

Internship Placement Officer
Ssenyondwa Allan

.....

Date.....

Internship Training Officer
Kiyuba Sulaiman Nkuutu

.....

Date.....

Training Manager
Kyalimpa Joseph

.....

Date.....

Executive Director
Mubaraka K. Nkuutu

.....

Date.....

TABLE OF CONTENTS

List of Tables	IV
List of Figures	V
List of Acronyms.....	VI
Executive Summary.....	VII
MUST HEST Internship Skills Status Summary	IX
1 Introduction	1
2 General Information	2
2.1 Interns Recommended.....	2
2.1.1 Faculty Basis	2
2.1.2 Course Basis	4
3 Placement of Interns.....	6
3.1 Monthly Basis.....	6
3.1.1 Total Vs Actual	7
3.2 Faculty Basis	8
3.2.1 Total vis-à-vis Actual	9
3.3 Course Basis	10
3.3.1 Total Vs Actual	10
3.4 Company Information.....	11
3.4.1 Sectors and Size	12
3.4.2 Company Basis	13
3.5 Target Achievement.....	15
3.5.1 Total Vs Actual	15
3.6 Interns Not Yet Placed	15
3.6.1 Faculty Basis.....	16
3.6.2 Course Basis	17
4 Status of Interns after completion of their 3 months Internship	18
4.1 Status Trend	19
4.2 Faculty Basis	21
4.3 Course Basis	22
4.4 Company Basis	23
5 Skills Attained.....	25
5.1 Nature of skills	27
5.1.1 Soft Skills	27

5.1.2 Hard Skills..... 28

6 Challenges and Mitigations..... 34

7 Conclusion..... 36

ANNEX..... I

LIST OF TABLES

Table 2: Interns recommended on faculty basis.....	3
Table 3: Interns recommended per course for 2015 and 2015.....	4
Table 4: Total numbers of interns placed for 2015 and 2016.....	7
Table 5: Number of interns placed per Faculty/Department	9
Table 6: A table showing the number of interns placed per course for both 2015 and 2016.....	10
Table 7: Interns placed per sector for 2015 and 2016.....	12
Table 8: Interns placed per company in 2015 and 2016.....	13
Table 9: HEST target for both 2015 and 2016 visa vie the number of people placed.	15
Table 10: Students not placed according to Faculty.....	16
Table 11: Number of interns not yet placed per course.....	17
Table 12: A table explaining the variables used in the tracer survey.	18
Table 13: Status of the interns on gender basis for 2015 and 2016.....	20
Table 14: Interns recommended as at 31st Dec 2016	21
Table 15: Interns recommended as at 31st Dec 2015	21
Table 16: Status of interns recommended per course as of 31st Dec 2016	22
Table 17: Status of interns recommended per course as f 31st Dec 2015	22
Table 18: Status of Interns per company	23
Table 19: Soft skills acquired by interns.	28
Table 20: Hard skills acquired by interns.	29
Table 21: Skills in the field of Health Sciences acquired by interns.....	32
Table 22: Skills in the field of Information Technology (IT) acquired by interns.	33
Table 23: Skills in the field of Management acquired by interns.	33

LIST OF FIGURES

Figure 1: Percentage representation of the interns recommended on faculty basis for 2015 and 2016	3
Figure 2: Percentage number of interns recommended per course	5
Figure 3: Graph illustrating the numbers of interns placed per month for both 2015 and 2016.	8
Figure 4: Graphs showing the numbers of interns placed per Faculty in 2015 and 2016.	9
Figure 5: Number of interns placed per course for both 2015 and 2016	11
Figure 6: Proportion of no placed interns per faculty	16
Figure 7: Proportion of not placed interns per course	17
Figure 8: Percentage representation of the status of interns for 2015 and 2016	20
Figure 9: Students and the IPO at Rukunyu Health Centre	II
Figure 10: UMA HEST team with the interns at Ishongororo Health Centre	IV
Figure 11 : UMA HEST team with Kyabugimbi staff and interns	VII
Figure 12: UMA-HEST team and the interns at Bubaare Health Centre	XIV
Figure 13: Dr Abya Salinta Rose and UMA-HEST team at Kabale Rubaya Health Centre 4	XVI
Figure 14: UMA-HEST team and the interns at Rubaya Health Centre IV	XVIII
Figure 15: UMA HEST team with the in charge Kamwezi Health Centre	XX
Figure 16: UMA-HEST and Kigezi Health Centre staff	XXI
Figure 17: The IPO at Bwindi Health Centre (L)	XXVII

LIST OF ACRONYMS

AfDB	African Development Bank
BIs	Benefiting Institutions
BSc.	Bachelor of Science
BU	Busitema University
GoU	Government of Uganda
KYU	Kyambogo University
HEST	Higher Education Science and Technology Project
KYU	Kyambogo University
MAK	Makerere University Kampala
MUST	Mbarara University of Science and Technology
NYTIL	Nyanza Textiles Industry Limited
S&T	Science and Technology
S/A	Science/Arts
UMA	Uganda Manufactures Association
UMI	Uganda Management Institute
LU	Lira University
OPD	Out Patient Department

EXECUTIVE SUMMARY

Since 2015, Uganda Manufacturers Association (UMA) was entrusted with the mandate to run an internship program 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 Internship project commenced in February 2015 and expected to run period of 3 years until 2018.

The main goal of the project is **to improve the skills of 2000 interns from nine Benefiting Institutions** (BIs) namely; Kyambogo University (KYU), Busitema University (BU), Makerere University (MAK), Lira University (LU) (which was made an independent university from Gulu university in 2017), Gulu University (GU), Mbarara University of Science and Technology (MUST), Muni University (MU), Uganda Management Institute (UMI) and Makerere University Business School (MUBS). Ninety percent (90%) of the 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 to enhance their opportunities of employment in the future.

MUST recommended three hundred and two (320) students to participate in the HEST Project in 2016, these comprised 220 (69%) males and 100 (31%) females. The target for 2016 was to place 82 but the UMA-HEST TEAM managed supersede it by placing 291 a mark above the target by 254.88%. This is majorly attributed to the inculcation of the medical and related field interns. A total of 261 medical interns were added to other fields in the placement process.

The internship has had a positive impact on the communities, students and youth of Uganda at large. From the supervision that was conducted by both the University and UMA supervisors, it was concluded that the extension of the training period for the doctors was of a great importance to the community since it increased the number of staff in the Hospitals and Health centers, cases were quickly handled and the time patients. For other fields, the placement has help interns gain experience and get jobs in turn, this can be shown in the conclusion by the tracer survey which discovered the following;

- 359 students were recommended (39 in 2015 and 320 in 2016).
- 128 interns were targeted to be placed (46 in 2015 and 82 in 2016)
- 338 interns were skilled (39 in 2015 and 299 in 2016)
- 322 interns were placed (22 in 2015 and 300 in 2016)
- 5 interns were retained at their companies of training (4 in 2015 and 1 in 2016)
- 8 interns got employed in other companies (1 in 2015 and 7 in 2016)
- 11 interns were given extensions (3 in 2015 and 8 in 2016)
- 3 interns started up their own businesses (2 in 2015 and 1 in 2016)
- 20 interns were not employed after internship therefore are still unemployed (13 in 2015 and 7 in 2016)
- 16 interns obtained employment before placing them for internship (9 in 2015 and 7 in 2016)
- 6 interns were not willing to go for internship (all in 2016)
- 8 interns were contacted but did not respond to the survey (4 in 2015 and 4 in 2016)
- 15 interns are not yet placed for internship (all in 2016)

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

The main challenge still faced is the rejection by interns to work in some parts of the country due to family attachments. Many interns who stay around Mbarara were contacted to work in companies around Kampala but could not leave their families. In addition to this, some medical interns failed to receive their facilitation on time due to provision of wrong account details. However, solutions to these have been discussed by the team to ensure that they are avoided.

Coordinating together with the University, the interns to be placed will be discussed in accordance to the HEST target and the number of medical interns available and ready for placement.

MUST 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	403		39		20	51.28%	19	48.72%	364		250	68.75%	114	31.32%
Total Recommended after Training	359		39	100.00%	20	51.28%	19	48.72%	320	100.00%	220	68.75%	100	31.25%
HEST Target	128		46						82					
Total Interns Skilled (As of Target)	338	264.06%	39	84.78%	20	51.28%	19	48.72%	299	364.63%	211	70.57%	88	29.43%
Total Interns Skilled (As of Database)	338	94.15%	39	100.00%	20	51.28%	19	48.72%	299	93.44%	211	70.57%	88	29.43%
Total Interns Placed (As of Target)	322	251.56%	30	65.22%	15	50.00%	15	50.00%	292	356.10%	209	71.58%	83	28.42%
Total Interns Paid	317	247.66%	25	54.35%	13	52.00%	12	48.00%	292	356.10%	209	71.58%	83	28.42%
<u>Working</u>														
Employed but not Interned	16	4.46%	9	23.08%	5	12.82%	4	10.26%	7	2.19%	2	0.63%	5	1.56%
Retained in Internship company	5	1.39%	4	10.26%	2	5.13%	2	5.13%	1	0.31%	1	0.31%	0	0.00%
Employed elsewhere after Internship	8	2.23%	1	2.56%	0	0.00%	1	2.56%	7	2.19%	5	1.56%	2	0.63%
Self Employed after Internship	3	0.84%	2	5.13%	2	5.13%	0	0.00%	1	0.31%	1	0.31%	0	0.00%
Extension in Internship company	11	3.06%	3	7.69%	2	5.13%	1	2.56%	8	2.50%	8	2.50%	0	0.00%
Still on Internship	2	0.56%	0	0.00%	0	0.00%	0	0.00%	2	0.63%	2	0.63%	0	0.00%
Sub Total	45	12.53%	19	48.72%	11		8		26	8.13%	19		7	
<u>Not Working but Interned</u>														
Left Training before completion	3	0.84%	3	7.69%	0	0.00%	3	7.69%	0	0.00%	0	0.00%	0	0.00%
Not Employed after Internship	20	5.57%	13	33.33%	7	17.95%	6	15.38%	7	2.19%	4	1.25%	3	0.94%
Sub Total	23	6.41%	16	41.03%	7		9		7	2.19%	4		3	
<u>No Response but Interned</u>														
	8	2.23%	4	10.26%	2	5.13%	2	5.13%	4	1.25%	2	0.63%	2	0.63%
<u>Still at University</u>														
	262	72.98%	0	0.00%	0	0.00%	0	0.00%	262	81.88%	186	58.13%	76	23.75%
<u>Not Yet Placed</u>														
	15	4.18%	0	0.00%	0	0.00%	0	0.00%	15	4.69%	8	2.50%	7	2.19%
<u>Not Willing</u>														
	6	1.67%	0	0.00%	0	0.00%	0	0.00%	6	1.88%	1	0.31%	5	1.56%

1 INTRODUCTION

During the second year of the project (2016), MUST recommended 320 students from 11 courses. These include; B. Medicine & B. Surgery (69), B. Pharmacy (42), B. Medical Laboratory Science (97), BSc. Pharmaceutical Sciences (16), BSc. Nursing (32) and BSc. Physiotherapy with 5 interns. Placement of interns for the year 2016 commenced in January with students from the 2015 database. This continued up to July when placement of students inducted in 2016 started. A total of 300 interns were placed between January and December.

Apart from the Medical students, most of the interns recommended are from an IT background. The UMA-HEST team managed to place them in different manufacturing companies where their expertise was needed the most. The placement of the medical interns was carried out by the University. By December 2016, fifteen (15) students had not yet been placed. All of them from the field of IT. However, placement for these is ongoing.

Unlike 2015 where students were inducted at UMA Conference Hall, students were trained at Mbarara University of Science and Technology (MUST) main campus in 2016. This was intended to eliminate the transportation costs that students incurred while travelling to UMA in addition to capturing a wider range of students. They had a two-day training in life and work place based skills on 21st, 22nd May, 2016 & 23rd for the medical interns. Placement started thereafter in July, 2016. With support from UMA-HEST team, students were placed under company based technical supervisors for three months with whom clear skills acquisition requirements were agreed on. While at the companies, UMA-HEST Team made support supervision visits to ensure that skills acquisition was ongoing to the satisfaction of the company based technical supervisors and their fields of study.

Of the three hundred twenty (320) interns recommended for 2016, two hundred ninety-nine (300) students were placed in June (276), seven (7) in July, three (3) in August, and the rest (6) in the subsequent months. Interns from the previous database of 2015 were also placed in January (3), February (3) and March (2).

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

2 GENERAL INFORMATION

The non-medical interns from MUST were students in their final year at the University from the S&T based courses who identified and compiled by the university HEST Internship coordinator. The medical interns were considered differently and these were not finalists at the University.

Using preferred University procedures, interns were selected and recommended. These were inducted for two-days for the finalists and one day for the medical interns at the university campus in life and work place based skills in the month of May 2016. From July to December 2016, students were supported to undertake a hands on internship training in companies for 3 months. The students were placed under company/hospital based technical supervisors with whom clear skills acquisition programs were agreed on. While at the companies/hospitals, the UMA-HEST Team conducted supervision visits to ensure that skills acquisition was ongoing to the satisfaction of the company based technical supervisors. The proceedings of the supervision conducted in some of the Hospitals and Health Centers are attached as **Annex 1**

2.1 INTERNS RECOMMENDED

In 2016, three hundred and twenty (320) interns offering S&T courses were recommended by the University coordinator who signed and stamped their nomination forms as per University selection criteria.

2.1.1 Faculty Basis

In 2016, three faculties recommended interns namely; faculty of medicine, faculty of information technology and faculty of Science. Faculty of medicine recommended the majority of interns in 2016 i.e. 262 interns (186 male & 76 female) and faculty of information technology recommended 49 (22 females and 27 male) interns. Faculty of Science recommended the least which were only 9 interns (7 males and 2 female)

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

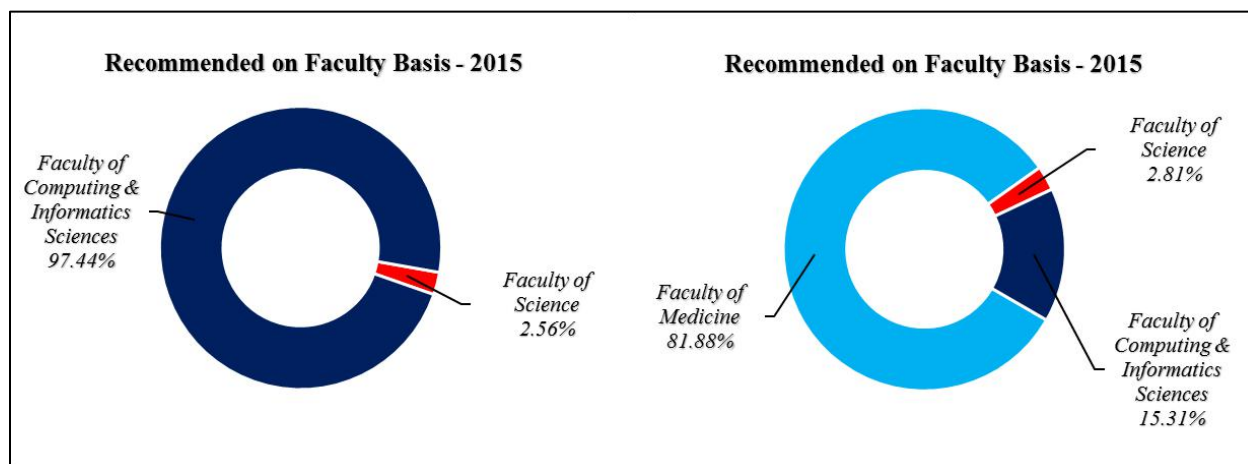
Table 1: Interns recommended on faculty basis.

S/N Faculty	2015						2016					
	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
1 Faculty of Medicine	0	0.0%	0	0.0%	0	0.0%	262	81.9%	186	58.1%	76	23.8%
2 Faculty of Science	1	2.6%	0	0.0%	1	2.6%	9	2.8%	7	2.2%	2	0.6%
3 Faculty of Computing & Informatics Sciences	38	97.4%	20	51.3%	18	46.2%	49	15.3%	27	8.4%	22	6.9%
Total	39	100%	20	51.3%	19	48.7%	320	100%	220	68.8%	100	31.3%

In 2015, only two faculties recommended interns; Faculty of Computer science recommended the majority with 38 interns (20 males and 18 females), Faculty of science recommended only one male intern.

In 2016, Faculty of medicine recommended the largest number of interns (262, 186 male and 76 female). This was followed by faculty of computing & information sciences and faculty of science with 49 (27 mal and 22 female) and 9 (7 male and 2 female) interns respectively.

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



As shown in Figure 2 above, in both 2015 and 2016, Faculty of science recommended the least number of interns. Only one (2.56%) was recommended in 2015 and 9 (2.81%) interns in 2016. Faculty of medicine did not recommend any student in 2015 but recommended the majority (262, 81.88%) in 2016.

2.1.2 Course Basis

In 2016, interns were recommended from 12 courses namely: B. Medicine, B. Surgery, B. Computer Engineering, B. Computer Science, B. Information Technology, B. Pharmacy, B. Medical Laboratory Science Y3 and Y1, BSc. Pharmaceutical Sciences, BSc. Nursing, BSc. Physiotherapy, Dip. Laboratory Science Technology and Cert. Laboratory Science Technology. In 2015 however, all interns were from one faculty, the courses from which they were recommended include; B. Computer Engineering, B. Computer Science and B. Information Technology.

B. Medicine & B. Surgery recommended the highest number of interns (69) in 2016 while Bachelor of information Technology recommended the highest number of interns (15) in 2015. This is represented in *table 2* below

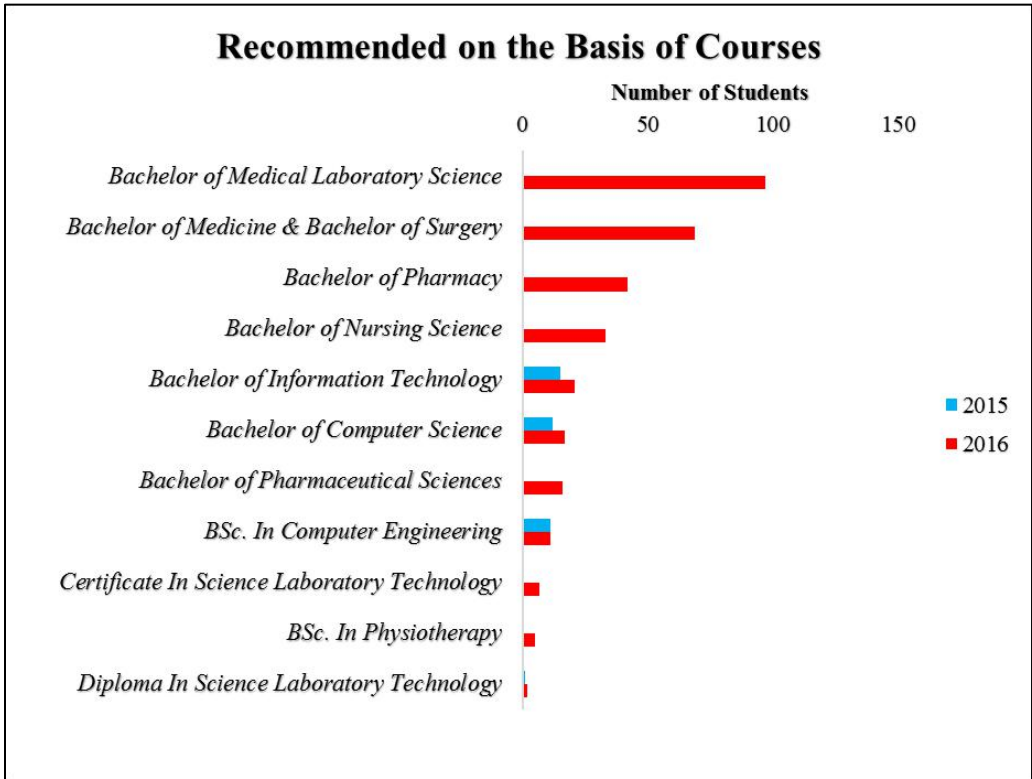
Table 2: Interns recommended per course for 2015 and 2016

S/N Courses	2015						2016					
	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
1 Bachelor of Medicine & Bachelor of Surgery	0	0.0%	0	0.0%	0	0.0%	69	21.6%	48	15.0%	21	6.6%
2 Bachelor of Pharmacy	0	0.0%	0	0.0%	0	0.0%	42	13.1%	36	11.3%	6	1.9%
3 Bachelor of Nursing Science	0	0.0%	0	0.0%	0	0.0%	33	10.3%	12	3.8%	21	6.6%
4 Bachelor of Medical Laboratory Science	0	0.0%	0	0.0%	0	0.0%	97	30.3%	74	23.1%	23	7.2%
5 Bachelor of Pharmaceutical Sciences	0	0.0%	0	0.0%	0	0.0%	16	5.0%	11	3.4%	5	1.6%
6 BSc. In Physiotherapy	0	0.0%	0	0.0%	0	0.0%	5	1.6%	5	1.6%	0	0.0%
7 Bachelor of Information Technology	15	38.5%	8	20.5%	7	17.9%	21	6.6%	8	2.5%	13	4.1%
8 Bachelor of Computer Science	12	30.8%	5	12.8%	7	17.9%	17	5.3%	10	3.1%	7	2.2%
9 BSc. In Computer Engineering	11	28.2%	7	17.9%	4	10.3%	11	3.4%	9	2.8%	2	0.6%
10 Certificate In Science Laboratory Technology	0	0.0%	0	0.0%	0	0.0%	7	2.2%	5	1.6%	2	0.6%
11 Diploma In Science Laboratory Technology	1	2.6%	0	0.0%	1	2.6%	2	0.6%	2	0.6%	0	0.0%
Total	39	100%	20	51.3%	19	48.7%	320	100%	220	68.8%	100	31.3%

As shown in *table 2* above, during 2016, 100 females were recommended from MUST as compared to their 220 male counterparts. B. Medical Laboratory Science had the highest number of interns (97, 30.3%) followed by B. Medicine & B. Surgery with 69 (21.6%), then B. Pharmacy (42, 13.1%) and BSc. Nursing recommended with 33 (10.35).

In 2015 a total of 39 interns were considered for placement. Of these 19 (84.7%) were females. MUST is one of the BIs that managed to surpassed the threshold for the female involvement into the project. With the threshold at least 40%, must recommended 48.7%% female interns.

Figure 2: Percentage number of interns recommended per course



In the figure above, the highest number of interns recommended were from B. Medical Laboratory Science followed by B. Medicine & B. Surgery in 2016 whereas in 2015, Bachelor of Information Technology recommended the highest number of interns. suffice to not, some of the courses did not recommend interns in 2015 but recommended in 2016 like B. Medicine, B. Surgery, B. Pharmacy, B. Medical Laboratory Science, BSc. Pharmaceutical Sciences, BSc. Nursing, BSc. Physiotherapy, Dip. Laboratory Science Technology and Cert. Laboratory Science Technology.

3 PLACEMENT OF INTERNS

Placement of interns started in January mainly for the 2015 cohort who were still in the database. The process continued up to June when the 2016 cohort was inducted and placed. As per the intention of the project, all Interns were placed in their relevant fields of study. Support supervision was conducted after their training period to ensure that the interns have obtained the respective skills in addition to obtaining feedback from the employers. The supervision of the medical interns was conducted in conjunction with officials from MUST. As stated earlier, the proceedings of the supervision are attached as Annex 1.

In 2015, MUST forwarded a list of 43 students but only 39 students (20 Male and 19 Female) who attended the induction training were inculcated in the UMA-HEST database. Bachelor of Computer Engineering (11), Computer science (12) and information Technology (15), Dip. In Science Laboratory technology (1), are the courses from which the interns were placed to different companies. A total of 22 interns were placed, 50% male and 50% female students. 4 (18.18%) of the interns were retained in different companies 8 interns (20.51%) of the students in the database (39) have had been not placed as of 31st December 2015. These were all placed in 2016 before the induction of more interns

3.1 MONTHLY BASIS

Eight interns from the previous database were placed in January, February and March (3,3, and 2 respectively). This is attributed to the increase in the demand of interns in the database. However, of these only 6 managed to successfully complete 3- month internship. The largest number of interns placed was recorded in June with 271 interns, followed by July and September with a total of 10 interns. The total number of interns placed in the succeeding months was relatively low compared to these three (3) (June, July and September). The slowdown in the placements in these months is attributed a reduction in the demand for interns in particular companies citing the fact that they had enough staff. It is also during this period when companies are winding with the year's business therefore they usually have little activities.

3.1.1 Total Vs Actual

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

Months	2015								2016							
	Total Placed				Actually Paid				Total Placed				Actually Paid			
	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
January	0	0.00%	0	0	0	0.00%	0	0	3	1.00%	0	3	3	1.01%	0	3
February	0	0.00%	0	0	0	0.00%	0	0	3	1.00%	3	0	1	0.34%	1	0
March	0	0.00%	0	0	0	0.00%	0	0	2	0.67%	1	1	2	0.67%	1	1
April	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
May	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0
June	0	0.00%	0	0	0	0.00%	0	0	276	92.00%	196	80	268	89.93%	190	78
July	12	54.55%	6	6	11	57.89%	6	5	7	2.33%	6	1	11	3.69%	9	2
August	0	0.00%	0	0	0	0.00%	0	0	3	1.00%	2	1	6	2.01%	5	1
September	0	0.00%	0	0	0	0.00%	0	0	4	1.33%	3	1	5	1.68%	3	2
October	3	13.64%	2	1	2	10.53%	2	0	0	0.00%	0	0	0	0.00%	0	0
November	5	22.73%	2	3	5	26.32%	2	3	1	0.33%	1	0	1	0.34%	1	0
December	2	9.09%	1	1	1	5.26%	1	0	1	0.33%	1	0	1	0.34%	1	0
Total	22	100.0%	11	11	19	100.0%	11	8	300	100.0%	213	87	298	100.0%	211	87

In 2015, placements were carried out in July, October, November and December. The highest number of interns placed (22) was recorded in July. Of these, 2 Left the company before the end of the training and 1 was not accepted by the company hence reducing the total number of interns that successfully completed their internship placed to 19 (8 Female and 11 Male).

In 2016, a total of 300 interns were placed for internship. An increase of 1363.63% from 22 interns placed in 2015. The number of female interns also increased form 11 in 2015 to 87 in 2016, although the overall percentage of female placements reduced from 50% in 2015 to 29% in 2016.

Although the number of interns who were placed for internship (those who completed their internship) was smaller in 2015(22) compared to those in 2016 (300), the number of those dropped out of the internship was higher in 2015 (3) compared to that of 2016 (2). All the 3 who dropped in 2015 female yet all who dropped out in 2016 (2) were male.

The total number of female interns has changed by 79 (987.5% of the original interns from 2015). The figures are tending towards achieving the major objective of the project to skill 2000 interns by the end of 2018.

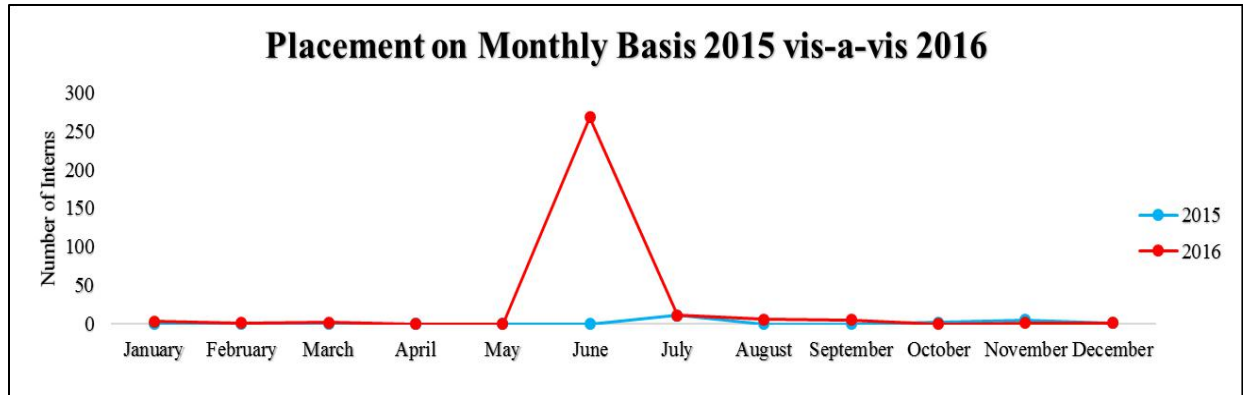


Figure 3: Graph illustrating the numbers of interns placed per month for both 2015 and 2016.

From Figure 4 above, the placement trend for 2015 is different from that of 2016 mostly for June and July. This is majorly attributed to the involvement of more courses and increasing the number of interns involved in the placement process. The largest number of interns are placed around the month of June, July and September 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 low.

The placement of interns for both 2015 and 2016 was concluded in the month of December. Usually fewer interns are placed during this period because most companies are closing business and do not take on interns. This is in addition to the few activities undertaken by the companies during this period.

3.2 FACULTY BASIS

Since MUST is an institute known for producing medical students, it was observed that the medical interns were highly placed and readily accepted by the society as compared to other courses. Therefore, the Faculty of medicine had the highest number of interns placed in 2016. Students from the Faculty of Information Technology and Faculty of Science were placed most in both 2015 and but second highest placed in 2016. The University is commended for ensuring that the medical interns are supported by the HEST project.

3.2.1 Total vis-à-vis Actual

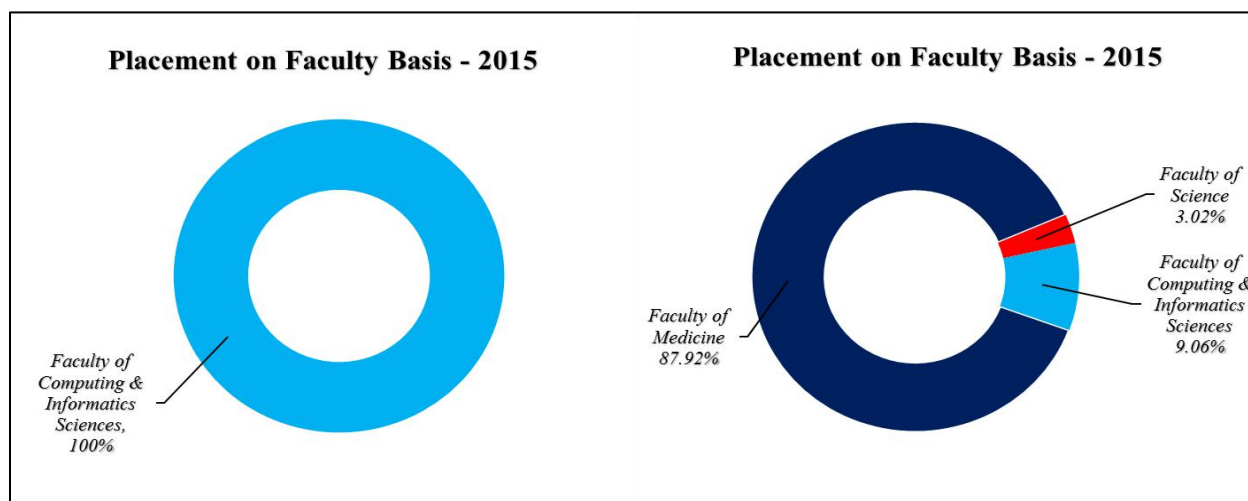
In 2015, 21 interns from the Faculty of computing were placed however only 19 of these were able to complete their internship. The only intern placed from the Faculty of Science but she did not complete her internship. As shown table 4 below.

Table 4: Number of interns placed per Faculty/Department

Faculty	2015								2016							
	TOTAL				ACTUAL				TOTAL				ACTUAL			
	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
Faculty of Medicine	0	0.00%	0	0	0	0.00%	0	0	262	87.33%	186	76	262	87.92%	186	76
Faculty of Science	1	4.55%	0	1	0	0.00%	0	0	9	3.00%	7	2	9	3.02%	7	2
Faculty of Computing & Informatics Sciences	21	95.45%	11	10	19	100.00%	11	8	29	9.67%	20	9	27	9.06%	18	9
Total	22	100.0%	11	11	19	100.0%	11	8	300	100.0%	213	87	298	100.0%	211	87

In 2016, 262 (87.33%) of the total interns placed were recommended by the of medicine, this was followed by faculty of computing & information science and faculty of science with 27 (9.06% and 9 (3.02%) respectively.

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



In 2015, all the interns who were able to complete their internship were recommended by the faculty of computing and information sciences.

In 2016, the Faculty of Medicine had the highest at 87.92% followed by the Faculty of computing and information with 9.06%, and finally the faculty of sciences with all have 3.02%.

3.3 COURSE BASIS

In 2016, all the three hundred (300) interns placed were from eleven (11) recommended courses. B. Medical Laboratory Science had the highest number of interns placed i.e. 97 (32.33%) interns. Seventy-four (74) of these were female interns while twenty-three (23) were male. B. Medicine & B. Surgery had the second highest number of placements with 69 interns (48 males and 21 females). Diploma in Science Laboratory Technology had the least number of interns placed i.e two (2) and they were all male.

3.3.1 Total Vs Actual

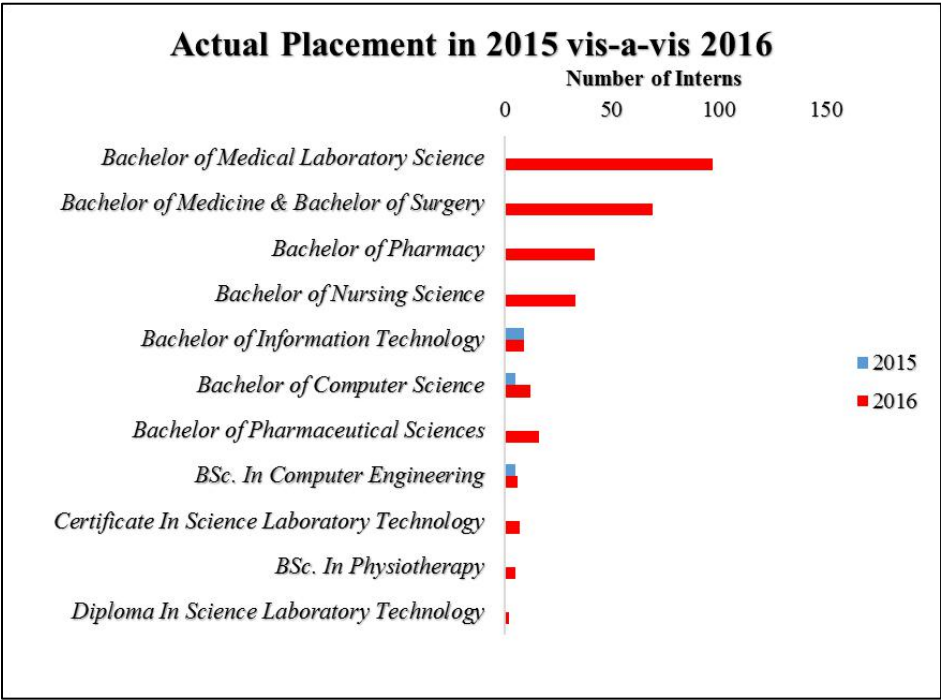
Apart from two interns, one (1) from Bachelor of Computer Science and one (1) from Bachelor in Computer Engineering respectively, all the other interns placed were actually paid.

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

S/N	Courses	2015								2016							
		TOTAL				ACTUAL				TOTAL				ACTUAL			
		Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female
1	Bachelor of Medical Laboratory Science	0	0.00%	0	0	0	0.00%	0	0	97	32.33%	74	23	97	32.55%	74	23
2	Bachelor of Medicine & Bachelor of Surgery	0	0.00%	0	0	0	0.00%	0	0	69	23.00%	48	21	69	23.15%	48	21
3	Bachelor of Pharmacy	0	0.00%	0	0	0	0.00%	0	0	42	14.00%	36	6	42	14.09%	36	6
4	Bachelor of Nursing Science	0	0.00%	0	0	0	0.00%	0	0	33	11.00%	12	21	33	11.07%	12	21
5	Bachelor of Information Technology	9	40.91%	5	4	9	47.37%	5	4	9	3.00%	6	3	9	3.02%	6	3
6	Bachelor of Computer Science	6	27.27%	3	3	5	26.32%	3	2	13	4.33%	7	6	12	4.03%	6	6
7	Bachelor of Pharmaceutical Sciences	0	0.00%	0	0	0	0.00%	0	0	16	5.33%	11	5	16	5.37%	11	5
8	BSc. In Computer Engineering	6	27.27%	3	3	5	26.32%	3	2	7	2.33%	7	0	6	2.01%	6	0
9	Certificate In Science Laboratory Technology	0	0.00%	0	0	0	0.00%	0	0	7	2.33%	5	2	7	2.35%	5	2
10	BSc. In Physiotherapy	0	0.00%	0	0	0	0.00%	0	0	5	1.67%	5	0	5	1.68%	5	0
11	Diploma In Science Laboratory Technology	1	4.55%	0	1	0	0.00%	0	0	2	0.67%	2	0	2	0.67%	2	0
Total		22	100.0%	11	11	19	100.0%	11	8	300	100.0%	213	87	298	100.0%	211	87

In 2015, bachelor of information technology had the highest number of placed interns 9 (74 males and 23 female) with a percentage of 40.91%, bachelor of computer science and bachelor of science in computer engineering had the same number of interns placed with 6 (3 males and 3 female) each at 27.27%. Diploma in science laboratory technology had only one female intern placed.

Figure 5: Number of interns placed per course for both 2015 and 2016



From figure 6; it is observed that the number of interns placed under the different course categories are relatively higher in 2016 than those placed in 2015. Courses like Bachelor of Medical laboratory science, pharmacy and nursing science stood out of the rest during the 2016 placements. For 2015, courses like Bachelor of information technology, computer science and computer engineering were placed the most.

3.4 COMPANY INFORMATION

Over twenty-six (26) companies from various sectors took on interns. Well as majority are big, there are some other small and medium companies which took on interns. Some of the companies include; Adroit solutions, MUST (Faculty of medicine), Supercom Technologies, Abercom Technologies, Fundi bots among others.

3.4.1 Sectors and Size

In 2016, other than the medical interns who were placed by the university, other Interns from Mbarara University of Science & Technology were placed in various sectors both big, medium and small. Information, communication & technology sectors had the highest number of interns taken on seventeen (17) interns followed by Pharmaceuticals, health services, consumables & equipment sector which trained eleven (11) interns. Out of the seventeen (17) students placed, fourteen (14) were male and three (3) female interns. This implies a great a need to improve in the placement of female students in comparison to the male. Some of the other sectors include; Construction materials & services, Education, Information, communication & technology, metal, steel & aluminum products.

Table 6: Interns placed per sector for 2015 and 2016

Sectors	2015			2016		
	Total	Male	Female	Total	Male	Female
Audit ,Banking ,Insurance &Financial Services	0	0	0	1	0	1
Automobile & Accessories	2	0	2	0	0	0
Construction materials & Services	1	1	0	0	0	0
Education	0	0	0	1	1	0
Electricals , Electronics & Energy Efficient and Solar Products	1	0	1	0	0	0
Foods & Beverages	2	0	2	3	2	1
Information technology Services & technology	8	4	4	17	14	3
Metal ,Steel & Aluminum Products	5	4	1	0	0	0
Milk & Milk Products	0	0	0	1	1	0
NGO	0	0	0	3	2	1
Pharmaceuticals, health services, Consumables & equipment	0	0	0	11	6	5
Public sector	0	0	0	1	1	0
Telecommunication	1	1	0	0	0	0
Utilities	2	1	1	0	0	0
	22	11	11	38	27	11

3.4.2 Company Basis

Interns were placed in 83 companies in 2015 and 2016.

Table 7: Interns placed per company in 2015 and 2016.

No.	Companies/Health Canters	2015			2016		
		Total	Male	Female	Total	Male	Female
1	KCRC - Sheema	0	0	0	6	4	2
2	Bwindi Community Hospital	0	0	0	5	5	0
3	Muko H/C IV	0	0	0	8	6	2
4	Bugamba H/C IV	0	0	0	4	2	2
5	Rubaya H/C IV (Kabale)	0	0	0	6	4	2
6	Ruhoko Group A	0	0	0	5	4	1
7	Kazo H/C IV	0	0	0	8	6	2
8	Bukinda H/C III	0	0	0	5	4	1
9	Biharwe H/C III – Mbarara	0	0	0	6	4	2
10	MCNELL Medical Centre	0	0	0	9	6	3
11	Ishongororo H/C IV	0	0	0	7	5	2
12	Rukunyu H/C IV	0	0	0	6	4	2
13	Kisomoro H/C III	0	0	0	7	7	0
14	Kyabugimbi H/C IV	0	0	0	5	3	2
15	Kibiito H/C IV	0	0	0	6	4	2
16	Rubanda PHC H/C III	0	0	0	6	4	2
17	Mitooma H/C IV	0	0	0	7	4	3
18	Kabuyanda H/C IV	0	0	0	6	4	2
19	Rugazi H/C IV Group B	0	0	0	5	3	2
20	Bwizibwera H/C IV	0	0	0	8	4	4
21	Kinoni H/C IV	0	0	0	6	4	2
22	Kihefo H/C IV	0	0	0	9	7	2
23	Bugoye H/C III Group A	0	0	0	6	4	2
24	Lwengo H/C IV	0	0	0	7	5	2
25	Family Health Resource Centre	0	0	0	6	6	0
26	Rubaya H/C III (Mbarara)	0	0	0	6	4	2
27	Bukuku H/C IV	0	0	0	7	5	2
28	Kisoro Hospital	0	0	0	6	3	3
29	Ruhija H/C IV	0	0	0	5	3	2
30	Hamurwa H/C IV	0	0	0	6	6	0
31	Ruhoko Group B	0	0	0	5	4	1
32	Bugoye H/C III Group B	0	0	0	6	4	2
33	Kamuganguzi H/C IV	0	0	0	7	5	2
34	Kabwohe H/C IV	0	0	0	6	4	2
35	Rushere Hospital	0	0	0	8	6	2
36	Bubaare H/C III	0	0	0	5	3	2
37	Rukoki H/C III	0	0	0	7	4	3

No.	Companies/Health Canters	2015			2016		
		Total	Male	Female	Total	Male	Female
38	Engari H/C III	0	0	0	7	5	2
39	Ruhira H/C II	0	0	0	6	4	2
40	Rugazi H/C IV Group A	0	0	0	5	3	2
41	Buhara H/C III	0	0	0	5	5	0
42	Kabira H/C III	0	0	0	4	3	1
43	Engari HC 3	0	0	0	1	1	0
44	ATA	0	0	0	1	0	1
45	Lakeside Dairy Ltd	0	0	0	2	2	0
46	Adroit solutions	0	0	0	1	1	0
47	MUST (Faculty of Medicine)	0	0	0	3	3	0
48	Abim hospital	0	0	0	1	1	0
49	Jubilee Insurance company	0	0	0	1	0	1
50	IT Plus	0	0	0	2	1	1
51	Bifriens Investments Company Ltd	0	0	0	1	1	0
52	Uganda Aids Commission Secretariat	0	0	0	1	1	0
53	Natural Fruit Arua	0	0	0	1	0	1
54	Ideal Link	0	0	0	2	1	1
55	Fundibots	0	0	0	2	2	0
56	Abercom Technologies	0	0	0	2	2	0
57	Coca cola	0	0	0	1	1	0
58	Supercom (E) Technologies Ltd	0	0	0	1	1	0
59	Camtech Uganda	0	0	0	1	1	0
60	SCI Ug Ltd	0	0	0	1	1	0
61	McBots Makersoace	0	0	0	1	1	0
62	TASO	0	0	0	3	2	1
63	Jinja Referral Hospital	0	0	0	1	0	1
64	Masaka Referral Hospital	0	0	0	1	1	0
65	Mbarara Regional Referral Hospital	0	0	0	1	1	0
66	Mega Tech School of Computing	1	1	0	0	0	0
67	SESACO	1	0	1	0	0	0
68	Logos skills Training Centre	0	0	0	3	3	0
69	THETA African Solutions	0	0	0	3	0	3
70	Mafarin Energy Co. Ltd	1	0	1	0	0	0
71	Toyota (U) Ltd	2	0	2	0	0	0
72	Kajjansi Brick & Tile Works Ltd	1	1	0	0	0	0
73	Steel &Tube Industries Ltd	5	4	1	0	0	0
74	National Water and Sewerage Cooperation	2	1	1	0	0	0
75	Intelligent Solutions Ltd	1	0	1	0	0	0
76	Aloesha Organic Natural Health Products	0	0	0	1	0	1
77	Nyarugaba Vocational Institute	0	0	0	1	1	0
78	Megga Computers Kabale	1	0	1	0	0	0
79	MTN	1	1	0	0	0	0

No.	Companies/Health Canters	2015			2016		
		Total	Male	Female	Total	Male	Female
80	MUST IITR	1	1	0	0	0	0
81	Canopy IT Solutions	2	2	0	0	0	0
82	RECO Industries	1	0	1	0	0	0
83	Easy Systems	2	0	2	0	0	0
Total		22	11	11	300	213	87

3.5 TARGET ACHIEVEMENT

The target placement for MUST was 46 and 82 interns in 2015 and 2016 respectively. The target in 2015 and in 2016 was only achieved by 47.83%. However, in 2016 the target was surpassed at 365.85% due to inculcation of medical interns in the placement. 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 8: HEST target for both 2015 and 2016 vis-a-vis the number of people placed.

2015				2016			
Total	Actual	HEST Target	% of HEST Target	Total	Actual	HEST Target	% of HEST Target
22	19	46	47.83%	300	298	82	365.85%

The HEST target was to place 46 and 82 interns for 2015 and 2016 respectively. The targets were hit by 47.83% and 365.85% in 2015 and 2016 respectively.

3.6 INTERNS NOT YET PLACED

The total number of interns that are not yet placed in any company was fifteen (15) as of 31st December, 2016.

Courses such as Bachelor of Computer Science, Bachelor of Information Technology and bachelor of engineering Bachelor of Computer Engineering were not easily placed because most companies were not willing to take them since they did not have enough work load for them or too small and

fear of taking on interns, most companies required a fee of not less than 150,000/= (one hundred fifty thousand shillings) in order to train the interns for the stated period. Nonetheless, persuade some of the companies that had already taken on the interns at no cost to take on more. The placement process is ongoing for all interns.

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

Statistics for interns not placed due to particular a reason are attached in the annexes.

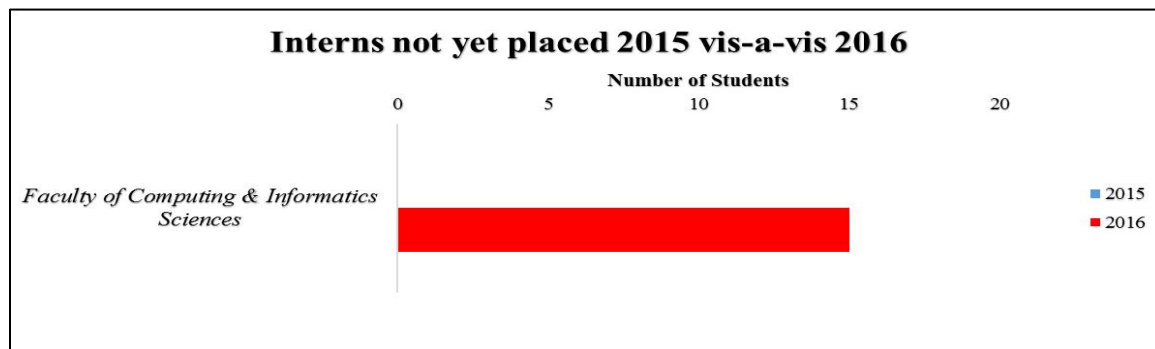
3.6.1 Faculty Basis

Table 9: Students not placed according to Faculty

S/N	Faculty	2016			
		Total	%	Male	Female
1	Faculty of Medicine	0	0.00%	0	0
2	Faculty of Science	0	0.00%	0	0
3	Faculty of Computing & Informatics Sciences	15	100.00%	8	7
Total		15	100.00%	8	7

In 2015, the total number of interns that had not been placed for internship were 8. These were however placed in 2016. As of 31st December 2016, all the 15 interns that had not yet been placed were recommended by the Faculty of computer and information sciences. Of these, 8 were males and 7 were female.

Figure 6: Proportion of no placed interns per faculty



3.6.2 Course Basis

Table 10: Number of interns not yet placed per course

S/N	Courses	2016			
		Total	%	Male	Female
1	Bachelor of Medical Laboratory Science	0	0.00%	0	0
2	Bachelor of Medicine & Bachelor of Surgery	0	0.00%	0	0
3	Bachelor of Pharmacy	0	0.00%	0	0
4	Bachelor of Nursing Science	0	0.00%	0	0
5	Bachelor of Information Technology	2	13.33%	1	1
6	Bachelor of Computer Science	7	46.67%	3	4
7	Bachelor of Pharmaceutical Sciences	0	0.00%	0	0
8	BSc. In Computer Engineering	6	40.00%	4	2
9	Certificate In Science Laboratory Technology	0	0.00%	0	0
10	BSc. In Physiotherapy	0	0.00%	0	0
11	Diploma In Science Laboratory Technology	0	0.00%	0	0
Total		15	100.00%	8	7

In the second year of the project, bachelor of computer science had the highest number of interns still in the database (7; 3 males and 4 female) with a percentage of 46.67%. This was followed by BSc. Computer Engineering and lastly information technology with 6 and 2 interns not placed respectively. Interns from other courses were 100% placed.

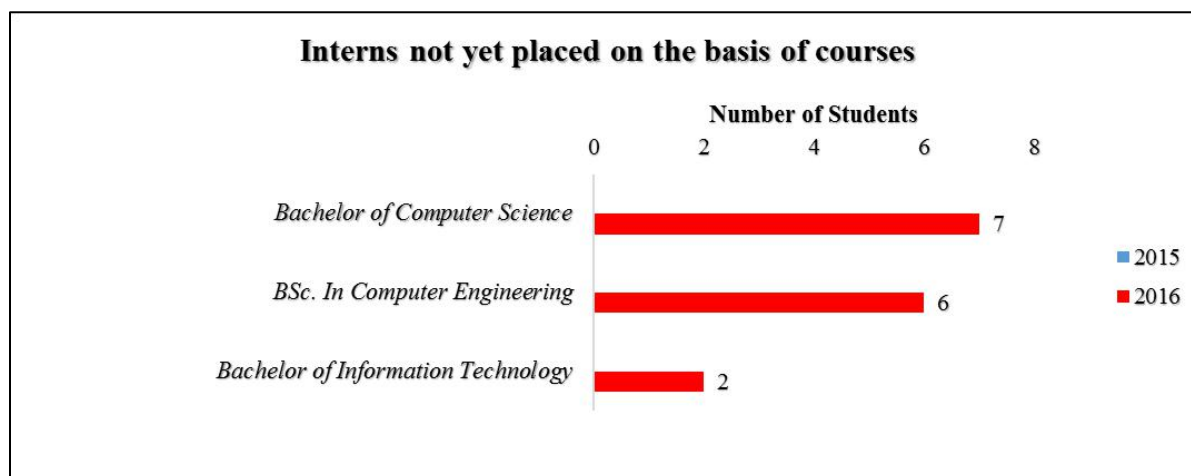


Figure 7: Proportion of not placed interns per course

4 STATUS OF INTERNS AFTER COMPLETION OF THEIR 3 MONTHS INTERNSHIP

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 tracing the students after their 3-months internship period. To be able to establish this, a tracer survey was carried out on the interns placed in 2015 and 2016. Nine variables were used during the survey, these were: Retained, Employed, Extension, Self Employed, Working, not retained Not Placed, Not Willing and No response. The variables are explained in the table below.

The variables are explained in the table below.

Table 11: A table explaining the variables used in the tracer survey.

Variable	Meaning
Retained	This means that the intern worked with a certain company which later employed him/her.
Employed	This means that the intern trained with a certain company X and after internship started working with another company Y.
Extension	This means that the intern trained with a certain company for 3 months and the company decided to keep him/her as an intern for 3 more months.
Self-Employed	This means that the intern set up his/her own business after the 3 months training.
Working	This means that the intern got employed before being placed for internship.
Not retained	This means that the intern trained with a company for three months and left.
Not Yet placed	This means that the students have not yet been sent to companies to train.
Not Willing	These students did not want to participate in the Project.

No Response	This means the interns were not able to give a response either because they did not pick up or their telephone numbers were not available.
-------------	--

4.1 STATUS 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, it was found that; of the thirty-nine (39) students that were recommended in 2015, 9 (23.08%) interns got employed before they could be placed for internship, 4 (10.26%) interns were retained, 2 (5.13%) interns set up their own businesses, 1 (2.56%) got employed in another company after internship and 3 (7.69%) had their internship period extended. 3 (7.69%) interns left the companies before the end of the internship period, 13(33.33%) have not yet acquired employment well as 16 (41.03%) interns did not respond to the survey.

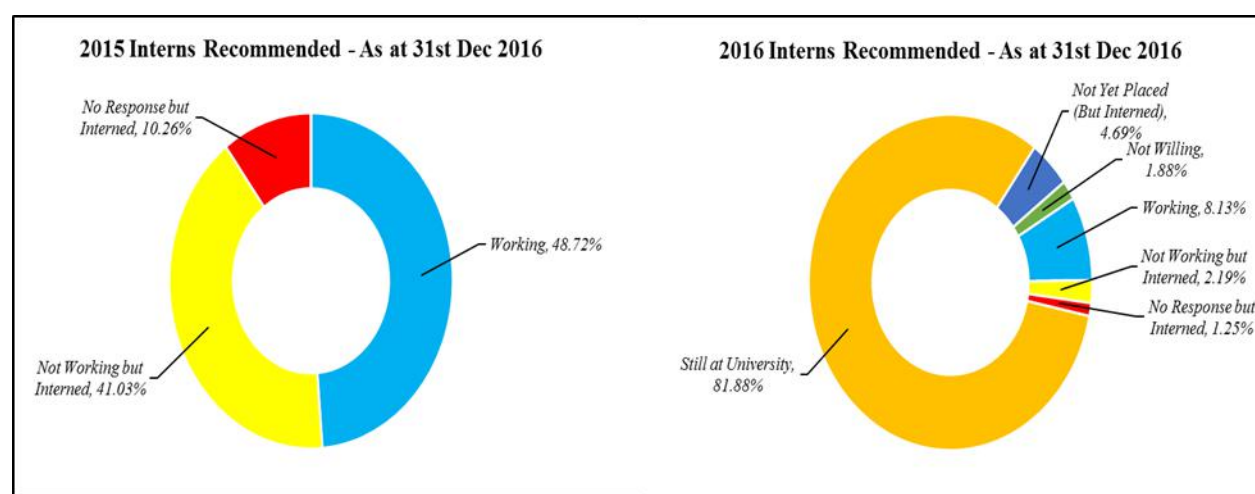
All the students placed for 2015 & 2016 were contacted during the survey. The overall number of interns that have been inducted from MUST are 423. Of these, the total number of interns recommended for placed for both 2015 and 2016 is 359 (39 in 2015 and 320 in 2016). The total number of interns that were inducted and have been able to obtain skills either by getting employed or placed for internship is 338 and this is 264.06% in relation to the HEST target and 94.15% of the total number of students inducted. A table below show the finds of the survey for retained, employed, extension, self-employed, still at University and not retained interns.

Table 12: Status of the interns on gender basis for 2015 and 2016

Status	Total 2015 & 2016		STATUS OF INTERNS RECOMMENDED						2016 Interns Recommended - As At 31st DEC 2016					
	Overall T.T	Overall %	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
Total Trained	423		39		20	51.28%	19	48.72%	384		270	70.31%	114	29.69%
Total Recommended after Training	359		39	100.00%	20	51.28%	19	48.72%	320	100.00%	220	68.75%	100	31.25%
HEST Target	128		46						82					
Total Interns Skilled (As of Target)	338	264.06%	39	84.78%	20	51.28%	19	48.72%	299	364.63%	211	70.57%	88	29.43%
Total Interns Skilled (As of Database)	338	94.15%	39	100.00%	20	51.28%	19	48.72%	299	93.44%	211	70.57%	88	29.43%
Working														
Employed but not Interned	16	4.46%	9	23.08%	5	12.82%	4	10.26%	7	2.19%	2	0.63%	5	1.56%
Retained in Internship company	5	1.39%	4	10.26%	2	5.13%	2	5.13%	1	0.31%	1	0.31%	0	0.00%
Employed elsewhere after Internship	8	2.23%	1	2.56%	0	0.00%	1	2.56%	7	2.19%	5	1.56%	2	0.63%
Self Employed after Internship	3	0.84%	2	5.13%	2	5.13%	0	0.00%	1	0.31%	1	0.31%	0	0.00%
Extension in Internship company	11	3.06%	3	7.69%	2	5.13%	1	2.56%	8	2.50%	8	2.50%	0	0.00%
Still on Internship	2	0.56%	0	0.00%	0	0.00%	0	0.00%	2	0.63%	2	0.63%	0	0.00%
Sub Total	45	12.53%	19	48.72%	11		8		26	8.13%	19		7	
Not Working but Interned														
Left Training before completion	3	0.84%	3	7.69%	0	0.00%	3	7.69%	0	0.00%	0	0.00%	0	0.00%
Not Employed after Internship	20	5.57%	13	33.33%	7	17.95%	6	15.38%	7	2.19%	4	1.25%	3	0.94%
Sub Total	23	6.41%	16	41.03%	7		9		7	2.19%	4		3	
No Response but Interned														
	8	2.23%	4	10.26%	2	5.13%	2	5.13%	4	1.25%	2	0.63%	2	0.63%
Still at University														
	262	72.98%	0	0.00%	0	0.00%	0	0.00%	262	81.88%	186	58.13%	76	23.75%
Not Yet Placed (But Interned)														
	15	4.18%	0	0.00%	0	0.00%	0	0.00%	15	4.69%	8	2.50%	7	2.19%
Not Willing														
	6	1.67%	0	0.00%	0	0.00%	0	0.00%	6	1.88%	1	0.31%	5	1.56%

In 2015, the total number of interns who managed to get employed before they were placed for internship were 9 (5 males and 4 female). For 2016, the number was lower at only 7 interns (2 males and 5 females). The total number of interns retained after internship were 4 (2 males and 2 female) in 2015 and only one male intern was retained in 2016.

Figure 8: Percentage representation of the status of interns for 2015 and 2016



4.2 FACULTY BASIS

Interns contacted were from all the three faculties i.e. Faculty of Medicine, Faculty of Science and Faculty of Computing & Information Sciences.

Table 13: Interns recommended as at 31st Dec 2016

			Faculty of Medicine		Faculty of Science		Faculty of Computing & Informatics Sciences	
Status	Total	%	Male	Female	Male	Female	Male	Female
Working	26	8.13%			3		16	7
Not Working but Intemed	7	2.19%			2	2	2	1
Still at University	262	81.88%	185	76	1			
No Response (But Intemed)	4	1.25%	1		1			2
Not Yet Placed (But Intemed)	15	4.69%					8	7
Not Willing	6	1.88%					1	5
Total	320	100.00%	186	76	7	2	27	22

Table 14: Interns recommended as at 31st Dec 2015

			Faculty of Medicine		Faculty of Science		Faculty of Computing & Informatics Sciences	
Status	Total	%	Male	Female	Male	Female	Male	Female
Working	19	48.72%					11	8
Not Working but Intemed	16	41.03%				1	7	8
Still at University	0	0.00%						
No Response (But Intemed)	4	10.26%					2	2
Not Yet Placed (But Intemed)	0	0.00%						
Not Willing	0	0.00%						
Total	39	100.00%	0	0	0	1	20	18

In 2015, one (1) intern was working. This intern was female. Nineteen (19) interns from the Faculty of Computing & Informatics sciences were working, eight (8) of these were female. In 2016, Faculty of Medicine had the highest number of interns, all of these were still pursuing their studies at University. The Faculty of Computing & Informatics Sciences had the highest number of interns that are engaged in work i.e. 26 interns, seven (7) of these are female. Six (6) interns from the Faculty of Computing & Informatics Sciences are not willing to do internship.

4.3 COURSE BASIS

In 2016, Bachelor of Information Technology had the highest number of interns that are working i.e. eleven (11) interns. Seven (7) interns from the same faculty have not yet been placed and two (2) did not respond to the survey. All the interns from Bachelor of Medicine & Bachelor of Surgery, Bachelor of Nursing Science, Bachelor of Pharmaceutical Sciences and Bachelor of Pharmacy are still at University. All the six (6) interns who are not willing to train are of Bachelor of Information Technology. More details on this are shown in table 16 and 17 below.

Table 15: Status of interns recommended per course as of 31st Dec 2016

2016 INTERNS RECOMMENDED							
No. Status	Total	Working	Not Working but Interned	Still at University	No Response (But Interned)	Not Yet Placed	Not Willing
1 Bachelor of Computer Science	17	8	0	0	2	7	0
2 BSc. In Computer Engineering	11	4	1	0	0	6	0
3 Bachelor of Information Technology	21	11	2	0	0	2	6
4 Bachelor of Medical Laboratory Science	97	0	0	96	1	0	0
5 Bachelor of Medicine & Bachelor of Surgery	69	0	0	69	0	0	0
6 Bachelor of Pharmacy	42	0	0	42	0	0	0
7 Bachelor of Nursing Science	33	0	0	33	0	0	0
8 Bachelor of Pharmaceutical Sciences	16	0	0	16	0	0	0
9 Certificate In Science Laboratory Technology	7	2	4	1	0	0	0
10 BSc. In Physiotherapy	5	0	0	5	0	0	0
11 Diploma In Science Laboratory Technology	2	1	0	0	1	0	0
Total	320	26	7	262	4	15	6

Table 16: Status of interns recommended per course as f 31st Dec 2015

2015 INTERNS RECOMMENDED							
No. Status	Total	Working	Not Working but Interned	Still at University	No Response (But Interned)	Not Yet Placed	Not Willing
1 Bachelor of Computer Science	12	7	4	0	1	0	0
2 BSc. In Computer Engineering	11	7	3	0	1	0	0
3 Bachelor of Information Technology	15	5	8	0	2	0	0
4 Bachelor of Medical Laboratory Science	0	0	0	0	0	0	0
5 Bachelor of Medicine & Bachelor of Surgery	0	0	0	0	0	0	0
6 Bachelor of Pharmacy	0	0	0	0	0	0	0
7 Bachelor of Nursing Science	0	0	0	0	0	0	0
8 Bachelor of Pharmaceutical Sciences	0	0	0	0	0	0	0
9 Certificate In Science Laboratory Technology	0	0	0	0	0	0	0
10 BSc. In Physiotherapy	0	0	0	0	0	0	0
11 Diploma In Science Laboratory Technology	1	0	1	0	0	0	0
Total	39	19	16	0	4	0	0

In 2015, there were no interns who were still at the University. Nineteen (19) interns who were working were from Bachelor of Computer science (7), Bachelor of Science in Computer Engineering (7), Bachelor of Information Technology (5). No interns were not placed in 2015.

There were more interns that were not working in 2015 (16 interns) than those in 2016 (7 interns).

4.4 COMPANY BASIS

All the interns that trained at Health Centers were still at Universities. The interns who trained at Ideal Link (2), Fundibots (2), Abercom Technologies (2), Coca cola (1), Supercom (E) Technologies Ltd (1), Camtech Uganda (1), McBots Makersoace (1) are working. These were either retained at their companies of Internship, recommended to other companies or were able to get employment in other companies with the experience they had acquired during internship.

Table 17: Status of Interns per company

No.	Company/Health Center	Total	Working	Not Working but Interned	Still at University but Interned	No Response but Interned
1	KCRC - Sheema	6	0	0	6	0
2	Bwindi Community Hospital	5	0	0	5	0
3	Muko H/C IV	8	0	0	8	0
4	Bugamba H/C IV	4	0	0	4	0
5	Rubaya H/C IV (Kabale)	6	0	0	6	0
6	Ruhoko Group A	5	0	0	5	0
7	Kazo H/C IV	8	0	0	8	0
8	Bukinda H/C III	5	0	0	5	0
9	Biharwe H/C III – Mbarara	6	0	0	6	0
10	MCNELL Medical Centre	9	0	0	9	0
11	Ishongororo H/C IV	7	0	0	7	0
12	Rukunyu H/C IV	6	0	0	6	0
13	Kisomoro H/C III	7	0	0	7	0
14	Kyabugimbi H/C IV	5	0	0	5	0
15	Kibiito H/C IV	6	0	0	6	0
16	Rubanda PHC H/C III	6	0	0	6	0
17	Mitooma H/C IV	7	0	0	7	0
18	Kabuyanda H/C IV	6	0	0	6	0
19	Rugazi H/C IV Group B	5	0	0	5	0
20	Bwizibwera H/C IV	8	0	0	8	0
21	Kinoni H/C IV	6	0	0	6	0
22	Kihefo H/C IV	9	0	0	9	0
23	Bugoye H/C III Group A	6	0	0	6	0
24	Lwengo H/C IV	7	0	0	7	0
25	Family Health Resource Centre	6	0	0	6	0
26	Rubaya H/C III (Mbarara)	6	0	0	6	0
27	Bukuku H/C IV	7	0	0	7	0
28	Kisoro Hospital	6	0	0	6	0
29	Ruhija H/C IV	5	0	0	5	0
30	Hamurwa H/C IV	6	0	0	6	0
31	Ruhoko Group B	5	0	0	5	0
32	Bugoye H/C III Group B	6	0	0	6	0
33	Kamuganguzi H/C IV	7	0	0	7	0
34	Kabwohe H/C IV	6	0	0	6	0
35	Rushere Hospital	8	0	0	8	0
36	Bubaare H/C III	5	0	0	5	0
37	Rukoki H/C III	7	0	0	7	0
38	Engari H/C III	7	0	0	7	0
39	Ruhira H/C II	6	0	0	6	0
40	Rugazi H/C IV Group A	5	0	0	5	0
41	Buhara H/C III	5	0	0	5	0

No.	Company/Health Center	Total	Working	Not Working but Interned	Still at University but Interned	No Response but Interned
42	Kabira H/C III	4	0	0	4	0
43	Engari HC 3	1	0	0	1	0
44	ATA	1	0	1	0	0
45	Lakeside Dairy Ltd	2	0	1	0	1
46	Adroit solutions	1	1	0	0	0
47	MUST (Faculty of Medicine)	3	2	0	0	1
48	Abim hospital	1	1	0	0	0
49	Jubilee Insurance company	1	1	0	0	0
50	IT Plus	2	1	0	0	1
51	Bifriens Investments Company Ltd	1	0	1	0	0
52	Uganda Aids Commission Secretariat	1	1	0	0	0
53	Natural Fruit Arua	1	0	0	0	1
54	Ideal Link	2	2	0	0	0
55	Fundibots	2	2	0	0	0
56	Abercom Technologies	2	2	0	0	0
57	Coca cola	1	1	0	0	0
58	Supercom (E) Technologies Ltd	1	1	0	0	0
59	Camtech Uganda	1	1	0	0	0
60	SCI Ug Ltd	1	0	1	0	0
61	McBots Makersoace	1	1	0	0	0
62	TASO	3	1	1	1	0
63	Jinja Referral Hospital	1	0	1	0	0
64	Masaka Referral Hospital	1	0	1	0	0
65	Mbarara Regional Referral Hospital	1	1	0	0	0
66	Logos skills Training Centre	3	2	0	0	1
67	THETA African Solutions	3	1	1	0	1
68	Aloesha Organic Natural Health Products	1	0	0	0	1
69	Nyarugaba Vocational Institute	1	0	0	0	1
Total		300	22	8	262	8

Eight (8) interns who were placed and actually interned have not yet got employed anywhere but with the skills they attained, they will be able to attain jobs sooner than their counterparts who have not acquired any skills. Eight (8) interns did not respond.

5 SKILLS ATTAINED

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

With emphasis on the project objective of skilling over 2000 graduates, a tracer survey was conducted in December 2016 to collect data on the different variables for each intern i.e. Skills acquired during internship, Department of work, Current status, overall rating of the UMA-HEST Internship among others. This would help us identify the nature of skills acquired, the nature of work the interns were engaged in during their internship among others. With respect to the tracer survey, interns were required to highlight at least three (3) skills either hard or soft that they were able to acquired.

In 2016, MUST recommended both medical and non-medical among those who were interned were medical interns who had a chance to have their internship across the western region in the different health centers. With respect to the nature of their courses, internship is very fundamental as it builds and enhances their practical knowledge and hand on skills when they get that direct contact with their patients as opposed to only studying the theory in the classroom. With the support from UMA-HEST project, these students have gotten an opportunity to train at different health centers hence uplifting their practical skills in their medical field.

MUST has recommended 359 students since the start of the project in 2015 i.e. 39 in 2015 and 320 students in 2016. Of these, 322 have been placed with majority in 2016 (300 interns) as compared to 2016 (22 interns). After their internship, a tracer survey was carried out to find out if the internship was of great significance in skilling the interns which is the major objective of the project. All the 300 interns who formed the population of students placed in 2016 were contacted during the survey however, only 216 participated resulting into a response rate of 72%. Therefore, a total of 648 responses was the expected outcome since interns were required to highlight at least

three (3) skills either hard or soft that they were able to acquire but 509 responses were obtained from the 216 respondents.

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

MAJOR CATEGORY	DESCRIPTION
SOFT SKILLS	Are personality traits, attitudes, habits and behaviours you display when working with others.
SUB CATEGORIES	DESCRIPTION
Report Writing	Drafting documents containing information organized in narrative, graphic or tabular forms prepared on ad hoc, periodic or regular basis as required
Communication	Effectively conveying messages at a workplace using both verbal speech and other methods so that it is clearly and successfully delivered.
Team Work	Cooperation at a work place using their individual skills and providing constructive feedback despite any personal conflict between individuals
Interpersonal	Skills used by a person to interact with others properly i.e. the ability of an intern to get along with others while getting the job done
Leadership	The ability of the interns to set direction, build an inspiring vision, create something new among others
Management	Ability of the intern to improve performance, delegation of tasks, and managing other people, training others/ developing their skills and knowledge.
Confidence	The ability of the intern to surely feel that he/she is equal to the task at hand.

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

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 activities the interns engaged in. It was noted that medical interns emphasized to have expressed these skills with respect to the nature of their field as compared to the counterparts from the faculty of computing & informatics sciences.

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

According to the tracer survey done, more than half of the responses (51.08%) were obtained from on soft skills.

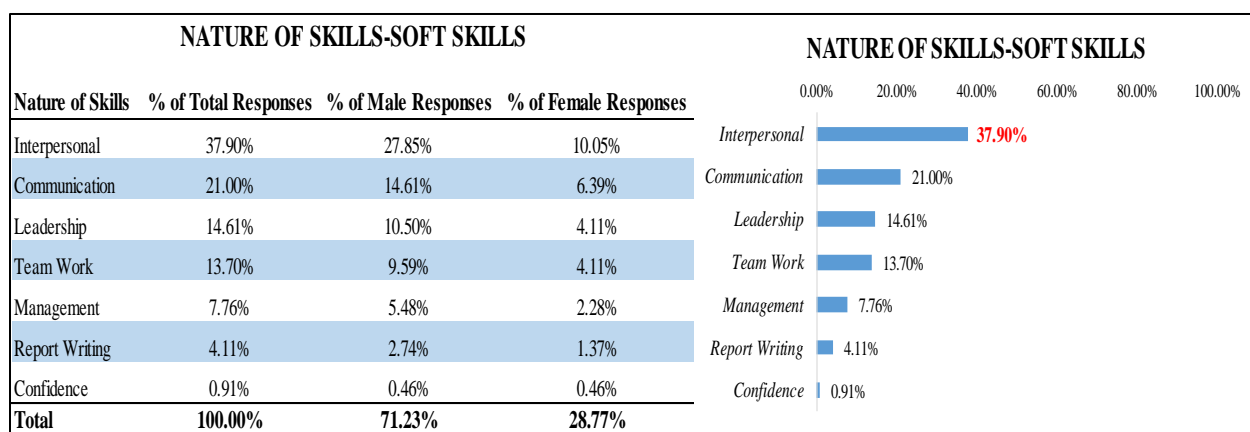


Table 18: Soft skills acquired by interns.

As tabulated above, most of the interns who acquired soft skills (37.9% of the total responses) acquired Interpersonal skills as it was important for the interns to interact well at the workplace with clients and workmates.

Communication skills came second (21% of the total respondents), as interns emphasized that they all needed to communicate effectively at the work place. In this particular case, interns from the medical field highlighted that effective communication with patients was key for them in diagnosing their diseases among others. Interns also highlighted to have acquired other soft skills as tabulated above

In summary, it was noted that male acquired more soft skills during the internship as compared to their female counterparts (71.23% of the responses).

5.1.2 Hard Skills

Hard skills are very critical for any employee when it comes to execution of tasks at a work place.

Interns were able to acquire skills fields of Health Sciences, Information Technology (IT), Management and Engineering as tabulated below.

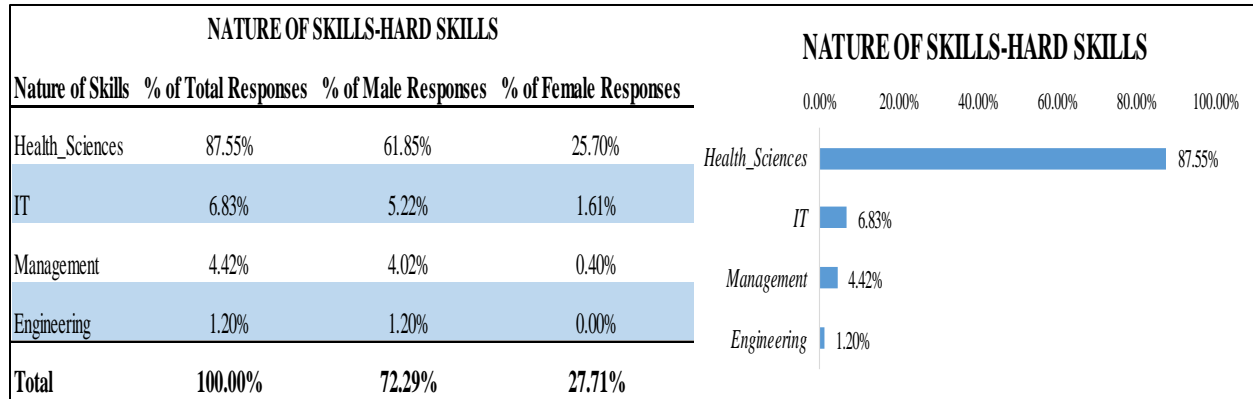


Table 19: Hard skills acquired by interns.

According to the survey, majority of the interns who acquired hard skills emphasized to have acquired in the field of health sciences (87.55% of the total responses). This was mainly attributed to having recommended more medical students as compared to their counterparts from the faculties' of Computing and Science respectively. It was followed by Information Technology (IT) skills (6.83% of the total responses).

Health Sciences

The two hundred sixty-two (262) interns who had internship at various health centres mainly in the Western region were all contacted after during the survey to find out the various skills they acquired. Below is a brief description of the skills per course acquired as emphasized by the interns.

Bachelor of Medicine and Bachelor of Surgery:

1. Diagnosis- this involves taking patient history, physical examination, giving the best or most appropriate prognosis for what course of treatment the client will best require. During diagnosis the interns created an interactive base line for providing information to the health workers about their condition before any medical procedure is done.
2. Research skills- some of the interns were primarily briefed on what research is and the importance of the activity towards the medical field. This provides a foundation for identification of emerging and re-emerging diseases and as medical people know exactly how to deal with conditions affecting human health which could progress from individual to a community health problem.

3. Other medical procedures such as immunization for the preventable diseases, HIV testing are a pre-requisite for the interns and the various ways in which these tests are done using the random test kits provided to determine the true positives for clients who are unaware of their HIV status. Provision of health services and minor operations such as cannulation for IV drug administration to treat various diseases.
4. The medical interns also provided services such as delivering services of child birth and MTCT which refers to Mother to Child transmission of HIV and the various family planning methods for women in reproductive ages together with their partners as well as facilitating antenatal care services before and after child birth. Drug administration and prescriptions, deworming from parasitic infections which are rampant in health facilities were also necessary skills that were acquired by the interns after doing the appropriate diagnosis for particular health conditions.

Bachelor of Medical Laboratory Science:

1. Identification of what test is required to ascertain the medical condition of the clients depending on the medical forms presented to the laboratories by the health workers.
2. Testing was done on various specimens such as blood, stool, urine, saliva, CSF (cerebral spinal fluid) and other bodily fluids and could be done to ascertain the viral load in the patient (amount of virus), PBC counts also known as peripheral blood count (total number of blood cells within the system) among others the interns carry out these tests following standard protocols to avoid inappropriate or misdiagnosing the clients' results. Standard procedures such as lobotomy are done which involve incision into the prefrontal lobe of the brain which is used to treat and make appropriate diagnosis for mental illness.
3. The interns also acquired skills such as BBS also referred to as Behavior based safety which involves techniques of barrier nursing such as wearing protective gears such as gloves, laboratory coats and other necessary protection gear before handling specimens in the laboratory. This was done because all laboratory specimens are considered infectious.
4. Malaria screening was done to view presence of parasites such as plasmodium.

5. Research skills were also very important for the medical laboratory intern students in order for them to be able to know which strains of various infections are considered highly infectious, emerging and resistant to drugs among others.

Bachelor of Pharmacy:

1. The interns carried out activities such as dispensing drugs to individuals depending on what conditions they have presented with. Their roles included interpreting the drug treatment procedure to the clients and informing them of the need for drug compliance in order to cure from a particular medical condition.
2. The interns also work hand in hand with the pharmacists at the various health centers due to what is commonly referred to as clerking. Clerking involves working or attending to one client at a time and understanding their medical situation and finding out ways and how best to treat their condition with the appropriate medication. This in turn boosts their interpersonal skills of working with and solving various medical related problems.
3. The interns are also had skills in patient care and classifying their medical conditions to best suit the course of drug treatment to be offered. The interns offered ART (Anti-retroviral therapy) for Patients diagnosed as HIV positive and conducted patient follow ups with drug records in order to ascertain the full drug course treatment and other reacted issues such as compliance and discourage self-prescription.
4. The interns also gave health education on the ways in which particular drugs are given or administered.

NOTE: The skills acquired by the interns doing pharmacy are shared by even those who are doing pharmaceutical sciences.

Bachelor of Nursing Science:

1. Taking patient history; this was important in order to ascertain the patients' medical status before a certain course of action is undertaken.
2. The interns as nurses were taught about sanitation while handling patients such as hand washing to prevent transmission of infections from one person to another e.g. during cleaning and dressing of wounds, cannulation for IV administration of drugs, dispensing

basic drugs for treatment of bacterial infections among others, and patient assessment before being referred to doctors for further observation.

3. The interns also participated actively in activities such as immunization which was done at the health facilities or the interns themselves had to go ahead to participate in the outreaches conducted in various stations at the various community levels.
4. The interns in the various wards in the hospitals and health centers also had to diagnose certain diseases and medical conditions which required them to admit patients for further observation and handling the patients by keeping appropriate records of their medical history before, after and during the course of treatment.
5. The interns also participated actively in observation of surgical procedures conducted by the doctors.

BSc. In Physiotherapy:

1. They provided manual therapy, education and advice to individuals who were affected by injury, illness and disability.

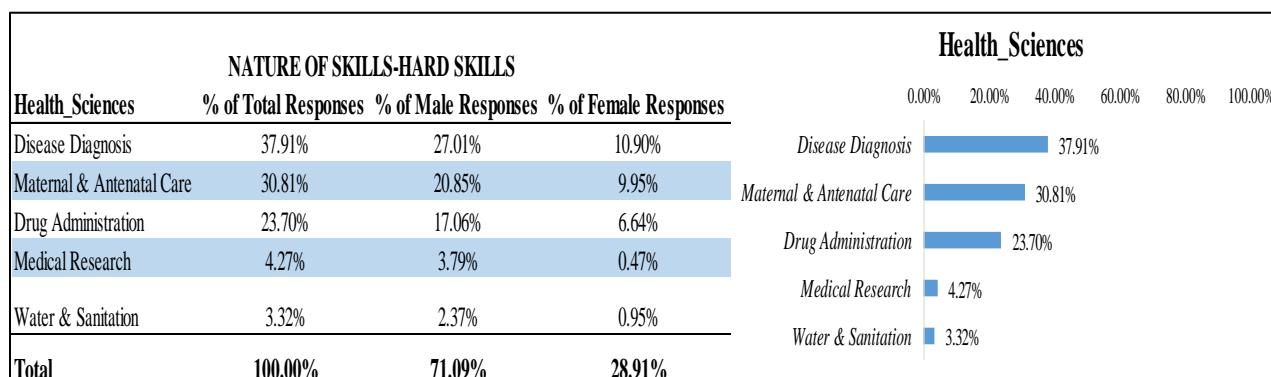


Table 20: Skills in the field of Health Sciences acquired by interns.

It was noted that most of the interns who acquired skills in field, emphasized to have acquired diagnosis skills (37.91% of the total responses). Followed by knowledge and skills in Maternal and Antenatal health (30.81% of the total responses). It was noted that water and sanitation had the lowest number of responses (3.32%).

In summary, it was noted that majority of the interns who acquired these skills were male (71.09%) as compared to their female counterparts (28.91%).

Information Technology

All the interns from the Faculty of Computing and Informatics Sciences were contacted to find out the various skills they acquired.

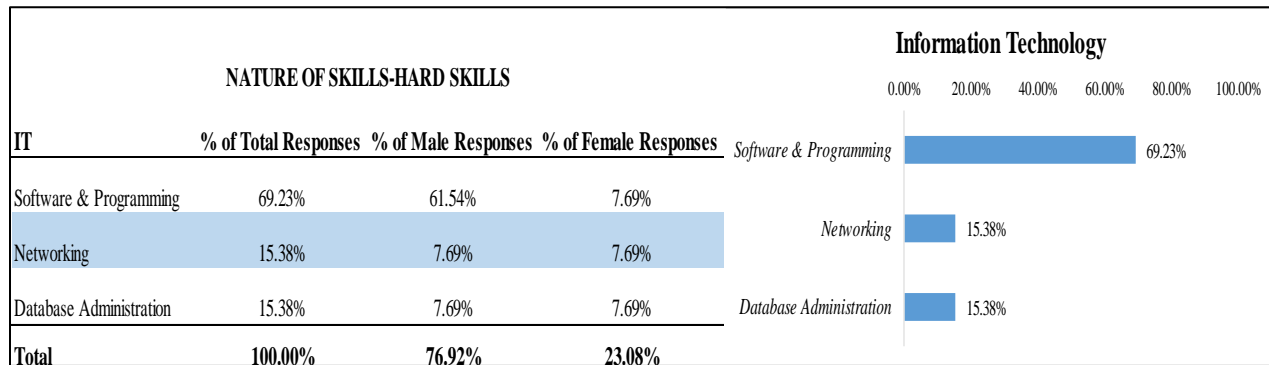


Table 21: Skills in the field of Information Technology (IT) acquired by interns.

From the table above, majority of the interns acquired relevant IT skills majorly in line with software and programming (69.23%) namely; programming, website designing, software development, graphics designing, among others. This was followed by networking skills (15.38%). In summary, it was noted that majority of the interns who acquired IT skills were male (76.92%).

Management

NATURE OF SKILLS-HARD SKILLS			
Management	% of Total Responses	% of Male Responses	% of Female Responses
Marketing	66.67%	50.00%	16.67%
Data Management	33.33%	33.33%	0.00%
Total	100.00%	83.33%	16.67%

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

It was noted that majority of the interns acquired relevant management skills in line with marketing (66.67%). In this particular case, interns from the IT background were also engaged in marketing software or any IT related products.

6. CHALLENGES AND MITIGATIONS

No	Challenge	Mitigation
1.	Training fees for IT interns: The Team still faces the problem with some IT companies. They request for fees in order to train the interns	The team is persuading those that have been training the interns to take on more interns as other companies get on board.
2.	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.
3.	Family attachments: Some interns have been offered internship in some parts of the country but could not leave their families to go and work.	The Team has resorted to calling other interns for the offer. Such interns have ended up missing out on the placements. The project team is also trying to contact some companies that are located in such areas.
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.	<p>Interns under-look small and new companies</p> <p>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.</p>	<p>The UMA-HEST Team labored to explain to these students that they had a lot more to learn in the small and upcoming companies.</p>
8.	<p>Inconsistent bank information given by students</p> <p>Some students provide information of their bank details but change it in the course of the internship more so after requisitions have been made; this causes their money to bounce causing them a lot of inconveniences.</p>	<p>Students are encouraged to only provide details of a working bank account and if they are not sure, they can send the account numbers later after they have confirmed.</p>
9.	<p>Overwhelming expectations of students at companies</p> <p>Some students expect to find life very easy at the companies and therefore cannot handle when they are faced with a few hardships, they end up quitting and this leaves the companies with a bias on our interns.</p>	<p>The UMA-HEST Team encourages students that the main aim of internship is to get skills and network with the working class of people, the team will continue emphasizing this during the induction trainings.</p>

7. CONCLUSION

The UMA-HEST target of placing 82 students from MUST in 2016 was surpassed by 265.85% by placing 300 students, this was because 262 medical students (186 males and 76 females) were included in the Project. A total of four hundred twenty-three (423) students (290 males and 133 females) have been trained although 359 (240 males and 119 females) were recommended for internship for the two years of the Project. The Project did not achieve the gender parity composition of 40% female as only 29% (87) females were placed, we shall however, work hard to ensure that it is achieved in 2017.

The tracer survey conducted in December 2016 showed that of the 300 interns placed in 2016, 7 got employed before they could be placed, 1 intern was retained, 7 interns got employed after internship, 1 was self-employed, 8 interns had their internship periods extended, 2 are still training, 262 are still at University, 4 did not respond, 6 are not willing and 15 interns have not yet been placed.

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 82 interns as per the HEST target in 2017 and therefore requests to train 45 non-medical students in addition to the 300 medical 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.

8. ANNEX

Annex I:

WESTERN REGION SUPPORT SUPERVISION OF MEDICAL INTERNS FROM MBARARA UNIVERSITY OF SCIENCE AND TECHNOLOGY (MUST)

Dates and Health Centers

25 July, 2016

- | | |
|---------------------------------|-----------------------------|
| 1. Rukunyu Health Centre IV | 4. Kuhara Health Centre III |
| 2. Ishongororo Health Centre IV | 5. Kihefo Health Centre III |
| 3. Rulwoko Health Centre IV | |

26 July, 2016

1. Kyabugimbi Health Centre IV
2. Rugazi Health Centre IV
3. Rukoki Health Centre IV
4. Kusomero Health Centre III

29 July, 2016

1. Kisoro District Hospital
2. Ruhija Health Centre III
3. Bwindi Hospital

27 July, 2016

1. Bulenka Health Centre IV
2. Kibiito Health Centre IV
3. Mitoma Health Centre IV

30 July, 2016

1. Bwizibwera Health Centre IV
2. Eagali Health Centre
3. Kazo Health Centre
4. Kimori Health Centre III
5. Rushere Community Hospital

28 July, 2016

1. Rubaya Health Centre IV
2. Kamuganguzi Health Centre III

31 July, 2016

1. Biharme Health Centre III

Rukunyu Health Centre 4

Members present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB



Figure 9: Students and the IPO at Rukunyu Health Centre

Action	Discussion
Opening remarks	<ul style="list-style-type: none"> ➤ The HEST Team was welcomed to Rukunyu Health Centre and were introduced to the Rukunyu Health Centre management.
Communication from IPO	<ul style="list-style-type: none"> ➤ Introduced the team to the Health Centre management. ➤ Briefed them about how the Project operates and its objectives.
Reactions	<ul style="list-style-type: none"> ➤ Rukunyu Health Centre provides medical services to the community. <p>Challenges faced by the Health Centre and the interns</p> <ul style="list-style-type: none"> ➤ Students are not given accommodation and basic needs such as water & electricity. ➤ VHTs are not facilitated ➤ Health Care Supervisors are not facilitated ➤ Delay in funding ➤ Inadequate resources like water <p>Proposed solutions</p> <ul style="list-style-type: none"> ➤ Construct hostels for students ➤ Facilitating the VHTs ➤ Funding to come on time ➤ Stipends to be provided to interns to cater for the basic needs
Concluding Remarks	<ul style="list-style-type: none"> ➤ The internship is good for community projects and the students were able to help out in the hospital and community based work i.e. Participation in the daily activities in preparation for the future.

Ishongororo Health Centre 4

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB
7	Dr. Nkamba Moses	Ishongororo Health Centre	Doctor
8	Mwesigye Emmanuel	Ishongororo Health Centre	Doctor



Figure 10: UMA HEST team with the interns at Ishongororo Health Centre

Action	Discussion
Opening remarks	<ul style="list-style-type: none"> ➤ Welcomed the members present. ➤ Students were divided and placed in the different areas of their expertise. e.g. theatre, maternity, pharmacy.
Communication from IPO	<ul style="list-style-type: none"> ➤ Introduced the members present and gave briefs about UMA-HEST Project.
Reaction and other Information	<ul style="list-style-type: none"> ➤ The health Centre provides medical services to the people in the community. <p>Challenges faced by the health Centre</p> <ul style="list-style-type: none"> ➤ Limited accommodation; this makes patients miss out on emergency care ➤ Shortage of drugs <p>Skills gained by interns</p> <ul style="list-style-type: none"> ➤ Interpersonal skills ➤ Diagnosing patients ➤ Communication skills

Concluding Remarks	➤ The health Centre appreciated the good work done by the project and promised to work in hand with the HEST team by taking on more interns next time.
---------------------------	--

Rulwoko Health Centre 4

Members present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB

Action	Discussion
Opening remarks	<ul style="list-style-type: none"> ➤ The Health Centre management welcomed the members to the Health Centre ➤ Thanked UMA HEST team together with the government of Uganda for the wonderful project of skilling Uganda and commented that it has greatly helped the community.
Communication from IPO	<ul style="list-style-type: none"> ➤ Introduced the members present ➤ Gave briefs about UMA-HEST Project
Reactions and other information	<p>The Health Centre provides medical facilities to the community.</p> <p>Challenges faced by the health Centre</p> <ul style="list-style-type: none"> ➤ Long distance to the Community. ➤ Hard to meet the expectations due to lack of drugs and theatre tools ➤ Transport to the field <p>Solutions</p> <ul style="list-style-type: none"> ➤ Strengthen the preventive medicine and methods for the common diseases i.e. malaria, TB

Action	Discussion
	<ul style="list-style-type: none"> ➤ Provide stipends to cater for transport in the field <p>Skills gained by interns</p> <ul style="list-style-type: none"> ➤ Scientific skills ➤ Patient care skill ➤ Medical assisting skill
Concluding Remarks	<ul style="list-style-type: none"> ➤ The students helped in bridging the gap between society and the health Centre by reaching out to the people. They also helped in treating patients and giving a hand at the facility doing the chemical work. ➤ The health Centre appreciated the good work done by the project.

Kyabugimbi Health Centre 4

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB
7	Dr. Monica	Kyabugimbi Health Centre	Doctor



Figure 11 : UMA HEST team with Kyabugimbi staff and interns

Action	Discussion
Opening remarks	➤ Welcomed members to the health Centre and thanked them for the good work.
Communication from IPO	➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions	<p>➤ The health Centre provides medical services to the community</p> <p>➤ Interns were distributed in the different departments. They work with the society long to understand the different problems facing the people around. It has also led to respect.</p> <p>Challenges</p> <p>➤ The interns were few compared to the community requirements</p> <p>Skills gained by interns</p> <p>➤ Diagnosing patients</p> <p>➤ Medical assisting skill</p> <p>➤ Communication skills</p> <p>➤ Patient care skills</p>
Concluding Remarks	➤ The Company appreciated the program and thanked the government in developing skills of the students thus benefiting the country at large.

Rugazi Health Centre 4

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Internship Placement Officer
2	Nkuutu Sulaiman	UMA	Internship Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB

Action

Discussion

Opening remarks	➤ Welcomed the team to the health Centre
Communication from IPO	➤ Introductions and briefs about UMA and UMA-HEST Project were made by the IPO
Reactions	<p>➤ The Health Centre provides medical services to the people in the community.</p> <p>➤ Interns concentrated more on family planning and the different family planning methods. Fathers were encouraged to join mothers in attending the doctor sessions.</p> <p>➤ People were sensitized and educated e.g. boda boda men at boda boda stages.</p> <p>➤ Students were cooperative and willing to learn all the different activities including projects.</p> <p>Challenges</p> <ul style="list-style-type: none"> • Absence of some family planning methods at the health Centre. • Males had a negative attitude towards family planning methods
Concluding Remarks	➤ The health Centre appreciated the services rendered by the UMA-HEST Team and promised give support to the project in each way possible.

Rukoki Health Centre 4

Members present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB
7	Dr. Gladys Asiimwe	Rukoki Health Centre	Doctor
8	Milly	Rukoki Health Centre	Doctor

Action	Discussion
Opening remarks	➤ Welcomed the UMA-HEST Team to the Health Centre and thanked them for coming.
Communication from IPO	➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions and other information	➤ The health Centre provides medical services to the people in the community. ➤ Happy that the interns came to help them with community work. ➤ Project to create awareness about family planning and HIV Skills gained by interns ➤ Communication skills ➤ Patient care skills ➤ Medical assisting skills ➤ Scientific skills
Concluding Remarks	➤ The interns helped on the wards and cooperative

Kusomero Health Centre 4

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB

Action	Discussion
Opening remarks	➤ Welcomed the UMA-HEST Team to the Company
Communication from IPO	➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reaction and other information	➤ Interns created awareness of the medical services to the community ➤ Interns worked in hand with the health Centre stuff to provide medical services especially maternity and ward patients Skills gained <ul style="list-style-type: none"> ➤ Patient care skills ➤ Diagnosing patients ➤ Communication skills ➤ Interpersonal skills Challenges <ul style="list-style-type: none"> ➤ Frequent stock outs of drugs ➤ Limited space for maternity patients ➤ Inadequate resources for field visits. e.g. water, transport
Concluding Remarks	➤ The Health Centre welcomed the idea and promised to take on more interns in the next cohort.

Bulenka Health Centre 4

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB
7	Dr. Solomon Asiimwe	Bulenka Health Centre	Doctor

Action	Discussion
--------	------------

Opening remarks	<ul style="list-style-type: none"> ➤ welcomed the UMA-HEST Team to the health Centre. ➤ Thanked them for the good work of placing the students and caring to ensure skills are acquired
Communication from IPO	<ul style="list-style-type: none"> ➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions and other information	<ul style="list-style-type: none"> ➤ The health Centre provides medical services to the community ➤ Interns participated in both awareness creation and treating patients ➤ Interns also offered counseling and guidance to both the youths and elder people on the common killer diseases like HIV <p>Skills gained</p> <ul style="list-style-type: none"> ➤ Counseling and guidance ➤ Communication skills ➤ Patient care skills <p>Challenges</p> <ul style="list-style-type: none"> ➤ Communities are spicily populated ➤ Frequent stock outs of drugs ➤ Uncivilized community ➤ Language barriers <p>Proposed solutions</p> <ul style="list-style-type: none"> ➤ Interns to be provided with stipends to cater for transport in the field ➤ Interns to move natives to help them with language barrier
Concluding Remarks	<ul style="list-style-type: none"> ➤ The community is very appreciative of the work done by the interns ➤ They request that there stay be extended so they benefit more and also offer better services to the community.

Kibiito Health Centre 4

Members Present.

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB

6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB
7	Dr. Robert Bijja	Kibiito Health Centre	Doctor

Action	Discussion
Opening remarks	➤ Welcomed the UMA-HEST Team to the Health Centre and thanked them for the good work.
Communication from IPO	➤ Introduction and briefs about UMA-HEST Project were made by the IPO.
Reactions and other information	<p>➤ Interns designed permanent sign post for the community, Community work done</p> <p>➤ Over 1600 clients were worked on with the help of intern.</p> <p>➤ Awareness for HIV & Malaria was encouraged which are slightly prevalent diseases.</p> <p>Challenges</p> <p>➤ Shortage of drugs</p> <p>➤ The community is too uncivilized.</p> <p>Mitigations</p> <p>➤ Health Centre should stock enough drugs for common diseases.</p> <p>➤ Create awareness on the common killer diseases</p> <p>➤ Preventive methods to be encourage rather than curing</p>
Concluding Remarks	➤ The Health Centre management appreciated the good work done by the interns and HEST at large and noted that the period was short.

Mutooma Health Centre 4

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB

6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB
7	Dr. Nasside Annet	Mutooma Health Centre	Doctor
8	Dr. Inkamuhebya Prisca	Mutooma Health Centre	Doctor

Action	Discussion
Opening remarks	<ul style="list-style-type: none"> ➤ Welcomed the UMA-HEST Team to the Health Centre and thanked them for the good initiative of the project.
Communication from IPO	<ul style="list-style-type: none"> ➤ IPO introduced the HEST Team and gave a brief about the UMA-HEST Internship Project.
Reactions and other information	<ul style="list-style-type: none"> ➤ All members are good and they are greatly impressed. ➤ No regrets and plea to sponsor them further ➤ The 4 weeks are too few for projects. ➤ Interns managed to write their reports at the health Centre instead of during the semester <p>Challenges</p> <ul style="list-style-type: none"> ➤ Small language barrier ➤ Curriculum challenge especially since the semester starts in 2 weeks ➤ Centre supervisors were not oriented enough about the period ➤ Banks are not easily accessible in some towns which limits accessibility of funds. ➤ Introductory letter to be written to the DOH & CAO earlier ➤ Patient ward is high (patient & Maternity) Staffing Lab
Concluding Remarks	<ul style="list-style-type: none"> ➤ Thanked UMA-HEST team for the good work and promised to take on more interns in the next cohort.

Bubaare Sub County

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB



Figure 12: UMA-HEST team and the interns at Bubaare Health Centre

Action	Discussion
Opening remarks	<ul style="list-style-type: none"> ➤ Welcomed the UMA-HEST Team to the health Centre and thanked them for the good initiative of the project
Communication from IPO	<ul style="list-style-type: none"> ➤ Introduced UMA HEST team members. ➤ Gave briefs about UMA and UMA-HEST Project
Reactions	<ul style="list-style-type: none"> ➤ The interns have greatly helped the community through sensitization on the common killer diseases ➤ They also helped on maternity wards and antenatal care <p>Skills gained</p> <ul style="list-style-type: none"> ➤ Interpersonal skills ➤ Communication skills ➤ Patient care skills <p>Challenges</p> <ul style="list-style-type: none"> ➤ Uncivilized community ➤ Language barrier ➤ Inadequate resources like transport <p>Mitigations</p> <ul style="list-style-type: none"> ➤ Stipends should cater for transport and other necessities
Concluding Remarks	<ul style="list-style-type: none"> ➤ They requested that the training period be extended so the interns can be able to prolong their stay at the health Centre sans also learn more from the available doctors at the Health Centre.

Kabale -Rubaya Health Centre 4

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB
7	Dr.Abya Salinta Rose	Kabale Rubaya Health Centre	Doctor



Figure 13: Dr Abya Salinta Rose and UMA-HEST team at Kabale Rubaya Health Centre 4

Action	Discussion
Opening remarks	➤ welcomed the UMA-HEST Team to the health Centre.
Communication from IPO	➤ Introduction and briefs about UMA and UMA-HEST Project were made by the IPO
Reaction	<p>➤ Interns participated in cooperative and helped on maternity inpatients</p> <p>Challenges</p> <ul style="list-style-type: none"> ➤ The health Centre faces a challenge of shortage of drugs ➤ Uncivilized community where it is hard for them to adjust to modern medicine ➤ Language barrier. <p>Mitigations</p> <ul style="list-style-type: none"> ➤ Health Centre to stock enough drugs ➤ Awareness on the common killer diseases ➤ Interns to move with natives to solve language barrier.
Concluding Remarks	➤ Appreciated the Project and requested for the training period to be extended, also promised to take on more interns in 2017.

Members present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB



Figure 14: UMA-HEST team and the interns at Rubaya Health Centre IV

Action	Reaction and discussion
Opening remarks	➤ Welcomed the UMA-HEST Team and thanked them for the good initiative.
Communication from IPO	➤ Introduction and briefs about UMA & UMA-HEST Project were made by the IPO.
Reactions and other information	➤ The health Centre provides medical services to the community. ➤ Over 1600 patients were worked on. ➤ Interns are cooperative and eager to learn. ➤ Inadequate resources like transport because the community is sparsely populated Skills gained ➤ Communication skills ➤ Diagnosing patients ➤ Medical assisting skills ➤ Patient care skills
Concluding Remarks	➤ The company appreciated the good work done by the project ➤ Requested that the training period be extended

Kamwezi Health care centre

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB



Figure 15: UMA HEST team with the in charge Kamwezi Health Centre

Action	Discussion
Opening remarks	<ul style="list-style-type: none"> ➤ Welcomed UMA-HEST team to the health Centre ➤ Introduced the members present ➤ Gave briefs about the health Centre.
Communication from IPO	<ul style="list-style-type: none"> ➤ Introduced UMA HEST team members ➤ Gave briefs about UMA and UMA-HEST Project
Reactions	<ul style="list-style-type: none"> ➤ Interns created awareness on malarial and HIV <p>Challenges</p> <ul style="list-style-type: none"> ➤ Frequent stock outs of drugs ➤ Inadequate resources like transport and housing for both the patients and the interns. <p>Skills gained</p> <ul style="list-style-type: none"> ➤ Communication skills ➤ Patient care skills ➤ Medical assisting skills ➤ Scientific skills
Concluding Remarks	<ul style="list-style-type: none"> ➤ The company appreciated the good work done by the project and promised to take on more interns in the next cohort.

Kigezi Healthcare Centre

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB



Figure 16: UMA-HEST and Kigezi Health Centre staff

Action	Discussion
Opening remarks	<ul style="list-style-type: none"> ➤ Welcomed UMA-HEST team members and thanked them for the good initiative ➤ The community has greatly benefited from the extended medical services by the interns
Communication from IPO	<ul style="list-style-type: none"> ➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions and other information	<ul style="list-style-type: none"> ➤ The health Centre provides medical Services to the community

	<ul style="list-style-type: none"> ➤ The health Centre received 2 doctors, 2 nurse, 2 pharmacists and 1 laboratory attendant <p>Challenges</p> <ul style="list-style-type: none"> ➤ Uncivilized community. i.e. they refused to adjust to modern medicine ➤ Language barrier <p>Mitigations</p> <ul style="list-style-type: none"> ➤ Sensitize the community about the change in technology and effectiveness of modern medicine to local herbs <p>Skills gained</p> <ul style="list-style-type: none"> ➤ Patient care skills ➤ Communication skills ➤ Scientific skills ➤ Interpersonal skills
Concluding Remarks	<ul style="list-style-type: none"> ➤ The organization appreciated the good work done by the project

Kamuganguzi Health Centre 3

Members present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB
7	Mutahunga Sopher	Kamuganguzi Health Centre	Doctor

Action	Discussion
Opening remarks	<ul style="list-style-type: none"> ➤ Welcomed UMA-HEST team members and thanked them for the good initiative
Communication from IPO	<ul style="list-style-type: none"> ➤ Introduction and briefs about UMA-HEST Project were made by the IPO

Reactions and other information	<ul style="list-style-type: none"> ➤ Detached all malnourished kids in the sub-economy (53.4%) 31/58- low weight for age 6-7 years ➤ Makes for planning, implementation and analysis <p>Challenges faced by the health Centre</p> <ul style="list-style-type: none"> ➤ Language barriers ➤ Tools for community ➤ Malnutrition although kigezi supplies the whole community ➤ Clients come late ➤ Few drugs, water ➤ Areas of support interns like transport <p>Mitigation</p> <ul style="list-style-type: none"> ➤ Stock enough drugs for the community ➤ Sensitize the community to come for medical services in time
Concluding Remarks	<ul style="list-style-type: none"> ➤ The health Centre appreciated the program and thanked the UMA-HEST team and the government in developing skills of the students thus benefiting the country at large.

Buhara Health Centre 3

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB

Action	Discussion
Opening remarks	➤ welcomed the team to the Health Centre
Communication from IPO	➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions	➤ The health Centre received 2 doctors, 2 nurse, 2 pharmacists and 1 laboratory attendant Challenges ➤ Uncivilized community. i.e. they refused to adjust to modern medicine ➤ Language barrier Skills gained ➤ Patient care skills ➤ Communication skills ➤ Scientific skills ➤ Interpersonal skills
Concluding Remarks	➤ The Company appreciated the services rendered by the UMA-HEST-Team and promised give support to the project in each way possible.

Kisoro District Hospital

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB

Action	Discussion
Opening remarks	➤ Welcomed the UMA-HEST Team to the Health Centre
Communication from IPO	➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions and other information	<p>➤ The interns worked on cervical cancer screening project. This involved leading talk's down about cervical cancer and tonsillitis.</p> <p>➤ They partnered with doctors for global health who were the pioneers of the project.</p> <p>Challenges</p> <p>➤ Myth that tonsillitis cannot be treated by modern medicine</p> <p>➤ Community people refused local surgeons calling them unexperienced</p> <p>Mitigations</p> <p>➤ Sensitize the community about the effectiveness of modern medicine to local herbs</p> <p>Skills gained</p> <p>➤ Patient care skills</p> <p>➤ Communication skills</p> <p>➤ Scientific skills</p> <p>➤ Medical assisting skills</p>
Concluding Remarks	➤ The health Centre is looking forward to the continued support of the Project.

Ruhija Health Centre 3

Members present.

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB
7	Nelson Mark	Ruhija Health Centre	Doctor

Action	Discussion
Opening remarks	➤ Welcomed the UMA-HEST Team to the health Centre
Communication from IPO	➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions and other information	<p>➤ UMA-HEST project is a very good initiative and students can do a lot of work</p> <p>➤ Over 1600 patients were worked</p> <p>➤ Interns helped in the community reaching out to patients in different villages</p> <p>➤ They also created awareness on the common killer diseases like Malarial.</p> <p>Challenges</p> <p>➤ Frequent stock outs of drugs</p> <p>➤ Inadequate resources like Transport to go to the field.</p> <p>➤ Uncivilized community</p> <p>➤ Language barrier</p> <p>Skills gained</p> <p>➤ Patient care skills</p> <p>➤ Communication skills</p>

	<ul style="list-style-type: none"> ➤ Scientific skills. ➤ Guidance and counseling
Concluding Remarks	<ul style="list-style-type: none"> ➤ The Health Centre appreciated the help offered by intern and they requested to have more next time with an extended training period.

Bwindi Hospital

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB
7	Harriet Kabasoni	Bwindi Hospital	Doctor
8	Robert Kemigisha	Bwindi Hospital	Doctor



Action	Discussion
Opening remarks	➤ Welcomed the UMA-HEST Team to the Health Centre.
Communication from IPO	➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions	<p>➤ Introduced the project to the members present.</p> <p>➤ No issue was raised about the students placed except that they are hardworking and they have been a great help to the community.</p> <p>➤ Most of the work is in the community</p> <p>➤ The project is public health leading to rich community health program.</p> <p>➤ Health indicators have greatly improved in the community.</p> <p>Challenges</p> <p>➤ Maternity, people prefer home birth which puts the baby's life in danger.</p> <p>➤ High spread of HIV because people are ignorant of the preventive measures</p> <p>➤ Child health are below average</p>
Concluding Remarks	➤ The health Centre appreciated the good work done by UMA HEST team and promised to help in any way possible.

Beizibwera Health Centre 4

Members Present.

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB

Action	Discussion
Opening remarks	➤ Welcomed the UMA-HEST Team to the health Centre.
Communication from IPO	➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions and other Information	<p>➤ UMA-HEST project is a very good initiative and students can do a lot of work</p> <p>Challenges</p> <ul style="list-style-type: none"> ➤ Few staff, this makes it hard community reach outs and treatment. ➤ Inadequate funding from government e.g. primary health care, fuel for support supervision ➤ Drugs are few for the entire community which make the doctors give prescription according to drugs instead of sickness so as to save some for the other patients. ➤ Malaria ➤ Inadequate resources for Students reaching communities. e.g. community funding <p>Mitigations</p> <ul style="list-style-type: none"> ➤ Stock enough drugs for the community ➤ Provide stipends to students to cater for transport

	➤ Sensitize the community about preventive methods for common diseases like malarial
Concluding Remarks	➤ The community appreciated the program and thanked UMA HEST for the good work done.

Engali Health Care

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB

Action	Discussion
Opening remarks	➤ Welcomed the UMA-HEST Team to the Company.
Communication from IPO	➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions and other information	<p>➤ Introduced the project to the members present.</p> <p>➤ No issue was raised about the students placed except that they are hardworking and they have been a great help to the community.</p> <p>➤ Most of the work is in the community</p> <p>➤ The project is public health leading to rich community health program.</p> <p>➤ Health indicators have greatly improved in the community.</p> <p>Challenges</p> <p>➤ Maternity, people prefer home birth which puts the baby's life in danger.</p>

	<ul style="list-style-type: none"> ➤ High spread of HIV because people are ignorant of the preventive measures ➤ Child health are below average
Concluding Remarks	<ul style="list-style-type: none"> ➤ The health Centre appreciated the good work done by UMA HEST team and promised to help in any way possible

Kazo Health Centre

Members present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB
7	Prudence Tumukwage	Kazo Health Centre	Doctor

Action	Discussion
Opening remarks	<ul style="list-style-type: none"> ➤ Welcomed the UMA-HEST Team to the health Centre.
Communication from IPO	<ul style="list-style-type: none"> ➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions and other information	<ul style="list-style-type: none"> ➤ The interns commented that there was a lot of work which kept them busy. ➤ They also shared a lot with the community since they spent most of the time with them. <p>Challenges</p> <ul style="list-style-type: none"> ➤ Only diploma holders have got jobs –laboratory assistant ➤ Unemployment, this is mostly due to the rudimentary ways of the people in the community

	Skills gained <ul style="list-style-type: none"> ➤ Interpersonal skills ➤ Scientific skills ➤ Patient care skills ➤ Medical assisting skills
Concluding Remarks	<ul style="list-style-type: none"> ➤ The community appreciated the program and thanked UMA HEST for the good work done.

Kimore Health Centre 3

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB

Action	Discussion
Opening remarks	<ul style="list-style-type: none"> ➤ Welcomed the UMA-HEST Team to the Company.
Communication from IPO	<ul style="list-style-type: none"> ➤ Introduction and briefs about UMA-HEST Project were made by the IPO.
Reactions and other information	<ul style="list-style-type: none"> ➤ The major purpose of the interns was to create awareness to the community of the health requirements and make the Community much away of the health Centre. <p>Challenges</p> <ul style="list-style-type: none"> ➤ Long distances since the community is sparsely populated ➤ HIV because of culture. i.e. they are ignorant ➤ UTIs –gonorrhea

	Mitigation <ul style="list-style-type: none"> ➤ Create awareness of the common diseases like HIV
Concluding Remarks	<ul style="list-style-type: none"> ➤ The program is great and they are glad to work with the students.

Rushere community Hospital

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB

Action	Reaction and discussion
Opening remarks	<ul style="list-style-type: none"> ➤ Welcomed the UMA-HEST Team to the health Centre.
Communication from IPO	<ul style="list-style-type: none"> ➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions and other information	<ul style="list-style-type: none"> ➤ The health Centre provides medical services to the community. ➤ The health Centre received; 2 doctors, 2 nurses, 2 pharmacists and 1 medical laboratory attendant. ➤ Over 1600 patients were worked on the health Centre <p>Challenges</p> <ul style="list-style-type: none"> ➤ The health Centre faces frequent stock outs of drugs <p>Skills gained</p> <ul style="list-style-type: none"> ➤ Medical assisting skills ➤ Interpersonal skills

	<ul style="list-style-type: none"> ➤ Patient care skills ➤ Guidance and counselling
Concluding Remarks	<ul style="list-style-type: none"> ➤ The program is great and they are glad to work with the students

Riharme Health Centre 3

Members Present

Sn	Name	Company	Position
1	Allan Ssenyondwa	UMA	Placement Officer
2	Nkuutu Sulaiman	UMA	Training Officer
3	Kyalimpa Joseph	UMA	Training Manager
4	Ntaro Moses	MUST	MUST medical Coordinator
5	Kiggundu Harrison	CIPLA	Board Supervisor AfDB
6	Dr. Ngobi Robert	MoEST	Technical Supervisor AfDB
7	Atuhire Ann	Riharme Health Centre	Doctor

Action	Discussion
Opening remarks	<ul style="list-style-type: none"> ➤ Dr. Atuhire welcomed the UMA-HEST Team to the Health Centre.
Communication from IPO	<ul style="list-style-type: none"> ➤ Introduction and briefs about UMA-HEST Project were made by the IPO
Reactions and other information.	<ul style="list-style-type: none"> ➤ The health Centre received; 2 doctors, 2 nurses, 2 pharmacists and 1 medical laboratory attendant. <p>Challenges faced by interns and Health Centre</p> <ul style="list-style-type: none"> ➤ Malaria ➤ Language barrier ➤ Limited number of medical workers and lots of patients from the community.
Concluding Remarks	<ul style="list-style-type: none"> ➤ Doctor commended the project for the great work and said they were glad to work with the students.

Annex 2: List of interns placed

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
1	Nahurira	Lydia	F	Bachelor of Computer Science	Aug	0706092979	nahulydia@gmail.com	Ideal Link
2	Kafuma	Paul	M	BSc. In Computer Engineering	Aug	0753168839	paulkafuma@gmail.com	SCI Ug Ltd
3	Agaba	Gilbert	M	BSc. In Computer Engineering	Aug	0772373513	gilbertagabaian@gmail.com	Ideal Link
4	Muhoozi	Elias	M	BSc. In Computer Engineering	Dec	0775125132	eliasmuhoozi@gmail.com	McBots Makersoace
5	Razzaq	Sulaiman	M	Bachelor of Medical Laboratory Science	Jul	0705374233	razzaqsulaimankjm@gmail.com	Lakeside Dairy Ltd
6	Aminu	James	M	Bachelor of Information Technology	Jul	0702726636	jamesaminu31@gmail.com	MUST (Faculty of Medicine)
7	Ogwang Obonyo	Alfred	M	Bachelor of Information Technology	Jul	0751321220	majoralfredobonyo@gmail.com	Abim hospital
8	Ahumuza Mugisha	Gladys	F	Bachelor of Information Technology	Jul	0701968855	gladysa7@rocketmail.com	Jubilee Insurance company
9	Turyarugayo	Martin	M	Bachelor of Computer Science	Jul	0705038531	martinturya20@gmail.com	Uganda Aids Commission Secretariat
10	Odunga	Patrick	M	Bachelor of Computer Science	Jul	0774390613	odungapatrik@gmail.com	Fundibots
11	Waako	Daniel	M	Bachelor of Computer Science	Jul	0757999023	wakicee@gmail.com	Fundibots
12	Bbaale	Tonny	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0704900909		KCRC - Sheema
13	Namara	Dave J	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0703419809	namaradavej@gmail.com	Bwindi Community Hospital
14	Sambo	Vanusa D	F	Bachelor of Medicine & Bachelor of Surgery	Jun			Muko H/C IV
15	Namatovu	Florence	F	Bachelor of Medicine & Bachelor of Surgery	Jun			Bugamba H/C IV
16	Abuko	Magdalyne Mary	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0706834022	maryabuko16@gmail.com	Rubaya H/C IV (Kabale)

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
17	Afoyorwoth	Julian	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0703065202	afoyorwoth93@gmail.com	Ruhoko Group A
18	Ahabyona	Salome	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0704587198	salomeahabyona@gmail.com	Kazo H/C IV
19	Aporu	Emmanuel S	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0782557888	aporu1994@gmail.com	Bukinda H/C III
20	Arinaitwe	Davis	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0701981435	arinaitwedavis@gmail.com	Biharwe H/C III – Mbarara
21	Atuhwere	Rosemary	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0701852619	atuhwererose@gmail.com	MCNELL Medical Centre
22	Ayebare	Judith M	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0783-142318	judithayebare@gmail.com	Ishongororo H/C IV
23	Batesaki	Allan P	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0782602494	apbatesaki@gmail.com	Rukunyu H/C IV
24	Ceasor	Faustine	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0778158956	caesarfaustine@gmail.com	Kisomoro H/C III
25	Drani	James	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0785-959359		Kyabugimbi H/C IV
26	Kabanzaho	Joel	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0701053369	primuskj@gmail.com	Biharwe H/C III – Mbarara
27	Kagezi	Heugh	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0774-686595	kageziheugh23@gmail.com	Kibiito H/C IV
28	Kaije	Peruth	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0772-364045	jimsiaja@gmail.com	Rukunyu H/C IV
29	Kakooza	Shafic	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0702252316	shafickakooza@gmail.com	Rubanda PHC H/C III
30	Kigwe	Ben	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0704778626	kigwebernad@gmail.com	Bwindi Community Hospital
31	Kiiza	Brian	M	Bachelor of Medicine & Bachelor of Surgery	Jun			Mitooma H/C IV
32	Kikuba	Godfrey	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0703515989	godfreykikuba0@gmail.com	Kabuyanda H/C IV
33	Kirabira	Martha	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0706-063800	kirabiramartha@gmail.com	Rugazi H/C IV Group B

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
34	Kiwala	Fatuma	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0703-674285	kfatie123@gmail.com	Bwizibwera H/C IV
35	Kyakuha	Solomon	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0779846535	skyakuwa@gmail.com	Kinoni H/C IV
36	Kyeyune	Isaac M	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0706470526	sckeyune80@gmail.com	Bwizibwera H/C IV
37	Lubega	Robert	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0705343357	iroro92@gmail.com	Kisomoro H/C III
38	Luyuyo	Viola	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0704382939	luyuyoviola@gmail.com	Kihefo H/C IV
39	Moreri	Nicholas	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0704546080	moreridyer@gmail.com	Bugoye H/C III Group A
40	Mugabo	Christopher	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0704620036		Lwengo H/C IV
41	Muyanja	Ramuji	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0704358574		Family Health Resource Centre
42	Mwanje	Derrick	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0756731202		Ishongororo H/C IV
43	Nabulya	Rita	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0783053570	msupprita@gmail.com	Rubaya H/C III (Mbarara)
44	Nakimbugwe	Maria Assumpta	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0704679599		Bukuku H/C IV
45	Nankwasa	Sailas	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0701869868		Bukuku H/C IV
46	Nantambi	Hadija	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0775693822	jptajims@gmail.com	Kibiito H/C IV
47	Nassolo	Sheila	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0779003812	shludes@gmail.com	Kisoro Hospital
48	Nattabi	Lynn Martha	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0782804682	jelymaks@gmail.com	Ruhija H/C IV
49	Okello	Malcom M	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0704036012		Hamurwa H/C IV
50	Opoka	Daniel	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0706650759		Rubaya H/C IV (Kabale)

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
51	Sebutinde	Richard	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0777241808		Ruhoko Group B
52	Musasizi	Talame J	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0701224897	musasizisfaith@gmail.com	Bugoye H/C III Group B
53	Tebajanga	John	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0702827686		Lwengo H/C IV
54	Birungyi	Deusdedit	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0756589056		Ruhoko Group A
55	Bainomujuni	Ellyson	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0752547777		Bwizibwera H/C IV
56	Mbabazi	Ruth	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0752810551		Kinoni H/C IV
57	Muhumuza	Anthony	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0775028797		Kamuganguzi H/C IV
58	Natamba	Aaron K	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0772939186	natambaaron@yahoo.com	Kabwohe H/C IV
59	Nsiima	Tadeo	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0703601118	nsiimetady@gmail.com	Hamurwa H/C IV
60	Babirye	Doreen Namuli	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0701895656		Rushere Hospital
61	Ddamba	Saul	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0703-488183	ddambasaul@gmail.com	Kazo H/C IV
62	Kayiri	Kathembo J	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0702503916		Kihefo H/C IV
63	Lubiite	Allan	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0706858470		Bubaare H/C III
64	Masereka	Oscar	M	Bachelor of Medicine & Bachelor of Surgery	Jun			Rukoki H/C III
65	Mutenyo	Kenneth D	M	Bachelor of Medicine & Bachelor of Surgery	Jun			Bugamba H/C IV
66	Nakawunde	Monica	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0774081702		Engari H/C III
67	Nambatya	Racheal S	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0781792333	rambajiji@gmail.com	Ruhira H/C II

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
68	Nawezo	Jacob G	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0703915705		Kihefo H/C IV
69	Ntege	Moses S	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0700627356		Rushere Hospital
70	Nyaben	Mogaka E	M	Bachelor of Medicine & Bachelor of Surgery	Jun			Kamuganguzi H/C IV
71	Okwir	Dennis	M	Bachelor of Medicine & Bachelor of Surgery	Jun			Rubaya H/C III (Mbarara)
72	Ssemwanga	Steven	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0704706995		Rugazi H/C IV Group A
73	Ssenyonga	Raymond	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0783538349		KCRC - Sheema
74	Tayebwa	Timothy B	M	Bachelor of Medicine & Bachelor of Surgery	Jun			Buhara H/C III
75	Waswa	Peter	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0775101185		Ruhira H/C II
76	Iyamuremye	Ram	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0702736943	blestram@gmail.com	Bukuku H/C IV
77	Mawanda	Daniel	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0701960374	danmafene@gmail.com	Family Health Resource Centre
78	Ssempebwa	Paul	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0705994437		Kisoro Hospital
79	Mugumya	Dickens	M	Bachelor of Medicine & Bachelor of Surgery	Jun	0705012436		Muko H/C IV
80	Nadege	Mutima	F	Bachelor of Medicine & Bachelor of Surgery	Jun	0752441659	nabeemutima@gmail.com	Kabwohe H/C IV
81	Kyomya	Julius	M	Bachelor of Pharmacy	Jun	0792165353	kyomyaj@gmail.com	Rugazi H/C IV Group B
82	Yator	Joyce	F	Bachelor of Pharmacy	Jun	0756671906	sr.magjoyce@gmail.com	Rubanda PHC H/C III
83	Emeru	Emmanuel	M	Bachelor of Pharmacy	Jun	0701364846	emeruemmanuel@gmail.com	Mitooma H/C IV
84	Kiirya	Jesse	M	Bachelor of Pharmacy	Jun	0753655359	kiliajeze@gmail.com	Hamurwa H/C IV
85	Kisembo	Kuganyira	M	Bachelor of Pharmacy	Jun	0755441994	kuga0755441994@gmail.com	Ruhira H/C II
86	Nuwagira	Aston	M	Bachelor of Pharmacy	Jun	0750909680	astonbenjamin@gmail.com	Muko H/C IV

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
87	Samanya	Godfrey	M	Bachelor of Pharmacy	Jun	0759373281	samanyagodfrey@gmail.com	Rukoki H/C III
88	Matsiko	Arnold B	M	Bachelor of Pharmacy	Jun	0789041333	arnoldbryan81@gmail.com	Rukonyu H/C IV
89	Wepukhulu	Derrick	M	Bachelor of Pharmacy	Jun	0759492842	zeusjust8@gmail.com	Kabuyanda H/C IV
90	Nalugwa	Jesca	F	Bachelor of Pharmacy	Jun	0700286896	nalugwajesca2015@gmail.com	Bugamba H/C IV
91	Ssenyonyi	Joram A	M	Bachelor of Pharmacy	Jun	0786400457	joramalvin@outlook.com	Bwizibwera H/C IV
92	Nakazibwe	Joy	F	Bachelor of Pharmacy	Jun	0701962740	joyedna@gmail.com	Kyabugimbi H/C IV
93	Ssebaketta	Julius	M	Bachelor of Pharmacy	Jun	0782461116	ssebakettajulius2@gmail.com	Kisomoro H/C III
94	Opiny	Mark	M	Bachelor of Pharmacy	Jun	0771840048	markopiny@gmail.com	Kihefo H/C IV
95	Mayoka W	John	M	Bachelor of Pharmacy	Jun	0788046999	wilberforcemayoka@gmail.com	Buhara H/C III
96	Mwesigwa	Polly	M	Bachelor of Pharmacy	Jun	0701473470	pollymwesigwa@gmail.com	Kabira H/C III
97	Bashabe	Rodney	M	Bachelor of Pharmacy	Jun	0704218501	rudbash@gmail.com	Rubaya H/C III (Mbarara)
98	Jaggwe	Rogers	M	Bachelor of Pharmacy	Jun	0701337603	jaggwerogers@gmail.com	Ruhoko Group A
99	Birungi	Stephen	M	Bachelor of Pharmacy	Jun	0777775439	birustep.sb@gmail.com	Ruhoko Group B
100	Ogwang	Tobby	M	Bachelor of Pharmacy	Jun	0775336180	tobbyogwang516@gmail.com	Bugoye H/C III Group B
101	Ayebazibwe	Vicent	M	Bachelor of Pharmacy	Jun	0705342435	ayebazibwev@gmail.com	Kibiito H/C IV
102	Mugiisha	Andrew	M	Bachelor of Pharmacy	Jun	0786198193	mugiishaandrew@gmail.com	Ishongororo H/C IV
103	Bajungu	Ophin	M	Bachelor of Pharmacy	Jun	0756494271	bajunguophin@gmail.com	Engari H/C III
104	Mwesigwa	Albert	M	Bachelor of Pharmacy	Jun	0774316666	maalbert7@gmail.com	Rubaya H/C IV (Kabale)
105	Kigongo V	John	M	Bachelor of Pharmacy	Jun	0755294229	joviaky@gmail.com	Bukuku H/C IV
106	Kakaire	Paul	M	Bachelor of Pharmacy	Jun	0784972564	kp0784972564@gmail.com	Kabwohe H/C IV
107	Mwesiga	Derick	M	Bachelor of Pharmacy	Jun	0704743799	mwesigaderx@gmail.com	Kazo H/C IV
108	Namunyega	Rehema	F	Bachelor of Pharmacy	Jun	0772154254	namremmy88@gmail.com	Rugazi H/C IV Group A
109	Atwiine	Fredrick	M	Bachelor of Pharmacy	Jun	0759683411	fratwiin@gmail.com	Bugoye H/C III Group A
110	Behayo A	Hillary	M	Bachelor of Pharmacy	Jun	0703508333	behayohillary@gmail.com	Kinoni H/C IV
111	Nuwamanya S	Ivan	M	Bachelor of Pharmacy	Jun	0758088814	saasivan@gmail.com	Rushere Hospital

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
112	Mutebi	Frank A	M	Bachelor of Pharmacy	Jun	0789881683	amos.m.kaye@gmail.com	Kamuganguzi H/C IV
113	Kaanyi Kirabo	Mariam	F	Bachelor of Pharmacy	Jun	0701322686	kaanyimariam7@gmail.com	MCNELL Medical Centre
114	Kasirye K	Phillip	M	Bachelor of Pharmacy	Jun	0777033321	philkent@outlook.com	Bubaare H/C III
115	Namugera	Jorum	M	Bachelor of Pharmacy	Jun	078805572	jorum12345@gmail.com	Engari H/C III
116	Ojuka	Silas	M	Bachelor of Pharmacy	Jun	0753963907	laso1@gmx.com	Ruhija H/C IV
117	Waiswa	Emmanuel	M	Bachelor of Pharmacy	Jun	0701575936	waiswaemma@rocketmail.com	Lwengo H/C IV
118	Katumba	Lawrence	M	Bachelor of Pharmacy	Jun	0776165947	lawrencekatumba01@gmail.com	MCNELL Medical Centre
119	Alujjah	Esther	F	Bachelor of Pharmacy	Jun	0704547126	ealujjah@gmail.com	Bubaare H/C III
120	Nuwahereza	Peter	M	Bachelor of Pharmacy	Jun	0701772945	npeter825@gmail.com	Kisoro Hospital
121	Aijuka	Arnold	M	Bachelor of Pharmacy	Jun	0780363147	nodiesylde@gmail.com	Bukinda H/C III
122	Kawooya	Phillip	M	Bachelor of Pharmacy	Jun	0755610404	philpkawooya@gmail.com	Family Health Resource Centre
123	Kyomuhendo	Barbara	F	Bachelor of Nursing Science	Jun	0700-817922	barbratabs@hotmail.com	Ruhoko Group B
124	Nalubega	Madinah	F	Bachelor of Nursing Science	Jun	0705554838	madieshamran18@gmail.com	Bugoye H/C III Group B
125	Wakisima	Lazaro	M	Bachelor of Nursing Science	Jun	0751142901	wakisimalazaro@gmail.com	Rubanda PHC H/C III
126	Aheebwa	Sylvia	F	Bachelor of Nursing Science	Jun	0782398557	sylviasibu@gmail.com	Kisoro Hospital
127	Nerima Tabitha	Winnie	F	Bachelor of Nursing Science	Jun	0704587194	tabithanerima@gmail.com	Muko H/C IV
128	Nalumu	Julian	F	Bachelor of Nursing Science	Jun	0703264708	juliannalumu@gmail.com	Ruhija H/C IV
129	Babirye	Zubaina	F	Bachelor of Nursing Science	Jun	0704823140	zubainababirye2013@gmail.com	Kabuyanda H/C IV
130	Byamukama	Ambrose	M	Bachelor of Nursing Science	Jun	0706507376	ze96ambro@gmail.com	Rugazi H/C IV Group A
131	Kisembo	Rogers	M	Bachelor of Medical Laboratory Science	Jun	0750402753	kisembor@gmail.com	MCNELL Medical Centre

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
132	Najjemba	Mariah	F	Bachelor of Medical Laboratory Science	Jun	0782305894	mariezmirembe@gmail.com	Rugazi H/C IV Group B
133	Mutiirye K	Shaaban	F	Bachelor of Medical Laboratory Science	Jun	0771826532	shabanhairat@gmail.com	Mitooma H/C IV
134	Asea	Richard	M	Bachelor of Medical Laboratory Science	Jun	0751485717	asearic38@gmail.com	Buhara H/C III
135	Chepet	Celestine	F	Bachelor of Medical Laboratory Science	Jun	0773606960		Rukoki H/C III
136	Mugeni	Victor	M	Bachelor of Medical Laboratory Science	Jun	0785160189	2013mls004@std.must.ac.ug	Muko H/C IV
137	Mutebi	Abert	M	Bachelor of Medical Laboratory Science	Jun	0706763828	mathug200@gmail.com	Ruhira H/C II
138	Mukwanga	Abdulahakii m	M	Bachelor of Medical Laboratory Science	Jun	0783027117	mukwangaa@gmail.com	KCRC - Sheema
139	Okuda	Clement	M	Bachelor of Medical Laboratory Science	Jun	0758797423	clementokuda@gmail.com	Ruhija H/C IV
140	Kikku	Nathan M	M	Bachelor of Medical Laboratory Science	Jun	0704036038		Bwindi Community Hospital
141	Mundua	Pauline M	F	Bachelor of Medical Laboratory Science	Jun	0777750864	paulinemundua@yahoo.com	Rubanda PHC H/C III
142	Gidudu S	Andrew	M	Bachelor of Medical Laboratory Science	Jun	0701221027	giandse14@gmail.com	Kyabugimbi H/C IV
143	Nalusaji	Aisha	F	Bachelor of Medical Laboratory Science	Jun	0782722120	aishanalusaji@gmail.com	Bwizibwera H/C IV
144	Mbogga	Cosmas Jerome	M	Bachelor of Medical Laboratory Science	Jun	0702193162	jercom1993@gmail.com	Muko H/C IV
145	Kiwanuka	Abdu	M	Bachelor of Medical Laboratory Science	Jun	0756221047	2013mls054@std.must.ac.ug	Rushere Hospital
146	Tumubone	Caroline	F	Bachelor of Medical Laboratory Science	Jun	0782715565	tumubonecarl@gmail.com	Bubaare H/C III
147	Bukusuba	Mark	M	Bachelor of Medical Laboratory Science	Jun	0705298143	bukusubamark@gmail.com	Kazo H/C IV
148	Wagwekku	Yuda	M	Bachelor of Medical Laboratory Science	Jun	0703754033	waggwekkujude@gmail.com	Bukuku H/C IV

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
149	Muhumuza	Victor	M	Bachelor of Medical Laboratory Science	Jun	0777555968	muhumuzavictor@yahoo.com	Rubaya H/C IV (Kabale)
150	Kirwa	Timothy	M	Bachelor of Medical Laboratory Science	Jun	0753676357	kirwatimothy@gmail.com	Kabwohe H/C IV
151	Ndawula	Maurice K	M	Bachelor of Medical Laboratory Science	Jun	0701299709	m2ndawula@gmail.com	Kisomoro H/C III
152	Kyakulaga	Lilian	F	Bachelor of Medical Laboratory Science	Jun	0774717744	plilian@yahoo.com	Lwengo H/C IV
153	Ninsiima J	Lydia	F	Bachelor of Medical Laboratory Science	Jun	0755863140	lydianinsiima4@gmail.com	Kinoni H/C IV
154	Kagaba	Charles	M	Bachelor of Medical Laboratory Science	Jun	0700836554	charles23kag@gmail.com	Rukunyu H/C IV
155	Mutaawe	Eddy	M	Bachelor of Medical Laboratory Science	Jun	0779557844	emutaawe@yahoo.com	Bwizibwera H/C IV
156	Ampaire	Andrew	M	Bachelor of Medical Laboratory Science	Jun	0774-356365	andrewampeire7@gmail.com	Hamurwa H/C IV
157	Ongom	Patrick	M	Bachelor of Medical Laboratory Science	Jun	0784077447	ongomkiyonga92@gmail.com	Bukinda H/C III
158	Bagoloire	Kolosi	F	Bachelor of Medical Laboratory Science	Jun		lynnshaws39@gmail.com	Kisoro Hospital
159	Okeny	Simon	M	Bachelor of Medical Laboratory Science	Jun		okenysimonpeterson@gmail.com	Kihefo H/C IV
160	Biira	Jackline	F	Bachelor of Medical Laboratory Science	Jun		biiraij93@gmail.com	Bugoye H/C III Group A
161	Kasule	Rashid	M	Bachelor of Medical Laboratory Science	Jun			Engari H/C III
162	Sakina	Aidia	F	Bachelor of Medical Laboratory Science	Jun		adiah.saky@gmail.com	Biharwe H/C III – Mbarara
163	Onen	Alfred	M	Bachelor of Medical Laboratory Science	Jun	0778402703	onenalfred2@gmail.com	Ishongororo H/C IV
164	Sendakize	Aloisius	M	Bachelor of Medical Laboratory Science	Jun	0759110987	aloisiussendakize@yahoo.com	Kabuyanda H/C IV
165	Nalwanga	Caroline	F	Bachelor of Medical Laboratory Science	Jun	0774578289	caroline.nalwanga11@gmail.com	Rubaya H/C III (Mbarara)

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
166	Tenywa	David	M	Bachelor of Medical Laboratory Science	Jun	0702306330	mukasadvd@gmail.com	Muko H/C IV
167	Mafabi	Fastino	M	Bachelor of Medical Laboratory Science	Jun	0702787108	mafabifaustine87@gmail.com	Rubanda PHC H/C III
168	Aitila	Fhoebe	F	Bachelor of Medical Laboratory Science	Jun	0758223183	aitilaphoebe@gmail.com	Mitooma H/C IV
169	Opeda	James	M	Bachelor of Medical Laboratory Science	Jun	0752456893	jo0772456893@gmail.com	Rushere Hospital
170	Kumureeba	Lauben	M	Bachelor of Medical Laboratory Science	Jun	0700-994854	kumureeba@gmail.com	Kamuganguzi H/C IV
171	Opio	Lawrence Kokas	M	Bachelor of Medical Laboratory Science	Jun	0776205250	opiolawrencekokas@gmail.com	Kihefo H/C IV
172	Mutyaba	Micheal	M	Bachelor of Medical Laboratory Science	Jun	0757551778	mutyaba.mike@yahoo.com	Kabira H/C III
173	Badaki	Morris	M	Bachelor of Medical Laboratory Science	Jun	0773-172325	badakimorris@gmail.com	Bugoye H/C III Group B
174	Asiimwe	Moses	M	Bachelor of Medical Laboratory Science	Jun	0702832296	asiimwemoses44@gmail.com	MCNELL Medical Centre
175	Ogagul	Patrick	M	Bachelor of Medical Laboratory Science	Jun	0774383689	patrickogagul31@gmail.com	Family Health Resource Centre
176	Lodoi	Peter	M	Bachelor of Medical Laboratory Science	Jun	0755237951	lodoip98@gmail.com	Rukoki H/C III
177	Kantono	Suzan	F	Bachelor of Medical Laboratory Science	Jun	0783019441	suzankanyago@yahoo.com	Rukunyu H/C IV
178	Emaru	Williams	M	Bachelor of Medical Laboratory Science	Jun	0788486600	emaruwilliams@gmail.com	Kisomoro H/C III
179	Papa	Emmanuel	M	Bachelor of Medical Laboratory Science	Jun	0777442308	eminaps03@gmail.com	Bugoye H/C III Group B
180	Osinde	Jacob	M	Bachelor of Medical Laboratory Science	Jun			MCNELL Medical Centre
181	Atube	Alfred	M	Bachelor of Medical Laboratory Science	Jun			Kisoro Hospital
182	Miir	Ali Shakur	M	Bachelor of Medical Laboratory Science	Jun			Bukinda H/C III

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
183	Magezi	Aloysious	M	Bachelor of Medical Laboratory Science	Jun		aloysm90@gmail.com	Mitooma H/C IV
184	Akatuha	Brenda Prossy	F	Bachelor of Medical Laboratory Science	Jun	0781-535490	ritneyzay@yahoo.com	Rugazi H/C IV Group A
185	Nabiryo	Christine	F	Bachelor of Medical Laboratory Science	Jun	0701857801	tinabiryo@gmail.com	MCNELL Medical Centre
186	Okiror	David Robert	M	Bachelor of Medical Laboratory Science	Jun			Bukuku H/C IV
187	Tushabe	Denis	M	Bachelor of Medical Laboratory Science	Jun	0782-985009	denistushabe@gmail.com	Rubanda PHC H/C III
188	Aryatunga	Dickens	M	Bachelor of Medical Laboratory Science	Jun			Bwindi Community Hospital
189	Acan	Dorcus	F	Bachelor of Medical Laboratory Science	Jun			KCRC - Sheema
190	Biira	Elizabeth	F	Bachelor of Medical Laboratory Science	Jun			Bugoye H/C III Group B
191	Tusasiibwe	Emilly	F	Bachelor of Medical Laboratory Science	Jun	0784-074842	emillytusa@yahoo.com	Ishongororo H/C IV
192	Nteziyalemye	Emmanuel	M	Bachelor of Medical Laboratory Science	Jun	0703009327	nteziyalemyeemmanuel@yahoo.com	Mitooma H/C IV
193	Odwilo	Emmanuel	M	Bachelor of Medical Laboratory Science	Jun		emieodwilo@gmail.com	Hamurwa H/C IV
194	Tusimomuhangi	Emmanuel	M	Bachelor of Medical Laboratory Science	Jun			Kabuyanda H/C IV
195	Nasasira	Festo	M	Bachelor of Medical Laboratory Science	Jun			Kisomoro H/C III
196	Awango	Fred	M	Bachelor of Medical Laboratory Science	Jun			Ruhira H/C II
197	Ekwar	Freddy	M	Bachelor of Medical Laboratory Science	Jun			Rukunyu H/C IV
198	Mutale	Geoffrey	M	Bachelor of Medical Laboratory Science	Jun			Rukoki H/C III
199	Okot Oyaro	Geoffrey	M	Bachelor of Medical Laboratory Science	Jun			Kazo H/C IV

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
200	Naruhura	Georgina	F	Bachelor of Medical Laboratory Science	Jun			Kibiito H/C IV
201	Acidri	Gordon	M	Bachelor of Medical Laboratory Science	Jun			Ruhija H/C IV
202	Kyagamo	Hamidu	M	Bachelor of Medical Laboratory Science	Jun			Lwengo H/C IV
203	Ochen	Hassan	M	Bachelor of Medical Laboratory Science	Jun			Engari H/C III
204	Tumuhimbise	Hiraly	M	Bachelor of Medical Laboratory Science	Jun	0773-488190	tumuhimbise@yahoo.com	Kinoni H/C IV
205	Ocen	James	M	Bachelor of Medical Laboratory Science	Jun			Kamuganguzi H/C IV
206	Mukwatamundu	Job	M	Bachelor of Medical Laboratory Science	Jun			Bugoye H/C III Group A
207	Omunyokol	Joseph	M	Bachelor of Medical Laboratory Science	Jun	0774096232	josomuny@gmail.com	Rushere Hospital
208	Koma	Kizito	M	Bachelor of Medical Laboratory Science	Jun			Kabwohe H/C IV
209	Kabonge	Moses	M	Bachelor of Medical Laboratory Science	Jun			Bubaare H/C III
210	Kizito	Moses	M	Bachelor of Medical Laboratory Science	Jun			Kazo H/C IV
211	Okera	Moses	M	Bachelor of Medical Laboratory Science	Jun	0706707827	okera.moses@yahoo.gom	Rubaya H/C IV (Kabale)
212	Duhimbaze	Peter	M	Bachelor of Medical Laboratory Science	Jun	0756531739	duhimbaze.peter@gmail.com	Lwengo H/C IV
213	Isabirye	Richard	M	Bachelor of Medical Laboratory Science	Jun			Kihefo H/C IV
214	Namisi	Ronald	M	Bachelor of Medical Laboratory Science	Jun	0702585898	namisironald@gmail.com	Muko H/C IV
215	Ssenoga	Ronald	M	Bachelor of Medical Laboratory Science	Jun	0702387099	ssenogar76@gmail.com	Kibiito H/C IV
216	Isabirye	Emmanuel	M	Bachelor of Medical Laboratory Science	Jun			Ruhoko Group B

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
217	Okello	Simon Peter	M	Bachelor of Medical Laboratory Science	Jun			Rugazi H/C IV Group B
218	Muguluma	Stanley	M	Bachelor of Medical Laboratory Science	Jun	0702-237035	mugulumastanely@yahoo.com	Ishongororo H/C IV
219	Mukwardhanga	Stephen	M	Bachelor of Medical Laboratory Science	Jun	0701281127	henrysteve.ks@gmail.com	Ruhoko Group A
220	Siminyu	Stephen	M	Bachelor of Medical Laboratory Science	Jun			Rugazi H/C IV Group A
221	Birungi	Sulainah	F	Bachelor of Medical Laboratory Science	Jun			Kabira H/C III
222	Okiru	Victor	M	Bachelor of Medical Laboratory Science	Jun			Engari H/C III
223	Asimwe	Vivian	F	Bachelor of Medical Laboratory Science	Jun			Bugoye H/C III Group A
224	Nalwanga	Winnie	F	Bachelor of Medical Laboratory Science	Jun	0776996359	nalwins14@gmail.com	Kabuyanda H/C IV
225	Okello Olwoch	Aggrey	M	Bachelor of Medical Laboratory Science	Jun			Rubaya H/C III (Mbarara)
226	Abola	Henry	M	Bachelor of Medical Laboratory Science	Jun			Family Health Resource Centre
227	Ntale	Paulo	M	Bachelor of Pharmaceutical Sciences	Jun			Hamurwa H/C IV
228	Arafat	Musa	M	Bachelor of Pharmaceutical Sciences	Jun	0759-656206	arafatmusa90@gmail.com	Bwindi Community Hospital
229	Zakkiyu	Kiyini	M	Bachelor of Pharmaceutical Sciences	Jun	0701-805034	zakikiyini71@gmail.com	Rushere Hospital
230	Atamba	Rebecca	F	Bachelor of Pharmaceutical Sciences	Jun	0784-781443	atambarebecca@gmail.com	KCRC - Sheema
231	Kasujja H.	Moses	M	Bachelor of Pharmaceutical Sciences	Jun	0756-559302	hassaanmoses@gmail.com	Kazo H/C IV
232	Nakaseegu	Joweria	F	Bachelor of Pharmaceutical Sciences	Jun			Rukoki H/C III
233	Kamuntu Joash	Antony	M	Bachelor of Pharmaceutical Sciences	Jun	0706-280595		Biharwe H/C III – Mbarara

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
234	Ssegujja	Rashid	M	Bachelor of Pharmaceutical Sciences	Jun	0705-664290	ssegujja50d@gmail.com	Kyabugimbi H/C IV
235	Tumwebaze	Marius	M	Bachelor of Pharmaceutical Sciences	Jun	0701-199932	tumwebazemarius@gmail.com	Rugazi H/C IV Group B
236	Kikonyogo	Peter	M	Bachelor of Pharmaceutical Sciences	Jun	0753-655238	kikospeters@gmail.com	Ruhoko Group B
237	Kamoga	Gonzaga Cena	M	Bachelor of Pharmaceutical Sciences	Jun	0704-930700	kcenagonzaga@gmail.com	Kabira H/C III
238	Kasande	Ritah	F	Bachelor of Pharmaceutical Sciences	Jun	0702-040366	kasanderitah@gmail.com	Bukinda H/C III
239	Kyeza	Enos Mitti	M	Bachelor of Pharmaceutical Sciences	Jun	0755-127002	enoskyeza@gmail.com	Buhara H/C III
240	Sebandeke	Faizal	M	Bachelor of Pharmaceutical Sciences	Jun	0704232182	fsebandeke@gmail.com	Kisomoro H/C III
241	Nassanga	Sarah	F	Bachelor of Pharmaceutical Sciences	Jun			Ruhira H/C II
242	Kayaga	Miriam	F	Bachelor of Pharmaceutical Sciences	Jun			Engari H/C III
243	Atukunda Noowe	Prudence	F	Bachelor of Nursing Science	Jun		noowesb@gmail.com	Kabwohe H/C IV
244	Kabahire	Agnes	F	Bachelor of Nursing Science	Jun	0702-298745	kabahirea@yahoo.com	Lwengo H/C IV
245	Tumuhimbise	Edson	M	Bachelor of Nursing Science	Jun			Biharwe H/C III – Mbarara
246	Tugume	Ambrose	M	Bachelor of Nursing Science	Jun	0779-009974	tambrose222@gmail.com	Kinoni H/C IV
247	Tasiima	Tabitha	F	Bachelor of Nursing Science	Jun	0783-205205	tasiimatabitha@gmail.com	Kamuganguzi H/C IV
248	Ogwan	Tom	M	Bachelor of Nursing Science	Jun	0775-172156	ogwangtom1@gmail.com	Buhara H/C III
249	Odongo Owani	Geofrey	M	Bachelor of Nursing Science	Jun			Bugoye H/C III Group A
250	Nyirabizimana	Jennifer	F	Bachelor of Nursing Science	Jun			Rubaya H/C IV (Kabale)

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
251	Niwagaba	Thursday	M	Bachelor of Nursing Science	Jun			Bugamba H/C IV
252	Namaweje	Prossy	F	Bachelor of Nursing Science	Jun			Kihefo H/C IV
253	Nalwanga	Mary Koncepta	F	Bachelor of Nursing Science	Jun	0701-692191	conceptamary@yahoo.com	Rushere Hospital
254	Nabaasa	Rosemary	F	Bachelor of Nursing Science	Jun	0774-5193661	rosemarynabaasa@gmail.com	Mitooma H/C IV
255	Katusabe	Grace	F	Bachelor of Nursing Science	Jun	0700569246	katusabeg.69@gmail.com	Bwizibwera H/C IV
256	Kanyonga	Florence	F	Bachelor of Nursing Science	Jun			Kyabugimbi H/C IV
257	Kakuru	Ambias	M	Bachelor of Nursing Science	Jun	0774361287	ambk40@gmail.com	Engari HC 3
258	Kabugho	Laheri	F	Bachelor of Nursing Science	Jun			Rukoki H/C III
259	Cherop	Sam	M	Bachelor of Nursing Science	Jun	0779-952571	cheropsam02@gmail.com	MCNELL Medical Centre
260	Chebet	Rose Scovia	F	Bachelor of Nursing Science	Jun			Kazo H/C IV
261	Bongomin Masaba	Joseph	M	Bachelor of Nursing Science	Jun			Kibiito H/C IV
262	Bateyo	Anthony	M	Bachelor of Nursing Science	Jun			Rubaya H/C III (Mbarara)
263	Asiimwe	Abibu	M	Bachelor of Nursing Science	Jun	0782-750825	asiimweabibu07@gmail.com	Ishongororo H/C IV
264	Alupo	Henry	F	Bachelor of Nursing Science	Jun	0771434863	agnes.alupo@gmail.com	Bwizibwera H/C IV
265	Ahurra	Carolyn	F	Bachelor of Nursing Science	Jun			Bukuku H/C IV
266	Adoch	Docus	F	Bachelor of Nursing Science	Jun			Biharwe H/C III – Mbarara
267	Basuuta	Beatrice	F	Bachelor of Nursing Science	Jun	0705191322		Kamuganguzi H/C IV

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
268	Biyinzika	Biyinzika Brian	M	BSc. In Physiotherapy	Jun			Kihefo H/C IV
269	Mwehamye	Obed	M	BSc. In Physiotherapy	Jun			Family Health Resource Centre
270	Kintu	Eric	M	BSc. In Physiotherapy	Jun			KCRC - Sheema
271	Odinga	James	M	BSc. In Physiotherapy	Jun			Ruhoko Group A
272	Nsamba	Arnold	M	BSc. In Physiotherapy	Jun			MCNELL Medical Centre
273	Ainembabazi	Sheba	F	Bachelor of Information Technology	Jun	0706-554995	shebaainembabazi@gmail.com	ATA
274	Epou	Ivan	M	Bachelor of Information Technology	Jun	0784371138	ivanepou92@gmail.com	adroid solutions
275	Ahumuza	Precious	M	Bachelor of Information Technology	Jun	0704499296	preciousahumuza@gmail.com	Bifriens Investments Company Ltd
276	Erima Afayoa	Innocent	F	Bachelor of Computer Science	Jun	0751631310	erima.innocent@gmail.com	Natural Fruit Arua
277	Ashabahabwe	Collen	M	Bachelor of Computer Science	Jun	0779115146	collinsashaba@gmail.com	Supercom (E) Technologies Ltd
278	Kamuhire	Emmanuel	M	BSc. In Computer Engineering	Jun	0704510472	emmekah79@gmail.com	Camtech Uganda
279	Jayee	Collins Powell	M	Certificate In Science Laboratory Technology	Jun	0702768070	jayeeco@gmail.com	TASO
280	Tumuramye	Julius	M	Certificate In Science Laboratory Technology	Jun	0700297396		LAKESIDE DAIRY LTD
281	Asiimwe	Abel	M	Diploma In Science Laboratory Technology	Jun	0784451462	Asiimweabel2020@gmail.com	MUST (Faculty of Medicine)
282	Kayondo	Robert	M	Certificate In Science Laboratory Technology	Jun	0755868576	robertkayondo72@gmail.com	TASO
283	Akatwijuka	James	M	Diploma In Science Laboratory Technology	Jun	0701867577	Akatwijukaj4@gmail.com	MUST (Faculty of Medicine)
284	Nakiyumba Nabirye	Minina	F	Certificate In Science Laboratory Technology	Jun	0700584159	rasulmunirah23@gmail.com	Jinja Referral Hosipotal
285	Ssali	Ismail	M	Certificate In Science Laboratory Technology	Jun	0754795860	Ismah.ssali.is@gmail.com	Masaka Referral Hospital

No.	S.NAME	F.NAME	SEX	COURSE	PN	TEL.NO 1	EMAIL	COMPANY
286	Mwine Muhinda	Mathius	M	Certificate In Science Laboratory Technology	Jun	0701909199	mwinemathius@gmail.com	Mbarara Regional Referral Hospital
287	Atuhuura	Vivian Gladys	F	Certificate In Science Laboratory Technology	Jun	0756771874	atuhuraviviang@gmail.com	TASO
288	Nimwesiga	Gerald	M	Bachelor of Computer Science	Nov	0705276268	tellogeraldka@gmail.com	coca cola
289	Mumbere	Gilbert	M	Bachelor of Information Technology	Sept	0702600933	gilbertmumbe@gmail.com	IT Plus
290	Akot	Isabella Mercy	F	Bachelor of Computer Science	Sept	0701171800	isabellaakot@gmail.com	IT Plus
291	Einau	Isaac	M	Bachelor of Computer Science	Sept	0788401231	einauisaac14@gmail.com	Abercom Technologies
292	Mulindwa	Peter	M	BSc. In Computer Engineering	Sept	0705896083	pmulindwa0@gmail.com	Abercom Technologies

Annex 3: List of interns not willing to be placed

No	S.NAME	F. NAME	SEX	COURSE	PN	CONTACT	EMAIL
1	Kiwuka	Ritah	F	Bachelor of Information Technology	NW	0782764313	ritahnalwoga555@gmail.com
2	Iribagira	Tessa	F	Bachelor of Information Technology	NW	0706782093	truliena@gmail.com
3	Chebet	Job	M	Bachelor of Information Technology	NW	0777856335	chebetjob@gmail.com
4	Twinomugisha	Sandra	F	Bachelor of Information Technology	NW	0702959386	twinomugishasandra@gmail.com
5	Nabaasa	Dorcus	F	Bachelor of Information Technology	NW	0701928368	dorynabsa@gmail.com
6	Nakimuli	Agnes	F	Bachelor of Information Technology	NW	0759756113	nakimuliagie12@gmail.com

Annex 4: List of interns who got employed before training

No	S.NAME	F. NAME	SEX	COURSE	COMPANY	CONTACT	EMAIL
1	Nanyonjo	Allen	F	Bachelor of Information Technology	Jinja Referral Hospital	0706103598	allenrosej@gmail.com
2	Karungi	Martha	F	Bachelor of Information Technology	Masaka Referral Hospital	0705310505	marthakarungi@gmail.com
3	Nassuna	Phyllis	F	Bachelor of Information Technology	TASO	0704605268	ntanangaphyllis@gmail.com
4	Kabagabe	Penelope	F	Bachelor of Information Technology		0705902094	kabagabepen@gmail.com
5	Busingye	Edwig	M	Bachelor of Information Technology		0703685553	busingyeedwig@gmail.com
6	Tugirokwikiriza	Flavia	F	Bachelor of Information Technology		0756544496	flaviakwiz@gmail.com
7	Okello	Justin	M	Bachelor of Computer Science		0703349826	jstnokello@gmail.com

Annex 5: List of interns not yet placed as at 31st December, 2016

No	S.NAME	F.NAME	SEX	COURSE	MTH	CONTACT	EMAIL
1	Bwengye Mukababiri	Irene	F	Bachelor of Information Technology	N	0702330994	bwengyeirene18.bi@gmail.com
2	Ocen	Moses	M	Bachelor of Information Technology	N	0777985428	ocenmoses67@gmail.com
3	Apio	Beatrice	F	Bachelor of Computer Science	N	0704198023	jshandybeatrice@gmail.com
4	Mbabazi	Charity	F	Bachelor of Computer Science	N	0703695598	
5	Katushabe	Rose	F	Bachelor of Computer Science	N	0706092775	rose4jes.kr@gmail.com
6	Nasasiira	Stella	F	Bachelor of Computer Science	N	0787739531	benastellah@gmail.com
7	Mugisha	James	M	Bachelor of Computer Science	N	0703835247	jamugishaa@gmail.com
8	Nduhukire	Moses	M	Bachelor of Computer Science	N	0758405820	nduhukiremoses@gmail.com
9	Okiror	Jonathan Chance	M	Bachelor of Computer Science	N	0706110408	jonathanchanceo@gmail.com

10	Okori	Daniel	M	BSc. In Computer Engineering	N	0756583888	danielokori4@gmail.com
11	Asiimwe	Moses	M	BSc. In Computer Engineering	N	0702039704	mozebend2@gmail.com
12	Dhakaba	Medi	M	BSc. In Computer Engineering	N	0705712901	dhakabamedi@gmail.com
13	Nakate	Grossy	F	BSc. In Computer Engineering	N	705106921	mgrossy01@gmail.com
14	Naluyima	Mariam	F	BSc. In Computer Engineering	N	0706679919	mormat0046@gmail.com
15	Alimweru	Allan	M	BSc. In Computer Engineering	N	0779-141444	alim.allann@gmail.com

Annex 6: Details from the survey

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
1	Bbaale	Tonny	M	Bachelor of Medicine & Bachelor of Surgery	KCRC - Sheema	Clinic	Still at University	interpersonal, health education, counselling skills
2	Namara	Dave J	M	Bachelor of Medicine & Bachelor of Surgery	Bwindi Community Hospital	community health	Still at University	problem solving, paper work
3	Sambo	Vanusa D	F	Bachelor of Medicine & Bachelor of Surgery	Muko H/C IV		Still at University	
4	Namatovu	Florence	F	Bachelor of Medicine & Bachelor of Surgery	Bugamba H/C IV		Still at University	
5	Abuko	Magdalyn Mary	F	Bachelor of Medicine & Bachelor of Surgery	Rubaya H/C IV (Kabale)	Rubaya HC 4	Still at University	working with community, health care skills, interacting with people
6	Afoyorwoth	Julian	F	Bachelor of Medicine & Bachelor of Surgery	Ruhoko Group A	General department	Still at University	mobilization skills, managing patients, team work, problem solving skills
7	Ahabyona	Salome	F	Bachelor of Medicine & Bachelor of Surgery	Kazo H/C IV	General hospital work	Still at University	
8	Aporu	Emmanuel S	M	Bachelor of Medicine & Bachelor of Surgery	Bukinda H/C III	OPD	Still at University	Patient care, communication, health education
9	Arinaitwe	Davis	M	Bachelor of Medicine & Bachelor of Surgery	Biharwe H/C III – Mbarara	outpatient, maternity	Still at University	interpersonal, outreach
10	Atuhwere	Rosemary	F	Bachelor of Medicine & Bachelor of Surgery	MCNELL Medical Centre	outpatient	Still at University	interpersonal skills, controlling diseases, problem solving

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
11	Ayebare	Judith M	F	Bachelor of Medicine & Bachelor of Surgery	Ishongororo H/C IV	medical ward	Still at University	interpersonal, leadership, team work
12	Batesaki	Allan P	M	Bachelor of Medicine & Bachelor of Surgery	Rukunyu H/C IV	clinical	Still at University	patient care skills, primary health care i.e. preventing services, health education
13	Ceasor	Faustine	M	Bachelor of Medicine & Bachelor of Surgery	Kisomoro H/C III	community health	Still at University	team work, surviving in a resource limited setting, problem solving
14	Drani	James	M	Bachelor of Medicine & Bachelor of Surgery	Kyabugimbi H/C IV	medicine and surgery	Still at University	Analyzing skills, working in a resource limited environment
15	Kabanzaho	Joel	M	Bachelor of Medicine & Bachelor of Surgery	Biharwe H/C III – Mbarara	community health	Still at University	community health, management, diagnosing
16	Kagezi	Heugh	M	Bachelor of Medicine & Bachelor of Surgery	Kibiito H/C IV	General hospital work	Still at University	interpersonal skills, work under resource limited environment, research skills
17	Kaije	Peruth	F	Bachelor of Medicine & Bachelor of Surgery	Rukunyu H/C IV	community placement	Still at University	community diagnosis, interpersonal skills
18	Kakooza	Shafic	M	Bachelor of Medicine & Bachelor of Surgery	Rubanda PHC H/C III	medicine	Still at University	description of drugs, diagnosis skills
19	Kigwe	Ben	M	Bachelor of Medicine & Bachelor of Surgery	Bwindi Community Hospital	psychiatry, community	Still at University	interpersonal skills, working in a team, collecting data, health education
20	Kiiza	Brian	M	Bachelor of Medicine & Bachelor of Surgery	Mitooma H/C IV	general medical ward	Still at University	patient care, communication, taking patient information
21	Kikuba	Godfrey	M	Bachelor of Medicine & Bachelor of Surgery	Kabuyanda H/C IV	medicine	Still at University	providing health services to the community like HIV testing
22	Kirabira	Martha	F	Bachelor of Medicine & Bachelor of Surgery	Rugazi H/C IV Group B	maternity	Still at University	family planning, health problem identification, drug administration
23	Kiwala	Fatuma	F	Bachelor of Medicine & Bachelor of Surgery	Bwizibwera H/C IV	medicine	Still at University	leadership skills, team work
24	Kyakuha	Solomon	M	Bachelor of Medicine & Bachelor of Surgery	Kinoni H/C IV	OPD, inpatient, maternity	Still at University	theatre skills, patient care, management skills
25	Kyeyune	Isaac M	M	Bachelor of Medicine & Bachelor of Surgery	Bwizibwera H/C IV	medicine	Still at University	clinical skills, team work, research, report writing, community surveying

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
26	Lubega	Robert	M	Bachelor of Medicine & Bachelor of Surgery	Kisomoro H/C III		Still at University	
27	Luyuyo	Viola	F	Bachelor of Medicine & Bachelor of Surgery	Kihefo H/C IV	outpatient, inpatient	Still at University	communication, interpretation of results, management skills
28	Moreri	Nicholas	M	Bachelor of Medicine & Bachelor of Surgery	Bugoye H/C III Group A	inpatient, Out patient	Still at University	treating new diseases, communication skills, health education
29	Mugabo	Christopher	M	Bachelor of Medicine & Bachelor of Surgery	Lwengo H/C IV	outpatient immunization, inpatient	Still at University	research skills, health education
30	Muyanja	Ramuji	M	Bachelor of Medicine & Bachelor of Surgery	Family Health Resource Centre		Still at University	
31	Mwanje	Derrick	M	Bachelor of Medicine & Bachelor of Surgery	Ishongororo H/C IV	outpatient, theatre	Still at University	communication, team work, problem solving skills
32	Nabulya	Rita	F	Bachelor of Medicine & Bachelor of Surgery	Rubaya H/C III (Mbarara)		Still at University	
33	Nakimbugwe	Maria Assumpta	F	Bachelor of Medicine & Bachelor of Surgery	Bukuku H/C IV	medicine	Still at University	team work, working in a low resource community
34	Nankwasa	Sailas	M	Bachelor of Medicine & Bachelor of Surgery	Bukuku H/C IV	community health	Still at University	applying things learnt in class to practice, leadership skills
35	Nantambi	Hadija	F	Bachelor of Medicine & Bachelor of Surgery	Kibiito H/C IV	community placement	Still at University	working in a resource limited environment
36	Nassolo	Sheila	F	Bachelor of Medicine & Bachelor of Surgery	Kisoro Hospital	general ward, medical	Still at University	team work, leadership, work management
37	Nattabi	Lynn Martha	F	Bachelor of Medicine & Bachelor of Surgery	Ruhija H/C IV	outpatient, maternity	Still at University	dealing with patients in a community setting, working in a resource ltd environment
38	Okello	Malcom M	M	Bachelor of Medicine & Bachelor of Surgery	Hamurwa H/C IV	medicine, surgery	Still at University	surgical skills, communication skills, description skills
39	Opoka	Daniel	M	Bachelor of Medicine & Bachelor of Surgery	Rubaya H/C IV (Kabale)		Still at University	
40	Sebutinde	Richard	M	Bachelor of Medicine & Bachelor of Surgery	Ruhoko Group B	community health,	Still at University	clinical skills, working in a low resourced Centre

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
						medical, surgical		
41	Musasizi	Talame J	M	Bachelor of Medicine & Bachelor of Surgery	Bugoye H/C III Group B	community health	Still at University	leadership, organizing skills
42	Tebajanga	John	M	Bachelor of Medicine & Bachelor of Surgery	Lwengo H/C IV	community health	Still at University	treating patients, delivering mothers, leadership skills, data collection
43	Birungyi	Deusdedit	M	Bachelor of Medicine & Bachelor of Surgery	Ruhoko Group A	general	Still at University	prescribing skills, competences of a medical doctor, management
44	Bainomujuni	Ellyson	M	Bachelor of Medicine & Bachelor of Surgery	Bwizibwera H/C IV	medicine	Still at University	working in a resource limited environment
45	Mbabazi	Ruth	F	Bachelor of Medicine & Bachelor of Surgery	Kinoni H/C IV	medicine	Still at University	health education, clinical practice skills, leadership skills
46	Muhumuza	Anthony	M	Bachelor of Medicine & Bachelor of Surgery	Kamuganguzi H/C IV	community health	Still at University	diagnosing, PHC, team work
47	Natamba	Aaron K	M	Bachelor of Medicine & Bachelor of Surgery	Kabwohe H/C IV	community placement	Still at University	medical and surgical management, communication skills
48	Nsiima	Tadeo	M	Bachelor of Medicine & Bachelor of Surgery	Hamurwa H/C IV	Health Department	Still at University	leadership skills, communication, knowledge
49	Babirye	Doreen Namuli	F	Bachelor of Medicine & Bachelor of Surgery	Rushere Hospital	community health	Still at University	leadership, diagnosing immunization
50	Ddamba	Saul	M	Bachelor of Medicine & Bachelor of Surgery	Kazo H/C IV	community health	Still at University	surgical procedures, research skills, counselling skills
51	Kayiri	Kathembo J	M	Bachelor of Medicine & Bachelor of Surgery	Kihefo H/C IV	medicine	Still at University	drug administration, interpersonal skills, communication skills
52	Lubiite	Allan	M	Bachelor of Medicine & Bachelor of Surgery	Bubaare H/C III	outreach	Still at University	deworming, PHC, patient sensitization, family planning, immunization
53	Masereka	Oscar	M	Bachelor of Medicine & Bachelor of Surgery	Rukoki H/C III	OPD, pharmacy	Still at University	communication, drug administration, family planning
54	Mutenyo	Kenneth D	M	Bachelor of Medicine & Bachelor of Surgery	Bugamba H/C IV		Still at University	
55	Nakawunde	Monica	F	Bachelor of Medicine & Bachelor of Surgery	Engari H/C III	Community health	Still at University	immunization, testing different diseases, prescription, immunizing

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
56	Nambatya	Racheal S	F	Bachelor of Medicine & Bachelor of Surgery	Ruhira H/C II	OPD, maternity	Still at University	family planning, delivery of mother, drug administration
57	Nawezo	Jacob G	M	Bachelor of Medicine & Bachelor of Surgery	Kihefo H/C IV	HIV clinic, nutrition	Still at University	leadership, project management, interpersonal, health education
58	Ntege	Moses S	M	Bachelor of Medicine & Bachelor of Surgery	Rushere Hospital	Community health	Still at University	health education, communication, interpersonal, community health
59	Nyaben	Mogaka E	M	Bachelor of Medicine & Bachelor of Surgery	Kamuganguzi H/C IV		Still at University	
60	Okwir	Dennis	M	Bachelor of Medicine & Bachelor of Surgery	Rubaya H/C III (Mbarara)	OPD	Still at University	patient handling, interpersonal, diagnosing
61	Ssemwanga	Steven	M	Bachelor of Medicine & Bachelor of Surgery	Rugazi H/C IV Group A	maternity, OPD	Still at University	Interpersonal, delivering mothers, antenatal care
62	Ssenyonga	Raymond	M	Bachelor of Medicine & Bachelor of Surgery	KCRC - Sheema	internal medicine	Still at University	interpersonal, clinical skills, leadership and clinical research
63	Tayebwa	Timothy B	M	Bachelor of Medicine & Bachelor of Surgery	Buhara H/C III		Still at University	
64	Waswa	Peter	M	Bachelor of Medicine & Bachelor of Surgery	Ruhira H/C II	OPD, maternity, pharmacy	Still at University	MTCT of HIV, deliver mothers, diagnosing, cannulation, counselling
65	Iyamuremye	Ram	M	Bachelor of Medicine & Bachelor of Surgery	Bukuku H/C IV	OPD, maternity and theatre	Still at University	immunization, interpersonal, general patient management, communication, theatre skills
66	Mawanda	Daniel	M	Bachelor of Medicine & Bachelor of Surgery	Family Health Resource Centre	medical	Still at University	leadership, managerial, patient management skills
67	Ssempebwa	Paul	M	Bachelor of Medicine & Bachelor of Surgery	Kisoro Hospital	OPD, Children ward, surgery, inpatient	Still at University	report writing, leadership, clinical skills
68	Mugumya	Dickens	M	Bachelor of Medicine & Bachelor of Surgery	Muko H/C IV	Medicine	Still at University	leadership, dispensing, general nursing skills
69	Nadege	Mutima	F	Bachelor of Medicine & Bachelor of Surgery	Kabwohe H/C IV	OPD, general ward, children's ward	Still at University	immunization, HIV testing and counselling, dispensing

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
70	Kyomya	Julius	M	Bachelor of Pharmacy	Rugazi H/C IV Group B		Still at University	
71	Yator	Joyce	F	Bachelor of Pharmacy	Rubanda PHC H/C III	Pharmacy	Still at University	Dispensing, interpreting subscriptions, counselling
72	Emeru	Emmanuel	M	Bachelor of Pharmacy	Mitooma H/C IV	maternity, dispensing	Still at University	clacking, dispensing, team work
73	Kiirya	Jesse	M	Bachelor of Pharmacy	Hamurwa H/C IV		Still at University	
74	Kisembo	Kuganyira	M	Bachelor of Pharmacy	Ruhira H/C II	Pharmacy	Still at University	communication, interpersonal, planning, credit management, interpret prescriptions, maternity skills
75	Nuwagira	Aston	M	Bachelor of Pharmacy	Muko H/C IV		Still at University	
76	Samanya	Godfrey	M	Bachelor of Pharmacy	Rukoki H/C III	pharmacy	Still at University	interpersonal, dispensing, team work
77	Matsiko	Arnold B	M	Bachelor of Pharmacy	Rukunyu H/C IV	Pharmacy	Still at University	prescription, patient counselling, drug administration, team work
78	Wepukhulu	Derrick	M	Bachelor of Pharmacy	Kabuyanda H/C IV		Still at University	
79	Nalugwa	Jesca	F	Bachelor of Pharmacy	Bugamba H/C IV	pharmacy	Still at University	leadership, dispensing,
80	Ssenyonyi	Joram A	M	Bachelor of Pharmacy	Bwizibwera H/C IV	Pharmacy	Still at University	Dispensing, Prescription interpretation.
81	Nakazibwe	Joy	F	Bachelor of Pharmacy	Kyabugimbi H/C IV	Pharmacy	Still at University	dispensing ARVS, interpersonal , health education
82	Ssebaketta	Julius	M	Bachelor of Pharmacy	Kisomoro H/C III	Pharmacy	Still at University	dispensing, health education, problem solving, testing HIV and counselling
83	Opiny	Mark	M	Bachelor of Pharmacy	Kihefo H/C IV	Pharmacy	Still at University	team work, interpersonal, time management, communication, dispensing, patient care.
84	Mayoka W	John	M	Bachelor of Pharmacy	Buhara H/C III	Pharmacy	Still at University	dispensing drugs, interpersonal, immunization

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
85	Mwesigwa	Polly	M	Bachelor of Pharmacy	Kabira H/C III	Pharmacy	Still at University	dispensing, interpreting subscriptions, health education
86	Bashabe	Rodney	M	Bachelor of Pharmacy	Rubaya H/C III (Mbarara)		Still at University	
87	Jaggwe	Rogers	M	Bachelor of Pharmacy	Ruhoko Group A		Still at University	
88	Birungi	Stephen	M	Bachelor of Pharmacy	Ruhoko Group B	OPD, Inpatient	Still at University	patient care, team work
89	Ogwang	Tobby	M	Bachelor of Pharmacy	Bugoye H/C III Group B	Pharmacy	Still at University	dispensing, clacking patient,
90	Ayebazibwe	Vicent	M	Bachelor of Pharmacy	Kibiito H/C IV	maternity, HIV clinic	Still at University	interpersonal, drug administration, researching skills, counselling
91	Mugiisha	Andrew	M	Bachelor of Pharmacy	Ishongororo H/C IV	Pharmacy	Still at University	dispensing, interpreting subscriptions, interpersonal
92	Bajungu	Ophin	M	Bachelor of Pharmacy	Engari H/C III	Pharmacy	Still at University	interpersonal, team work, diagnostic skills, laboratory skills, health education
93	Mwesigwa	Albert	M	Bachelor of Pharmacy	Rubaya H/C IV (Kabale)	Pharmacy	Still at University	dispensing, laboratory skills, clacking patients
94	Kigongo V	John	M	Bachelor of Pharmacy	Bukuku H/C IV	OPD, maternity	Still at University	interpersonal, classifying patients, counselling, dispensing
95	Kakaire	Paul	M	Bachelor of Pharmacy	Kabwohe H/C IV	Pharmacy	Still at University	Listening, observation, clacking, problem solving, dispensing
96	Mwesiga	Derick	M	Bachelor of Pharmacy	Kazo H/C IV	OPD, maternity	Still at University	drug administration, HIV care, interpersonal
97	Namunyega	Rehema	F	Bachelor of Pharmacy	Rugazi H/C IV Group A	Pharmacy	Still at University	medical subscription, dispensing, interpersonal skills
98	Atwiine	Fredrick	M	Bachelor of Pharmacy	Bugoye H/C III Group A		Still at University	
99	Behayo A	Hillary	M	Bachelor of Pharmacy	Kinoni H/C IV	Pharmacy	Still at University	dispensing, filling the dispensing log book, interpreting subscriptions, interpersonal, leadership skills

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
100	Nuwamanya S	Ivan	M	Bachelor of Pharmacy	Rushere Hospital	Pharmacy	Still at University	interpersonal, counselling, time management, dispensing
101	Mutebi	Frank A	M	Bachelor of Pharmacy	Kamuganguzi H/C IV	Pharmacy	Still at University	Interpersonal, problem solving, clinical diagnosis
102	Kaanyi Kirabo	Mariam	F	Bachelor of Pharmacy	MCNELL Medical Centre	OPD	Still at University	interpersonal, diagnosing, health education, drug administration
103	Kasirye K	Phillip	M	Bachelor of Pharmacy	Bubaare H/C III	Pharmacy	Still at University	leadership skills, interpersonal, problem solving, health education
104	Namugera	Jorum	M	Bachelor of Pharmacy	Engari H/C III		Still at University	
105	Ojuka	Silas	M	Bachelor of Pharmacy	Ruhija H/C IV	Pharmacy	Still at University	Interpersonal, data collection, ordering and receiving drugs, communication
106	Waiswa	Emmanuel	M	Bachelor of Pharmacy	Lwengo H/C IV	OPD, Inpatient	Still at University	dispensing, stock taking, patience follow-up
107	Katumba	Lawrence	M	Bachelor of Pharmacy	MCNELL Medical Centre	Pharmacy	Still at University	interpersonal, dispensing, hospital work
108	Alujjah	Esther	F	Bachelor of Pharmacy	Bubaare H/C III	Pharmacy	Still at University	Communication, dispensing, team work
109	Nuwahereza	Peter	M	Bachelor of Pharmacy	Kisoro Hospital	Pharmacy	Still at University	interpretation of subscriptions, health education, dispensing
110	Aijuka	Arnold	M	Bachelor of Pharmacy	Bukinda H/C III	Pharmacy	Still at University	interpretation of subscriptions, dispensing, patient counselling, ordering and receiving drugs
111	Kawooya	Phillip	M	Bachelor of Pharmacy	Family Health Resource Centre	Community health	Still at University	health education, team work, communication, project management, ART care
112	Kyomuhendo	Barbara	F	Bachelor of Nursing Science	Ruhoko Group B	MATERNITY, OPD, antenatal	Still at University	interpersonal, patient management, cannulating
113	Nalubega	Madinah	F	Bachelor of Nursing Science	Bugoye H/C III Group B	Inpatient, OPD, Maternity	Still at University	delivering women, interpersonal, diagnose, outreach
114	Wakisima	Lazaro	M	Bachelor of Nursing Science	Rubanda PHC H/C III	nursing	Still at University	health education, dispensing, diagnose, sanitation

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
115	Aheebwa	Sylvia	F	Bachelor of Nursing Science	Kisoro Hospital	nursing	Still at University	diagnose, management, health education, interpersonal
116	Nerima Tabitha	Winnie	F	Bachelor of Nursing Science	Muko H/C IV	Maternity	Still at University	communication, team work, time management, delivering a mother
117	Nalumu	Julian	F	Bachelor of Nursing Science	Ruhija H/C IV	OPD	Still at University	Dispensing, patient assessment, giving medication
118	Babirye	Zubaina	F	Bachelor of Nursing Science	Kabuyanda H/C IV	OPD, maternity	Still at University	delivering mothers, cannulation, admitting and referring patients, outreach skills
119	Byamukama	Ambrose	M	Bachelor of Nursing Science	Rugazi H/C IV Group A	OPD, maternity, general ward	Still at University	deliver mothers, clacking patients, health education
120	Kisembo	Rogers	M	Bachelor of Medical Laboratory Science	MCNELL Medical Centre	laboratory	Still at University	microscopy, report writing, examination of analysis, communication
121	Najjemba	Mariah	F	Bachelor of Medical Laboratory Science	Rugazi H/C IV Group B		Still at University	
122	Mutiirye K	Shaaban	F	Bachelor of Medical Laboratory Science	Mitooma H/C IV	laboratory, maternity	Still at University	delivering mothers, laboratory skills, counselling
123	Asea	Richard	M	Bachelor of Medical Laboratory Science	Buhara H/C III		Still at University	
124	Chepet	Celestine	F	Bachelor of Medical Laboratory Science	Rukoki H/C III	medical	Still at University	interpersonal, testing different diseases, blood collection
125	Mugeni	Victor	M	Bachelor of Medical Laboratory Science	Muko H/C IV	laboratory	Still at University	Interpersonal, health education, communication, report writing
126	Mutebi	Abert	M	Bachelor of Medical Laboratory Science	Ruhira H/C II	Laboratory	Still at University	viral road, BBS, testing different diseases, maternity skills
127	Mukwanga	Abdulhakii m	M	Bachelor of Medical Laboratory Science	KCRC - Sheema		Still at University	
128	Okuda	Clement	M	Bachelor of Medical Laboratory Science	Ruhija H/C IV	Laboratory	Still at University	interpersonal, communication, health education, laboratory skills
129	Kikku	Nathan M	M	Bachelor of Medical Laboratory Science	Bwindi Community Hospital		Still at University	

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
130	Mundua	Pauline M	F	Bachelor of Medical Laboratory Science	Rubanda PHC H/C III	medical	Still at University	work with limited resources, team work, medical skills
131	Gidudu S	Andrew	M	Bachelor of Medical Laboratory Science	Kyabugimbi H/C IV	community health	Still at University	interpersonal, health education, communication, immunization, dispensing
132	Nalusaji	Aisha	F	Bachelor of Medical Laboratory Science	Bwizibwera H/C IV	laboratory	Still at University	team work, communication, laboratory skills, leadership
133	Mbogga	Cosmas Jerome	M	Bachelor of Medical Laboratory Science	Muko H/C IV	laboratory	Still at University	working using limited resources, interpersonal, diagnosing, testing different diseases
134	Kiwanuka	Abdu	M	Bachelor of Medical Laboratory Science	Rushere Hospital	laboratory	Still at University	performing different tests, BBS training, microscopy
135	Tumubone	Caroline	F	Bachelor of Medical Laboratory Science	Bubaare H/C III	laboratory	Still at University	team work, health education, managerial skill, performing different tests
136	Bukusuba	Mark	M	Bachelor of Medical Laboratory Science	Kazo H/C IV	laboratory	Still at University	malaria testing, viral load, microscopy, counselling
137	Wagwekku	Yuda	M	Bachelor of Medical Laboratory Science	Bukuku H/C IV	laboratory	Still at University	team work, interpersonal, health education, problem solving, performing different tests like malaria, HIV, microscopy
138	Muhumuza	Victor	M	Bachelor of Medical Laboratory Science	Rubaya H/C IV (Kabale)	Laboratory	Still at University	management, leadership, health education, problem solving, performing different tests
139	Kirwa	Timothy	M	Bachelor of Medical Laboratory Science	Kabwohe H/C IV	laboratory	Still at University	performing different tests, team work, interpersonal
140	Ndawula	Maurice K	M	Bachelor of Medical Laboratory Science	Kisomoro H/C III	medical	Still at University	team work, leadership, health challenge identification
141	Kyakulaga	Lilian	F	Bachelor of Medical Laboratory Science	Lwengo H/C IV	Laboratory	Still at University	leadership, malaria screening and performing different tests
142	Ninsiima J	Lydia	F	Bachelor of Medical Laboratory Science	Kinoni H/C IV	community health	Still at University	interpersonal, communication, health education, outreach

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
143	Kagaba	Charles	M	Bachelor of Medical Laboratory Science	Rukunyu H/C IV	Laboratory	Still at University	patient care, managerial, health education
144	Mutaawe	Eddy	M	Bachelor of Medical Laboratory Science	Bwizibwera H/C IV	medical laboratory	Still at University	communication, health education, performing different tests
145	Ampaire	Andrew	M	Bachelor of Medical Laboratory Science	Hamurwa H/C IV	Laboratory	Still at University	leadership, community sensitization, counselling
146	Ongom	Patrick	M	Bachelor of Medical Laboratory Science	Bukinda H/C III		Still at University	
147	Bagoloire	Kolosi	F	Bachelor of Medical Laboratory Science	Kisoro Hospital		Still at University	
148	Okeny	Simon	M	Bachelor of Medical Laboratory Science	Kihefo H/C IV	laboratory	Still at University	performing tests, PDC scout, HIV screening
149	Biira	Jackline	F	Bachelor of Medical Laboratory Science	Bugoye H/C III Group A	qaza	Still at University	
150	Kasule	Rashid	M	Bachelor of Medical Laboratory Science	Engari H/C III	laboratory	Still at University	performing tests, developmental skills, counselling
151	Sakina	Aidia	F	Bachelor of Medical Laboratory Science	Biharwe H/C III – Mbarara	laboratory	Still at University	lobotomy, CD4 count, interpersonal skills
152	Onen	Alfred	M	Bachelor of Medical Laboratory Science	Ishongororo H/C IV	medicine	Still at University	diagnosis skills, interpersonal skills
153	Sendakize	Aloisius	M	Bachelor of Medical Laboratory Science	Kabuyanda H/C IV	laboratory	Still at University	interpersonal, management, laboratory skill
154	Nalwanga	Caroline	F	Bachelor of Medical Laboratory Science	Rubaya H/C III (Mbarara)	laboratory	Still at University	handling mentally disturbed, sanitation, laboratory skills
155	Tenywa	David	M	Bachelor of Medical Laboratory Science	Muko H/C IV	laboratory	Still at University	interpersonal, treating and handling patients, healthy research, guidance and counseling
156	Mafabi	Fastino	M	Bachelor of Medical Laboratory Science	Rubanda PHC H/C III	laboratory	Still at University	dragonizing typhoid, HIV counseling, training on sanitation,
157	Aitila	Fhoebe	F	Bachelor of Medical Laboratory Science	Mitooma H/C IV	medical laboratory	Still at University	leadership, interpersonal skills, lab skills
158	Opeda	James	M	Bachelor of Medical Laboratory Science	Rushere Hospital		Still at University	

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
159	Kumureeba	Lauben	M	Bachelor of Medical Laboratory Science	Kamuganguzi H/C IV	laboratory	Still at University	diagnostic methods, interpersonal skills, healthy research
160	Opio	Lawrence Kokas	M	Bachelor of Medical Laboratory Science	Kihefo H/C IV	laboratory	Still at University	interpersonal, communication, conducting studies and research, CD4 samples, maternity
161	Mutyaba	Micheal	M	Bachelor of Medical Laboratory Science	Kabira H/C III	laboratory	Still at University	communication, immunization services basically,
162	Badaki	Morris	M	Bachelor of Medical Laboratory Science	Bugoye H/C III Group B	laboratory	Still at University	Leadership skills, communication, interpersonal skills, laboratory
163	Asiimwe	Moses	M	Bachelor of Medical Laboratory Science	MCNELL Medical Centre		Still at University	
164	Ogagul	Patrick	M	Bachelor of Medical Laboratory Science	Family Health Resource Centre	laboratory	Still at University	leadership, management, data management
165	Lodoi	Peter	M	Bachelor of Medical Laboratory Science	Rukoki H/C III	medical laboratory science	Still at University	laboratory diagnosis, healthy education, interpersonal skills
166	Kantono	Suzan	F	Bachelor of Medical Laboratory Science	Rukunyu H/C IV	laboratory	Still at University	interpersonal, communication, immunization services
167	Emaru	Williams	M	Bachelor of Medical Laboratory Science	Kisomoro H/C III	art clinic	Still at University	treating malnourished children, communication, team work
168	Papa	Emmanuel	M	Bachelor of Medical Laboratory Science	Bugoye H/C III Group B		Still at University	
169	Osinde	Jacob	M	Bachelor of Medical Laboratory Science	MCNELL Medical Centre	laboratory	Still at University	interpersonal, problem solving, handling patients
170	Atube	Alfred	M	Bachelor of Medical Laboratory Science	Kisoro Hospital		Still at University	
171	Miir	Ali Shakur	M	Bachelor of Medical Laboratory Science	Bukinda H/C III	laboratory	Still at University	interpersonal, perfuming tests, problem solving
172	Magezi	Aloysius	M	Bachelor of Medical Laboratory Science	Mitooma H/C IV		Still at University	
173	Akatuha	Brenda Prossy	F	Bachelor of Medical Laboratory Science	Rugazi H/C IV Group A	laboratory	Still at University	team work, interpersonal, time management, communication, laboratory

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
174	Nabiryo	Christine	F	Bachelor of Medical Laboratory Science	MCNELL Medical Centre	laboratory	Still at University	handling people from the community, immunization service, laboratory, disease testing
175	Okiror	David Robert	M	Bachelor of Medical Laboratory Science	Bukuku H/C IV		Still at University	
176	Tushabe	Denis	M	Bachelor of Medical Laboratory Science	Rubanda PHC H/C III	laboratory	Still at University	handling patients, interpersonal, time management, laboratory
177	Aryatunga	Dickens	M	Bachelor of Medical Laboratory Science	Bwindi Community Hospital		Still at University	
178	Acan	Dorcus	F	Bachelor of Medical Laboratory Science	KCRC - Sheema		Still at University	
179	Biira	Elizabeth	F	Bachelor of Medical Laboratory Science	Bugoye H/C III Group B		Still at University	
180	Tusasiibwe	Emilly	F	Bachelor of Medical Laboratory Science	Ishongororo H/C IV	laboratory	Still at University	health education, communication, interpersonal, community health, research on HIV
181	Nteziyalemye	Emmanuel	M	Bachelor of Medical Laboratory Science	Mitooma H/C IV	laboratory	Still at University	training skills, lab skills, handling people from community
182	Odwilo	Emmanuel	M	Bachelor of Medical Laboratory Science	Hamurwa H/C IV	laboratory	Still at University	how to engage in community activity, handling patients, PHC,
183	Tusimomuhangi	Emmanuel	M	Bachelor of Medical Laboratory Science	Kabuyanda H/C IV	laboratory	Still at University	testing, counselling, community diagnosis
184	Nasasira	Festo	M	Bachelor of Medical Laboratory Science	Kisomoro H/C III		Still at University	
185	Awango	Fred	M	Bachelor of Medical Laboratory Science	Ruhira H/C II	laboratory	Still at University	interaction with community, HIV testing skills, counseling
186	Ekwar	Freddy	M	Bachelor of Medical Laboratory Science	Rukunyu H/C IV		Still at University	
187	Mutale	Geoffrey	M	Bachelor of Medical Laboratory Science	Rukoki H/C III		Still at University	
188	Okot Oyaro	Geoffrey	M	Bachelor of Medical Laboratory Science	Kazo H/C IV		Still at University	

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
189	Naruhura	Georgina	F	Bachelor of Medical Laboratory Science	Kibiito H/C IV		Still at University	
190	Acidri	Gordon	M	Bachelor of Medical Laboratory Science	Ruhija H/C IV		Still at University	
191	Kyagamo	Hamidu	M	Bachelor of Medical Laboratory Science	Lwengo H/C IV	laboratory	Still at University	community sanitation skills, performing tests, communication
192	Ochen	Hassan	M	Bachelor of Medical Laboratory Science	Engari H/C III		Still at University	
193	Tumuhimbise	Hiraly	M	Bachelor of Medical Laboratory Science	Kinoni H/C IV	laboratory	Still at University	diagnosing diseases, counseling and guidance, interpersonal skills
194	Ocen	James	M	Bachelor of Medical Laboratory Science	Kamuganguzi H/C IV		Still at University	
195	Mukwatamundu	Job	M	Bachelor of Medical Laboratory Science	Bugoye H/C III Group A	laboratory	Still at University	health education, interpersonal, communication
196	Omunyokol	Joseph	M	Bachelor of Medical Laboratory Science	Rushere Hospital	laboratory	Still at University	interacting with the community, Primary health care, interpersonal
197	Koma	Kizito	M	Bachelor of Medical Laboratory Science	Kabwohe H/C IV	laboratory	Still at University	
198	Kabonge	Moses	M	Bachelor of Medical Laboratory Science	Bubaare H/C III		Still at University	
199	Kizito	Moses	M	Bachelor of Medical Laboratory Science	Kazo H/C IV		Still at University	
200	Okera	Moses	M	Bachelor of Medical Laboratory Science	Rubaya H/C IV (Kabale)	laboratory	Still at University	family planning, maternity, sanitation
201	Duhimbaze	Peter	M	Bachelor of Medical Laboratory Science	Lwengo H/C IV	laboratory	Still at University	community work, interpersonal skills, outpatient skills
202	Isabirye	Richard	M	Bachelor of Medical Laboratory Science	Kihefo H/C IV		Still at University	
203	Namisi	Ronald	M	Bachelor of Medical Laboratory Science	Muko H/C IV	laboratory	Still at University	leadership skills, being innovative and creative, interpersonal skills
204	Ssenoga	Ronald	M	Bachelor of Medical Laboratory Science	Kibiito H/C IV	laboratory	Still at University	community diagnosis, interpersonal skills

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
205	Isabirye	Emmanuel	M	Bachelor of Medical Laboratory Science	Ruhoko Group B		Still at University	
206	Okello	Simon Peter	M	Bachelor of Medical Laboratory Science	Rugazi H/C IV Group B	laboratory	Still at University	sanitation, family planning, interpersonal
207	Muguluma	Stanley	M	Bachelor of Medical Laboratory Science	Ishongororo H/C IV		Still at University	
208	Mukwardhanga	Stephen	M	Bachelor of Medical Laboratory Science	Ruhoko Group A	laboratory	Still at University	entrepreneurial skills, management, communication skills
209	Siminyu	Stephen	M	Bachelor of Medical Laboratory Science	Rugazi H/C IV Group A	laboratory	Still at University	community problem identification, interpersonal, leadership
210	Birungi	Sulainah	F	Bachelor of Medical Laboratory Science	Kabira H/C III	laboratory	Still at University	testing, urine analysis, sputum, immunization
211	Okiru	Victor	M	Bachelor of Medical Laboratory Science	Engari H/C III		Still at University	
212	Asiimwe	Vivian	F	Bachelor of Medical Laboratory Science	Bugoye H/C III Group A	laboratory	Still at University	sanitation skills, interpersonal, collecting blood, administration skills
213	Nalwanga	Winnie	F	Bachelor of Medical Laboratory Science	Kabuyanda H/C IV	laboratory	Still at University	communication, team work
214	Okello Olwoch	Aggrey	M	Bachelor of Medical Laboratory Science	Rubaya H/C III (Mbarara)		Still at University	
215	Abola	Henry	M	Bachelor of Medical Laboratory Science	Family Health Resource Centre	laboratory	Still at University	interpersonal, testing skills, counselling
216	Ntale	Paulo	M	Bachelor of Pharmaceutical Sciences	Hamurwa H/C IV		Still at University	
217	Arafat	Musa	M	Bachelor of Pharmaceutical Sciences	Bwindi Community Hospital		Still at University	interact with the community, securing jobs, leadership skills
218	Zakkiyu	Kiyini	M	Bachelor of Pharmaceutical Sciences	Rushere Hospital	pharmaceutical science	Still at University	dispensing drugs, communicating with sick people, surveying on severe diseases in the community
219	Atamba	Rebecca	F	Bachelor of Pharmaceutical Sciences	KCRC - Sheema	pharmacy	Still at University	dispensing

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
220	Kasujja H.	Moses	M	Bachelor of Pharmaceutical Sciences	Kazo H/C IV	pharmaceutical science	Still at University	administering drugs, dressing wounds, health education skills, collecting healthy data
221	Nakaseegu	Joweria	F	Bachelor of Pharmaceutical Sciences	Rukoki H/C III		Still at University	
222	Kamuntu Joash	Antony	M	Bachelor of Pharmaceutical Sciences	Biharwe H/C III – Mbarara	dispensary	Still at University	communication, leadership, assessment skills
223	Ssegujja	Rashid	M	Bachelor of Pharmaceutical Sciences	Kyabugimbi H/C IV	pharmacy	Still at University	dispensing, communication, drugs
224	Tumwebaze	Marius	M	Bachelor of Pharmaceutical Sciences	Rugazi H/C IV Group B	pharmaceutical science	Still at University	dispensing drugs, interpersonal, communication
225	Kikonyogo	Peter	M	Bachelor of Pharmaceutical Sciences	Ruhoko Group B	pharmaceutical science	Still at University	leadership skills, interpersonal, dispensing drugs, diagnosing patients
226	Kamoga	Gonzaga Cena	M	Bachelor of Pharmaceutical Sciences	Kabira H/C III	laboratory	Still at University	interpersonal, leadership, communication
227	Kasande	Ritah	F	Bachelor of Pharmaceutical Sciences	Bukinda H/C III	pharmaceutical science	Still at University	
228	Kyeza	Enos Mitti	M	Bachelor of Pharmaceutical Sciences	Buhara H/C III	pharmaceutical science	Still at University	dispensing drugs, managing community
229	Sebandeke	Faizal	M	Bachelor of Pharmaceutical Sciences	Kisomoro H/C III	pharmaceutical science	Still at University	handling people from the community, communication, dispensing drugs
230	Nassanga	Sarah	F	Bachelor of Pharmaceutical Sciences	Ruhira H/C II		Still at University	
231	Kayaga	Miriam	F	Bachelor of Pharmaceutical Sciences	Engari H/C III		Still at University	
232	Atukunda Noowe	Prudence	F	Bachelor of Nursing Science	Kabwohe H/C IV		Still at University	
233	Kabahire	Agnes	F	Bachelor of Nursing Science	Lwengo H/C IV	Health Department	Still at University	diagnosing diseases, communication, primary health care activities in the community
234	Tumuhimbise	Edson	M	Bachelor of Nursing Science	Biharwe H/C III – Mbarara		Still at University	

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
235	Tugume	Ambrose	M	Bachelor of Nursing Science	Kinoni H/C IV		Still at University	
236	Tasiima	Tabitha	F	Bachelor of Nursing Science	Kamuganguzi H/C IV	Health Department	Still at University	leadership and management, solving community problems
237	Ogwang	Tom	M	Bachelor of Nursing Science	Buhara H/C III	pharmaceutical science	Still at University	prioritizing activities for project, community helping,
238	Odongo Owani	Geofrey	M	Bachelor of Nursing Science	Bugoye H/C III Group A		Still at University	
239	Nyirabizimana	Jennifer	F	Bachelor of Nursing Science	Rubaya H/C IV (Kabale)		Still at University	
240	Niwagaba	Thursday	M	Bachelor of Nursing Science	Bugamba H/C IV		Still at University	
241	Namawejje	Prossy	F	Bachelor of Nursing Science	Kihefo H/C IV		Still at University	
242	Nalwanga	Mary Koncepta	F	Bachelor of Nursing Science	Rushere Hospital	maternity and antenatal	Still at University	educating family planning, maternity, child delivery
243	Nabaasa	Rosemary	F	Bachelor of Nursing Science	Mitooma H/C IV		Still at University	
244	Katusabe	Grace	F	Bachelor of Nursing Science	Bwizibwera H/C IV	nursing	Still at University	interacting with the community, Primary health care, antenatal, immunization, child delivery
245	Kanyonga	Florence	F	Bachelor of Nursing Science	Kyabugimbi H/C IV	OPD, immunization	Still at University	updates in immunization, book keeping,
246	Kakuru	Ambias	M	Bachelor of Nursing Science	Engari HC 3	nursing	Still at University	handling patients, sensitizing the community about the communicable diseases
247	Kabugho	Laheri	F	Bachelor of Nursing Science	Rukoki H/C III		Still at University	
248	Cherop	Sam	M	Bachelor of Nursing Science	MCNELL Medical Centre	medical	Still at University	interpersonal, communication, surgical
249	Chebet	Rose Scovia	F	Bachelor of Nursing Science	Kazo H/C IV		Still at University	

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
250	Bongomin Masaba	Joseph	M	Bachelor of Nursing Science	Kibiito H/C IV		Still at University	
251	Bateyo	Anthony	M	Bachelor of Nursing Science	Rubaya H/C III (Mbarara)	NURSING	Still at University	community approach, how to deal with people in different conditions, how to use minimum resources
252	Asiimwe	Abibu	M	Bachelor of Nursing Science	Ishongororo H/C IV	community health	Still at University	leadership skills,, mobilization skills, interpersonal skills
253	Alupo	Henry	F	Bachelor of Nursing Science	Bwizibwera H/C IV		Still at University	
254	Ahurra	Carolyn	F	Bachelor of Nursing Science	Bukuku H/C IV		Still at University	
255	Adoch	Docus	F	Bachelor of Nursing Science	Biharwe H/C III – Mbarara	nursing	Still at University	coming up with solutions that are sustainable, encouraging patients to go to hospitals
256	Basuuta	Beatrice	F	Bachelor of Nursing Science	Kamuganguzi H/C IV	outreach	Still at University	identifying challenges faced by patient, communication, working with ltd resource
257	Biyinzika	Biyinzika Brian	M	BSc. In Physiotherapy	Kihefo H/C IV		Still at University	
258	Mwehamye	Obed	M	BSc. In Physiotherapy	Family Health Resource Centre	physio therapy	Still at University	team work, surgical skills, work with people of different backgrounds
259	Kintu	Eric	M	BSc. In Physiotherapy	KCRC - Sheema		Still at University	
260	Odinga	James	M	BSc. In Physiotherapy	Ruhoko Group A		Still at University	
261	Nsamba	Arnold	M	BSc. In Physiotherapy	MCNELL Medical Centre	university	Still at University	community based skills, resource management, handling small scale businesses
262	Ainembabazi	Sheba	F	Bachelor of Information Technology	ATA	IT department	Not Employed	networking, data management, servicing
263	Razzaq	Sulaiman	M	Bachelor of Medical Laboratory Science	Lakeside Dairy Ltd	not picking	No Response	

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
264	Epou	Ivan	M	Bachelor of Information Technology	Adroit solutions	solution department	retained	networking, data base management, programming
265	Aminu	James	M	Bachelor of Information Technology	MUST (Faculty of Medicine)		Employed	
266	Ogwang Obonyo	Alfred	M	Bachelor of Information Technology	Abim hospital	bio statistics	Extension	data collection, report writing
267	Ahumuza Mugisha	Gladys	F	Bachelor of Information Technology	Jubilee Insurance company	sales	Employed	making sales, communication, confidence
268	Mumbere	Gilbert	M	Bachelor of Information Technology	IT Plus	IT department	Employed	website development skills
269	Ahumuza	Precious	M	Bachelor of Information Technology	Bifriens Investments Company Ltd	ICT department	Not Employed	graphics designing skills, data entry, customer care
270	Turyarugayo	Martin	M	Bachelor of Computer Science	Uganda Aids Commission Secretariat	ICT	Extension	team work, problem solving, attention to details
271	Erima Afayoa	Innocent	F	Bachelor of Computer Science	Natural Fruit Arua		No Response	
272	Nahurira	Lydia	F	Bachelor of Computer Science	Ideal Link	ICT	Employed	software development, website designing
273	Odunga	Patrick	M	Bachelor of Computer Science	Fundibots	programming and embedded systems	Employed	programming, market survey, software knowledge
274	Akot	Isabella Mercy	F	Bachelor of Computer Science	IT Plus		No Response	
275	Einau	Isaac	M	Bachelor of Computer Science	Abercom Technologies	marketing, software designing	Extension	designing websites, programming interpersonal
276	Waako	Daniel	M	Bachelor of Computer Science	Fundibots		Extension	
277	Nimwesiga	Gerald	M	Bachelor of Computer Science	coca cola	settlement department	still training	marketing skills, production skills

No	S.NAME	F.NAME	SEX	COURSE	COMPANY	DEPARTMENT OF WORK	STATUS-1ST SURVEY	Skills Acquired During HEST Internship
278	Ashabahabwe	Collen	M	Bachelor of Computer Science	Supercom (E) Technologies Ltd	marketing	Extension	marketing, confident, software designing
279	Kamuhire	Emmanuel	M	BSc. In Computer Engineering	Camtech Uganda	medical	Extension	designing skills, administration, leadership skills, teamwork
280	Mulindwa	Peter	M	BSc. In Computer Engineering	Abercom Technologies	marketing, software designing	Extension	designing websites, programming interpersonal
281	Kafuma	Paul	M	BSc. In Computer Engineering	SCI Ug Ltd	customer service department	Not Employed	IT skills, hard ware repair, installation skills
282	Agaba	Gilbert	M	BSc. In Computer Engineering	Ideal Link	IT department	Extension	programming, animation,
283	Muhoozi	Elias	M	BSc. In Computer Engineering	McBots Makersoace	technical department	still training	presentation skills, report writing, training skills
284	Jayee	Collins Powell	M	Certificate In Science Laboratory Technology	TASO	medical	Still at University	handling patients, operating medical machine
285	Tumuramyee	Julius	M	Certificate In Science Laboratory Technology	LAKESIDE DAIRY LTD	laboratory	Not Employed	processing yoghurt, ghee, preserving milk
286	Asiimwe	Abel	M	Diploma In Science Laboratory Technology	MUST (Faculty of Medicine)		No Response	
287	Kayondo	Robert	M	Certificate In Science Laboratory Technology	TASO	laboratory	Self Employed	operating machines, malaria and typhoid tests,
288	Akatwijuka	James	M	Diploma In Science Laboratory Technology	MUST (Faculty of Medicine)	pharmacy	Employed	processing detergents, analyzing dairy products
289	Nakiyumba Nabirye	Minina	F	Certificate In Science Laboratory Technology	Jinja Referral Hospital	laboratory	Not Employed	testing for some diseases, immunization, interpersonal
290	Ssali	Ismail	M	Certificate In Science Laboratory Technology	Masaka Referral Hospital	laboratory	Not Employed	testing for some diseases, communication, teaching
291	Mwine Muhinda	Mathius	M	Certificate In Science Laboratory Technology	Mbarara Regional Referral Hospital	laboratory	Employed	identifying micro-organisms, processing milk,
292	Atuhuura	Vivian Gladys	F	Certificate In Science Laboratory Technology	TASO	laboratory	Not Employed	handling patients, diagnosing diseases, interpersonal skills

Annex 7: Copy of student offer letter.



UGANDA MANUFACTURERS ASSOCIATION

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

Our Ref:

Your Ref:

Dear

RE: OFFER TO PARTICIPATE IN UMA – HEST INTERNSHIP PROJECT

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

Your Obligations:

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

2. Hours of Work:

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

3. Stipend:

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

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

Continuation

The installments shall be as follows:

Date	Item	Amount
30 th Month 1	<i>Insurance premium to be deducted</i>	36,000/=
30 th Month 1	1 st Financial Disbursement	180,000/=
30 th Month 2	2 nd Financial Disbursement	170,000/=
30 th Month 3	3 rd Financial Disbursement	160,000/=
30 th Month 4	4 th Financial Disbursement	154,000/=
	Total	700,000/=

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

4. Reporting:

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

5. Supervision:

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

6. Insurance:

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

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

If you accept the above terms, sign the copy of this letter and return it to the undersigned before2017.

Yours sincerely

Uganda Manufacturers Association


Sebaggala M. Kigozi
Executive Director

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

Signed Date:

Cc: Employer (Host Company)

Annex 8. Copy of the introduction letter.



UGANDA MANUFACTURERS ASSOCIATION

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

Our Ref:

Your Ref:

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

Dear,

RE: INTRODUCTION OF THIS INTERN TO YOUR COMPANY

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

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

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

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

Yours Sincerely,
Uganda Manufacturers Association


Sebaggala M. Kigozi
Executive Director

Cc: Student

Annex 9. Copy of student reporting template.



HIGHER EDUCATION SCIENCE AND TECHNOLOGY
Internship Logbook

Student Name:

Month:

Target	Achievements	Challenges	Lessons Learnt

Supervisors Comment:.....

Signature:.....

Annex 10: copy of the student's report

HEST INTERNSHIP LOG BOOK

KIGWE BEN

IP16MUST/020/J6 No: 2012/MBR/016

BWINDI COMMUNITY HOSPITAL

DEPARTMENT OF MEDICINE

MEDICINE

NAHABWE HAVEN Contacts: **0772544589**

Targets	Achievements	Challenges	Lessons Learnt
<ul style="list-style-type: none"> Scanning the environment and orientation 	<ul style="list-style-type: none"> Meeting with human resource and Executive Director Meeting with community leaders 	<ul style="list-style-type: none"> Long distance Transport Language barrier Abrupt weather changes No power Unreliable appointment 	<ul style="list-style-type: none"> Community leaders are very important in understanding the community
<ul style="list-style-type: none"> Community diagnosis Formulating and planning operational research and the chosen health challenges arrived at from the community 	<ul style="list-style-type: none"> Identified medical challenge as epilepsy Exposure to new treatment Attained a basic operation for activity as ; providing healthcare education and psychosocial support 	<ul style="list-style-type: none"> Language Barrier Limited resources No net work Lack of stationary No power Limited time (only utilize day) No net work 	<ul style="list-style-type: none"> Involving the hospital team was very helpful Health is made at home Proper planning Timing requisition of supply is necessary Delegation is important

Email document to hestreport@uma.or.ug

Page 1

Continuation

HEST INTERNSHIP LOG BOOK				
Week 3	<ul style="list-style-type: none"> • Generate a mission • Generate a vision • Generate a measurable result • Provide healthcare services in the health facility and PHC 	<ul style="list-style-type: none"> • Mission: To provide healthcare and social support to Epileptic clients through community linkages..... • Vision; Improved quality of life of persons, families affected by epilepsy in Mukono parish. • Measurable result; To reduce the number of lost follow ups of new patients in 2015 from 70% to 20% within 9weeks 	<ul style="list-style-type: none"> • Lack of stationary • No power • Limited guidance • Lack of stationary • Limited time • No power • Limited guidance • Lack of stationary • Limited time • No power • Limited guidance • Poor documentation of data 	<ul style="list-style-type: none"> • Delegation is important • Time management • Stake holder involvement is key • Delegation is important • Time management • Delegation is important • Time management
Week 4	<ul style="list-style-type: none"> • Carry out are stockholder analysis • Diagnosing root cause • Setting priorities using are priority matrix 	<ul style="list-style-type: none"> • We carried out interviews of the mental health team, LC1, VHTs and some community members • We analyzed and compiled locals views on health conditions and obtained their root causes • Drew a priority matrix and identified our priority action as sensitization 	<ul style="list-style-type: none"> • Limited time • Luck of enough stationary • Distant homes • Language barrier • Insufficient man power • Insufficient man power 	<ul style="list-style-type: none"> • Community mobilization is largely by LCs • Most challenges have similar root causes • Organize activities according to the most effective

Email document to hestreport@uma.or.ug

Page 2