Internship Placement Officer

Ssenyondwa Allan

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Date……

Internship Training Officer

Kiyuba Sulaiman Nkuutu

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Date……

Training Manager

Kyalimpa Joseph

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Date……

Executive Director

Mubaraka K. Nkuutu

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Date……

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LIST OF ACRONYMS

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

EXECUTIVE SUMMARY

Uganda Manufacturers Association (UMA) is running an internship project under Higher Education, Science and Technology 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 main goal of the project is **to improve the skills of 2000 interns from nine Benefiting Institutions** (BIs) namely; Kyambogo University (KYU), Busitema University (BU), Makerere University (MAK), Gulu University (GU), Lira University (LU) which was a constituent college of GU that was made a University in 2016, Mbarara University of Science and Technology (MUST), Muni University (MU), Uganda Management Institute (UMI) and Makerere University Business School (MUBS). Ninety percent (90%) of the students to be placed in the respective companies should be offering Science and Technology Courses while ten percent (10%) should be offering Arts courses. The project helps interns to acquire skills required by employers in Uganda to enhance their opportunities of employment in the future.

In the second year of the project (2016), placement begun in January with the students in the database of 2015 cohort, this continued up to May. In June 2016, placement of the 2016 cohort commenced. This was after an induction which took place for two days at Busitema University. Although 123 students were trained in 2016, the University recommended 86 students to participate in the UMA-HEST Internship Project,these constituted of 60 males(69.77%) and 26 females(30.22%). This was a percentage increase of 115% from the 40 students who were recommended in 2015. The placement target for 2016 was 49 interns as compared to that of 2015 which was 27 interns.

In 2016, 51 interns (104% of the target) were placed for internship and another 11 acquired employment before they could be placed under the Internship Project. The placement process is still going on for the remaining 33 interns (38.37% of the total recommended) who have not yet been placed. The project expects to place the remaining students before the next cohort which starts in June 2017.

Among the various industrial sectors that took on interns in 2016, the Agricultural Produce, Equipment and Development Sector had the highest number of interns placed i.e.12 interns were

taken on in 2016. The status of recommended interns of both 2015 and 2016 cohorts as at 31st December 2016 is as follows:

- 126 students were recommended for both 2015 and 2016.
- 9 interns were retained at their companies of training.
- 22 interns got employment in other companies.
- 3 interns were given extensions.
- 8 interns set up their own small businesses.
- 12 interns were not retained and therefore are still unemployed.
- 42 interns are not placed for internship (33 from 2016 cohort and 9 from 2015 cohort).

Alongside the respective hard skills in their various fields of study, interns attained soft skills which included interpersonal, communication, networking and management skills.

The Project experienced a few challenges in 2016, these included; failure of some employers to honor their word, students' reluctance towards internship among others.

Coordinating together with the University, the project is targeting 49 interns to be placed in 2017. UMA-HEST Project therefore requests the University to recommend 75 students for the induction training in 2017.

BUSITEMA 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	**126**		**40**		**26**	**65.00%**	**14**	**35.00%**	**86**		**60**	**69.77%**	**26**	**30.23%**
Total Recommended after Training	**126**		**40**	**100.00%**	**26**	**65.00%**	**14**	**35.00%**	**86**	**100.00%**	**60**	**69.77%**	**26**	**30.23%**
HEST Target	**76**		**27**						**49**					
Total Interns Skilled (As of Target)	**84**	**110.53%**	**31**	**114.81%**	**21**	**67.74%**	**10**	**32.26%**	**53**	**108.16%**	**38**	**71.70%**	**15**	**28.30%**
Total Interns Skilled (As of Database)	**84**	**66.67%**	**31**	**77.50%**	**21**	**67.74%**	**10**	**32.26%**	**53**	**61.63%**	**38**	**71.70%**	**15**	**28.30%**
Total Interns Placed (As of Target)	**71**	**93.42%**	**29**	**107.41%**	**20**	**68.97%**	**9**	**31.03%**	**42**	**85.71%**	**32**	**76.19%**	**10**	**23.81%**
Total Interns Paid	**71**	**93.42%**	**29**	**107.41%**	**20**	**68.97%**	**9**	**31.03%**	**42**	**85.71%**	**32**	**76.19%**	**10**	**23.81%**
Working														
Employed but not Interned	13	10.32%	2	5.00%	1	2.50%	1	2.50%	11	12.79%	6	6.98%	5	5.81%
Retained in Internship company	9	7.14%	7	17.50%	6	15.00%	1	2.50%	2	2.33%	2	2.33%	0	0.00%
Employed elsewhere after Internship	11	8.73%	2	5.00%	2	5.00%	0	0.00%	9	10.47%	7	8.14%	2	2.33%
Self Employed after Internship	6	4.76%	1	2.50%	1	2.50%	0	0.00%	5	5.81%	4	4.65%	1	1.16%
Extension in Internship company	6	4.76%	3	7.50%	3	7.50%	0	0.00%	3	3.49%	2	2.33%	1	1.16%
Still on Internship	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Sub Total	***45***	***35.71%***	***15***	***37.50%***	***13***		***2***		***30***	***34.88%***	***21***		***9***	
Not Working but Interned														
Left Training before completion	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not Employed after Internship	28	22.22%	16	40.00%	8	20.00%	8	20.00%	12	13.95%	9	10.47%	3	3.49%
Sub Total	***28***	***22.22%***	***16***	***40.00%***	***8***		***8***		***12***	***13.95%***	***9***		***3***	
No Response but Interned	11	8.73%	0	0.00%	0	0.00%	0	0.00%	11	12.79%	8	9.30%	3	3.49%
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	42	33.33%	9	22.50%	5	12.50%	4	10.00%	33	38.37%	22	25.58%	11	12.79%
Not Willing	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

1 INTRODUCTION

In the second year of the UMA-HEST Project i.e. 2016, Busitema University recommended 86 students from 8 different courses namely; Bachelor of Agricultural Mechanization and Irrigation, Bachelor of Science in Agro-Processing Engineering, Bachelor of Animal Production and Management, Bachelor of Computer Engineering, Bachelor of Science in Mining, Bachelor of Science in Natural Resource Economics, Bachelor of Science in Textile Engineering and Bachelor of Science in Water Resources Engineering.

Unlike in 2015, students were trained from BU main campus in Tororo. The reason for the afore-written was to eliminate the transportation costs that students incurred while travelling to Kampala. They had a two-day training in life and work place based skills on the 29th and 30th of April, 2016. Placement started thereafter in June. Students were supported to do hands on internship training in companies for 3 months. The students were placed under company based technical supervisors with whom clear skills acquisition requirements were agreed on. While at the companies, UMA-HEST Team made support supervision visits to ensure that skills acquisition was ongoing to the satisfaction of the company based technical supervisors.

Of the 51 interns placed in 2016, seven (7) were placed in January, two (2) in April and one (1) in May. These were from the previous database of 2015. From the new database of 2016, twenty two (22) students were placed in June, ten (10) students were in July, three (3) students in August, four (4) students in September, and one (1) intern in October, November and December. Eleven (11) students got employment before they could be placed by the UMA-HEST Internship Project, two (2) of these students got employed in the course of the internship and therefore left their companies of training.

This report will continue will continue as follows: it will start with the general information and proceed with placements of interns, interns' status as at 31st December 2016, skills attained by interns, challenges and mitigations, conclusion. The report however has an annex at the end for details.

2 GENERAL INFORMATION

2.1 INTERNS RECOMMENDED

In 2016, 86 students were recommended by BU much as 123 students had been trained.

The applicants from BU were students in their final year at the University from the S&T based courses who were short listed by their faculties and names submitted to the university HEST Internship coordinator.

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

2.1.1 Faculty Basis

Students recommended were from three faculties namely; Faculty of Engineering, Faculty of Agriculture & Animal Sciences & Faculty of Natural Resources and Environmental Science. There was a percentage increase of 115% in the total number of students recommended in 2016 compared to 2015 i.e. 86 students in 2016 and 40 students in 2015. Faculty of Engineering recommended the highest number of students in 2015 (23 students) and 2016 (71 students). It also had the highest number of female students both in numbers 2015(10 females) and 2016(20 females) as well as in percentages 2015 (25%) females and 2016 (20%) female. Although the numbers increased, the percentage decreased. The total percentage of female students in both years did not reach the recommended 40% required by the HEST Project.

In 2016, the increase in number of students for the Faculty of Engineering more than tripled, well as there was a decrease in the numbers for other faculties.

A cross tabulation for the students recommended on faculty basis is shown in table 1 below.

		2015						2016					
S/N	Faculty	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
1	Faculty of Engineering	23	58%	13	32.5%	10	25.0%	71	83%	51	59.3%	20	23.3%
2	Faculty of Agriculture & Animal Sciences	13	33%	10	25.0%	3	7.5%	5	6%	3	3.5%	2	2.3%
3	Faculty of Natural Resources And Environmental Sciences	4	10%	3	7.5%	1	2.5%	10	12%	6	7.0%	4	4.7%
	Total	40	100%	26	65.0%	14	35.0%	86	100%	60	69.8%	26	30.2%

Table 1: Students recommended per faculty in both 2015 and 2016

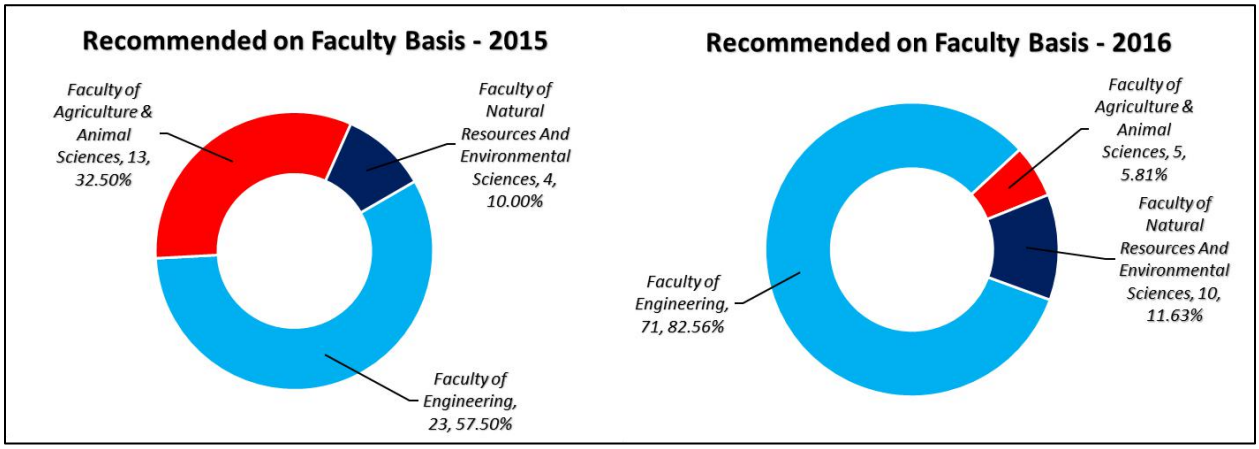

Figure 1: Pie charts showing students recommended per faculty in both 2015 and 2016.

2.1.2 Course Basis

In 2016, the students recommended were from eight courses unlike 2015 which had seven courses. Bachelor of Science in Mining was included among the courses for 2016.Table 2 below details this.

		2015						2016					
S/N	Courses	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
1	Bachelor of Agricultural Mechanization and Irrigation Engineering	5	12.50%	5	12.50%	0	0.00%	12	13.95%	8	9.30%	4	4.65%
2	Bachelor of Science in Agro-processing Engineering	6	15.00%	3	7.50%	3	7.50%	15	17.44%	10	11.63%	5	5.81%
3	Bachelor of Animal Production and Management	8	20.00%	5	12.50%	3	7.50%	5	5.81%	3	3.49%	2	2.33%
4	Bachelor of Computer Engineering	8	20.00%	5	12.50%	3	7.50%	10	11.63%	9	10.47%	1	1.16%
5	Bachelor of Science in Mining Engineering	0	0.00%	0	0.00%	0	0.00%	10	11.63%	7	8.14%	3	3.49%
6	Bachelor of Science in Natural Resource Economics	4	10.00%	3	7.50%	1	2.50%	10	11.63%	6	6.98%	4	4.65%
7	Bachelor of Science in Textile Engineering	4	10.00%	2	5.00%	2	5.00%	12	13.95%	10	11.63%	2	2.33%
8	Bachelor of Science in Water Resources Engineering	5	12.50%	3	7.50%	2	5.00%	12	13.95%	7	8.14%	5	5.81%
	Total	40	100.0%	26	65.0%	14	35.0%	86	100.0%	60	69.8%	26	30.2%

Table 2: Students recommended on course basis in 2015 vis-a-vis 2016.

In 2015, the programs that recommended the highest number of interns were Bachelor of Animal Production & Management and Bachelor of Computer Engineering with eight (8) interns each

accounting for 20%. Bachelor of Science in Natural Resource Economics and Bachelor of Science in Textile Engineering recommended the lowest number of interns with 4 each (10%).

The highest number of students recommended in 2016 were from Bachelor of Science in Agro-Processing Engineering with fifteen (15-17.44%) students. Bachelor of Science in Natural Resource Economics had the lowest number of students recommended in 2016 (5-5.81% students) as represented in figure 2 below.

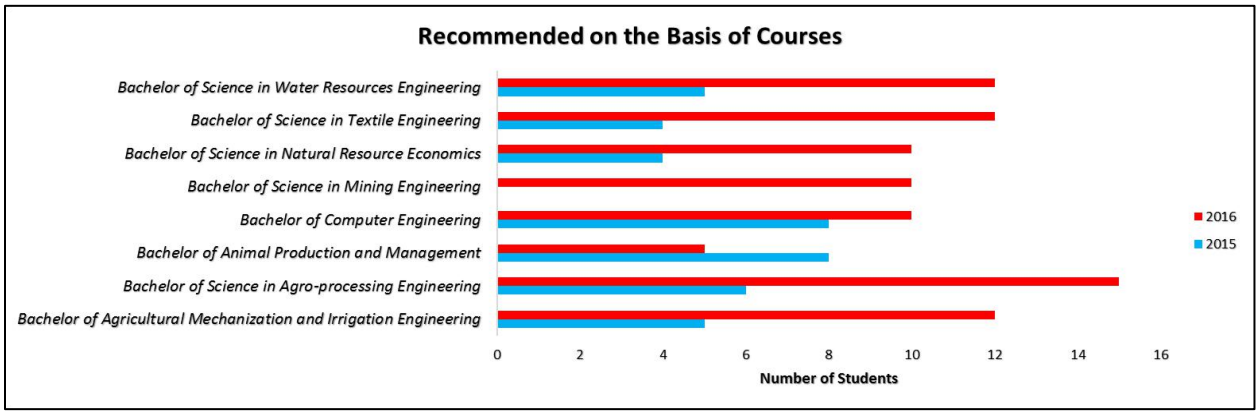

Figure 2: A bar graph showing students recommended on course basis in 2015 and 2016.

From table 2 and figure 2 above; well as in 2015 the highest number of female interns recommended were from Bachelor of Science in Agro-Processing, Bachelor of Animal Production & Management and Bachelor of Computer Engineering with each 3(7.5%), in 2016 it was Bachelor of Science in Agro-Processing Engineering and Bachelor in Science in Water Resource Engineering with the highest number female interns i.e. 5(5.81%) . There were no female students recommended in Bachelor of Agricultural Mechanization & Irrigation Engineering in 2015 although 4 were recommended in 2016.

In 2016, only 1 female student was recommended from Bachelor of Computer Engineering although 3 were recommended a year earlier.

3 PLACEMENT OF INTERNS

In 2016, placement of interns commenced in January for the 2015 cohort who were still in the database. The process continued up to June when the 2016 cohort was inducted. As per the main objective of the project, interns were placed in their relevant fields of study. Support supervision was conducted during their training period to ensure that the interns have obtained the required skills. In addition, feedback was obtained from employers as a way of finding out the level of skills attained.All nine (9) interns from the 2015 cohort were placed before June 2016.

Of the eighty-six (86) interns recommended by BU for 2016 cohort, forty-two (42) were placed for internship as at 31st December 2016. Therefore, the total number of interns placed in 2016 was Fifty-One (51). The placement process will go on in 2017 for the remaining students in the database.

3.1 MONTHLY BASIS

Nine (9) interns from the 2015 database were placed in the first half of the year i.e. January, February, March, April and May. For 2016, the highest number of interns from BU was recorded in June with 22 interns, followed by July with a total of 10 interns.

3.1.1 Total vis-a-vis Actual Placement

In general, 20 students were placed and actually paid in 2015 well as 51 students were placed and actually paid in 2016 as shown in table 3.

In 2015, the highest placements (45%) happened in July, followed by September and October each with 20% respectively. However, in 2016 the highest uptake (43.14%) was in June followed by July (19.61%).Below is a detailed tabular description in table 3 below.

	2015								2016							
	TOTAL				ACTUAL				TOTAL				ACTUAL			
Months	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
January	0	0.00%	0	0	0	0.00%	0	0	6	11.76%	4	2	5	9.80%	3	2
February	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	1	1.96%	1	0
March	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
April	0	0.00%	0	0	0	0.00%	0	0	2	3.92%	1	1	2	3.92%	1	1
May	0	0.00%	0	0	0	0.00%	0	0	1	1.96%	1	0	1	1.96%	1	0
June	0	0.00%	0	0	0	0.00%	0	0	22	43.14%	19	3	20	39.22%	17	3
July	9	45.00%	7	2	9	45.00%	7	2	10	19.61%	6	4	12	23.53%	8	4
August	0	0.00%	0	0	0	0.00%	0	0	3	5.88%	3	0	2	3.92%	2	0
September	4	20.00%	3	1	4	20.00%	3	1	4	7.84%	2	2	2	3.92%	1	1
October	4	20.00%	2	2	4	20.00%	2	2	1	1.96%	1	0	4	7.84%	3	1
November	3	15.00%	2	1	3	15.00%	2	1	1	1.96%	1	0	1	1.96%	1	0
December	0	0.00%	0	0	0	0.00%	0	0	1	1.96%	0	1	1	1.96%	0	1
Total	20	100.0%	14	6	20	100.0%	14	6	51	100.0%	38	13	51	100.0%	38	13

Table 3: Total number of interns placed in 2015 and 2016.

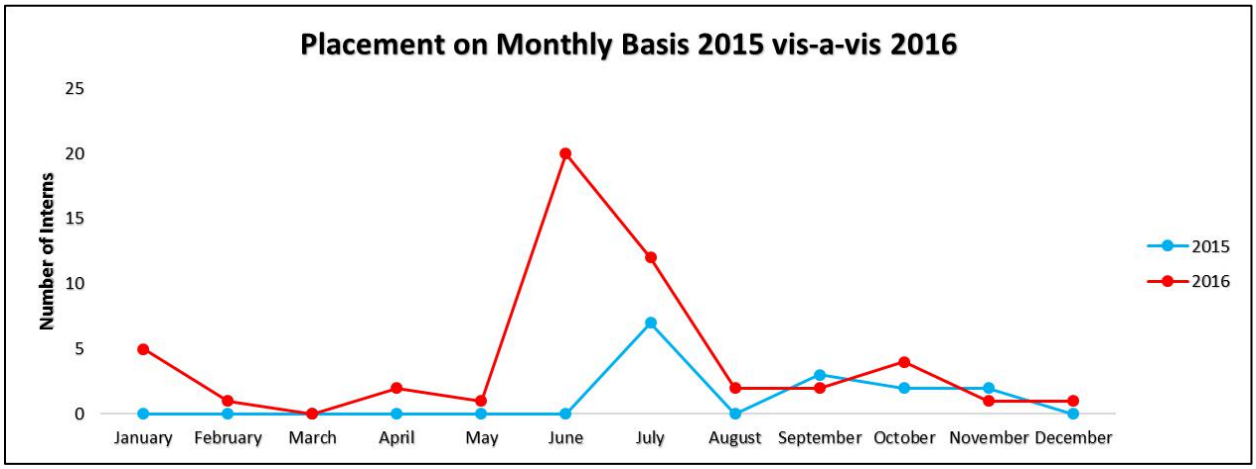

Figure 3: A graph illustrating the number of interns placed per month for both 2015 and 2016.

From Figure 3 above, the placement trend of 2015 has not been so different from that of 2016. The highest number of interns are placed around the months of June and July for both years. This is attributed to the high demand for interns during this period. In the subsequent months, the total number of interns placed are relatively smaller.

The placement of interns of every year is concluded in December. Usually fewer interns are placed during this period because most courses have been depleted.

3.2 FACULTY BASIS

It was observed that some faculties possess courses that are highly demanded by employers than others. Students from the Faculty of Engineering were placed most, these included courses like Textile Engineering, Agro-Processing Engineering among others.

3.2.1 Total vis-a-vis Actual

Table 4 below displays both the placements of students based on faculties and those who were actually paid. It can be noticed that all interns who were placed actually received payments which means they actually attended the Internship.

	2015								2016							
	TOTAL				ACTUAL				TOTAL				ACTUAL			
Faculty	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
Faculty of Engineering	12	60.00%	8	4	12	60.00%	8	4	38	74.51%	28	10	38	74.51%	28	10
Faculty of Agriculture & Animal Sciences	8	40.00%	6	2	8	40.00%	6	2	5	9.80%	3	2	5	9.80%	3	2
Faculty of Natural Resources And Environmental Sciences	0	0.00%	0	0	0	0.00%	0	0	8	15.69%	7	1	8	15.69%	7	1
Total	20	100.0%	14	6	20	100.0%	14	6	51	100.0%	38	13	51	100.0%	38	13

Table 4: Total number of interns placed on faculty basis vis-a-vis Actual

Most of the interns placed in both 2015 and 2016 were recommended by the faculty of Engineering. A total of 12 interns (8 Male & 4 Female) and 38 interns (28 Male and 10 Female) were placed in 2015 and 2016 respectively. This is followed by Faculty of Agriculture and animal Sciences; 8 interns (6 Male and 2 Female) and 5 interns (3 Male and 2 Male) were placed in 2015 and 2016 respectively. Faculty of Natural Resources and Environmental science had no intern placed in 2015 but 8 (7 Male and 1 Female) interns placed in 2016.

In figure 4 below are pie charts detailing the above.

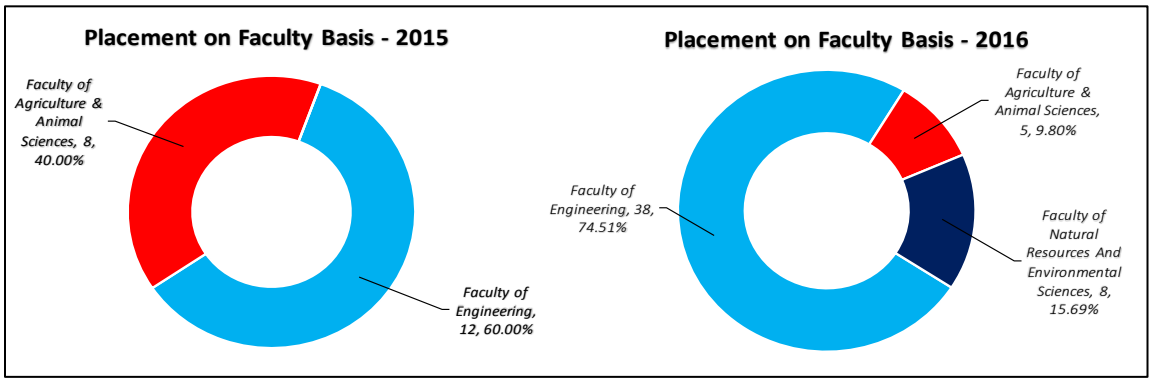

Figure 4: Pie charts showing the numbers of interns placed per Faculty in 2015 and 2016.

Faculty of Engineering had the highest number of interns placed in 2015 at 12 with 60% of the total placements. The rest (40%) of the placements were for those interns recommended by Faculty of Agriculture and Animal science. Likewise, in 2016, the Faculty of Engineering took the lead at 74.51% with 38 interns placed followed by the Faculty of Natural Sciences and Environment with

a total of 8 interns (15.69%). The Faculty of Agriculture and Animal science had the least number of interns placed with 5 (9.80%).

3.3 COURSE BASIS

The University recommended Students from eight (8) courses. During the 2016 placement period, Bachelor of Computer Engineering had the highest number of interns placed (11) and Bachelor of Science in Mining Engineering had the lowest number (2). This is attributed to the existence of few Mining Companies in Uganda which did not have much activity in 2016.

3.3.1 Total Vs Actual

Table 5 and figure 5 below indicate that in 2015, Bachelor of Agricultural Mechanization & Irrigation Engineering and Bachelor of Science in Agro-Processing Engineering had the highest number of interns placed at 5 each (25%) followed by Bachelor of Animal Production and Management with 3 (15%) interns placed. Bachelor of Science in Water Resource Engineering had the least number of interns placed with only one intern (5%). However, Courses including Bachelor of Science in Mining Engineering and Bachelor of Natural Resource Engineering had no intern placed during the same period. All interns placed actually completed their internship.

	2015								2016							
	TOTAL				ACTUAL				TOTAL				ACTUAL			
Courses	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
Bachelor of Agricultural Mechanization and Irrigation Engineering	5	25.00%	5	0	5	25.00%	5	0	4	7.84%	2	2	4	7.84%	2	2
Bachelor of Science in Agro-processing Engineering	5	25.00%	3	2	5	25.00%	3	2	9	17.65%	7	2	9	17.65%	7	2
Bachelor of Animal Production and Management	3	15.00%	1	2	3	15.00%	1	2	5	9.80%	3	2	5	9.80%	3	2
Bachelor of Computer Engineering	4	20.00%	3	1	4	20.00%	3	1	11	21.57%	8	3	11	21.57%	8	3
Bachelor of Science in Mining Engineering	0	0.00%	0	0	0	0.00%	0	0	2	3.92%	1	1	2	3.92%	1	1
Bachelor of Science in Natural Resource Economics	0	0.00%	0	0	0	0.00%	0	0	8	15.69%	7	1	8	15.69%	7	1
Bachelor of Science in Textile Engineering	2	10.00%	1	1	2	10.00%	1	1	8	15.69%	8	0	8	15.69%	8	0
Bachelor of Science in Water Resources Engineering	1	5.00%	1	0	1	5.00%	1	0	4	7.84%	2	2	4	7.84%	2	2
Total	20	100.0%	14	6	20	100.0%	14	6	51	100.0%	38	13	51	100.0%	38	13

Table 5: Total number of interns placed per course vis-a-vis Actual for both 2015 and 2016.

In 2016, Bachelor of Computer Engineering had the highest number of interns placed with 11 (21.57%) followed by Bachelor of Science in Agro-Processing Engineering and Bachelor of

Natural Resource Engineering with 9 (17.65%) and 8 (15.69%) interns placed. In the same period. Bachelor of Science in Mining Engineering had the lowest number with only one intern placed.

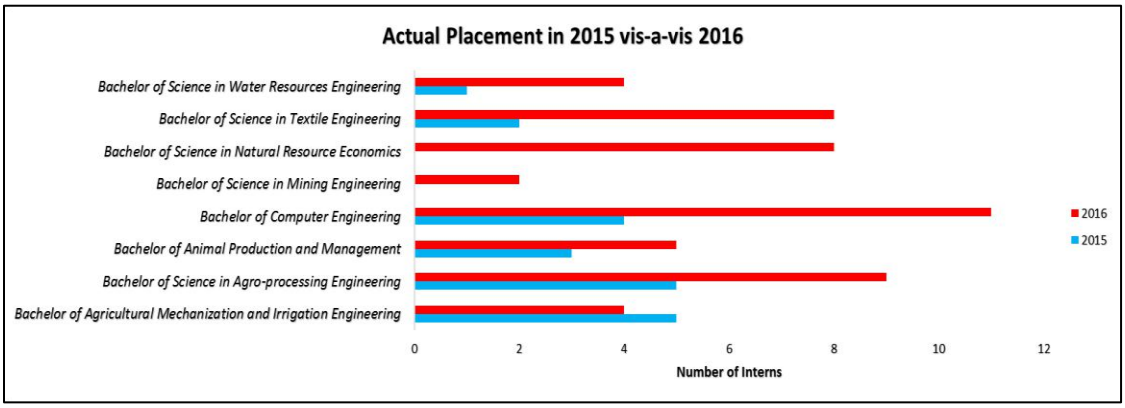

Figure 5: Graph showing number of interns placed per course between the two years

From figure 5; unlike Bachelor of Science in Natural Resource Economics and Bachelor of Science in Mining Engineering which had no students placed in 2015, most of the courses recommended had interns placed in both 2015 and 2016.

3.4 COMPANY INFORMATION

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


On the left, Mr.Kiyingi Wycliff of Nutrinova discussing with the IPO as Kidega Kenneth, an intern from BU looks on and on the right, is the UMA-HEST Team discussing with interns and their supervisor at Adroit Solutions.

3.4.1 Sectors and Size

In 2016, the Agricultural produce, Equipment and development Sector trained the highest number of interns i.e. 12 interns. It was followed by Textiles & Garments sector which trained 8 interns and the Information Technology Services & Equipment sector with 7 interns. The following sectors i.e. Electricals, Electronics& Energy Efficient Products, Wood, Furniture & Wood Products, Fish Processing, Fishing Gear & Related Products, Utilities, Stationery, Designing, Publishing & Printing, Chemicals, Paints, Rubber & Foam Products, Metal, Steel & Aluminum Products that took on interns in 2015 did not train any interns in 2016. More sectors trained interns in 2016 (12 sectors) than in 2015 (8 sectors). Both in 2015 and 2016 Agricultural Produce, Equipment & Development took one the highest number of female interns. Unlike in 2015, the Public Sector took on five (5) interns in 2016, two (2) of these were female.

Table 6 below depicts the different sectors that took on interns.

S/N	Sectors	2015 Total	2015 Male	2015 Female	2016 Total	2016 Male	2016 Female
1	AGRICULTURAL PRODUCE, EQUIPMENT & DEVELOPMENT	11	8	3	13	7	6
2	FOODS & BEVERAGES	1		1	2	2	
3	ANIMAL FEEDS, ANIMAL HUSBANDRY & POULTRY	0			1	1	
4	PUBLIC SECTOR	0			7	5	2
5	HORTICULTURE & TEA	0			1	1	
6	INFORMATION TECHNOLOGY SERVICES & EQUIPMENT	3	3		7	6	1
7	MINING & MINERAL PROCESSING	0			2	1	1
8	GOVERNMENT BODIES	0			1	1	
9	NGO	0			1	1	
10	TEXTILES & GARMENTS	1	1		8	8	
11	RESEARCH	0			3	2	1
12	TANNERY, LEATHER & LEATHER PRODUCTS	0			1	1	
13	ELECTRICALS, ELECTRONICS & ENERGY EFFICIENT PRODUCTS	0			1		1
14	WOOD, FURNITURE & WOOD PRODUCTS	0			1	1	
15	FISH PROCESSING, FISHING GEAR & RELATED PRODUCTS	1		1	0		
16	UTILITIES	1	1		2	1	1
17	STATIONERY, DESIGNING, PUBLISHING & PRINTING	1		1	0		
18	CHEMICALS, PAINTS, RUBBER & FOAM PRODUCTS	1		1	0		
	TOTAL	20	13	7	51	38	13

Table 6: Number of interns taken per Sector.

3.5 TARGET ACHIEVEMENT

BU had a target placement of 27 interns in 2015, however only 20 interns (74.07%) were placed. The target for this year was therefore not achieved.

In 2016, the target placement was 49 interns. As of 31st December 2016, 49 interns (104.08%) were placed. The target was surpassed by 4.08%. 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 below indicates that the total number of interns that were placed is equal to the actual number of interns for both 2015 and 2016. This means that all the interns placed successfully completed their internship and were actually paid.

2015 Total	2015 Actual	2015 HEST Target	2015 % of HEST Target	2016 Total	2016 Actual	2016 HEST Target	2016 % of HEST Target
20	20	27	74.07%	51	51	49	104.08%

Table 7: HEST Placement target versus Actual Placement.

3.6 INTERNS NOT YET PLACED

Of the eighty six (86) students recommended, thirty three (33) have not yet been placed and eleven (11) are not available for placement because they obtained employment right after University. Two of these trained for less than a month and left for better opportunities.

Courses such as Water Resources Engineering and Natural Resource Economics were not easily comprehendible to some employers because they could not differentiate them from the usual courses with related names. Nonetheless, the project team has managed to explain to the employers so that they appreciate these courses.

Some courses such as Mining are not so marketable, the companies that were contacted did not have much activity going on this year for the interns. Placement in such companies will be sought for in 2017.

3.6.1 Faculty Basis

Of the 2015 cohort (40), twenty (20) were placed in 2015, nine (9) were placed in 2016, two (20) were not interested, leaving us with 9 who were not placed.

		2015				2016			
S/N	Faculty	Total	%	Male	Female	Total	%	Male	Female
1	Faculty of Engineering	5	55.56%	2	3	28	84.85%	20	8
2	Faculty of Agriculture & Animal Sciences	4	44.44%	3	1	0	0.00%	0	0
3	Faculty of Natural Resources And Environmental Sciences	0	0.00%	0	0	5	15.15%	2	3
	Total	9	100.00%	5	4	33	100.00%	22	11

Table 8: Students that have not yet been placed on Faculty basis.

Table 8 shows the break down. The Faculty that had the highest number of interns not placed in 2015 was Faculty of Engineering with 5 Interns (2 males and 3 Females). There were no interns from the Faculty of Natural Resource & Environmental Sciences that were not placed.

For 2016, Faculty of Engineering still had the largest number of interns still in the database with 28 Interns (20 male and 8 Female) and Faculty of Natural Resource and Environmental Sciences followed with 5 interns (2 Male and 3 Female). All the students from the Faculty of Agriculture and Animal Sciences were placed.

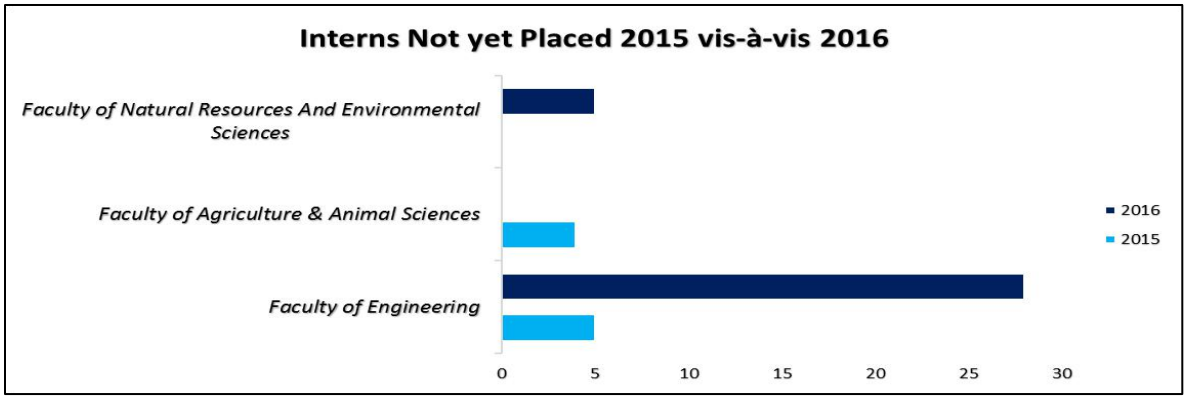

Figure 5: Graph showing interns not yet placed in 2015 vis-a vis 2016.

3.6.2 Course Basis

		2015				2016			
S/N	Courses	Total	%	Male	Female	Total	%	Male	Female
1	Bachelor of Agricultural Mechanization and Irrigation Engineering	0	0.00%	0	0	8	24.24%	6	2
2	Bachelor of Science in Agro-processing Engineering	1	11.11%	0	1	3	9.09%	2	1
3	Bachelor of Animal Production and Management	4	44.44%	3	1	0	0.00%	0	0
4	Bachelor of Computer Engineering	1	11.11%	1	0	1	3.03%	1	0
5	Bachelor of Science in Mining Engineering	0	0.00%	0	0	7	21.21%	5	2
6	Bachelor of Science in Natural Resource Economics	0	0.00%	0	0	5	15.15%	2	3
7	Bachelor of Science in Textile Engineering	2	22.22%	1	1	1	3.03%	1	0
8	Bachelor of Science in Water Resources Engineering	1	11.11%	0	1	8	24.24%	5	3
	Total	9	100.00%	5	4	33	100.00%	22	11

Table 9: Students not yet placed on course basis.

With regard to courses, Bachelor of Animal production and Management had the largest number of interns not placed yet followed by Bachelor of computer Engineering and Bachelor of Science in Natural Resource Economics with 5 (27.78%), 4 (22.22%) and 4(22.22%) respectively as of 31st December 2015.

In 2016, Bachelor of Agricultural Mechanization & Irrigation Engineering had the highest number of interns that were not placed 8 interns (24.24%). This was followed by Bachelor of Science in mining Engineering with 6 interns (13.64%). There was no student from Bachelor of Animal Production and Management that had been placed as of 31st December 2016.

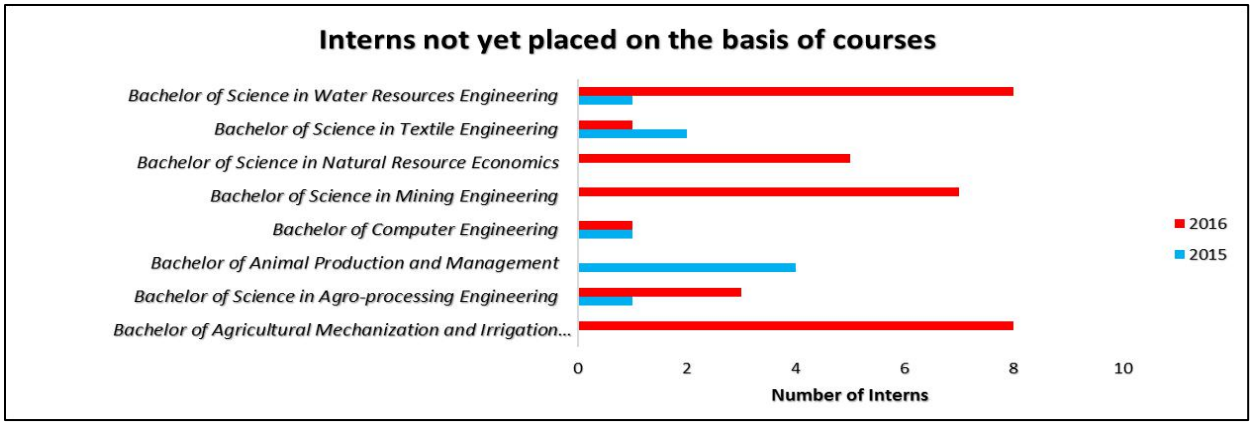

Figure 6: Graph showing interns not yet placed on course basis.

4 STATUS OF INTERNS AS AT 31ST DECEMBER 2016

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

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 3 more months.
Self-Employed	This means that the intern set up his/her own business after the 3 months training.
Working	This means that the intern got employed before being placed for internship.
Not retained	This means that the intern trained with a company for three months and left.
Not Yet placed	This means that the students have not yet been sent to companies to train.

Table 10.A table explaining the variables used for the tracer survey.

4.1 STATUS AND EMPLOYMENT TREND

A tracer survey was conducted on the interns placed in 2015 and 2016 to find out their status after their 3 months of internship. During the first survey that was conducted in December 2015 stated that; of the 40 students recommended in 2015, 4(10.00%) interns were retained, 3(7.50%) interns were given an extension and 1(2.50%) intern set up his own business. 12 interns were not retained. All the 20 interns placed in 2015 were contacted. Another tracer survey was carried out as at 31st December, this survey included the nine(9) interns placed from the 2015 cohort that were placed in 2016. It showed that 18 interns are employed, this accounts for 62.07% of the total number of interns placed, 4 interns (13.79%) were self-employed, 1 intern (3.45%) was volunteering and 3 did not respond.

Of the 86 students recommended in 2016, 42 interns were placed. Of these, two (2) interns were retained, nine (9) were employed, three (3) were given extension, five (5) were self-employed, twelve (12) were not retained and eleven (11) did not respond. Two (2) female interns placed in 2016 got employed, one (1) female intern got employed and another got self-employment.

More information is provided in the table 12 below.

STATUS OF INTERNS RECOMMENDED								
2015 Interns Recommended - As At 31st DEC 2016					2016 Interns Recommended - As At 31st DEC 2016			
Status	Total	%	Male	Female	Total	%	Male	Female
Retained	7	17.50%	6	1	2	2.33%	2	0
Employed	13	32.50%	9	4	9	10.47%	7	2
Extension	0	0.00%	0	0	3	3.49%	2	1
Self Employed	3	7.50%	1	2	5	5.81%	4	1
Not Employed	3	7.50%	2	1	0	0.00%	0	0
Not Retained	0	0.00%	0	0	12	13.95%	9	3
No Response	3	7.50%	2	1	11	12.79%	8	3
Sub Total	**29**	**72.50%**	**20**	**9**	**42**	**48.84%**	**32**	**10**

NOT YET PLACED AS AT 31ST DEC 2016					NOT YET PLACED AS AT 31ST DEC 2016			
	Total		Male	Female	Total		Male	Female
Working	2	5.00%	1	1	11	12.79%	6	5
Not Yet Placed	9	22.50%	5	4	33	38.37%	22	11
Sub Total	**11**	**27.50%**	**1**	**1**	**44**	**51.16%**	**6**	**5**
Grand Total	**40**	**100.00%**	**21**	**10**	**86**	**100.00%**	**38**	**15**

Table 11: Interns' status as at 31st December 2016.

More information is provided in the chat below clearly defining the percentages of interns retained, not retained, extensions, self-employed, working and employed interns for both 2015 and 2016.

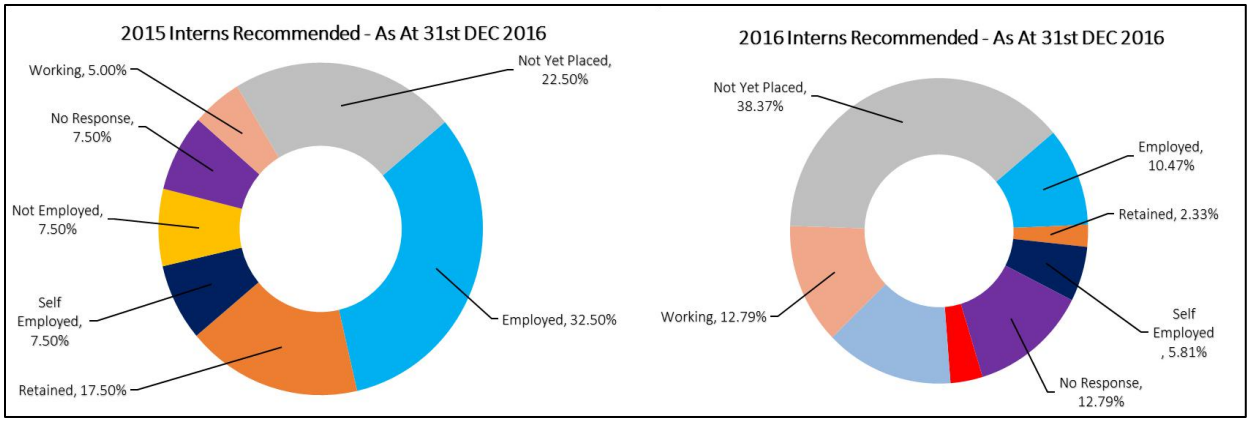

Figure 7: Pie charts showing interns' status after Internship for both 2015 and 2016.

4.2 FACULTY BASIS

Interns contacted were from all the three faculties i.e. Agriculture and Animal Science, Engineering and Nature Resource and Environmental Science.

2015 Interns Recommended - As at 31st Dec 2016

			Faculty of Engineering		Faculty of Agriculture & Animal Sciences		Faculty of Natural Resources and Environmental Sciences	
Status	Total	%	Male	Female	Male	Female	Male	Female
Retained	7	17.50%	6	1	0	0	0	0
Employed	13	32.50%	7	3	0	1	2	0
Extension	0	0.00%	0	0	0	0	0	0
Self Employed	3	7.50%	1	2	0	0	0	0
Working	2	5.00%	1	0	0	0	0	1
Not Retained	0	0.00%	0	0	0	0	0	0
No Response	3	7.50%	1	0	1	1	0	0
Not Employed	3	7.50%	0	1	1	0	1	0
Not Yet Placed	9	22.50%	2	3	3	1	0	0
Total	**40**	**70.00%**	**16**	**6**	**1**	**2**	**2**	**1**

2016 Interns Recommended - As at 31st Dec 2016

			Faculty of Engineering		Faculty of Agriculture & Animal Sciences		Faculty of Natural Resources and Environmental Sciences	
Status	Total	%	Male	Female	Male	Female	Male	Female
Retained	2	2.33%	2	0	0	0	0	0
Employed	9	10.47%	7	2	0	0	0	0
Extension	3	3.49%	2	1	0	0	0	0
Self Employed	5	5.81%	4	1	0	0	0	0
Working	11	12.79%	5	5	1	0	0	0
Not Retained	12	13.95%	6	1	1	2	2	0
No Response	11	12.79%	5	2	1	0	2	1
Not Employed	0	0.00%	0	0	0	0	0	0
Not Yet Placed	33	38.37%	20	8	0	0	2	3
Total	**86**	**100.00%**	**51**	**20**	**3**	**2**	**6**	**4**

Table 12: Interns' status after internship on faculty basis for 2015 and 2016.

In 2015, all the 4 interns retained were from the Faculty of Engineering, these were all male. No interns were retained from the Faculty of Agriculture & Animal Sciences and the Faculty of natural Resources & Environmental Sciences. None of the female interns placed was retained, employed, self-employed or given an extension.

In 2016, Faculty of Engineering had the highest number of interns in all categories; retained (5), employed (9), extension (3), self-employed (5), not retained (9) and No response(7).This was because most of the interns placed were from this particular Faculty. Unlike 2015, 2016 had an intern that was employed from the Faculty of Natural Resources & Environmental Sciences.

4.3 COURSE BASIS

Fifty one (51) interns were contacted from eight (8) science and technology based courses i.e. Bachelor of Agriculture Mechanization & Irrigation Engineering, Bachelor of Science in Agro-processing Engineering, Bachelor of Animal Production & Management, Bachelor of Computer Engineering, Bachelor of Science in Nature Resource Economics, Bachelor of Science in Textile Engineering and Bachelor of Science in Water Resource Engineering. Bachelor of Science in Textile Engineering had the highest number of interns employed (3), followed by Bachelor of Computer Engineering (2) and other courses as shown in table 13 below.

2015

S/N	Courses/Status	Total	Retained	Employed	Extension	Self Employed	Working	Not Retained	No Response	Not Employed	Not Yet Placed
1	Bachelor of Agricultural Mechanization and Irrigation Engineering	5	1	3	0	0	0	0	1	0	0
2	Bachelor of Science in Agro-processing Engineering	6	0	3	0	2	0	0	0	0	1
3	Bachelor of Animal Production and Management	8	0	1	0	0	0	0	2	1	4
4	Bachelor of Computer Engineering	8	3	2	0	1	0	0	0	1	1
5	Bachelor of Science in Mining Engineering	0	0	0	0	0	0	0	0	0	0
6	Bachelor of Science in Natural Resource Economics	4	0	2	0	0	1	0	0	1	0
7	Bachelor of Science in Textile Engineering	4	1	1	0	0	0	0	0	0	2
8	Bachelor of Science in Water Resources Engineering	5	2	1	0	0	1	0	0	0	1
	Total	**40**	**7**	**13**	**0**	**3**	**2**	**0**	**3**	**3**	**9**

2016

S/N	Courses/Status	Total	Retained	Employed	Extension	Self Employed	Working	Not Retained	No Response	Not Employed	Not Yet Placed
1	Bachelor of Agricultural Mechanization and Irrigation Engineering	12	0	2	1	0	0	0	1	0	8
2	Bachelor of Science in Agro-processing Engineering	15	2	2	0	2	3	2	1	0	3
3	Bachelor of Animal Production and Management	5	0	0	0	0	1	3	1	0	0
4	Bachelor of Computer Engineering	10	0	2	1	2	1	1	2	0	1
5	Bachelor of Science in Mining Engineering	10	0	0	0	0	1	0	2	0	7
6	Bachelor of Science in Natural Resource Economics	10	0	0	0	0	0	2	3	0	5
7	Bachelor of Science in Textile Engineering	12	0	3	1	1	3	2	1	0	1
8	Bachelor of Science in Water Resources Engineering	12	0	0	0	0	2	2	0	0	8
	Total	**86**	**2**	**9**	**3**	**5**	**11**	**12**	**11**	**0**	**33**

Table 13: Interns' status after 3 months internship on course basis.

4.4 COMPANY BASIS

Five (5) interns were retained in three (3) companies. Tonnet Agro Engineering Company and WATCOM (U) Ltd retained the highest number of interns with two interns each, THETA African Solutions retained one intern. Eleven (11) interns got employment in other companies after the internship program, three (3) interns had their training period extended, this was because of their hard work and good performance at the companies. Five interns were able to set up their own businesses with the skills attained during their 3-month internship. Therefore, of the fifty one (51) interns placed in 2016, 24 interns (47.05%) were able to obtain employment. Sixteen (16) interns were not retained and therefore still unemployed well as eleven did not respond to the survey.

Table 16 below shows interns' status on company basis.

S/N	Company/Status	Total	Retained	Employed	Extension	Self Employed	Not Retained	No Response
1	Adritex Water Solutions Ltd	2	0	0	1	0	1	0
2	Agromax (U) Ltd	1	0	1	0	0	0	0
3	Mt.Elgon Millers Ltd	2	0	2	0	0	0	0
4	GM Sugar	3	0	1	0	1	0	1
5	Tonnet Agro Eng. Co. Ltd	2	2	0	0	0	0	0
6	Sesaco	2	0	0	0	1	1	0
7	Nutri Nova	1	0	0	0	0	1	0
8	HighMark Dairy Farm	1	0	0	0	0	1	0
9	Busia District Local Government	1	0	0	0	0	1	0
10	Luwero Local Government	1	0	0	0	0	0	1
11	Uganda Tea Corporaion	1	0	0	0	0	1	0
12	Ampscom	1	0	1	0	0	0	0
13	Adroit Solutions Ltd	2	0	0	0	1	0	1
14	Bifriens Investments Company Limited	1	0	0	0	1	0	0
15	Maknova Tecknologies	1	0	1	0	0	0	0
16	Fundi Bots	1	0	0	1	0	0	0
17	Supercom(E) Technologies Ltd	1	0	0	0	0	0	1
18	SBI International Holdings	1	0	0	0	0	0	1
19	TMT Mining Company	1	0	0	0	0	0	1
20	Masaka District Local Government	1	0	0	0	0	0	1
21	Paliisa District Local Government	1	0	0	0	0	0	1
22	Uganda Wildlife Authority	1	0	0	0	0	1	0
23	Youth Environmental Service	1	0	0	0	0	0	1
24	NYTIL	6	0	3	1	1	0	1
25	Meta Research	1	0	0	0	0	1	0
26	Jambo Tannery Uganda Limited	1	0	0	0	0	1	0
27	Fine Spinners(U)Ltd	2	0	0	0	0	2	0
28	Kibaale District Local Government	1	0	0	0	0	1	0
29	Rwenzori Cotton Ginners	1	0	0	0	0	0	1
30	THETA African Solutions	2	1	0	0	0	1	0
31	LEEM Electronics Ltd	1	0	0	0	0	1	0
32	NaFORRI	1	0	0	0	0	1	0
33	National Forestry Authority	1	0	1	0	0	0	0
34	Nile Plywood (Uganda) Limited	1	0	0	0	0	1	0
35	Nile Natural Fruit Products Ltd	1	0	1	0	0	0	0
36	Watcom (U) Ltd	2	2	0	0	0	0	0
	Total	**51**	**5**	**11**	**3**	**5**	**16**	**11**

Table 14: Interns status on company basis.

5 SKILLS ATTAINED

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

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. All the forty two (42) interns placed were contacted during the survey but only 32 responded to the survey.

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

MAJOR CATEGORY	DESCRIPTION
SOFT SKILLS	Are personality traits, attitudes, habits and behaviours you display when working with others.
SUB CATEGORIES	**DESCRIPTION**
Report Writing	Drafting documents containing information organized in narrative, graphic or tabular forms prepared on ad hoc, periodic or regular basis as required
Communication	Effectively conveying messages at a workplace using both verbal speech and other methods so that it is clearly and successfully delivered.
Team Work	Cooperation at a work place using their individual skills and providing constructive feedback despite any personal conflict between individuals

Interpersonal	Skills used by a person to interact with others properly i.e. the ability of an intern to get along with others while getting the job done
Leadership	The ability of the interns to set direction, build an inspiring vision, create something new among others
Management	Ability of the intern to improve performance, delegation of tasks, and managing other people, training others/ developing their skills and knowledge.
Confidence	The ability of the intern to surely feel that he/she is equal to the task at hand.

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

5.1 NATURE OF SKILLS

5.1.1 Soft Skills

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

Twenty one (21) responses were obtained from interns during the survey in this category as shown in the table below. Interpersonal skills were ranked by 28.57% of total respondents to have been obtained by most of the interns, and then followed by communication skills (23.81%). This was mainly attributed to how important it is for interns to interact and communicate effectively with other employees while getting the job done. Leadership and Confidence skills were given the ranked lowest due to the small number of responses (4.76% of the total respondents) i.e. 4.76% of the total respondents highlighted that they were able to obtain these particular skills. This was mainly attributed to the fact that building confidence and leadership skills in oneself takes some time after the interns fully adapts to the company culture and system at the workplace.

With respect to gender, it was noted that most of the male interns highlighted that they were able to acquire both interpersonal (28.57%) and management skills (19.05%). For the case of female interns, most of them were able to acquire communication and report writing skills (9.52%).

In summary, majority of the interns who acquired this particular skill set were male (76.19% of the total respondents) as shown in the table below.

NATURE OF SKILLS ACQUIRED - SOFT SKILLS

Nature of Skills	Total	%	Male	%	Female	%
Interpersonal	6	28.57%	6	28.57%	0	0.00%
Communication	5	23.81%	3	14.29%	2	9.52%
Management	4	19.05%	4	19.05%	0	0.00%
Report Writing	2	9.52%	0	0.00%	2	9.52%
Team Work	2	9.52%	2	9.52%	0	0.00%
Leadership	1	4.76%	1	4.76%	0	0.00%
Confidence	1	4.76%	0	0.00%	1	4.76%
Total	**21**	**100.00%**	**16**	**76.19%**	**5**	**23.81%**

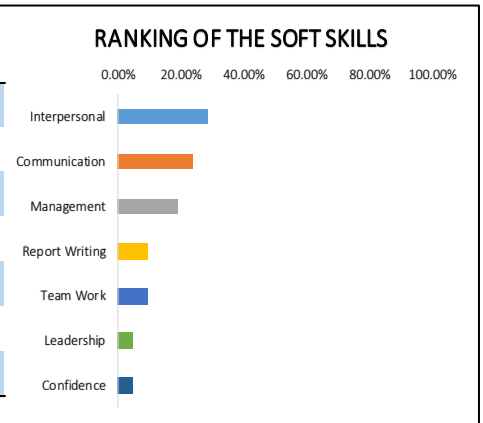

Figure 8: Nature and ranking of soft skills attained by interns.

5.1.2 Hard Skills

With respect to the ability of the interns, Problem solving, Adaptability and Critical thinking skills were all expressed and helped to acquire more hard skills than soft skills during their internship.

It was noted that forty nine (49) responses were obtained from interns during the survey in this category as shown in the table below. Skills in the engineering sub category i.e. maintenance, repair and installation of machines, fabrication, troubleshooting machines among others were ranked as having been obtained by most of the interns (46.94% of total respondents), and then followed by Agricultural skills (24.49%). This was mainly attributed to 74.51% of interns placed to have been from the faculty of engineering.

From the responses obtained, Agricultural skills i.e. irrigation skills, drainage systems, sugar processing, horticulture, artificial insemination and disease control management among others were ranked second as having been obtained by 24.49% of the total respondents. It was also highlighted that some interns acquired IT (18.37%) and Management (10.20%). This was also attributed to 9.8% and 15.69% of interns placed to have been from the faculty of Agriculture and Animal Science and the faculty of Natural Resource and Environmental sciences respectively. No responses on science based skills in health and natural sciences were recorded.

With respect to gender, it was noted that most of the male interns highlighted that they able to acquire both engineering (40.82%) and IT skills (16.33%). Most of the female interns were able to acquire Agricultural (12.24%) and Engineering skills (6.12%).In summary, majority of the interns who acquired this particular skill set were male (77.55% of the total respondents) as shown in the table below.

NATURE OF SKILLS ACQUIRED - HARD SKILLS

Nature of Skills	Total	%	Male	%	Female	%
Engineering	23	46.94%	20	40.82%	3	6.12%
Agricultural	12	24.49%	6	12.24%	6	12.24%
IT	9	18.37%	8	16.33%	1	2.04%
Management	5	10.20%	4	8.16%	1	2.04%
Science	0	0.00%	0	0.00%	0	0.00%
Total	**49**	**100.00%**	**38**	**77.55%**	**11**	**22.45%**

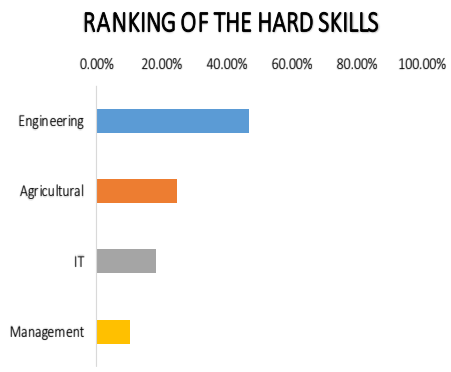

Figure 9: Nature and ranking of hard skills attained by interns.

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

NATURE OF SKILLS ACQUIRED - HARD SKILLS						
IT	Total	%	Male	%	Female	%
Software & Programming	6	66.67%	5	55.56%	1	11.11%
Networking	1	11.11%	1	11.11%	0	0.00%
Database Administration	1	11.11%	1	11.11%	0	0.00%
Hardware & Maintenance	1	11.11%	1	11.11%	0	0.00%
Total	**9**	**100.00%**	**8**	**88.89%**	**1**	**11.11%**

Figure 10: Nature of hard skills attained under IT sub category.

It was noted that of the forty nine (49) responses obtained from interns during the survey in this category as shown in the table above, nine (9) responses were obtained for IT sub category. Skills in the IT sub category were namely, hardware programming, website designing, software development, networking, installing cameras, maintenance of printers among others.

Skills in software and programming like website designing, software development among others were ranked first as majority of the interns (66.67% of the total responses) highlighted that skills particularly in this sub category were obtained.

With respect to gender, majority of the male interns highlighted that they able to acquire software and programming skills (55.56%) well as for the female interns, only one response on software and programming was obtained as shown in the table above.

NATURE OF SKILLS ACQUIRED - HARD SKILLS						
Engineering	Total	%	Male	%	Female	%
Mechanical	19	82.61%	17	73.91%	2	8.70%
Textile & Design	2	8.70%	2	8.70%	0	0.00%
Electrical	1	4.35%	0	0.00%	1	4.35%
Chemical	1	4.35%	1	4.35%	0	0.00%
Civil	0	0.00%	0	0.00%	0	0.00%
Mining	0	0.00%	0	0.00%	0	0.00%
Environmental	0	0.00%	0	0.00%	0	0.00%
Total	**23**	**100.00%**	**20**	**86.96%**	**3**	**13.04%**

Figure 11: Nature of hard skills attained under the Engineering sub category.

NATURE OF SKILLS ACQUIRED - HARD SKILLS						
Agricultural	Total	%	Male	%	Female	%
Crop Production	4	33.33%	2	16.67%	2	16.67%
Livestock & Poultry	4	33.33%	1	8.33%	3	25.00%
Production & Processing	2	16.67%	1	8.33%	1	8.33%
Agricultural Maintenance	2	16.67%	2	16.67%	0	0.00%
Fishing & Aquaculture	0	0.00%	0	0.00%	0	0.00%
Agricultural Extension	0	0.00%	0	0.00%	0	0.00%
Total	**12**	**100.00%**	**6**	**50.00%**	**6**	**50.00%**

Figure 12: Nature of hard skills attained under Agriculture sub category.

Twelve (12) responses were obtained for the Agricultural sub category. Skills in the Agricultural sub category were namely, irrigation skills, drainage systems, sugar processing, horticulture, artificial insemination and disease control management among others.

Skills in the crop and production and livestock and poultry sub category like processing, horticulture, artificial insemination and disease control management, fabrication among others were ranked first as majority of the interns (66.66% of the total responses) highlighted that skills particularly in this sub category were obtained.

With respect to gender, there was an equal number of responses from both the male and female interns. This highlighted that both the male and female interns were equally engaged in the category as shown in the table above.

NATURE OF SKILLS ACQUIRED - HARD SKILLS

Management	Total	%	Male	%	Female	%
Organizing & Planning	2	40.00%	2	40.00%	0	0.00%
Marketing	1	20.00%	0	0.00%	1	20.00%
Data Management	1	20.00%	1	20.00%	0	0.00%
Accounting & Finance	1	20.00%	1	20.00%	0	0.00%
Entrepreneurship	0	0.00%	0	0.00%	0	0.00%
Audit	0	0.00%	0	0.00%	0	0.00%
Decision Making	0	0.00%	0	0.00%	0	0.00%
Project Management	0	0.00%	0	0.00%	0	0.00%
Delegation	0	0.00%	0	0.00%	0	0.00%
Total	**5**	**100.00%**	**4**	**80.00%**	**1**	**20.00%**

Figure 13: Nature of hard skills attained under management sub category.

Five (5) responses were obtained for Management sub category. Skills in the management sub category were namely, office management, organization, accounting skills, marketing among others.

More responses were obtained under organizing and planning as shown in the table above. This was mainly attributed to the ability of the interns to be more organized at the work place.

Majority of the responses in the sub category were noted from the males, i.e. it was highlighted that some male interns acquired organizing & planning, data management and accounting & finance skills as shown in the table above.

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.

6.	**Inability to meet the gender parity of 40% for females.** The Project was not able to place 40% female interns, this was because few female interns were recommended for every course.	The Project Team will liaise with BU to ensure that in 2017,the percentage of female students exceeds the 40% mark.
7.	**Students recommended from the faculty of Engineering more than tripled.** This caused a placement challenge as compared to the other faculties.	BU should reduce on the number of students it recommends from the Faculty of Engineering and increase the numbers from other faculties as a way to increase placement levels.
8.	**Inconsistent bank information given by students** 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.	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.
9.	**Overwhelming expectations of students at companies** 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.	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.

6 CONCLUSION

In 2015, forty (40) interns were trained and recommended for placement in the UMA-HEST Project. Twenty (20) interns were placed in 2015, nine (9) in 2016, two (2) were not interested and only nine (9) were not placed.

In 2016, one hundred and twenty three (123) students were first taken through an induction training at BU main campus. Of these, eighty six (86) were recommended for placement. Forty two (42) students were placed in 2016. This brought the total number of interns placed from BU in 2016 to fifty one (51) interns.

The feedback obtained from the tracer survey showed that the Project has impacted positively on the interns placed. This is reflected on the number of interns employed, retained and those that were able to set up their own businesses. The project has not experienced any disturbing challenges that it cannot solve. We therefore hope that the project is progressing positively and we to work harder in 2017 in ensuring that interns get skilled.

Of the 51 interns, placed in 2016, two (2) were retained, nine (9) were employed, three (3) were given extension and five (5) were self-employed.

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.

The UMA-HEST Team expects to place 49 interns in 2017 and therefore requests for 75 students. The Project looks forward to ensuring that all interns placed benefit from the program by gaining skills in their fields of study so that even when they fail to get employment, they can start up their own businesses.

7 ANNEX

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

SN	SURNAME	FIRST NAME	GENDER	COURSE	PLACEMENT MONTH	TELEPHONE	COMPANY	SUPERVISOR	CONTACT	INTERNS' STATUS
1	Baraza	Gerald	M	Bachelor of Agricultural Mechanization and Irrigation Engineering	NOVEMBER	0704-569416	Adritex Water Solutions Ltd	Stephen Mulinzi	0702-859702	Extension
2	Nabawunuka	Proscovia	F	Bachelor of Agricultural Mechanization and Irrigation Engineering	JUNE	0754-701662	Agromax (U) Ltd	Makune Aggrey	0787-365560	Employed
3	Nabushuwu	Joy	F	Bachelor of Agricultural Mechanization and Irrigation Engineering	JULY	0706-214776	Mt.Elgon Millers Ltd	Mukubwa peter	0756-587299	Employed
4	Ashaba	Phiona	F	Bachelor of Science in Agro-processing Engineering	JUNE	0788-189714	GM Sugar	Steven Kamara	0758-948171	Self Employed
5	Erimu	Ivan	M	Bachelor of Science in Agro-processing Engineering	OCTOBER	0775-903964	Mt.Elgon Millers Ltd	Mukubwa peter	0756-587299	Employed
6	Hamili	Grace	F	Bachelor of Science in Agro-processing Engineering	JUNE	0777-151523	GM Sugar	Steven Kamara	0758-948171	Not Available
7	Kamugisha	Richard	M	Bachelor of Science in Agro-processing Engineering	JULY	0701-951109	Tonnet Agro Eng. Co. Ltd	Kavuma Joseph	0772-413754	Retained
8	Kesi	Douglas	M	Bachelor of Science in Agro-processing Engineering	JUNE	0705-192455	Sesaco	Okwakol Samuel	0782-5888882	Self Employed
9	Kibirige	Ali	M	Bachelor of Science in Agro-processing Engineering	JUNE	0777-064456	Tonnet Agro Eng. Co. Ltd	Kavuma Joseph	0772-413754	Retained
10	Kinene	James	M	Bachelor of Science in Agro-processing Engineering	JUNE	0705-553690	GM Sugar	Steven Kamara	0758-948171	Employed
11	Tukashaba	Living	M	Bachelor of Science in Agro-processing Engineering	JUNE	0701-875088	Sesaco	Okwakol Samuel	0782-5888882	Not Retained
12	Kidega	Kenneth	M	Bachelor of Animal Production and Management	JUNE	0771-892779	Nutri Nova	Ssenkungu Peter	0703-879264	Not Retained
13	Mirembe	Monica	F	Bachelor of Animal Production and Management	JULY	0702-049114	HighMark Dairy Farm	Nicholas Matsiko	0700-283950	Not Retained
14	Natocho	Irene	F	Bachelor of Animal Production and Management	SEPTEMBER	0780-302362	Busia District Local Gov't	Dr.Barasa Patrick	0772-346867	Not Retained
15	Kazibwe Kakoto	Stephen	M	Bachelor of Animal Production and Management	JULY	0784-262633	Luwero Local Gov't	Kidda Makubuya	0772-628970	Not Available
16	Isooba	Sanon	M	Bachelor of Computer Engineering	JUNE	0774-161352	Uganda Tea Corporation	Ssentongo Godfrey	0794-277916	Not Retained

SN	SURNAME	FIRST NAME	GENDER	COURSE	PLACEMENT MONTH	TELEPHONE	COMPANY	SUPERVISOR	CONTACT	INTERNS' STATUS
17	Kamukama	Javan	M	Bachelor of Computer Engineering	JUNE	0781-666872	Ampscom	Ssonko Patrick	0779-319949	Employed
18	Mugabi Kiwanuka	Samuel	M	Bachelor of Computer Engineering	JUNE	0783-723617	Adroit Solutions Ltd	Mujuni John	0706-527739	Not Available
19	Muhoozi	Denis	M	Bachelor of Computer Engineering	JUNE	0706-701194	Bifriens Investments Company Limited	Amumpe Esau	0783-561543	Self Employed
20	Musinguzi	Samuel	M	Bachelor of Computer Engineering	JULY	0779-416535	Maknova Tecknologies	Kugonza Kato	0703-703157	Employed
21	Nawoya	Sarah	F	Bachelor of Computer Engineering	JULY	0703-403932	Fundi Bots	Betty Kituyi	0782-068250	Extension
22	Orishaba	Isaac	M	Bachelor of Computer Engineering	JUNE	0755-672770	Supercom(E) Technologies Ltd	Abubakar Byamugisha	0779-160991	Not Available
23	Wasanyi	Godfrey	M	Bachelor of Computer Engineering	JUNE	0701-489253	Adroit Solutions Ltd	Mujuni John	0706-527739	Self Employed
24	Mukyala	Lillian Brenda	F	Bachelor of Science in Mining Engineering	JULY	0750-606841	SBI International Holdings	Yavin Yehiel	0776-752272	Not Available
25	Nuwareeba	Edson	M	Bachelor of Science in Mining Engineering	SEPTEMBER	0702-659657	TMT Mining Company	Tibadiba Nuruh	0784-814600	Not Available
26	Nakiganda	Zaharah	F	Bachelor of Science in Natural Resource Economics	DECEMBER	0756-796872	Masaka District Local Gov't			Not Available
27	Otwal	Sabastian	M	Bachelor of Science in Natural Resource Economics	AUGUST	0782-774138	Paliisa District Local Gov't	Samuka Muhamed	0704-921274	Not Available
28	Wasswa	Husein	M	Bachelor of Science in Natural Resource Economics	AUGUST	0779-059558	Uganda Wildlife Authority	Rwetsiba Aggrey	0772-499735/0700-354414	Not Retained
29	Watta	Davis	M	Bachelor of Science in Natural Resource Economics	AUGUST	0773-583726	Youth Environmental Service	Ongatai Amosiah	0752-312702	Not Available
30	Bongomin	Ocident	M	Bachelor of Science in Textile Engineering	JUNE	0779-24555	Nytil	Joanita Nakaweesi	0758-769245	Employed
31	Tigalana	Dan	M	Bachelor of Science in Textile Engineering	JUNE	0774-700896	Nytil	Joanita Nakaweesi	0758-769245	Not Available
32	Apajo	Belinda Mercy	F	Bachelor of Science in Water Resources Engineering	SEPTEMBER	0783-790101	Adritex Water Solutions Ltd	Kambendyaho	0702-050147	Not Retained
33	Kajubi	Enock	M	Bachelor of Science in Water Resources Engineering	JULY	0781-830177	Meta Meta Research	Francesco Sambalino		Not Retained
34	Kazibwe	James	M	Bachelor of Science in Textile Engineering	JUNE	0701-977381	Nytil	Joanita Nakaweesi	0758-769245	Employed
35	Wafula	Simon Peter	M	Bachelor of Science in Agro-processing Engineering	JULY	0757-611902	Jambo Tannery Uganda Limited	Arafat Abdulkadir	0702-543498	Not Retained

SN	SURNAME	FIRST NAME	GENDER	COURSE	PLACEMENT MONTH	TELEPHONE	COMPANY	SUPERVISOR	CONTACT	INTERNS' STATUS
36	Muwonge	Vicient	M	Bachelor of Science in Textile Engineering	JUNE	0703-265122	Nytil	Joanita Nakaweesi	0758-769245	Employed
37	Ssemakula	Isaac	M	Bachelor of Science in Textile Engineering	JUNE	0703-751425	Nytil	Joanita Nakaweesi	0758-769245	Extension
38	Tumusiime	Godias	M	Bachelor of Science in Textile Engineering	JUNE	0785-005982	Fine Spinners(U)Ltd	Mr.Sagaryam	0758-273952	Not Retained
39	Mayanja	Augustine	M	Bachelor of Science in Textile Engineering	JUNE	0779-903736	Nytil	Joanita Nakaweesi	0758-769245	Self Employed
40	Kiiza	Solomon	M	Bachelor of Science in Textile Engineering	JUNE	0705-982564	Fine Spinners(U)Ltd	Mr.Sagaryam	0758-273952	Not Retained
41	Kahwa	Charles	M	Bachelor of Science in Natural Resource Economics	SEPTEMBER	0786-730487	Kibaale District Local Government	Balikuddembe Louis	0772-496160	Not Retained
42	Bwambale	Joash	M	Bachelor of Agricultural Mechanization and Irrigation Engineering	JULY	0778-212050	Rwenzori Cotton Ginners	Mpairwe paul	0772-513564	Not Available

Annex 2: List of interns placed from 1st January to 30th May 2016, 2015 cohort.

S.N	SURNAME	FIRST NAME	GENDER	COURSE	MONTH OF PLACEMENT	TEL.NO	COMPANY	SUPERVISOR	CONTACT	STATUS AFTE MONTHS PLACEMENT
1	Dembe	Wycliff	M	Bachelor of Computer Engineering	JANUARY	0779-299845	THETA African Solutions	Dr.Baguma Joseph	0776-532930	Retained
2	Tushemereirwe	Sheila	F	Bachelor of Computer Engineering	JANUARY	0785-470035	THETA African Solutions	Dr.Baguma Joseph	0776-532930	Not Retaine
3	Namugwere	Margret	F	Bachelor of Computer Engineering	JANUARY	0783-039362	LEEM Electronics Ltd	Lwanga Charles	0772-411931	Not Retaine
4	Wamala	Bazirio	M	Bachelor of Science in Natural Resource Economics	JANUARY	0773-782916	NaFORRI	Judith Nantongo	0783-214123	Not Retaine
5	Atugumya	Armstrong .B.	M	Bachelor of Science in Natural Resource Economics	JANUARY	0777-006775	National Forestry Authority	Tom Rukundo	0772-466381	Employed
6	Naturinda	Zerubabeeli	M	Bachelor of Science in Natural Resource Economics	JANUARY	0779-183268	Nile Plywood (Uganda) Limited	Barekye Boaz	0777-249325	Not Retaine
7	Caku	Benjamin	M	Bachelor of Animal Production and Management	APRIL	0775-502304	Nile Natural Fruit Products Ltd.	Dramadri saviour	0773-163621	Employed
8	Twesigye	Keneth	M	Bachelor of Science in Water Resources Engineering	MAY	0706-512741	WATCOM CONSULTS	Moreen Atuheire	0755-332240	Retained
9	Nshemerirwe	Flavia	F	Bachelor of Science in Water Resources Engineering	APRIL	0788-206418	WATCOM CONSULTS	Moreen Atuheire	0755-332241	Retained

Annex 3: List of students that have not yet been placed as of 31st December 2016.

SN	SURNAME	FIRST NAME	GENDER	COURSE	TELEPHONE	EMAIL
1	ABAL	SAM	M	Bachelor of Agricultural Mechanization and Irrigation Engineering	0758-919508	abalsam44@gmail.com
2	BWAMBALE	ERION	M	Bachelor of Agricultural Mechanization and Irrigation Engineering	0776-800417	erionbwambs20@gmail.com
3	MPEEKA	MATHEW	M	Bachelor of Agricultural Mechanization and Irrigation Engineering	0773-867981	maolu23@gmail.com
4	NABUNYA	VICTO	F	Bachelor of Agricultural Mechanization and Irrigation Engineering	0777-160918	vinabsharon@gmail.com
5	TWESIGYE	BERON	M	Bachelor of Agricultural Mechanization and Irrigation Engineering	0789-811906	twesige123@gmail.com
6	ABAINE	DEO	M	Bachelor of Science in Agro-processing Engineering	0774-837467	abainedeo@gmail.com
7	NAKASITI	DAPHINE	F	Bachelor of Science in Agro-processing Engineering	0702-701920	daphinenakasiti@gmail.com
8	MURUNGI	YEKONIA	M	Bachelor of Computer Engineering	0706-761290	murungiyekonia4@gmail.com
9	KIIZA	AMINA BAKULIMYA	F	Bachelor of Science in Mining Engineering	0704-071459	aminaabs@gmail.com
10	MUSIIME	PHILEMON	M	Bachelor of Science in Mining Engineering	0773-531579	mphiljo@gmail.com
11	NASASIRA	MICHAEL BAKAAMA	M	Bachelor of Science in Mining Engineering	0705-310326	mackleankirabo@gmail.com
12	NASINZA	MARIAM	F	Bachelor of Science in Mining Engineering	0703-939601	nasinzamariam@gmail.com
13	NAULO	GILBERT	M	Bachelor of Science in Mining Engineering	0787-698865	naulogilberttimothy@gmail.com
14	OCARE	JOSEPH	M	Bachelor of Science in Mining Engineering	0779-615005	
15	OGALA	OSCAR	M	Bachelor of Science in Mining Engineering	0784-276105	ooosca2@gmail.com

SN	SURNAME	FIRST NAME	GENDER	COURSE	TELEPHONE	EMAIL
16	ALINAITWE MUGENZI	MOSES	M	Bachelor of Science in Natural Resource Economics		
17	RUSENGWE	THADUS	M	Bachelor of Science in Natural Resource Economics	0784-731889	rusengwethadus@gmail.com
18	AINEMBABAZI	HELLEN	F	Bachelor of Science in Water Resources Engineering	0784-611626	kah1233@yahoo.com
19	AKALO	JESCA	F	Bachelor of Science in Water Resources Engineering	0750-855914	jesca750@gmail.com
20	EBERU	DANIEL	M	Bachelor of Science in Water Resources Engineering	0706-584198	eberu123@gmail.com
21	EMARU	ANDREW	M	Bachelor of Science in Water Resources Engineering	0771-431853	emaruandy@gmail.com
22	IMOOT	WINNIE	F	Bachelor of Science in Water Resources Engineering	0781-920702	winimmoy22@gmail.com
23	MASERUKA	SAJJABI BENEDICTO	M	Bachelor of Science in Water Resources Engineering	0785-700880	masbendict@gmail.com
24	MWANJA	SAMUEL	M	Bachelor of Science in Water Resources Engineering	0704-670067	mwanjasam123@gmail.com
25	OBURA	DENIS	M	Bachelor of Science in Water Resources Engineering	0706-922931	deniczkepler@gmail.com
26	TILANDEKULA	JOSEPH	M	Bachelor of Agricultural Mechanization and Irrigation Engineering	0777-920043	tilandemose4@gmail.com
27	ASHABA	MARTIN	M	Bachelor of Agricultural Mechanization and Irrigation Engineering		
28	NAKANYIKE REGINA	MARY	F	Bachelor of Agricultural Mechanization and Irrigation Engineering	0779-208100	regina.nakanyike@yahoo.com
29	BIRUNGI	RONAH	F	Bachelor of Science in Natural Resource Economics	0775-069812	treasuredronah@gmail.com
30	NALUMU	REHEMA	F	Bachelor of Science in Natural Resource Economics	0784-478222	rehemanalumu@gmail.com
31	NALUNGA	VELONICA	F	Bachelor of Science in Natural Resource Economics	0781-541442	navive1988@gmail.com
32	TUKASHABE	JOHN BAPTIST	M	Bachelor of Science in Agro-processing Engineering	070-442493	johnbaptistmancity@gmail.com
33	OKWERA	GEOFFREY	M	Bachelor of Science in Textile Engineering	0789-444968	geoffreyokwera7@gmail.com

Annex 4: List of students that got employed right after University.

SN	SURNAME	FIRST NAME	GENDER	COURSE	TELEPHONE	EMAIL	COMPANY
1	NAMATOVU	SYLVIA	F	Bachelor of Science in Agro-processing Engineering	0789-411837	namatovueins@gmail.com	Fica seeds
2	MWESIGWA	JONATHAN	M	Bachelor of Computer Engineering	0703-904049	mwexojonathan3@gmail.com	Maknova Tecknologies
3	KYAMBADDE	RAYMOND	M	Bachelor of Science in Mining Engineering	0751-889096	raymugz@gmail.com	Tiira Gold Mines
4	NANTAMBI	ALLEN NAMUKASA	F	Bachelor of Science in Water Resources Engineering	0701-047060	allensylvie2@gmail.com	TECHNODRILL
5	OMODING	GENASON	M	Bachelor of Science in Water Resources Engineering	0704-989555	genasonioh@gmail.com	CHINA
6	KWEZI	KYOMUGISHA PATEINCE	F	Bachelor of Science in Agro-processing Engineering	0782-454506	peshkwezi@gmail.com	Sesaco
7	TUMUHAIRWE KIRABO	TIMOTHY	M	Bachelor of Science in Agro-processing Engineering	0703-082458	kirabotimothy@gmail.com	MAAMA OMULUNGI DAIRY
8	GUMISIRIZA	ONESMAS	M	Bachelor of Science in Textile Engineering	0777-731352	onesmasguma44@gmail.com	CHINA
9	KYOKUNZIRE	PROSCOVIA	F	Bachelor of Science in Textile Engineering	0774-488892	proscoviakyokunzire@gmail.com	CHINA
10	NAMATOVU	DEBORA PATIENCE	F	Bachelor of Science in Textile Engineering	0788-025159	pattiezie@gmail.com	CHINA
11	TANI SAVIOUR	LEMI	M	Bachelor of Animal Production and Management	0750-951427	savodeleus@gmail.com	Nile Natural Fruit Company

Annex 5: Details of Interns from the Tracer Survey conducted

SN	SURNAME	FIRST NAME	GENDER	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
1	Abal	Sam	M	Bachelor of Agricultural Mechanization and Irrigation Engineering			No Response	
2	Baraza	Gerald	M	Bachelor of Agricultural Mechanization and Irrigation Engineering	Adritex Water Solutions Ltd	irrigation and water resources	Extension	irrigation skills, drainage system
3	Bwambale	Erion	M	Bachelor of Agricultural Mechanization and Irrigation Engineering				
4	Mpeeka	Mathew	M	Bachelor of Agricultural Mechanization and Irrigation Engineering				
5	Nabawunuka	Proscovia	F	Bachelor of Agricultural Mechanization and Irrigation Engineering	Agromax (U) Ltd	technical	Employed	installation of irrigation system
6	Nabunya	Victo	F	Bachelor of Agricultural Mechanization and Irrigation Engineering				
7	Nabushuwu	Joy	F	Bachelor of Agricultural Mechanization and Irrigation Engineering	Mt.Elgon Millers Ltd	publication	Employed	report writing, welding, using engineering software
8	Twesigye	Beron	M	Bachelor of Agricultural Mechanization and Irrigation Engineering				
9	Abaine	Deo	M	Bachelor of Science in Agro-processing Engineering				
10	Ashaba	Phiona	F	Bachelor of Science in Agro-processing Engineering	GM Sugar	processing	Self Employed	sugar processing, machine maintenance
11	Erimu	Ivan	M	Bachelor of Science in Agro-processing Engineering	Mt.Elgon Millers Ltd	production	Employed	management, production and mechanical, fabrication
12	Hamili	Grace	F	Bachelor of Science in Agro-processing Engineering	GM Sugar		No Response	
13	Kamugisha	Richard	M	Bachelor of Science in Agro-processing Engineering	Tonnet Agro Eng. Co. Ltd	maintenance	Retained	maintenance of machine, fabrication, installation of machines
14	Kesi	Douglas	M	Bachelor of Science in Agro-processing Engineering	Sesaco	production	Self Employed	machine maintenance, interpersonal skills, quality control
18	Namatovu	Sylvia	F	Bachelor of Science in Agro-processing Engineering			Working	
19	Tukashaba	Living	M	Bachelor of Science in Agro-processing Engineering	Sesaco	processing	Not Retained	interpersonal, management, machinery skills
20	Kidega	Kenneth	M	Bachelor of Animal Production and Management	Nutri Nova	store	Not Retained	managing poultry,

21	Mirembe	Monica	F	Bachelor of Animal Production and Management	HighMark Dairy Farm	animal production	Not Retained	horticulture, artificial insemination, disease control management
22	Natocho	Irene	F	Bachelor of Animal Production and Management	Busia District Local Government	veterinary	Not Retained	confidence, diagnosis, report writing
23	Kazibwe Kakoto	Stephen	M	Bachelor of Animal Production and Management	Luwero Local Government		No Response	
24	Tani Saviour	Lemi	M	Bachelor of Animal Production and Management		production	Working	nursery management, management of fruits
25	Isooba	Sanon	M	Bachelor of Computer Engineering	Uganda Tea Corporation	human resource	Not Retained	maintenance of printers,
26	Kamukama	Javan	M	Bachelor of Computer Engineering	Ampscom	operations	Employed	hardware programming
27	Mugabi Kiwanuka	Samuel	M	Bachelor of Computer Engineering	Adroit Solutions Ltd		No Response	
28	Muhoozi	Denis	M	Bachelor of Computer Engineering	Bifriens Investments Company Limited	ICT	Self Employed	website designing, software development, plastic designing, customer care
29	Murungi	Yekonia	M	Bachelor of Computer Engineering				
30	Musinguzi	Samuel	M	Bachelor of Computer Engineering	Maknova Tecknologies	project development	Employed	networking, interpersonal, installing cameras, programming apps
31	Mwesigwa	Jonathan	M	Bachelor of Computer Engineering			Working	
32	Nawoya	Sarah	F	Bachelor of Computer Engineering	Fundi Bots	electronics and programming	Extension	communication, electrical skills
33	Orishaba	Isaac	M	Bachelor of Computer Engineering	Supercom(E) Technologies Ltd		No Response	
34	Wasanyi	Godfrey	M	Bachelor of Computer Engineering	Adroit Solutions Ltd	IT	Self Employed	programming
35	Kiiza	Amina Bakulimya	F	Bachelor of Science in Mining Engineering				
36	Kyambadde	Raymond	M	Bachelor of Science in Mining Engineering			Working	
37	Mukyala	Lillian Brenda	F	Bachelor of Science in Mining Engineering	SBI International Holdings		No Response	
38	Musiime	Philemon	M	Bachelor of Science in Mining Engineering				
39	Nasasira	Michael Bakaama	M	Bachelor of Science in Mining Engineering				

40	Nasinza	Mariam	F	Bachelor of Science in Mining Engineering				
41	Naulo	Gilbert	M	Bachelor of Science in Mining Engineering				
42	Nuwareeba	Edson	M	Bachelor of Science in Mining Engineering	TMT Mining Company		No Response	
43	Ocare	Joseph	M	Bachelor of Science in Mining Engineering				
44	Ogala	Oscar	M	Bachelor of Science in Mining Engineering				
45	Alinaitwe Mugenzi	Moses	M	Bachelor of Science in Natural Resource Economics				
46	Nakiganda	Zaharah	F	Bachelor of Science in Natural Resource Economics	Masaka District Local Government		No Response	
47	Otwal	Sabastian	M	Bachelor of Science in Natural Resource Economics	Paliisa District Local Government		No Response	
48	Rusengwe	Thadus	M	Bachelor of Science in Natural Resource Economics				
49	Wasswa	Husein	M	Bachelor of Science in Natural Resource Economics	Uganda Wildlife Authority	research and monitoring	Not Retained	office management, database management
50	Watta	Davis	M	Bachelor of Science in Natural Resource Economics	Youth Environmental Service		No Response	
51	Bongomin	Ocident	M	Bachelor of Science in Textile Engineering	NYTIL	spinning	Employed	management, maintenance of machines, production of materials
52	Tigalana	Dan	M	Bachelor of Science in Textile Engineering	NYTIL		No Response	
53	Ainembabazi	Hellen	F	Bachelor of Science in Water Resources Engineering				
54	Akalo	Jesca	F	Bachelor of Science in Water Resources Engineering				
55	Apajo	Belinda Mercy	F	Bachelor of Science in Water Resources Engineering	Adritex Water Solutions Ltd	sales	Not Retained	customer care, marketing
56	Eberu	Daniel	M	Bachelor of Science in Water Resources Engineering				
57	Emaru	Andrew	M	Bachelor of Science in Water Resources Engineering				
58	Imoot	Winnie	F	Bachelor of Science in Water Resources Engineering				

59	Kajubi	Enock	M	Bachelor of Science in Water Resources Engineering	Meta Research	new roads for residents	Not Retained	geographical info system, data collection, cartography, drainage management
60	Maseruka	Sajjabi Benedicto	M	Bachelor of Science in Water Resources Engineering				
61	Mwanja	Samuel	M	Bachelor of Science in Water Resources Engineering				
62	Nantambi	Allen Namukasa	F	Bachelor of Science in Water Resources Engineering			Working	
63	Obura	Denis	M	Bachelor of Science in Water Resources Engineering				
64	Omoding	Genason	M	Bachelor of Science in Water Resources Engineering			Working	
65	Kazibwe	James	M	Bachelor of Science in Textile Engineering	NYTIL	spinning	Employed	machine maintenance, interpersonal skills, communication
66	Tilandekula	Joseph	M	Bachelor of Agricultural Mechanization and Irrigation Engineering				
67	Ashaba	Martin	M	Bachelor of Agricultural Mechanization and Irrigation Engineering				
68	Nakanyike Regina	Mary	F	Bachelor of Agricultural Mechanization and Irrigation Engineering				
69	Birungi	Ronah	F	Bachelor of Science in Natural Resource Economics			No Response	
70	Nalumu	Rehema	F	Bachelor of Science in Natural Resource Economics				
71	Nalunga	Velonica	F	Bachelor of Science in Natural Resource Economics				
72	Tukashabe	John Baptist	M	Bachelor of Science in Agro-processing Engineering				
73	Wafula	Simon Peter	M	Bachelor of Science in Agro-processing Engineering	Jambo Tannery Uganda Limited	engineering	Not Retained	machine operation, leadership, team work, time management
74	Kwezi	Kyomugisha Pateince	F	Bachelor of Science in Agro-processing Engineering			Working	
75	Tumuhairwe Kirabo	Timothy	M	Bachelor of Science in Agro-processing Engineering			Working	
76	Muwonge	Vicient	M	Bachelor of Science in Textile Engineering	NYTIL	spinning	Employed	machine maintenance, accounting skills

77	Ssemakula	Isaac	M	Bachelor of Science in Textile Engineering	NYTIL	spinning	Extension	organisation, machine maintenance
78	Tumusiime	Godias	M	Bachelor of Science in Textile Engineering	Fine Spinners(U)Ltd	wet processing	Not Retained	machine maintenance, dyeing clothes
79	Mayanja	Augustine	M	Bachelor of Science in Textile Engineering	NYTIL	engineering	Self Employed	repair and maintenance, troubleshooting machines
80	Okwera	Geoffrey	M	Bachelor of Science in Textile Engineering				
81	Kiiza	Solomon	M	Bachelor of Science in Textile Engineering	Fine Spinners(U)Ltd	quality control	Not Retained	maintenance of machines, interpersonal skills
82	Kahwa	Charles	M	Bachelor of Science in Natural Resource Economics	Kibaale District Local Government	natural resource development	Not Retained	team work, communication, interpersonal
83	Gumisiriza	Onesmas	M	Bachelor of Science in Textile Engineering			Working	
84	Kyokunzire	Proscovia	F	Bachelor of Science in Textile Engineering			Working	
85	Namatovu	Debora Patience	F	Bachelor of Science in Textile Engineering			Working	
86	Bwambale	Joash	M	Bachelor of Agricultural Mechanization and Irrigation Engineering	Rwenzori Cotton Ginners		No Response	

Annex 6: Copy of Intern's Monthly Report

Print 1st Month Report http://hest.uma.or.ug/print-reports/print-1st-month-report

HEST
A Project of UMA

Apajo Belinda

HEST No: IPI6BUS/010/59
UNIVERSITY: Busitema University
COMPANY: Adrotex
Email Address: apajobelinda@gmail.com
Supervisor Name: Kirokwa lawrence

1st Month Report

Week	Target	Achievements	Challenges	Lessons Learnt
Week1	To obtain general knowledge on irrigation,energy and water treatment systems	Learnt about different types of irrigation systems, the fittings and accessories used for example: the emitter.	Limited resources especially funds for transport.	Knowing how to setup an irrigation system and where to place the fittings.
Week2	To gain in-depth knowledge on irrigation, tools used and parameters considered when setting up an irrigation system	Learnt about the parameters considered when setting up an irrigation system for example: the area to be irrigated, the head from the water source, type of crop to be irrigated.	Limited access of research materials related to irrigation.	For an efficient irrigation system one has to consider all the parameters involved

MULINZI STEPHEN

Annex 7: 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 from .....until ..... provided that the terms and conditions for your placement are fulfilled as follows:

Your Obligations:

1. You will uphold the Intern Code of Conduct, 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
30th Month 1	***Insurance premium to be deducted***	36,000/=
30th Month 1	1st Financial Disbursement	180,000/=
30th Month 2	2nd Financial Disbursement	170,000/=
30th Month 3	3rd Financial Disbursement	160,000/=
30th Month 4	4th 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 .....2017.

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 8: 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

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

Annex 9: UMA-HEST Internship Reporting Template

HIGHER EDUCATION SCIENCE AND TECHNOLOGY

Internship Logbook

Student Name: Month:

Target	Achievements	Challenges	Lessons Learnt

Supervisors Comment:.....

Signature:

.....