10	B Sc. Biochemical Engineering	1	0.34%
11	B Sc. Biotechnology	2	0.68%
12	B Sc. Business Statistics	1	0.34%
13	B Sc. Conservation Biology	1	0.34%
14	B Sc. Conservation Forestry & Pdt Tech	8	2.74%
15	B Sc. Geology	1	0.34%
16	B Sc. In Fisheries & Agriculture	1	0.34%
17	B Sc. In Land Economics	2	0.68%
18	B Sc. In Sports Science	3	1.03%
19	B Sc. Mechanical Engineering	27	9.25%
20	B Sc. Social & Ent. Forestry	2	0.68%
21	B Sc. Software Engineering	12	4.11%

	COURSE	INTERNS RECOMMENDED	% COMPOSITION
22	B Sc.(Math & Computer Science)	1	0.34%
23	B Sc.(Math & Economics)	4	1.37%
24	B Sc.(Math & Physics)	1	0.34%
25	B. Urban & Regional Planning	1	0.34%
26	B.A. Social Science	1	0.34%
27	Bachelor of Commerce	1	0.34%
28	Bachelor of Development Economics	1	0.34%
29	B Sc. Ethnobotany	3	1.03%
30	B Sc. Electrical Engineering	49	16.78%
31	B Sc. Agricultural Engineering	17	5.82%
32	B Sc. Telecom Engineering	32	10.96%
33	B Sc. Biomedical Lab Technician	1	0.34%
34	B Sc. Civil Engineering	33	11.30%
35	B Sc. Food Science & Technology	7	2.40%
36	B Sc. Agricultural Land use & Management	1	0.34%
37	B Sc. Construction Management	2	0.68%
38	B Sc. Veterinary Medicine	2	0.68%
39	B Sc. Quantity Surveying	2	0.68%
40	BSc. Environmental Science	1	0.34%
41	Bio lab Technology	1	0.34%
42	Bachelor of Industrial & Fine Arts	2	0.68%
	Grand Total	292	100.00%

4.2 Total Placement per course

Interns from 32 courses out of the 42 were offered training opportunities by Companies.

Most of the Interns placed were of Bachelor of Electrical (24.20%) and Mechanical (15.29%) Engineers as compared to other courses, average number of Interns placed per course was 5.

Table 6: Internship Placement per Course

	COURSE	INTERNS PLACED	% COMPOSITION
1	B Sc. In Petroleum Geosciences	8	5.10%
2	B Sc. Computer Engineering	9	5.73%
3	B Sc. Industrial Chemistry	6	3.82%
4	B Arts Social Sciences	1	0.64%
5	M Sc. Biochemistry	1	0.64%
6	B Sc. Environmental Science	1	0.64%
7	B Sc. (Statistics & Math)	1	0.64%
8	B Sc. Agriculture & Rural Innovation	6	3.82%
9	B Sc. Architecture	2	1.27%
10	B Sc. Biochemical Engineering	1	0.64%
11	B Sc. Biotechnology	1	0.64%
12	B Sc. Business Statistics	1	0.64%
13	B Sc. Conservation Forestry & Pdt. Tech	5	3.18%
14	B Sc. In Fisheries & Agriculture	1	0.64%
15	B Sc. In Land Economics	1	0.64%
16	B Sc. In Sports Science	1	0.64%
17	B Sc. Mechanical Engineering	24	15.29%
18	B Sc. Social & Ent. Forestry	1	0.64%
19	B Sc. Software Engineering	6	3.82%
20	B. Urban & Regional Planning	1	0.64%
21	B.A. Social Science	1	0.64%
22	Bachelor of Commerce	1	0.64%

	COURSE	INTERNS PLACED	% COMPOSITION
23	B Sc. Ethnobotany	1	0.64%
24	B Sc. Electrical Engineering	38	24.20%
25	B Sc. Agricultural Engineering	7	4.46%
26	B Sc. Telecom Engineering	8	5.10%
27	B Sc. Biomedical Lab Technician	1	0.64%
28	B Sc. Civil Engineering	12	7.64%
29	B Sc. Food Science & Technology	7	4.46%
30	B Sc. Agricultural Land use & Management	1	0.64%
31	BSc. Environmental Science	1	0.64%
32	Bachelor of Industrial & Fine Arts	1	0.64%
	Grand Total	157	100.00%

4.3 Actual Interns who completed per course

154 Interns of 32 courses actually completed their internship training in companies they were placed.

Most of Interns who completed their internship were Electrical (24.03%) and Mechanical (15.58%) Engineers.

Table 7: Actual Internship Placement per Course

No	COURSES	INTERNS PLACED	% COMPOSITION
1	B Sc. In Petroleum Geosciences	8	5.19%
2	B Sc. Computer Engineering	9	5.84%
3	B Sc. Industrial Chemistry	5	3.25%
4	B Arts Social Sciences	1	0.65%
5	M Sc. Biochemistry	1	0.65%
6	B Sc. Environmental Science	1	0.65%
7	B Sc. (Statistics & Math)	1	0.65%

No	COURSES	INTERNS PLACED	% COMPOSITION
8	B Sc. Agricultural Engineering	7	4.55%
9	B Sc. Agricultural Land use & Management	1	0.65%
10	B Sc. Agriculture & Rural Innovation	6	3.90%
11	B Sc. Architecture	2	1.30%
12	B Sc. Biochemical Engineering	1	0.65%
13	B Sc. Biomedical Lab Technician	1	0.65%
14	B Sc. Biotechnology	1	0.65%
15	B Sc. Business Statistics	1	0.65%
16	B Sc. Civil Engineering	11	7.14%
17	B Sc. Conservation Forestry & Pdt. Tech	5	3.25%
18	B Sc. Electrical Engineering	37	24.03%
19	B Sc. Ethnobotany	1	0.65%
20	B Sc. Food Science & Technology	7	4.55%
21	B Sc. In Fisheries & Agriculture	1	0.65%
22	B Sc. In Land Economics	1	0.65%
23	B Sc. In Sports Science	1	0.65%
24	B Sc. Mechanical Engineering	24	15.58%
25	B Sc. Social & Ent. Forestry	1	0.65%
26	B Sc. Software Engineering	6	3.90%
27	B Sc. Telecom Engineering	8	5.19%
28	B. Urban & Regional Planning	1	0.65%
29	B.A. Social Science	1	0.65%
30	Bachelor of Commerce	1	0.65%
31	Bachelor of Industrial & Fine Arts	1	0.65%
32	BSc. Environmental Science	1	0.65%
Grand Total		154	100.00%

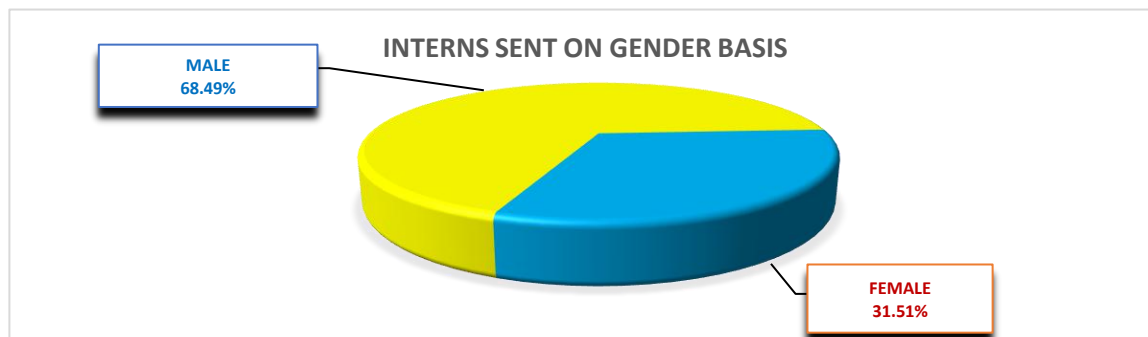
5 Gender Distribution

The BI recommended 292 students for the HEST Internship, majority (68.84 percent) were Male and Female (31.16 percent).

Table 8: Gender of Interns Recommended

GENDER	INTERNS RECOMMENDED
MALE	200
FEMALE	92
Grand Total	292

Figure 8: Interns sent on Gender Basis



5.1 Gender per course

Majority of the male and female students were Electrical Engineers i.e. 35 and 14 respectively with all the courses. The highest number of male interns were those offering Electrical (35), Civil (28) and Agricultural and Rural Innovation (21) well as there no male interns in courses Environmental Science and Construction Management. In the same vein, the highest number of female interns recommended were Electrical Engineering (14), Agriculture and Rural Innovation (11) and Telecom Engineering (10). No female interns were recommended from courses such as Environmental Science and Bio lab Technology.

Table 9: Gender Composition of Total Interns Recommended

No	COURSE	MALE	% COMPOSITION	FEMALE	% COMPOSITION	Grand Total
1	B Sc. In Petroleum Geosciences	5	55.56%	4	44.44%	9
2	B Sc. Computer Engineering	8	66.67%	4	33.33%	12
3	B Sc. Industrial Chemistry	4	50.00%	4	50.00%	8
4	B Arts Social Sciences	1	100.00%		0.00%	1
5	M Sc. Biochemistry		0.00%	1	100.00%	1
6	B Sc. Environmental Science		0.00%	1	100.00%	1
7	B Sc. (Statistics & Math)	1	50.00%	1	50.00%	2
8	B Sc. Agricultural Engineering	13	76.47%	4	23.53%	17
9	B Sc. Agricultural Land use & Management		0.00%	1	100.00%	1
10	B Sc. Agriculture & Rural Innovation	21	65.63%	11	34.38%	32
11	B Sc. Architecture	1	50.00%	1	50.00%	2
12	B Sc. Biochemical Engineering	1	100.00%		0.00%	1
13	B Sc. Biomedical Lab Technician		0.00%	1	100.00%	1
14	B Sc. Biotechnology	1	50.00%	1	50.00%	2
15	B Sc. Business Statistics	1	100.00%		0.00%	1
16	B Sc. Civil Engineering	28	84.85%	5	15.15%	33
17	B Sc. Conservation Biology	1	100.00%		0.00%	1
18	B Sc. Conservation Forestry & Pdt Tech	4	50.00%	4	50.00%	8
19	B Sc. Construction Management		0.00%	2	100.00%	2
20	B Sc. Electrical Engineering	35	71.43%	14	28.57%	49
21	B Sc. Ethnobotany	2	66.67%	1	33.33%	3
22	B Sc. Food Science & Technology	4	57.14%	3	42.86%	7
23	B Sc. Geology	1	100.00%		0.00%	1
24	B Sc. In Fisheries & Agriculture		0.00%	1	100.00%	1
25	B Sc. In Land Economics	1	50.00%	1	50.00%	2
26	B Sc. In Sports Science	2	66.67%	1	33.33%	3
27	B Sc. Mechanical Engineering	23	85.19%	4	14.81%	27
28	B Sc. Quantity Surveying	1	50.00%	1	50.00%	2
29	B Sc. Social & Ent. Forestry	1	50.00%	1	50.00%	2
30	B Sc. Software Engineering	7	58.33%	5	41.67%	12
31	B Sc. Telecom Engineering	22	68.75%	10	31.25%	32
32	B Sc. Veterinary Medicine	2	100.00%		0.00%	2
33	B Sc.(Math & Computer Science)	1	100.00%		0.00%	1

No	COURSE	MALE	% COMPOSITION	FEMALE	% COMPOSITION	Grand Total
34	B Sc.(Math & Economics)	3	75.00%	1	25.00%	4
35	B Sc.(Math & Physics)	1	100.00%		0.00%	1
36	B. Urban & Regional Planning	1	100.00%		0.00%	1
37	B.A. Social Science		0.00%	1	100.00%	1
38	Bachelor of Commerce	1	100.00%		0.00%	1
39	Bachelor of Development Economics		0.00%	1	100.00%	1
40	Bachelor of Industrial & Fine Arts		0.00%	2	100.00%	2
41	Bio lab Technology	1	100.00%		0.00%	1
42	BSc. Environmental Science	1	100.00%		0.00%	1
	Grand Total	200		92		292

5.2 Distribution of Placements per Gender per month.

July and September are the months in which the highest number of students were placed i.e. 45 and 43 interns respectively. The Male interns dominated all the placements in different months, July (37) and September (27) having the highest number yet October (10) and December (6) having the least numbers. The Female gender uptake was highest in September (16) and lowest in December (5).

Table 10: Gender Composition of Total Interns Placed on Monthly basis

MONTHS	FEMALE	MALE	Grand Total
JULY	8	37	45
AUGUST	7	12	19
SEPTEMBER	16	27	43
OCTOBER	9	10	19
NOVEMBER	4	16	20
DECEMBER	5	6	11
Grand Total	49	108	157

The total Interns placed between July and December 2015 were 157. Most Interns were placed in July and September i.e. 45 and 43 respectively, majority of the Female Interns (16) were placed in September while majority of the Male Interns (37) were placed in July.

6 Interns per Company

Eighty three (83) companies offered Interns training opportunities depending on the field of study the employers were interested in. Kakira Sugar Works Ltd (11), Abacus Parenteral Drugs Ltd (7), Best Ever Paper Industries (7) had the most Interns taken on for the Internship training. Feedback from the supervisors was that Interns were excellent when it came to executing tasks and exhibited problem solving skills. Some of the companies were ready to offer other interns more training opportunities and the interns were grateful for the HEST Internship opportunity that paved a way of success for them.

Majority of the 157 interns placed were Male (108) and the rest were Female (49), the average number of male and female Interns placed per company was 2 and 1 respectively with respect to only placement for the particular gender.

Table11: Interns Placed per Company on Gender basis

	COMPANY	MALE	FEMALE	Grand Total
1	Adroit Solutions	1		1
2	Advent City	1	1	2
3	Ambitious Construction Company	1		1
4	Aster Integral	1		1
5	Bakambo Engineers Ltd	1		1
6	Best Ever Paper Industries Ltd	7		7
7	Brasafic Enterprise Ltd	1		1
8	Build Africa	1		1
9	Bushenyi Cotton		1	1
10	Busoga Forestry Company	4		4

	COMPANY	MALE	FEMALE	Grand Total
11	Canopy IT Solutions	1		1
12	Centre For Research In Energy Conservation	1		1
13	Comptram	1		1
14	Danzze Consults Limited		2	2
15	Delta	1		1
16	Desire Beauty Products	1		1
17	Excel Construction Company	1		1
18	Fels Consultants Ltd	1		1
19	G.M Sugar	5	1	6
20	Geotec Solution	1		1
21	Grow More Seeds & Chemicals Limited	1		1
22	Gukiina Enterprises	1		1
23	Hariss International Ltd	1		1
24	HL Construction & Civil Eng. Company	1		1
25	Icon Industrial Services	1	1	2
26	Installation World Limited		1	1
27	Institute of Heritage		1	1
28	Intra Health International	1		1
29	JBB Unity & Consult Ltd	1		1
30	Joadah Consult	3	2	5
31	Jobse Electrical	1		1
32	K.N.B (tens) Company Ltd	1		1
33	kakira Sugar Works	9	2	11
34	Kecco Ltd	4	2	6
35	Kengrow Industries Ltd		1	1
36	Kilimo Trust		1	1
37	Koboko District Farmers	1		1
38	Makerere University Finance Department	1		1

	COMPANY	MALE	FEMALE	Grand Total
39	Mantrac (U) Ltd	1	2	3
40	Masindi Farmers Association	1		1
41	Mikayirina Enterprise	3	1	4
42	Ministry of Energy & Development	1		1
43	Ministry of Water & Environment	1	2	3
44	Modern Steel International	1	1	2
45	MRC/Uganda Research Unit on AIDS	1		1
46	Mwendo Ent Ltd	1		1
47	National Forestry Authority		1	1
48	NCR Uganda	1		1
49	Oriolec Africa Ltd	1	2	3
50	Pan Kajjansi	1		1
51	Pan Modern Consults Ltd	1		1
52	Pearl Aquatics		2	2
53	Power Distribution Technologies	1		1
54	Quality Chemical (U) Ltd	1	2	3
55	Riis Coffee (U) Ltd	1		1
56	Roofings Ltd	2	2	4
57	Sas Clinic	2		2
58	Scope Construction & Trading	3		3
59	Service & computer Industries Ltd		1	1
60	SESACO		2	2
61	Sinew Ltd	2	1	3
62	Sms Media		1	1
63	Snave Agencies Uganda Ltd	1		1
64	Sparkplug		1	1
65	Steel And Tube Industries	4	1	5
66	Success Africa	1		1

	COMPANY	MALE	FEMALE	Grand Total
67	TASO	2	2	4
68	Technology Consults Ltd		1	1
69	Tracksol (U) Ltd	1		1
70	Ubuntu Capital		1	1
71	Uganda Clays Ltd		1	1
72	UMA-HEST	1		1
73	Vero Food Industry		1	1
74	Viva Ltd	1		1
75	Web Info	1		1
76	Abacus Parenteral Drugs Ltd	4	3	7
77	Uganda Tea Corporation Ltd	2		2
78	Shumuk Aluminum Industries	1		1
79	Rukungiri Local Government	1		1
80	We Consult Uganda		1	1
81	MUK Department of Environmental Management	1		1
82	Comtel Integrators Africa		1	1
83	MUK Food, Technology & Incubation Centre	3		3
	Grand Total	108	49	157

7 Retained Interns

As at 31st December 2015, thirty one (31) Interns were retained in twenty five (25) companies out of the 83 companies that offered Interns training opportunities, 19.75 percent of the total Interns placed (157) were retained. The composition of retained interns was 24 (77.42%) for the male interns and 7 (22.58%) for the female interns.

Table 12: Interns Retained on Gender basis

	MALE	FEMALE	Grand Total
INTERNS RETAINED	24	7	31
% COMPOSITION	77.42%	22.58%	100%



Figure 9: The Internship Placement Officer with Kakira Sugar Works management were some interns were retained or given an extension after their training.



Figure 10: The Internship Placement Officer at GOCH Limited were an intern was retained during a support supervision with the interns.

7.1 Interns Retained per month

On monthly basis, Interns were only retained in 4 of the 6 months and most of the Interns were retained in September (14) and July (11).

Table 13: Interns Retained on Monthly basis

MONTH	FEMALE	MALE	Grand Total
JULY	1	10	11
AUGUST	1	4	5
SEPTEMBER	5	9	14
NOVEMBER		1	1
Grand Total	7	24	31

7.2 Interns Retained per course

On basis of the courses, Interns from only fourteen (14) courses were retained.

Majority of the Interns retained were Mechanical (8) and Electrical (4) Engineers and all of them were Male.

Table 14: Interns Retained on basis of Courses

	COURSE	FEMALE	MALE	Grand Total
1	B Sc. (Statistics & Math)		1	1
2	B Sc. Architecture		1	1
3	B Sc. Civil Engineering		1	1
4	B Sc. Computer Engineering	1	1	2
5	B Sc. Conservation Forestry & Pdt. Tech	2	1	3
6	B Sc. Electrical Engineering		4	4
7	B Sc. Environmental Science	1		1

	COURSE	FEMALE	MALE	Grand Total
8	B Sc. Ethno botany		1	1
9	B Sc. In Petroleum Geosciences	1	2	3
10	B Sc. In Sports Science		1	1
11	B Sc. Industrial Chemistry	1	2	3
12	B Sc. Mechanical Engineering		8	8
13	B Sc. Software Engineering		1	1
14	B Sc. Telecom Engineering	1		1
	Grand Total	7	24	31

7.3 Interns Retained per company

On basis of the companies, Interns from only twenty five (25) companies were retained. Majority of the Interns retained had their training in Abacus Parenteral Drugs Ltd (5), followed by Danzzle Consults Limited and Uganda Tea Corporation Limited with 2 each respectively.

Table 15: Interns Retained on the basis of Companies

	COMPANY	FEMALE	MALE	Grand Total
1	Abacus Parenteral Drugs Ltd	1	4	5
2	Adroit Solutions		1	1
3	Aster Integral		1	1
4	Bakambo Engineers Ltd		1	1
5	Best Ever Paper Industries Ltd		1	1
6	Busoga Forestry Company		1	1
7	Danzzle Consults Limited	2		2
8	Delta		1	1
9	JBB Unity & Consult Ltd		1	1
10	kakira Sugar Works		1	1
11	Kecco Ltd		1	1
12	Mantrac (U) Ltd		1	1
13	Mwendo Ent Ltd		1	1

	COMPANY	FEMALE	MALE	Grand Total
14	National Forestry Authority	1		1
15	Oriolec Africa Ltd	1		1
16	Pan Kajjansi		1	1
17	Pan Modern Consults Ltd		1	1
18	Scope Construction & Trading		1	1
19	Sms Media	1		1
20	Success Africa		1	1
21	Tracksol (U) Ltd		1	1
22	Uganda Tea Corporation Ltd		2	2
23	UMA-HEST		1	1
24	Viva Ltd		1	1
25	We Consult Uganda	1		1
	Grand Total	7	24	31

8 Challenges and Mitigations

CHALLENGES	MITIGATIONS
1. Some Interns from particular courses like Telecom Engineering, Agriculture and Rural Innovations among others, are not yet taken on for Internship since few companies were willing to take them on.	Engaging telecom companies and agricultural based organizations to ensure that all Interns from these particular courses are taken up. Convince interns to take on up country jobs.
2. Companies dictated over taking on students of specific courses leaving little chance for other courses.	Advising companies to give chance to Interns offering other courses in their different departments.
3. The project actually ran out of Interns for particular courses that were required by companies for example, mechanical engineers, electrical engineers among others.	More emphasis was also put on placing Interns from courses that were still available in the system. While making plans to increase numbers for courses highly demanded in the next intake of 2016.
4. Some students were not cooperative when placed, some left the companies without communicating, others were not willing to take up the training opportunities and other Interns didn't take the opportunities because of the location of the company.	Ensured that on a monthly basis there was communication with the Interns and provision of a small allowance for the Interns placed upcountry.
5. Some companies that had committed to take up the Interns as agreed upon earlier later changed their decisions.	These companies were advised on the importance of Internship and its impact to the company. The UMA-HEST team made plans to line up more companies who could take more interns.

9 Interns Not Yet Placed

As of 31st December 2015, a total of 107 Interns had not yet been placed. Most of them are Male interns (69) and majority of them are from Bachelor of Agriculture & Rural Innovations (16) and B Sc. Telecom Engineering (18) and nine (9) Civil Engineers and thirty eight (38) Female Interns have not yet been placed with the highest numbers in Bachelor of Agriculture & Rural Innovations (10) and Telecom engineering (5).

The reasons for having bigger numbers of interns not yet placed particularly from courses mentioned above are;

- Limited knowledge by employers on the exact fields of expertise hence making it hard to find internship opportunities for the Interns who offered those very specialized courses.
- Most Civil Engineering companies hire Interns at the beginning of the year rather than in the middle well as the Telecom Engineering Interns were too many on the market.
- Interns of Bachelor of Science in Mathematics, Physics were difficult to place because of the difficulty in explaining the relevance of these courses to employers.

Table 16: Courses of Interns not yet placed on Gender basis

No	COURSES	MALE	FEMALE	Grand Total
1	B Sc. In Petroleum Geosciences		1	1
2	B Sc. Computer Engineering		1	1
3	B Sc. Industrial Chemistry		1	1
4	B Sc. (Statistics & Math)		1	1
5	B Sc. Agricultural Engineering	6	3	9
6	B Sc. Agriculture & Rural Innovation	16	10	26
7	B Sc. Civil Engineering	9	2	11
8	B Sc. Conservation Biology	1		1
9	B Sc. Conservation Forestry & Pdt. Tech	1	2	3
10	B Sc. Construction Management		2	2

No	COURSES	MALE	FEMALE	Grand Total
11	B Sc. Electrical Engineering	4	1	5
12	B Sc. Ethnobotany	1	1	2
13	B Sc. Geology	1		1
14	B Sc. In Sports Science	1	1	2
15	B Sc. Quantity Surveying	1	1	2
16	B Sc. Social & Ent. Forestry		1	1
17	B Sc. Software Engineering	4	2	6
18	B Sc. Telecom Engineering	18	5	23
19	B Sc. Veterinary Medicine	1		1
20	B Sc.(Math & Computer Science)	1		1
21	B Sc.(Math & Economics)	3	1	4
22	B Sc.(Math & Physics)	1		1
23	Bachelor of Development Economics		1	1
24	Bachelor of Industrial & Fine Arts		1	1
	Grand Total	69	38	107

10 Skills Attained

Interns acquired skills during the internship both in their field of study and outside their educational background. This increased the Intern's capacity in problem solving and innovativeness during the Internship. Some skills acquired are listed as follows; The professional skills include;

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

The soft skills include;

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

11 Conclusion

In conclusion, placement of Interns in the first year of the HEST Project was greatly achieved (157 Interns) which constitutes 88 percent of the target (178 Interns), many Interns have acquired knowledge and practical skills in their fields of study where thirty one (31) interns were retained, others are still training in companies where they were placed which has greatly benefited them and is in line with the major goal of the project.

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.

We therefore look forward to placing **320** Interns from MUK in the second year of the Project (2016) and request the University HEST coordinators to recommend **483** students.

Annex

Annex 1: Lists of Interns placed from 1st July to 31st December 2015

JULY

No.	SURNAME	FIRST NAME	G(M/F)	COURSE	TEL.NO	COMPANY	CONTACT PERSON	COMMENT
1.	Aijuka	Edmand	M	B Sc. Electrical Engineering	0704-793863	Aster Integral	Eng. Wyccliff Jagwe	Retained
2.	Alinaitwe	Cinderella	F	B Sc. Mechanical Engineering	0773-066519	Abacus Parenteral Drugs Ltd	Muwonge Rogers	Not Retained
3.	Amanya	Fredrick	M	B Sc. Electrical Engineering	0753-816116	Steel And Tube Industries	Nilax Bhatt	Not Retained
4.	Ariho	Joram	M	B Sc. Mechanical Engineering	0702-672527	Mantrac (U) Ltd	Wadomal Howard	Retained
5.	Barongo	Bernice	M	B Sc. Conservation Forestry & Pdt Tech	0778-156058	Busoga Forestry Company	Turyakira Collins	Not Retained
6.	Bazirake	Amon	M	B Sc. Social & Ent. Forestry	0781-795475	Busoga Forestry Company	Turyakira Collins	Not Retained
7.	Bukenya	Ambrose	M	B Sc. Electrical Engineering	0789-537456	Best Ever Paper Industries Ltd	Nsereko Zubedah	Not Retained
8.	Busobozi	John Bosco	M	B Sc. Mechanical Engineering	0705-147731	Best Ever Paper Industries Ltd	Nsereko Zubedah	Retained
9.	Butanda	Yusuf	M	B Sc. Electrical Engineering	070-0731896	Sinew Ltd	Mugume Winfred	Extension
10.	Cemari	George William	M	B Sc. Electrical Engineering	0702-737302	Best Ever Paper Industries Ltd	Nsereko Zubedah	Not Retained
11.	Jemba	Hakim	M	B Sc. Mechanical Engineering	0704-858986	Best Ever Paper Industries Ltd	Nsereko Zubedah	Not Retained
12.	Kafuuma	Saddam	M	B Sc. Mechanical Engineering	0784-506579	Abacus Parenteral Drugs Ltd	Muwonge Rogers	Retained
13.	Kagaba	Arihaihi	M	B Sc. Electrical Engineering	0785-631563	Brasafic Enterprise Ltd	Michael Ambenge	Employed

14.	Kayondo	Henry	M	B Sc. Agricultural Engineering	070-0504793	G.M Sugar	Kamala Stephen	Not Retained
15.	Kiracho	Richard	M	Bachelor of Commerce	0701-140868	Sas Clinic	Balam John	Employed
16.	Kiyimba	Edward	M	B Sc. Electrical Engineering	0704-362041	Roofings Ltd	Barbara Bashabe	Employed
17.	Komugabe	Joanita	F	B Sc. Electrical Engineering	0779-282015	Roofings Ltd	Barbara Bashabe	Employed
18.	Kyeyune	Peter	M	B Sc. Electrical Engineering	0775-581425	Roofings Ltd	Barbara Bashabe	Employed
19.	Magala	Richard	M	B Sc. Conservation Forestry & Pdt Tech	0706-147358	Busoga Forestry Company	Turyakira Collins	Extension
20.	Malugge	Arnold	M	B Sc. Ethnobotany	0783-811801	Abacus Parenteral Drugs Ltd	Muwonge Rogers	Retained
21.	Morrey	Patrick	M	B Sc. Business Statistics	0757-452077	Sas Clinic	Balam John	Not Retained
22.	Mugisa	Fred Kimara	M	B Sc. Telecom Engineering	0701-334585	Jobse Electrical	Dalton Mugahe	Employed
23.	Musoba	Aaron	M	B Sc. Mechanical Engineering	0703-589042/703589042	Uganda Tea Corporation Ltd	Rogers	Retained
24.	Mutebi	Ibrahim	M	B Sc. Electrical Engineering	0702-253233	Bakambo Engineers Ltd	Patrick Kayemba	Retained
25.	Mutebi	Julius	M	B Sc. Mechanical Engineering	0702-806446	Abacus Parenteral Drugs Ltd	Muwonge Rogers	Retained
26.	Muwonge	Yonah	M	B Sc. Electrical Engineering	0785-740303	Steel And Tube Industries	Nilax Bhatt	Not Retained
27.	Nabakka	Sharon	F	B Sc. Electrical Engineering	0705-340774	Steel And Tube Industries	Nilax Bhatt	Not Retained
28.	Nakanjako	Cissy Jackline	F	B Sc. Industrial Chemistry	0779-554925	Abacus Parenteral Drugs Ltd	Muwonge Rogers	Employed
29.	Nakibuule	Marjorie	F	B Sc. Biomedical Lab Technician	0701-839164	Kengrow Industries Ltd	Mr.K.Chacko Babu	Not Retained
30.	Namulinda	Edith Joycelyn	F	B Sc. Architecture	0773-386876	Technology Consults Ltd	Dr. Assumpta Musana Nnaggenda	Not Retained

31.	Nankya Nakiggude	Mastula	F	B Sc. Industrial Chemistry	0779-578700	Abacus Parenteral Drugs Ltd	Muwonge Rogers	Retained
32.	Nayiga	Zainah	F	B Sc. Electrical Engineering	0704-199802	Roofings Ltd	Barbara Bashabe	Not Retained
33.	Niwahereza	Dan	M	B Sc. Telecom Engineering	0702-135766	Sinew Ltd	Mugume Winfred	Not Available
34.	Nyanja	Abraham	M	B Sc. Agricultural Engineering	0706-704606	G.M Sugar	Kamala Stephen	Not Retained
35.	Odongo	Oscar	M	B Sc. Conservation Forestry & Pdt Tech	0703-405530	Busoga Forestry Company	Turyakira Collins	Retained
36.	Ojok	Cosmas Otukene	M	B Sc. Electrical Engineering	0702-120603	Steel And Tube Industries	Nilax Bhatt	Not Available
37.	Okema	Samuel	M	B Sc. Electrical Engineering	0756-087037	Steel And Tube Industries	Nilax Bhatt	Self Employed
38.	Sendaula	Brian	M	B Sc. Electrical Engineering	0704-284540	Best Ever Paper Industries Ltd	Nsereko Zubedah	Extension
39.	Sentongo	Hassan	M	B Sc. Industrial Chemistry	0704-123707	Abacus Parenteral Drugs Ltd	Muwonge Rogers	Retained
40.	Senyange	Tonny	M	B Sc. Mechanical Engineering	0703-706980	Modern Steel International	Onyango	Not Retained
41.	Ssali	Ismael	M	B Sc. Mechanical Engineering	0703-726677	Best Ever Paper Industries Ltd	Nsereko Zubedah	Extension
42.	Sserumaga	Rogers	M	B Sc. Mechanical Engineering	0702-650439	Best Ever Paper Industries Ltd	Nsereko Zubedah	Not Retained
43.	Swama	Charles	M	B Sc. Mechanical Engineering	0782-165618	Centre For Research In Energy Conservation	Suzan Mary Abbo	Employed
44.	Turyatamba	Joshua	M	B Sc. Agricultural Engineering	0704-240897	G.M Sugar	Kamala Stephen	Self Employed
45.	Twineamatsiko	Evans	M	B Sc. Electrical Engineering	070-0366742	Snave Agencies Uganda Ltd	Muramuzi Arnold	Employed

AUGUST

No.	SURNAME	FIRST NAME	G(M/F)	COURSE	TEL.NO	COMPANY	CONTACT PERSON	COMMENT
1	Akampurira	Ezra	M	B Sc. Mechanical Engineering	0751060246, 0784977636	Delta	Mwesige Eris	Retained
2	Atabulwaire	John	M	B Sc. Software Engineering	0777575079 0717004132	Adroit Solutions	Kiseka James	Retained
3	Businge	Bridget	F	B Sc. Electrical Engineering	0784-325905	Quality Chemical (U) Ltd	Kiggundu Harrison	Left Work
4	Bwire	Tom	M	B Sc. Electrical Engineering	0779-958935	Quality Chemical (U) Ltd	Kiggundu Harrison	Not Available
5	Karuhanga	Samantha	F	B Sc. Electrical Engineering	773059706	Kecco Ltd	Alex Katurebe	Employed
6	Kasozi	Ivan	M	B Sc. Mechanical Engineering	0772457462, 0778777670	K.N.B (tens) Company Ltd	Kikulwe Patrick	Not Available
7	Kazungu	Martha	F	Bachelor of Industrial & Fine Arts	0775-850010	Institute of Heritage	Prof. Kyeyune George	Not Retained
8	Kiconco	Flavia Ikiriza	F	B Sc. Electrical Engineering	0700621857, 0779913572	Kecco Ltd	Alex Katurebe	Not Retained
9	Kizito	Julius Ceasar	M	B Sc. Civil Engineering	0778441901 0704783979	HL Construction & Civil Eng. Company	Zawedde Amanda	Not Retained
10	Kobugabe	Immaculate	F	B Sc. Environmental Science	0784-696357	National Forestry Authority	Tom Rukundo	Retained
11	Kyaligonza	Denis	M	B Sc. Agriculture & Rural Innovation	0784-310954	Masindi Farmers Association	Akugizibwe George	Not Retained
12	Nakyazze	Jane	F	B Sc. Biotechnology	785168733/ 0703693765	Quality Chemical (U) Ltd	Kiggundu Harrison	Not Available

13	Nalubega	Mariassumpta	F	B Sc. Mechanical Engineering	0776-443688	Mantrac (U) Ltd	Kyomuhendo Caroline	Not Available
14	Ndukayo	Zamba	M	B Sc. Electrical Engineering	0783-280171	Kecco Ltd	Alex Katurebe	Employed
15	Ngabirano	Andrew	M	B Sc. Mechanical Engineering	0703516714, 0789071704	Kecco Ltd	Alex Katurebe	Not Retained
16	Semaganda	Micheal	M	B Sc. Mechanical Engineering	0704-124490	Kecco Ltd	Alex Katurebe	Retained
17	Ssansa	Asirafa	M	B Sc. Mechanical Engineering	0789277700, 0751277700	Kecco Ltd	Alex Katurebe	Not Retained
18	Ssewagudde	Samuel	M	B Sc. Mechanical Engineering	705640704	Pan Kajjansi	KABANDA KIRONDE	Retained
19	Tenywa	Henry	M	B Sc. Electrical Engineering	0781538666	Shumuk Aluminium Industries	Herbert	Not Retained

SEPTEMBER

No.	SURNAME	FIRST NAME	G(M/F)	COURSE	TEL.NO	COMPANY	CONTACT PERSON	COMMENT
1	Ahimbisibwe	Andrew	M	B Sc. Agriculture & Rural Innovation	0789-907691/0704-844337	Rukungiri Local Government	Onek Pius Kwesiga	Extension
2	Akumu	Grace	F	B Sc. Food Science & Technology	0785-926898	Kilimo Trust	Shirley Gyera	Left Work
3	Asaba	Keren	F	B Sc. In Petroleum Geosciences	0789-129497	Icon Industrial Services	Tonny Ojok	Extension
4	Auma	Elda	F	M Sc. Biochemistry	0774441744/0772-383574	kakira Sugar Works	Mr. Bob Obeti	Left Work
5	Bwabye	Noreen	F	B Sc. Mechanical Engineering	0774498572, 0774498572	Uganda Clays Ltd	Kiwanuka Peter	Employed
6	Ineget	Isaia	M	B Sc. Agriculture & Rural Innovation	0775-248384	Build Africa	Basaija Dan Silver	Extension
7	Katende	Christopher	M	B Sc. Agricultural Engineering	788301359	Grow More Seeds & Chemicals Limited	Sanjeev	Extension
8	Kayizzi	Jotham	M	B Sc. Mechanical Engineering	0779-858089	kakira Sugar Works	Mr. Bob Obeti	Extension
9	Kokuleba	Jacqueline Leticia	F	B Sc. Telecom Engineering	0785960630, 0794172881	Service & computer Industries Ltd	Pamba Joseph	Extension
10	Kugonza	Priscilla	F	B Sc. Conservation Forestry & Pdt Tech	0781-518953	Danzle Consults Limited	Lukato Dennis	Retained
11	Kuule	Derrick Ansyijar	M	BSc. Environmental Science	0771644439 0700117550	MUK Department of Environmental Management	Egeru Anthony	Training

12	Langi	Sandra	F	B Sc. In Fisheries & Agriculture	075-7703128	Pearl Aquatics	Dan Badebye	Extension
13	Leku	Roy	M	B Sc. Electrical Engineering	0759249545 0773380368/079452173 9	kakira Sugar Works	Mr. Bob Obeti	Left Work
14	Maganda	David	M	B Sc. Electrical Engineering	0701-946678	Uganda Tea Corporation Ltd	Rogers	Retained
15	Makai	Ronald	M	B Sc. Electrical Engineering	789868539	kakira Sugar Works	Bob Obeti	Extension
16	Male	Tonny Nsereko	M	B Sc. In Petroleum Geosciences	0705-628963	Tracksol (U) Ltd	ssemwogerere	Retained
17	Mangeni Bwadene	Augustine	M	B Arts Social Sciences	0700-324085/0787- 177330	TASO	Mr.Muzaaya Godfrey	Not Retained
18	Masette	Joseph Robert	M	B Sc. In Petroleum Geosciences	773363835	Mwendo Ent Ltd	Jenifer Hinton	Retained
19	Mpoza	Isa	M	B Sc. Telecom Engineering	0705254548, 0772050918	Oriolec Africa Ltd	Mr. Peter Langat	Extension
20	Murungi	Christine	F	B Sc. Computer Engineering	779482763	TASO	Mr.Muzaaya Godfrey	Not Retained
21	Musisi	Nyondo Paul	M	B Sc. Civil Engineering	0781090374	Geotec Solution	(blank)	Left Work
22	Nampala	Josephine	F	B Sc. Computer Engineering	779906552	Sms Media	Mrs. Mercy Muhangi	Retained
23	Nannyanzi	Margaret	F	B Sc. Food Science & Technology	0758-332183	Vero Food Industry	Ms. Rebbecca	Not Retained
24	Nansumbi	Florence	F	B Sc. Conservation Forestry & Pdt Tech	0774-958246	Danzzle Consults Limited	Lukato Dennis	Retained
25	Nanyanzi	Racheal	F	B Sc. Software Engineering	0772-098095	TASO	Mr.Muzaaya Godfrey	Not Retained

26	Nanyonjo	Hellen	F	B Sc. Telecom Engineering	0703717412, 0779913729	Oriolec Africa Ltd	Mr. Peter Langat	Extension
27	Ninsiima	Processious	F	B Sc. In Petroleum Geosciences	0705-431834	We Consult Uganda	Vincent Byarugaba	Retained
28	Nuwagaba	Ivan	M	B Sc. Computer Engineering	0779-564619	TASO	Mr. Muzaaya Godfrey	Not Retained
29	Nyakato	Racheal	F	B Sc. Electrical Engineering	0774960263 0706241562	Mantrac (U) Ltd	Caroline Kyomuhendo	Extension
30	Ochaya	Alfred	M	B Sc. Civil Engineering	0759-955153	Scope Construction & Trading	Allex	Left Work
31	Ollando	Allan	M	B Sc. Civil Engineering	0781-573692	Scope Construction & Trading	Allex	Retained
32	Onene	Denis	M	B Sc. Electrical Engineering	0705342380 0788279857	JBB Unity & Consult Ltd	Faizal Magala	Retained
33	Ongom	Gabriel	M	B Sc. Architecture	0778-749776	Pan Modern Consults Ltd	Patrick Rubogoya	Retained
34	Owori	Brian	M	B Sc. In Sports Science	702769150	Viva Ltd	Mariam Ekirapa	Retained
35	Ruzindana	Bright Dancun	M	B Sc. Civil Engineering	0772301978	Scope Construction & Trading	Allex	Left Work
36	Ssemwanga	Steven	M	B Sc. Industrial Chemistry	0704-530098	kakira Sugar Works	Mr. Bob Obeti	Retained
37	Ssengooba	Molly	F	B Sc. Telecom Engineering	0701655896, 0777300211	Oriolec Africa Ltd	Mr. Peter Langat	Retained
38	Sserubbo	Andrew	M	B Sc. Computer Engineering	0775716808 0701716808	Success Africa	Musolini Ethan	Retained
39	Tabaaro	Edward	M	B Sc. Mechanical Engineering	0706571477, 0788768434	kakira Sugar Works	Mr. Bob Obeti	Extension
40	Twebaze	Derrick	M	B Sc. Electrical Engineering	0704386971 0789089456	Mikayirina Enterprise	Augustine M. Tsongo	Not Retained
41	Vita	Amuki	M	B Sc. Agriculture & Rural Innovation	0794-023307/0754- 023307/0772-925631	Koboko District Farmers	Twaha Gbagbe	Extension
42	Wamanga	David	M	B Sc. Civil Engineering	7075108439	Ambitious Construction Company	Vinod Hiran	Not Available

43	Watuwa	Brian	M	B Sc. Electrical Engineering	0773390104, 0701390401	kakira Sugar Works	Mr. Bob Obeti	Extension
----	--------	-------	---	------------------------------	---------------------------	--------------------	---------------	-----------

OCTOBER

No.	SURNAME	FIRST NAME	G(M/F)	COURSE	TEL.NO	COMPANY	CONTACT PERSON	COMMENT
1	Ahindura	Martin	M	B Sc. Electrical Engineering	777992539	Mikayirina Enterprise	Augustine M. Tsongo	Training
2	Alamai	Marion	F	B Sc. Civil Engineering	0781-681156/0703-892106	Ministry of Water & Environment	J. Eritu	Training
3	Itungo	Iris Twirire	M	B Sc. Electrical Engineering	701747575	Mikayirina Enterprise	Augustine M. Tsongo	Training
4	Kaahwa	Oliver	F	B Sc. Telecom Engineering	0706793031, 0790525978	Sinew Ltd	Wilfred Mugume	Training
5	Kasumba	Denis	M	B Sc. Agricultural Engineering	0703-103409	Gukiina Enterprises	Namanya Catherine	Left Work
6	Kiconco	Pauline	F	B Sc. In Petroleum Geosciences	077-5410126	Ministry of Water & Environment	J. Eritu	Left Work
7	Kiyengo	James	M	B Sc. Agricultural Engineering	0701-792308	G.M Sugar	Kamala Stephen	Training
8	Lule	Ibrahim	M	B. Urban & Regional Planning	701625322	Ministry of Energy & Development	James	Training
9	Mbeyi	Derick	M	B Sc. In Petroleum Geosciences	0705-630127	Ministry of Water & Environment	J. Eritu	Training

10	Mibulo	Tadeo	M	B Sc. Agricultural Engineering	0784-20535	G.M Sugar	Kamala Stephen	Training
11	Mujunga	Eva	F	B Sc. Software Engineering	0776756909 701035517	Comtel Integrators Africa	Veronica Dembe	Training
12	Mukisa	Power Grace	F	B Sc. Computer Engineering	791927976	Sparkplug	Raymond Besiga	Training
13	Nakalumba	Priscilla	F	B Sc. Agricultural Land use & Management	0779-217612/0703-011826	kakira Sugar Works	Mr. Bob Obeti	Training
14	Nakiranda	Connie	F	B Sc. Telecom Engineering	0778823420, 0778823420	Installation World Limited	Ssengozi Edward	Not Training
15	Nalwoga	Maria	F	B Sc. Agriculture & Rural Innovation	0706-867897	Bushenyi Cotton	Ndyanabo Frank	Training
16	Nvule	Ahmed	M	B Sc. Computer Engineering	0702801575 0783687360	Canopy IT Solutions	Mr. Can Aksoy	Training
17	Rwakafunjo	Godfrey	M	B Sc. Civil Engineering	0704-346126	Comptram	ALLAN	Training
18	Senkomago	N. Violet	F	B Sc. Electrical Engineering	0752618222 0715148699	Mikayirina Enterprise	Augustine M. Tsongo	Training
19	Ssali	Ivan	M	B Sc. Biochemical Engineering	0750-861130	MRC/Uganda Research Unit on AIDS	Jennifer Serwanga (Dr.)	Training

NOVEMBER

No.	SURNAME	FIRST NAME	G(M/F)	COURSE	TEL.NO	COMPANY	CONTACT PERSON	COMMENT
1	Ahimbisibwe	Stephen	M	B Sc. Food Science & Technology	0779-931470	MUK Food, Technology & Incubation Centre	William Kyamuhangire	Training
2	Akuhe	Gaspar	M	B Sc. Civil Engineering	0781-498315	Excel Construction Company	Divya Saini	Left Work
3	Businge	Brian	M	B Sc. Software Engineering	0785459184 0706919007	Web Info	Musinguzi Rogers	Training
4	Kagimu	Bernard	M	B Sc. Software Engineering	704980997	Intra Health International	Ismail Wadembere	Training
5	Kasule	Ali	M	B Sc. Mechanical Engineering	0703-355871	kakira Sugar Works	Bob Obeti	Training
6	Kayondo	Lincoln	M	B Sc. (Statistics & Math)	0702-782415	UMA-HEST	Ssenyondwa Allan	Retained
7	Kezabu	Haethre Karen	F	B Sc. Electrical Engineering	0792-019822	Modern Steel International	Onyango	Left Work
8	Kibuuka	Herbart	M	B Sc. In Petroleum Geosciences	0788839487/075 8666703	Fels Consultants Ltd	Azuba Samuel	Training
9	Kukundakwe	Mathew	M	B Sc. Computer Engineering	0783218835 0706340403	Makerere University Finance Department	Mrs. Jackie Ayorekire	Training
10	Mbatudde	Dianah	F	B Sc. Software Engineering	0778075389 0756549808	Ubuntu Capital	Thenge Hannington	Training
11	Mbaziira	Mahmudu	M	B Sc. Food Science & Technology	0705-308581	Hariss International Ltd	Mwogezi Susan	Training
12	Mitindajje	Micheal	M	B Sc. Computer Engineering	0788-580810	Advent City	Okeyo Grace Faith	Not Training

13	Mwesige	Robert	M	B Sc. In Petroleum Geosciences	0783987690 0757737521	Icon Industrial Services	Tonny Ojok	Training
14	Nabunnya	Mary Gloria	F	B Sc. Industrial Chemistry	0704-333477/0785-025251	G.M Sugar	Kamala Stephen	Training
15	Nanyondo	Maria	F	B Sc. Mechanical Engineering	0782-978170	Advent City	Okeyo Grace Faith	Training
16	Natuhweera	Hannington	M	B Sc. Electrical Engineering	0702925883 0789136681	Power Distribution Technologies	Kyomuhendo Ronald	Training
17	Nsereko	Vincent	M	B Sc. Computer Engineering	0784331902 0701331902	NCR Uganda	Mukasa L James	Training
18	Nuwabine	Brice	M	B Sc. In Land Economics	0701-706566	kakira Sugar Works	Bob Obeti	Left Work
19	Ssemakula	Rogers	M	B Sc. Mechanical Engineering	0701-774940	kakira Sugar Works	Bob Obeti	Training
20	Wasswa	Joseph	M	B Sc. Food Science & Technology	779646760	MUK Food, Technology & Incubation Centre	Dr. Gaston Tumuhimbise	Not Training

DECEMBER

No.	SURNAME	FIRST NAME	G(M/F)	COURSE	TEL.NO	COMPANY	CONTACT PERSON	COMMENT
1	Ainomugisha	Andrew	M	B Sc. Industrial Chemistry	0701-447172/0776-903504	Desire Beauty Products	Tumwesigye fred	Not Training
2	Ayebare	Gerald	M	B Sc. Food Science & Technology	0701095500/0789917246	MUK Food, Technology & Incubation Centre	Nkinziheki Allan	Training
3	Bamwine	Mouline	F	B.A. Social Science	0703-901917	Pearl Aquatics	Dr.Gladys Bwanika	Training

4	Kyeyune	Noah	M	B Sc. Electrical Engineering	0704-679976	Joadah Consult	Gatre Patrick	Not Training
5	Nabacwa	Keziah Mildred	F	B Sc. Electrical Engineering	701107101	SESACO	Samuel Okwakol	Training
6	Nakabuubi	Muniirah	F	B Sc. Civil Engineering	0700-907094	Joadah Consult	Gatre Patrick	Training
7	Nakimera	Christine	F	B Sc. Food Science & Technology	0701-864077/0772-440049	SESACO	Samuel Okwakol	Training
8	Nalweyiso	Hellen	F	B Sc. Electrical Engineering	0700763046 0784785866	Joadah Consult	Gatre Patrick	Training
9	Namuwa	Zidolo Andrew	M	B Sc. Civil Engineering	0776-377022	Joadah Consult	Gatre Patrick	Training
10	Ndibanje	Noah	M	B Sc. Agriculture & Rural Innovation	0776-411994	Riis Coffee (U) Ltd	Mr. Male Joseph	Training
11	Obunguta	Felix	M	B Sc. Civil Engineering	0712807049, 0705483373	Joadah Consult	Gatre Patrick	Training

Annex 2: List of Interns not yet placed from 1st July to 31st December 2015

No	SURNAME	FIRST NAME	G(M/F)	COURSE	TEL.NO
1	Achom	Domitila	F	B Sc. Software Engineering	0772095850 0700172294
2	Ainebyona	Paddy	M	B Sc. Agricultural Engineering	0778066765, 0755659173
3	Aliguma	Emmanuel	M	B Sc. Agriculture & Rural Innovation	0779-008687
4	Amanya	Linda	F	B Sc. Conservation Forestry & Pdt Tech	0779-608108
5	Amito	Vivian	F	B Sc. Ethnobotany	0772-511944
6	Ampeire	Rogers	M	B Sc. Agriculture & Rural Innovation	0788-999447
7	Amviko	Faima	F	B Sc. Agriculture & Rural Innovation	0772-564775
8	Anguria	Paul	M	B Sc. Civil Engineering	0783-247557
9	Aruho	Kelvin	M	B Sc. Agriculture & Rural Innovation	0772-028179
10	Aruwa	David	M	B Sc. Agriculture & Rural Innovation	0773-618001
11	Ashaba	Price	F	B Sc. Civil Engineering	0779-884358
12	Asiimwe	Peter	M	B Sc. Telecom Engineering	0704699227, 0772468486
13	Asingya	Alvin	M	B Sc. Agricultural Engineering	0703-119742
14	Atim	Michelle Okullu	F	B Sc.(Math & Economics)	778243616
15	Ayugi Ojok	Angelina	F	B Sc. Construction Management	0706-671786
16	Babirye	Hudah	F	B Sc. Agriculture & Rural Innovation	0703-032176/0700419591
17	Baine	Albert	M	B Sc.(Math & Economics)	706701454
18	Bbaale	Amiri	M	B Sc. Telecom Engineering	0779695277, 0702963549
19	Bujjinga	Doreen Gift	F	B Sc. Telecom Engineering	0782913465, 0775581603, 0791107222
20	Buyi	Abraham Galimason	M	B Sc.(Math & Economics)	703585886
21	Byaruhanga	Joseph	M	B Sc. Veterinary Medicine	774881544

22	Enywaru	Denis	M	B Sc. Agriculture & Rural Innovation	0756-608975
23	Erau	Emmanuel	M	B Sc. Conservation Biology	789385038
24	Gimei	Brian	M	B Sc. Agricultural Engineering	0701173992, 0771391824
25	Hangamaisho	Abraham	M	B Sc. Agriculture & Rural Innovation	0776-339939
26	Ingurat	Emmy Simon	M	B Sc. Software Engineering	0779-357620
27	Kabagambe	George	M	B Sc. Telecom Engineering	0781105308, 0772617991
28	Kaduyu	Micheal	M	B Sc. Agricultural Engineering	0704357508 0752065364
29	Kanakulya	John	M	B Sc. Agriculture & Rural Innovation	0755-236752
30	Kasagga	Simon Peter	M	B Sc. Agriculture & Rural Innovation	0775-578600
31	Katiiti	Phiona	F	B Sc. In Sports Science	0777207629/0706292930
32	Katusiime	Justine Mary	F	B Sc. Computer Engineering	781497278
33	Kibuuka	Charles	M	B Sc. Software Engineering	0772541327 0703198401
34	Kibuuka	Fred	M	B Sc. Telecom Engineering	772085004
35	Kihembo	Gift	F	B Sc. Agriculture & Rural Innovation	0787-793139
36	Kisaakye Nabwendi	Joan	F	B Sc. Agriculture & Rural Innovation	0784-781452
37	Koburongo	Olivia	F	B Sc. Telecom Engineering	078207743 079151933
38	Kugumikiriza	Elijah	M	B Sc. Telecom Engineering	757110350
39	Kyaligonza	Badru	M	B Sc. Conservation Forestry & Pdt Tech	0789-152756
40	Lwanga	Abel	M	B Sc. Telecom Engineering	0778546524 0753778728
41	Magezi	Samuel	M	B Sc. Agriculture & Rural Innovation	0788-612853
42	Makonzi	Brian	M	B Sc.(Math & Computer Science)	0792-883662
43	Mayengo	Musa	M	B Sc. Telecom Engineering	703332781
44	Minawa	Faluku	M	B Sc. Ethnobotany	0705-917630
45	Mirembe Waaja	Mercy	F	B Sc. Construction Management	0703837488
46	Mpayenda	Evelyn	F	Bachelor of Development Economics	0789-713680

47	Muganga	Brian	M	B Sc. Telecom Engineering	0704362284, 0788911833
48	Mugenyi	Sulaiman	M	B Sc. Geology	704700053
49	Mugerwa	Francis	M	B Sc. Electrical Engineering	0755-195542
50	Mugisha	Mike	M	B Sc. Agricultural Engineering	0704525787, 0794064199
51	Muhairwe	Kenedy	M	B Sc. Civil Engineering	0703385813/0778948611
52	Musiimenta	Bruno Emmanuel	M	B Sc. Civil Engineering	0779-698877
53	Musoke	Samuel Namwanje	M	B Sc.(Math & Economics)	0776-040493
54	Nabukalu	Agnes	F	B Sc. Agriculture & Rural Innovation	0703655825
55	Nabutula	Esther	F	B Sc. Agricultural Engineering	0706700221, 0778488236
56	Nafula	Monica	F	B Sc. In Petroleum Geosciences	0789-178144
57	Nakamanyisa	Annet	F	B Sc. Agriculture & Rural Innovation	0784-258631/0706493499
58	Nakazibwe	Jackline	F	B Sc. Telecom Engineering	0775193448, 0781487274
59	Nakigozi	Nuluiat	F	B Sc. Agriculture & Rural Innovation	0702-732328
60	Nakisekka	Faridah	F	B Sc. Civil Engineering	0794-247443
61	Nakivumbi	Esther	F	B Sc. Conservation Forestry & Pdt Tech	0702-216748
62	Nalubwama	Christine	F	B Sc. Agriculture & Rural Innovation	0706-886965
63	Nalweyiso	Amina	F	B Sc. Agricultural Engineering	0704-531969
64	Namirembe	Saidah Abdallah	F	B Sc. Telecom Engineering	0700238060, 0741339308
65	Namubiru	Aidah	F	B Sc. Software Engineering	0773231497 0705687929
66	Namusisi	Fauzia	F	B Sc. Telecom Engineering	0703455980, 0703455980
67	Namutebi	Swabrah	F	B Sc. (Statistics & Math)	0781885114 0705885082
68	Namuyanja	Pauline Kavuma	F	B Sc. Quantity Surveying	0777-009828
69	Nandhubu	Nicholas	M	B Sc. Telecom Engineering	071873871, 0703622460
70	Nangobi	Nancy Loreen	F	Bachelor of Industrial & Fine Arts	0704-920412
71	Nankya	Anna Maria	F	B Sc. Social & Ent. Forestry	0701-373289

72	Nannyonga	Mary Immaculate	F	B Sc. Electrical Engineering	0783699850, 0706489498
73	Nassimbwa	Catherine	F	B Sc. Agricultural Engineering	0772-512041
74	Ndugga	Ian	M	B Sc. Quantity Surveying	0700-196284
75	Nduhuura	Jensen	M	B Sc. Electrical Engineering	0791-977775
76	Ngobi	Joshua	M	B Sc. Civil Engineering	0704760564, 0792596961
77	Nimidde	Lovinsa	M	B Sc. Telecom Engineering	0781019929 0702151961
78	Nuwagira	Hillary	M	B Sc. Civil Engineering	0703050494 0794313546
79	Nyanzi	Pius	M	B Sc. Civil Engineering	0776830452 0704350277
80	Ojakol	Ernest	M	B Sc. Software Engineering	792201854
81	Okello	Alfred Azim	M	B Sc. In Sports Science	0773-170496
82	Okware	Simon	M	B Sc. Civil Engineering	0773-854220
83	Orach	Kenedy	M	B Sc. Agriculture & Rural Innovation	0779-214339
84	Oryech	Sedrick	M	B Sc. Electrical Engineering	0704-280893
85	Owamazima	Patience	F	B Sc. Industrial Chemistry	0781-690939/0700-360692
86	Pitia	Simon Peter Lesuk	M	B Sc. Telecom Engineering	789723737
87	Sembuga	Allan	M	B Sc. Telecom Engineering	0772494299, 0702993641
88	Sengendo	John	M	B Sc. Telecom Engineering	793351687
89	Sinamenye	Jackson Herbert	M	B Sc. Software Engineering	0787792427 0759253836
90	Ssebandeke	John Bosco	M	B Sc.(Math & Physics)	0781-095242
91	Ssebitosi	David	M	B Sc. Civil Engineering	0779-657358
92	Ssekamwa	Dennis Derrick	M	B Sc. Civil Engineering	782604975
93	Ssembajjwe	Frank	M	B Sc. Telecom Engineering	775707996
94	Ssenfuka	Joseph B	M	B Sc. Agriculture & Rural Innovation	0783-131241
95	Ssettumba	Tonny	M	B Sc. Telecom Engineering	0783017903, 0703668752
96	Ssimbwa	Julius	M	B Sc. Telecom Engineering	0777667285, 0751348722

97	Talibu	Taban	M	B Sc. Agriculture & Rural Innovation	0779-167779
98	Tumusiime	Venansio	F	B Sc. Agriculture & Rural Innovation	0789-105233/0704487311
99	Turyatemba	Collins	M	B Sc. Telecom Engineering	778338912
100	Turyatemba	Lawrence	M	B Sc. Agricultural Engineering	(blank)
101	Twani	Claire	F	B Sc. Agriculture & Rural Innovation	0779-683959
102	Wandera	Joseph	M	B Sc. Agriculture & Rural Innovation	0785-58790
103	Wandera	Yolam	M	B Sc. Agriculture & Rural Innovation	0771-849898
104	Wani	Richard	M	B Sc. Agriculture & Rural Innovation	0779-436117
105	Wanjala	Nasser	M	B Sc. Telecom Engineering	775829613
106	Wanyela	Martin	M	B Sc. Agriculture & Rural Innovation	0779-12985
107	Wavamuno	John	M	B Sc. Electrical Engineering	794132607

Annex 3: List of Interns recommended by MUK under the HEST project but already employed from 1st July to 31st December 2015

No	SURNAME	FIRST NAME	G(M/F)	COURSE	TEL.NO
1	Ashaba	Ahebwa Olivia	F	B Sc. Civil Engineering	0704-533280
2	Atwine	Lilian	M	B Sc. Electrical Engineering	702060128
3	Isabirye	Phillip	M	B Sc. Computer Engineering	0704-399700
4	Kabasomi	Sarah	F	B Sc. In Land Economics	0783-862923
5	Kaboyo	Simon	M	B Sc. Telecom Engineering	0779210592, 0705343293
6	Kasujja	Charles	M	B Sc. Civil Engineering	0704797127, 0774139640
7	Kibuuka	Ambrose	M	B Sc. Civil Engineering	0757-834389

8	Kuteesa	Charles	M	B Sc. Civil Engineering	0704-220392
9	Mawejje	Nyanzi Martin	M	B Sc. Civil Engineering	0774-322498
10	Muganzi	Kim	M	B Sc. Electrical Engineering	0788738335/0793062292
11	Mugoya	Arthur	M	B Sc. Civil Engineering	0703-756518
12	Muhumuza	David	M	B Sc. Computer Engineering	0703-018501
13	Muhumuza	Jerome	M	B Sc. Civil Engineering	0776-158889
14	Mulwana	Micheal	M	Bio lab Technology	0703-878599
15	Mutyaba	Brian	M	B Sc. Civil Engineering	0784834369 0700132721
16	Naduli	Derrick	M	B Sc. Civil Engineering	0700-642202
17	Nakabugo	Claire	F	B Sc. Agricultural Engineering	0784-202771
18	Nakamya	Rose Naakitto	F	B Sc. Electrical Engineering	0779440463, 0779440463
19	Namala	Miriam	F	B Sc. Electrical Engineering	0754445093, 0794449857
20	Natumanya	Derek	M	B Sc. Mechanical Engineering	0787800208 0701800208
21	Ndyanabo	Andrew	M	B Sc. Biotechnology	0777-850503
22	Niwemuhwezi	Anselm	M	B Sc. Industrial Chemistry	0705-455269
23	Odeke	Bosco	M	B Sc. Mechanical Engineering	777089548
24	Ojakol	Okwi Daniel	M	B Sc. Mechanical Engineering	701100553
25	Sendifa	George William	M	B Sc. Electrical Engineering	0702172760, 0772436634
26	Ssekamatte	Isaac	M	B Sc. Civil Engineering	0703-814529
27	Wange Bugenyi	Andrew	M	B Sc. Veterinary Medicine	0751620787
28	Wasswa	Noah	M	B Sc. Electrical Engineering	0701174940 0778174940



HEST INTERNSHIP LOG BOOK



Student Name:

HEST No: University No:

Organization:

Department:

Unit:

Supervisor: Contacts:

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

Supervisor's comments:

Signature:

Email document to hstreport@uma.ac.ug



UGANDA MANUFACTURERS ASSOCIATION

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

Our Ref:

Your Ref:

Dear

RE: OFFER TO PARTICIPATE IN UMA – HEST INTERNSHIP PROJECT

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

Your Obligations:

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

2. Hours of Work:

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

3. Stipend:

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

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

The installments shall be as follows:

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

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

4. Reporting:

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

5. Supervision:

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

6. Insurance:

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

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

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

Yours sincerely,
Uganda Manufacturers Association


Sebaggala M. Kigozi
Executive Director

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

Signed Date:

Cc: Employer (Host Company)



UGANDA MANUFACTURERS ASSOCIATION

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

Our Ref:

Your Ref:

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

Dear

RE: INTRODUCTION OF THIS INTERN TO YOUR COMPANY

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

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

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


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

Yours Sincerely,
Uganda Manufacturers Association



Sebagala M. Kigozi
Executive Director

Cc: Student

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



HEST INTERNSHIP LOG BOOK



Student Name: MUSOBA AARON

HEST No: IP15MUK02/050
University No: 211014238

Organization: UGANDA TEA CORPORATION LIMITED

Department: FACTORY,

Unit: ENGINEERING& PROCESSING

Supervisor: MR. MUTHONDU K. BENARD
Contacts: 0776137323 / 0705309939

Date:	Targets	Achievements	Challenges	Lessons Learnt
Week 1	Design a rain water harvesting plan and storage facilities.	<p>Data collection on factory water usage, roof area(s), average and maximum monthly precipitation and run-off was gathered.</p> <p>The proposed rainwater harvesting plan was submitted and seconded by the management.</p> <p>Several calculations on discharge, run-off, sizing the storage and pipes is still going on.</p>	Financial constraints delayed some tasks.	<p>Much more skills in hydrological modelling and climatological modelling were acquired.</p> <p>Rain water harvesting is a sustainable and appropriate technology for cleaner production.</p>
Week 2	Assessing the operation and design variations of the FF and GG VFB dryers.	The factory manager took us through the performance analysis of the	Inconsistence in the feeding rules were registered which led to	Learnt various design specifications of VFB dryers, operational parameters, like; feed rate, steam

Email document to hestreport@uma.or.ug

Page 1

HEST INTERNSHIP LOG BOOK

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

HEST INTERNSHIP LOG BOOK

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