



MAKERERE UNIVERSITY



# Employability of Graduates



MAKERERE UNIVERSITY  
TRACER STUDY OF  
THE 2012 GRADUATES

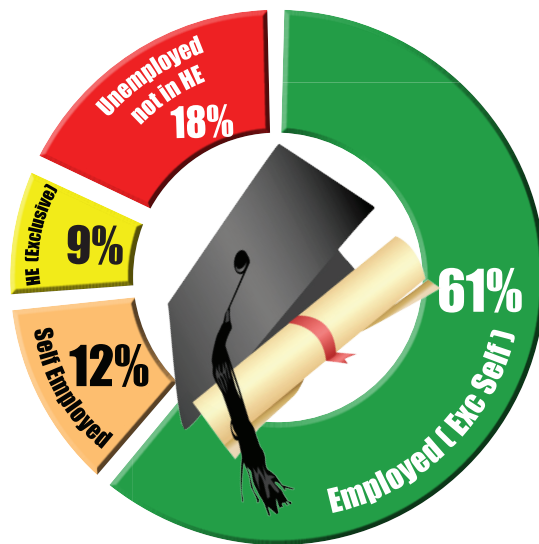
DIRECTORATE OF QUALITY ASSURANCE

APRIL 2015

VINCENT A.SSEMBATYA & ROBERT K. NGOBI



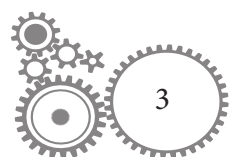
# Employability of Graduates



## MAKERERE UNIVERSITY TRACER STUDY OF THE 2012 GRADUATES

DIRECTORATE OF QUALITY ASSURANCE

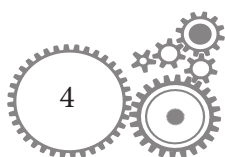
APRIL 2015



# Employability of Graduates

## Contents

1	ACKNOWLEDGEMENT	5
2	EXECUTIVE SUMMARY	6
3	BACKGROUND	8
3.1	OBJECTIVES	11
4	METHODOLOGY	12
4.1	SAMPLING FRAME	12
5	FINDINGS	15
5.1	GENERAL CHARACTERISTICS OF RESPONDENTS	15
5.1.1	STUDENT EXPERIENCES WHILE STUDYING FOR THE QUALIFICATIONS	23
5.2	PATHWAYS TO EMPLOYMENT	25
5.3	RECOMMENDATION	32
0.6	APPENDIX	34



## ACKNOWLEDGEMENT

Makerere University is committed to achieving academic excellence. Every year the University opens its gates to more than 10,000 qualifying applicants to a range of academic programs at undergraduate and postgraduate levels. The University deploys its resources and its innovative mechanisms to train and transform these students into skilled knowledgeable graduates; with the right attitude for the world of work and further training.

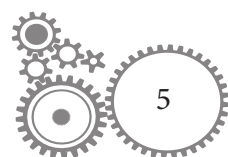
The sponsors, future employers and the graduates themselves have several expectations at the end of the training cycle. Employment is a key expectation for the graduates and their sponsors. The employers on the other hand hope for the right people for the jobs they want to fill. This tracer study will provide key information to Makerere University, employers, students and their sponsors on the various factors that are crucial for successful transition from the academic life to the world of work.

We are very grateful to the Royal Government of Sweden under the Makerere University Bilateral Research Program for the financial support to conduct this tracer study in addition to a previous one of Doctoral graduates. We thank the Vice Chancellor, Professor John Ddumba-Ssentamu and the entire management of the University for the unreserved support during the entire exercise. We thank the Director of the Research and Graduate Training Professor Mukadasi Buyinza for his integral participation in conducting this study.

We acknowledge the support of the research assistants led by Mr. Joseph Kinene for administering the questionnaires; we thank Mr. Richard Mulumba for proof reading this report. Finally we thank the staff of the Directorate of Quality Assurance led by Ms. Irene Namatende for their support and coordination.

**Vincent A Ssembatya (PhD),**

Director Quality Assurance Directorate,  
Makerere University.



### EXECUTIVE SUMMARY

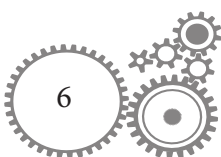
Makerere University is the premium public university in Uganda holding about 20% of the total enrolment in Higher Education in Uganda. The university has graduated more than 180,000 people to date since 1970. The University offers a wide variety of programs of study including 107 undergraduate degree programs and 150 post-graduate programs across disciplines. The undergraduate curriculum of the University is 63% composed of Science, Engineering and Technology (SET) with 37% of the curriculum comprising Arts, Humanities and Business programs. Even though the majority of the programs are in SET, the majority of the students (60%) are in Arts, Humanities and Business programs.

The university has instituted adaptive mechanisms to allow for feedback and continual improvement across the spectrum of its provisions. Some of the mechanisms include external examination, peer reviews, benchmarking, employer expectation surveys and tracer studies. These mechanisms are utilized to adapt the university provisions to the requirements of its stakeholders.

The University has conducted this tracer study on the 2012 cohort in order to illuminate the complex transition from secondary school through university into work. This tracer study was conducted following the four sequential generic procedures for conducting tracer studies: compilation of sample frame; design of the questionnaire; administering the questionnaire and data capturing, cleaning & analysis. The total number of respondents was 1961 against a target of 4000 representing 49% response rate. The size of the sample was 18% of the sample frame.

The major findings from this study were:

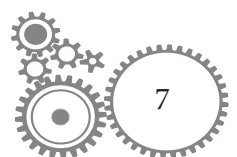
1. Most respondents have not obtained further qualifications;
2. The majority of respondents would consider re-enrolling at Makerere University;
3. Most impediments to further study are financial;
4. Career guidance was crucial and prominent; 77% of the respondents indicated that they opted for career guidance;
5. The internship policy at Makerere University is taking root;
6. The total number of graduates in full employment who entered the labor market for the first time constituted the majority of the graduates (1264); more than 5 times those who were self employed;
7. The total number graduates who indicated that they were fully employed (spent at least 40 hours a week on the same job) constituted 70% of the respondents. This category consists of both young and mature graduates who took up jobs before training for the Award acquired in 2012;
8. The total number of unemployed graduates was 18%;
9. The number of young graduates who were working full time was 1308 of the 1961 respondents (67%). Of the respondents working full time, 1076 (83%) worked for the public sector. This indicates that graduate employment is strongly coupled with public sector job opportunities;



10. Advertising was the major source of information on job opportunities representing 42% of the sources of information;

**Key recommendations from this study are:**

1. Matching of graduates with jobs is crucial in decreasing the graduate unemployment. University - Industrial links need to be strengthened through a comprehensive internship program. These linkages will in turn support the integration of stakeholder expectations into the curriculum of the university;
2. Most of the respondents acquired jobs through advertisements. Public and private sectors should be encouraged to advertise jobs in various media including the emerging social media;
3. Most respondents indicated the highest impediment to their pursuit of further Higher Education qualifications was lack of financial support. Government should consider increasing the funding graduate studies to increase the transition rates from undergraduate to graduate studies;
4. Makerere University should increase its capacity to train graduate students since most respondents who had intentions to pursue further studies, revealed that they would consider rejoining the institution for graduate studies;
5. All transferable skills were rated above the average mark. Communication skills were ranked highest whereas Entrepreneurial skills were ranked lowest. A cross-cutting course in entrepreneurial skills should be developed and embedded in curricula across disciplines; this course should include aspects of negotiation, analytical and decision-making skills;
6. Students should be encouraged to engage in personal development schemes to buttress the acquired transferable skills to meet the requirements at the world of work



# Employability of Graduates

## 1 BACKGROUND

---

Makerere University was established in 1922 as a technical college. In 1949, it became a University College affiliated to the University College of London, offering courses leading to general degrees of the University of London. This affiliation lasted until 1963 when it became one of the three constituent colleges of the University of East Africa. Makerere became an independent University in 1970 by an Act of Parliament.

**Vision:** The University vision is to be the leading institution for academic excellence and innovations in Africa

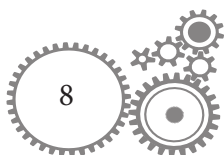
**Mission:** This vision will be achieved through providing innovative teaching, learning, research and services responsive to National and Global needs.

Makerere University Strategic Plan 2008/09-2018/19 was formulated to reposition her to address emerging development challenges arising from globalization, evolving national socio-economic development, information and communication technology, the Millennium Development Goals (MDGs) and overarching national government policies such as: Poverty Eradication Action Plan (PEAP), the National Development Plan (NDP), Strategic Plan for Higher Education 2004-2015, decentralization program and affirmative action.

Over the next 10 years, the University has re-defined her overarching enterprise strategy to be the leading institution for academic excellence and innovations in Africa. The strategy to achieve this is through providing innovative teaching, learning, research and services responsive to National and Global needs. Makerere University pursues her business guided by its core values that place premium on allegiance to the institution, integrity, customer responsiveness, professionalism and openness to diversity. Strategically, the University is steered in the direction of a learner-centered problem-based instruction, a research driven university where research and teaching & learning are mutually reinforcing, and knowledge transfer partnerships and networking between the University on one hand, the public and private sectors on the other.

Makerere University has a student population of 35,000 undergraduates and 5,500 postgraduates (both Ugandan and international). The University is an active center for research, and transitioned from the faculty-based to the collegiate system in December 2010.

Makerere University is the premium public university in Uganda holding about 20% of the total enrolment in the Higher Education in Uganda (State of Higher Education and Training 2012). The





University had 53% of the total enrolment in Public Universities in Uganda in the year 2012 and 10% of Tertiary Institutions in Uganda are affiliated to Makerere University. About 34% of the student population was enrolled in Science, Engineering and Technology (SET) in the year 2014. The university graduated over 100,000 people between the year 2005 and 2014; these years have been the most numerically productive for the university since its inception with more than half its graduates coming out during these years. The university has graduated more than 180,000 people in the 30-year period spanning 1985-2014.

The University graduates about **30%** of its enrolment every year; for instance, the University graduated 12,615 students in 2014 against an enrolment of **37,865**. The graduation numbers (five-year intervals) for the period 1985-2014 are presented in figure 1.

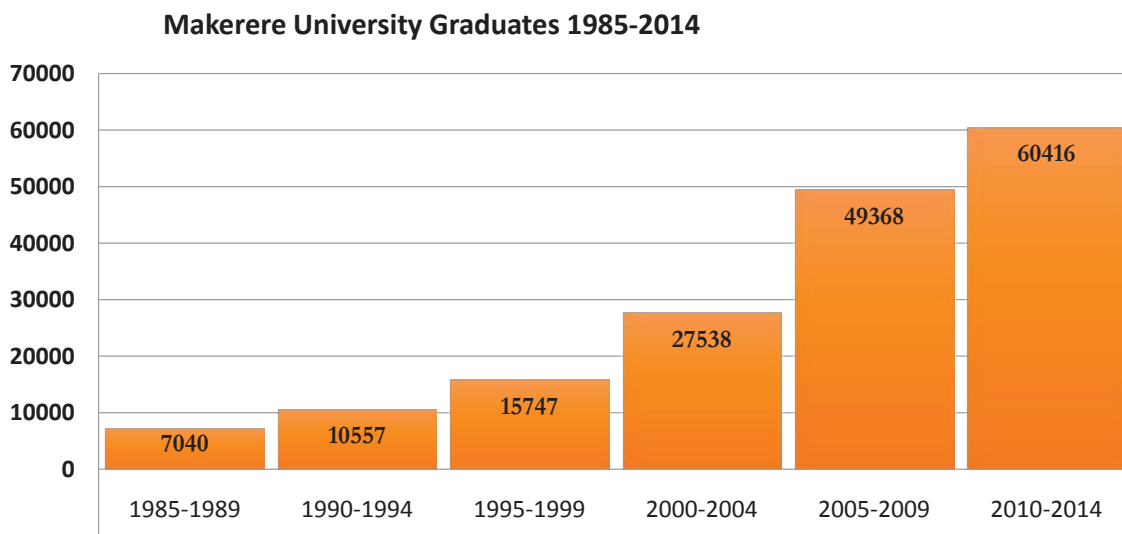


Figure 1: Makerere University Graduates for the period 1985-2014

The University offers a wide variety of programs of study including 107 undergraduate degree programs and 150 post-graduate programs across disciplines. Most of the undergraduate programs in 2012 (75%) were three-year programs; 21% of the undergraduate programs were four-year programs while 4% of the undergraduate programs were five-year programs. The students housed in these programs are in the same proportions of 75%, 21% and 4% for three-year, four-year and five-year programs, respectively.

The undergraduate curriculum of the University is 63% composed of Science, Engineering and Technology (SET) with 37% of the curriculum comprising Arts, Humanities and Business programs.

## Employability of Graduates

Even though the majority of the programs are in SET, the majority of the students (60%) are in Arts, Humanities and Business programs.

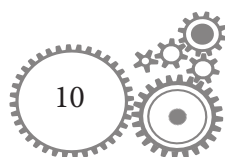
### 1.1 TRACER STUDIES

The university has instituted adaptive mechanisms to allow for feedback and continual improvement across the spectrum of its provisions. Some of the mechanisms include external examination, peer reviews, benchmarking, employer expectation surveys and tracer studies. These mechanisms are utilized to adapt the university provisions to the requirements of its stakeholders.

Tracer studies provide an avenue to analyzing university graduates in relation to the labour market. Tracer studies provide information regarding not only the employability of graduates but also the type of employment they gain; a match or mismatch between educational qualifications and the required work skills and shortfalls of an educational program which helps in aligning the university training to the needs of the economy (Schomburg, 2003).

Table 1: Most numerically productive programs with at least 1000 graduates, 2007-2012

	Programme	Year						Total
		2012	2011	2010	2009	2008	200-2007	
1	Social Sciences	676	730	799	866	822	7932	11825
2	Education (BED)	293	1376	906	910	182	7084	10751
3	Arts Education	738	1062	1081	933	1012	5235	10061
4	Commerce		915	991	761	90	4511	7268
5	Business Administration	683	976	867	104	58	3711	6399
6	Arts	233	275	400	447	470	3640	5465
7	Law	262	312	267	344	330	1772	3287
8	Information Technology	497	571	538	789	80	384	2859
9	Development Studies	211	205	263	310	204	1624	2817
10	Economics	253	308	346	314	27	816	2064
11	Tourism	74	223	140	101	144	1223	1905
12	Science	175	175	182	138	95	1139	1904
13	Community Psychology	105	251	215	231	249	502	1553
14	Environmental	110	183	204	0	131	907	1535
15	Computer Science	242	280	196	210	34	364	1326
16	Adult and Community	105	162	131	160	7	691	1256
17	Medicine and Surgery	125	120	90	113	1	690	1139
18	Mass Communication	103	97	122	109	85	582	1098
19	Industrial and Fine Art	100	155	109	126	51	525	1066
20	Science Education	169	152	142	109	79	396	1047
21	Social Work and Social	102	108	123	64	83	533	1013



## 1.2 OBJECTIVES

The overall objective of conducting the tracer study was to triangulate or illuminate the complex transition from secondary school through university into work or unemployment. The specific objectives were to:

- (a) Understand Makerere University graduate destinations;
- (b) Determine the transition rate of Makerere University graduates into higher qualifications;
- (c) Determine the perception of the graduates about transferable skills acquired during their training;
- (d) Determine the transition factors affecting the rate at which graduates move to the world of work;

## 2 METHODOLOGY

---

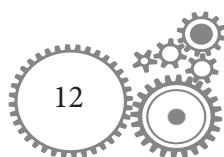
The tracer study for the 2012 cohort of Makerere University graduates was conducted following four sequential generic procedures for conducting tracer studies: compilation of sample framework, design of the questionnaire, administering the questionnaire and data capturing, cleaning & analysis. The sample frame was compiled using information obtained from the University Registry consisting of all graduates that were awarded first degrees, masters and doctorates. Contacts details (telephones or E-Mails or both) were used to reach and administer the questionnaire to a sample of respondents.

The questionnaire was designed focusing on the following features: the notion of the different pathways from study to work or unemployment, student & parental educational backgrounds, and desire for further studies. The questionnaire was chronological in nature and filtered responses to situational questions. The questionnaire also captured transition factors from university education to work such as levels of education of parents or guardians, career guidance received by students, participation extra curriculum activities and internships or work placements undertaken by students prior to graduation.

The questionnaire was administered in two sequential phrases. It was first pre-tested to 207 respondents to ascertain whether the questions were clear and precise to the respondents and captured all the information desired by the researchers. The second phrase involved administering the questionnaire to a research sample using both the Survey Monkey and Snowballing techniques. The responses on the survey monkey were automatically captured electronically while research assistants captured those from physically administered questionnaires. The two data sets were screened to avoid duplications and later merged for analysis. The original data set was used to validate the filled questionnaires returned by research assistants.

### 2.1 SAMPLING FRAME

The sample for the tracer study was drawn from the population of graduates of Makerere University of the year 2012 with the exception of those awarded doctorates. The graduates of the year 2012 were awarded their degrees and diplomas during the 62<sup>nd</sup> Graduation Ceremony held from 16<sup>th</sup> to 20<sup>th</sup> January 2012 at Makerere University.



A total of 11022 degrees were awarded of which 42 were doctorates. Among these graduates, 46.7% were female. The degrees were awarded across 86 undergraduate programs; 87 Masters programs; 7 postgraduate diplomas and 8 undergraduate diplomas.

Table 2: Sample Frame

Sample Frame showing number of graduates in 2012			
	Female	Male	Total
Undergraduate Diplomas	154	105	259
Postgraduate Diplomas	3	15	18
Bachelors Degrees	4592	5079	9671
Masters	386	646	1032

The Awards to the graduates of the year 2012 fell in four traditional categories as shown in Table 3. First Class Honours constituted 2% of the awards. The majority of the awards fell in the Second Class Honours Lower Division Category (47%). Pass degrees constituted 6% of all the awards.

Share of Classification of Awards of 2012

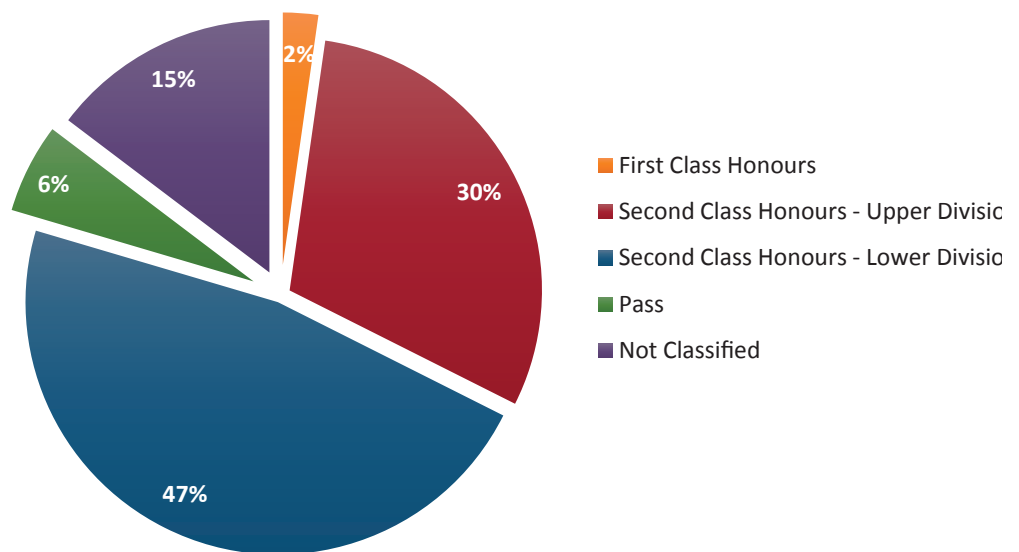


Figure 2: Share of Classification of Awards of 2012

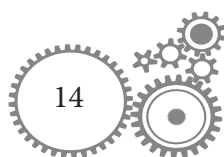
# Employability of Graduates

Table 3: Classification of Awards in the Sample Frame

## Classification of non doctorate awards of 2012

Award	Count
First Class Honours	248
Second Class Honours - Upper Division	3311
Second Class Honours - Lower Division	5178
Pass	630
Not Classified	1613

A total of 4000 respondents were targeted from the sample frame using the snowballing technique and their contacts obtained from the Academic Registry at the University. Twenty research assistants administered the questionnaire.



### 3 FINDINGS

#### 3.1 GENERAL CHARACTERISTICS OF RESPONDENTS

The total number of respondents was 1961 against a target of 4000 representing 49% response rate. The size of the sample was 18% of the sample frame.

**Gender Composition:** The proportion of female was 46% coincidentally mirroring the gender distribution at the University.

Figure 3 Gender Distribution of Respondents

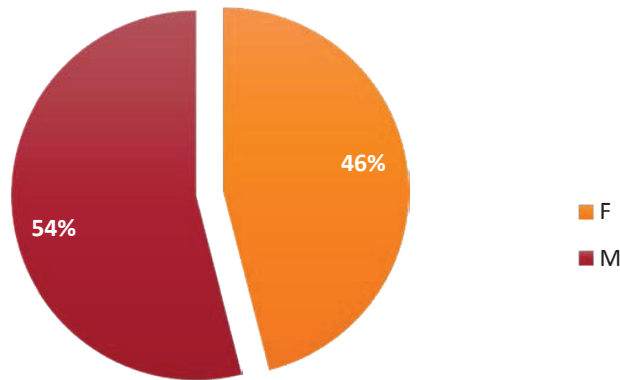
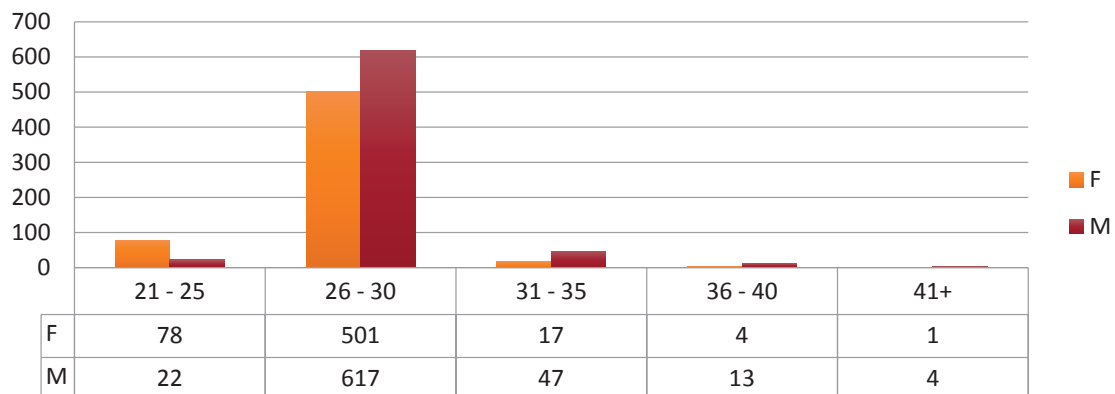


Figure 4 Age Distribution

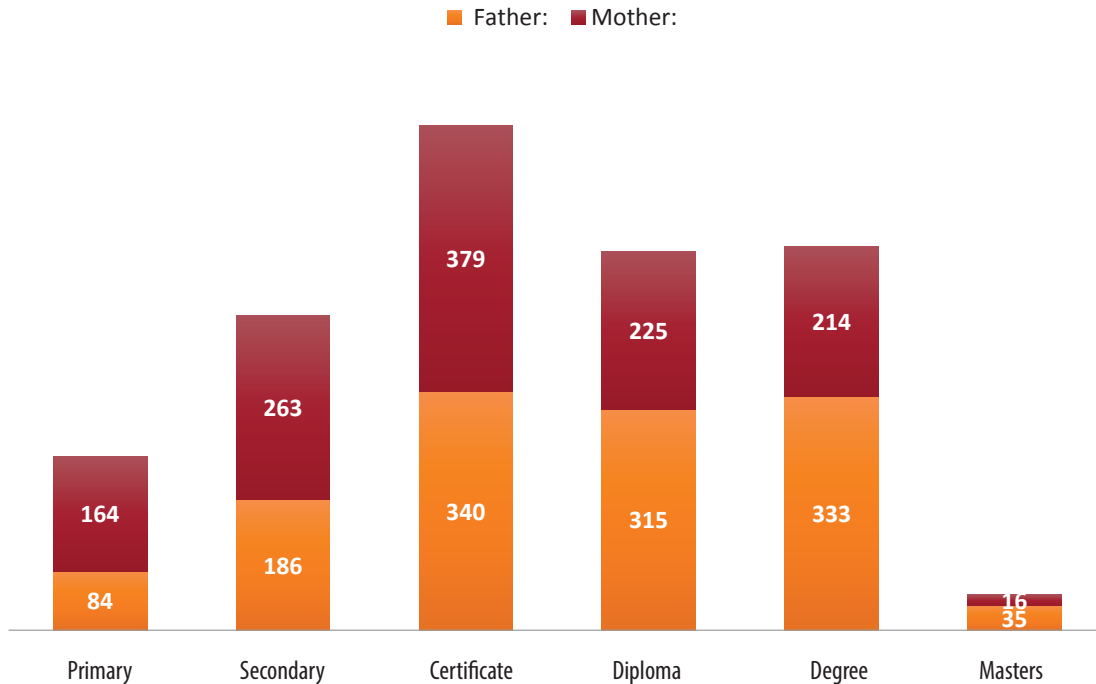


The majority of the respondents were aged 26-30.

# Employability of Graduates

Figure 5

## Education of the Parents



Mothers of the respondents were more educated at Primary, Secondary and Certificate levels than fathers of the respondents who were more educated at Diploma, Degree and Masters levels than mothers of respondents.

The relationship between the education of the parents and student achievement has received attention by scholars. The involvement of parents in the education of their children starts from early childhood. Key transformative factors include the choice of schools, support with homework, creating safe home environments and neighborhoods and playing inspirational roles to these children. In addition, dinner table conversations are likely to reflect benefits associated with acquiring university qualifications.

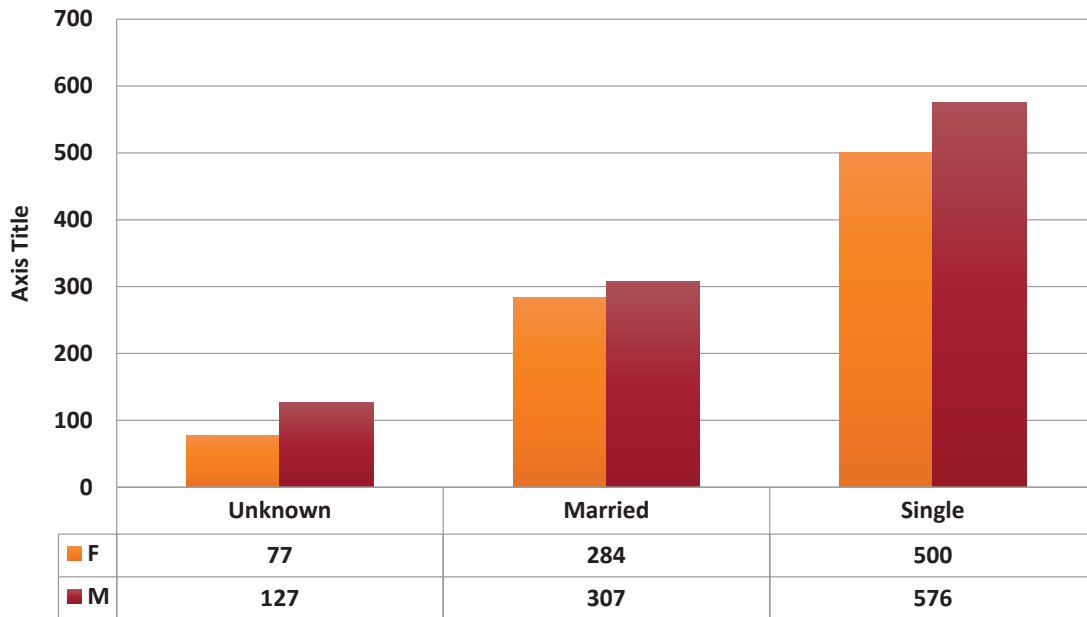
*“Their financial status and education do have an important influence on the personality of a child. Educated parents can better understand the educational needs and their children’s aptitude. They can help their children in their early education, which affects their proficiency in their relative area of knowledge. Belonging to strong financial background, parents can provide latest technologies and facilities in a best possible way to enhance educational capability of their children.” (Azhar, Nadeem, Naz, Perveen&Sameen, 2013).*

In this tracer study 540 parents of the 1961 respondents were first-degree graduates whereas 61 parents had at least a Masters degrees.



Figure 6

### Marital Status



**Marital Status:** Respondents are predominantly still unmarried.

**Program Distribution of the Respondents:** The distribution is skewed towards humanities. Although in line with the general distribution of students across disciplines, it is necessary to know the employment status fairly across disciplines.

On average in the United States, women and men marry when they are 26.5 and 28.7 respectively, a record high, according to an analysis of U.S. Census Data. “The younger you marry, the higher the risk of divorce, according to Bradford Wilcox, director of The National Marriage Project at the University of Virginia.” (Lee 2014). The majority of the respondents (57% of the respondents) were in the age bracket of 26 to 30 years. Only 691 (35%) were married. Social media is awash with discussions about marriage straight out of college (more than 20 Million hits on the web as of April 8th 2014). “Stop getting Married Straight Out of College” one of the headlines on Thought Catalog (thoughtcatalog.com) says. A part from finding an appropriate partner many factors play roles in the decision to marry. Many of these reasons are connected to the economic standing of the person involved or that of their immediate family.

# Employability of Graduates

Figure 7 Top 50 populous programmes

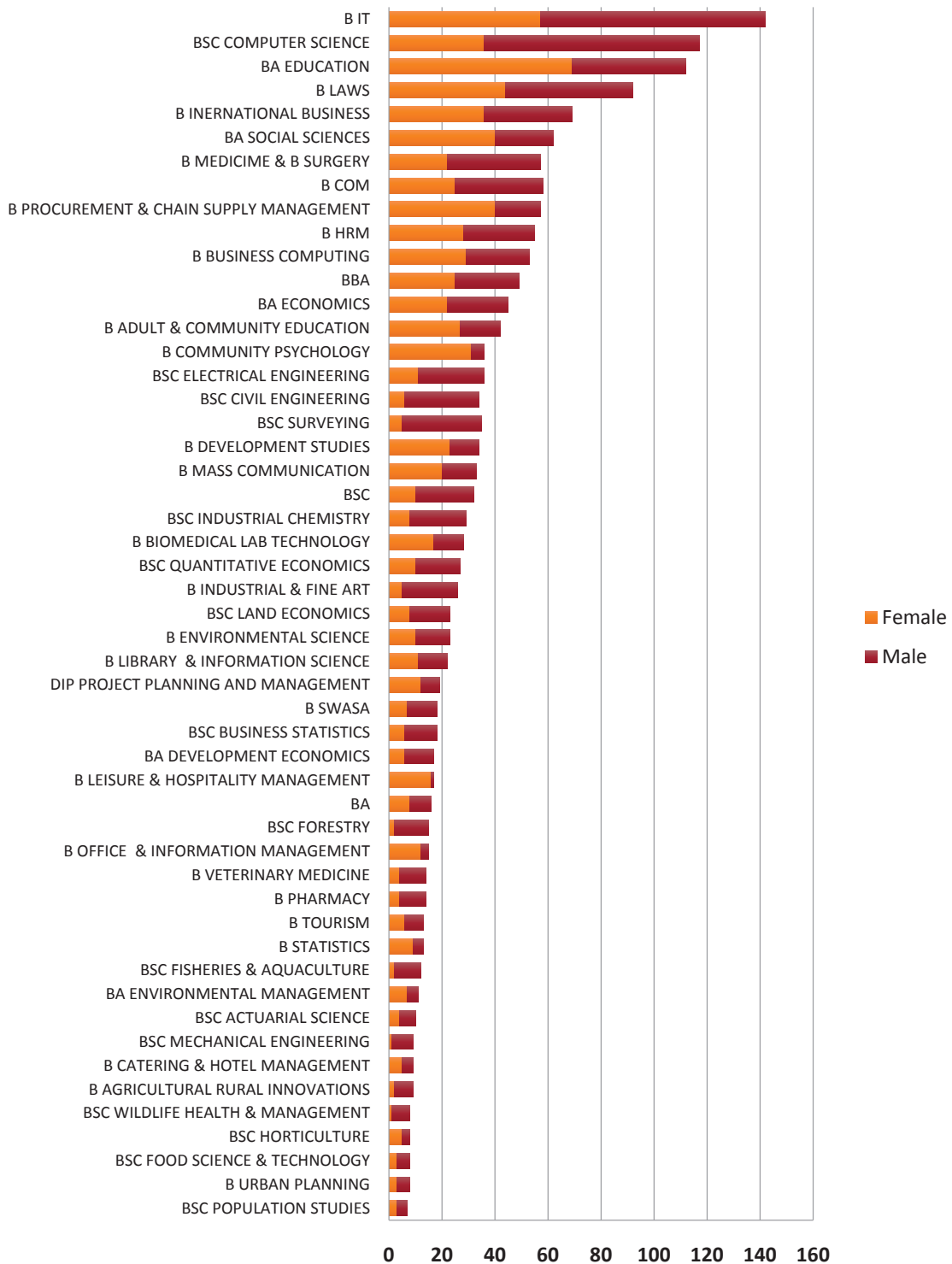
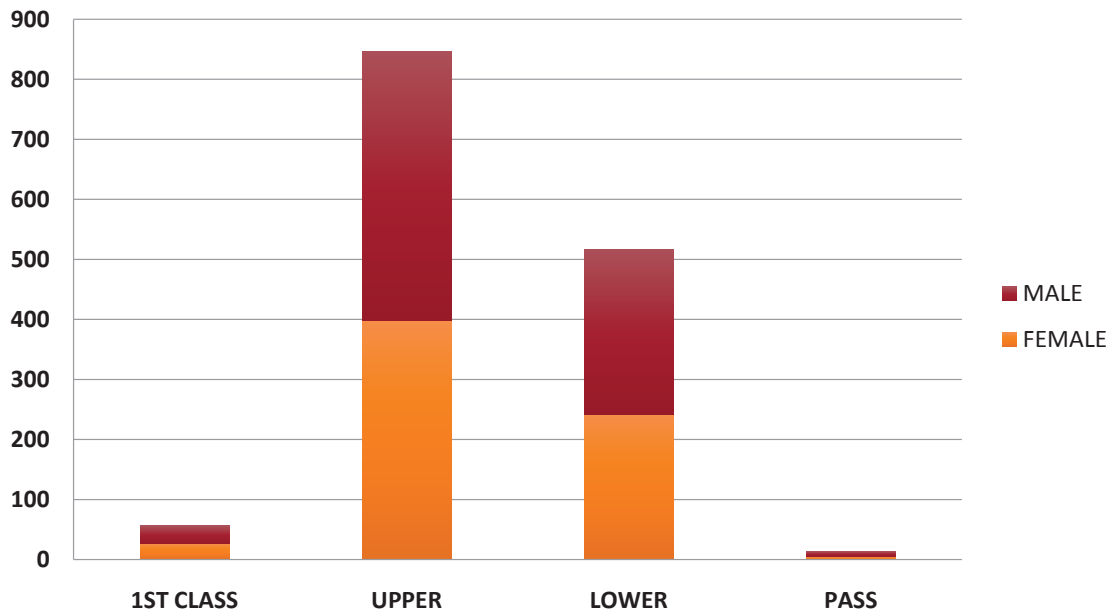
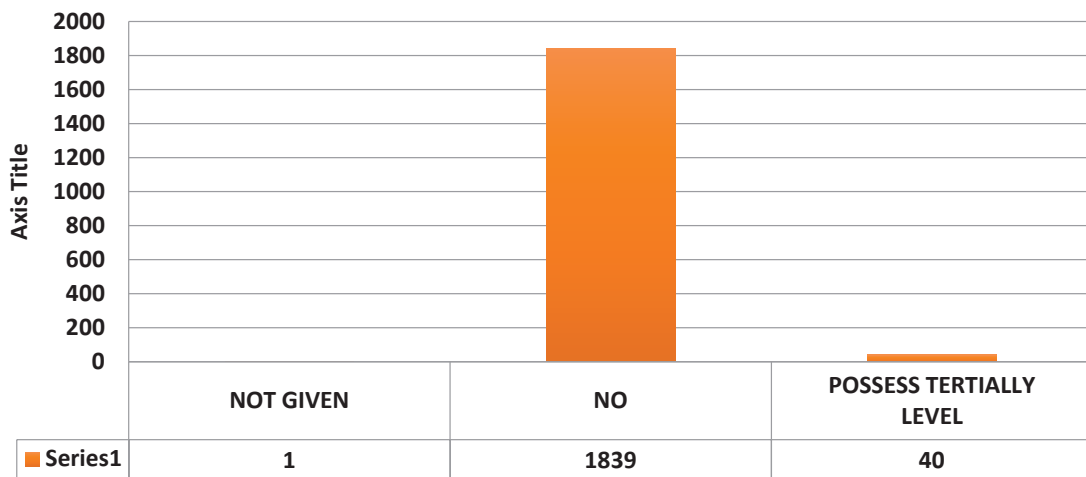


Figure 8 Class of Award



**Class of Award:** This question of class of award is seemingly genuinely answered. The majority of the awards in the university are lower second-class degrees followed by the upper second-degree awards.

Figure 9 Qualification before enrolment

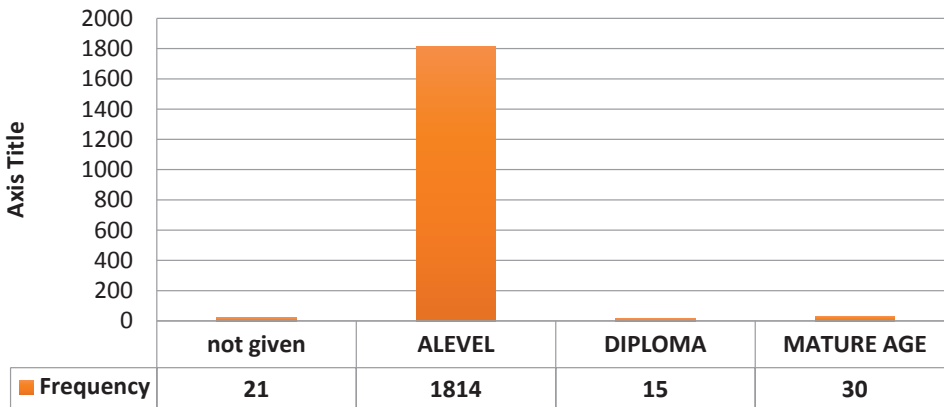


**Qualifications Before Enrolment:** The majority of students in the University access it through the Direct Entry Scheme; i.e. after completion of Secondary School education. These students are largely unemployed and relatively young (17-21 years).

## Employability of Graduates

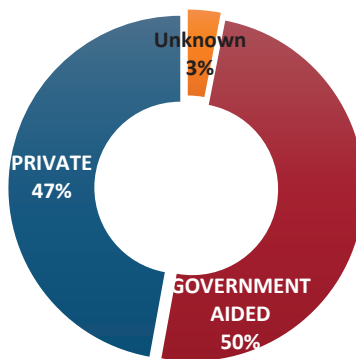
**Mode of Access:** Most students access the university through the A-level scheme.

**Figure 10: Mode of Access to the University**



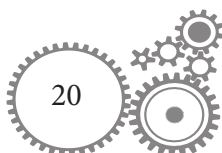
**Sponsorship:** Close to 80% of the students at the University are tuition-paying students, known as private students.

**Figure 11: Type of A-level School**



Type of A-level school	Frequency	Percent
UNKNOWN	58	3.1
GOVERNMENT AIDED	936	49.8
PRIVATE	886	47.1
<b>Total</b>	<b>1880</b>	<b>100</b>

50% of the 2012 graduates cohorts studied at government aided schools compared to 47% from private secondary schools. The dominance of government aided schools for enrollment at Makerere University is gradually dwindling.



**Higher Qualification attained after graduation:** Most respondents had not obtained further qualifications by April 2015. This is not surprising as such qualifications require more time (more than 2 years) to accomplish.

Figure 12 **Tertiary Qualification Before Enrolment**

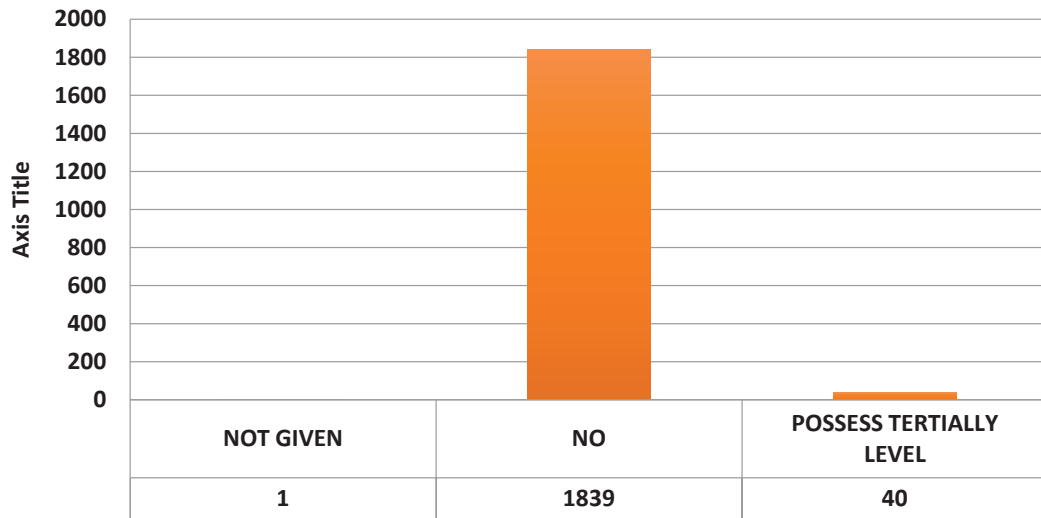
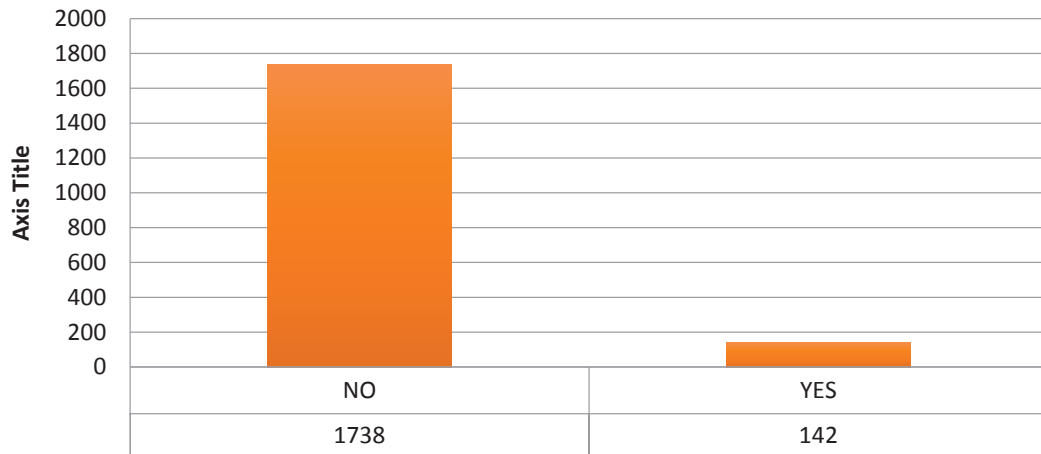


Figure 13 **Higher Qualification after Graduation**



## Employability of Graduates

**Enrolment Considerations at Makerere University:** The majority of respondents would consider re-enrolling at Makerere University. Further investigation will be necessary at a later stage since this feeds into the Graduate Training processes at the University.

Figure 14 **Intentions to Enrol at Makerere**

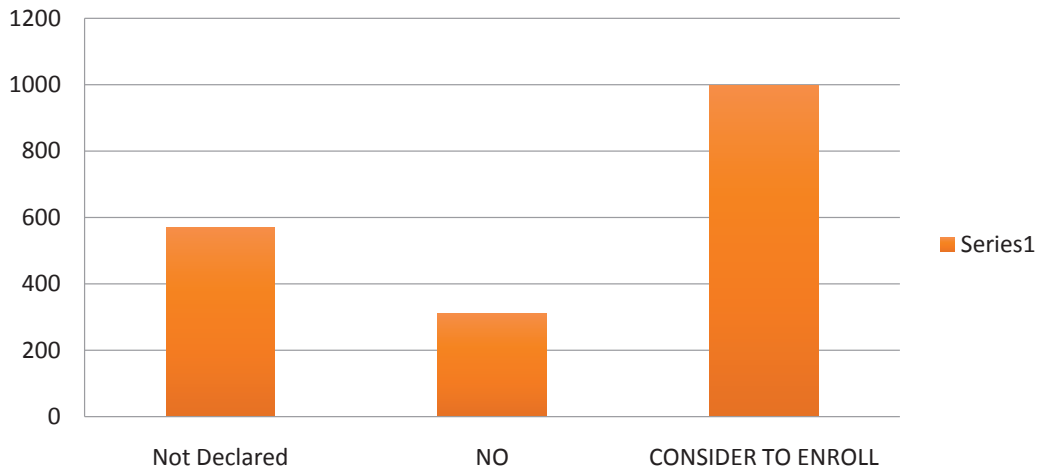
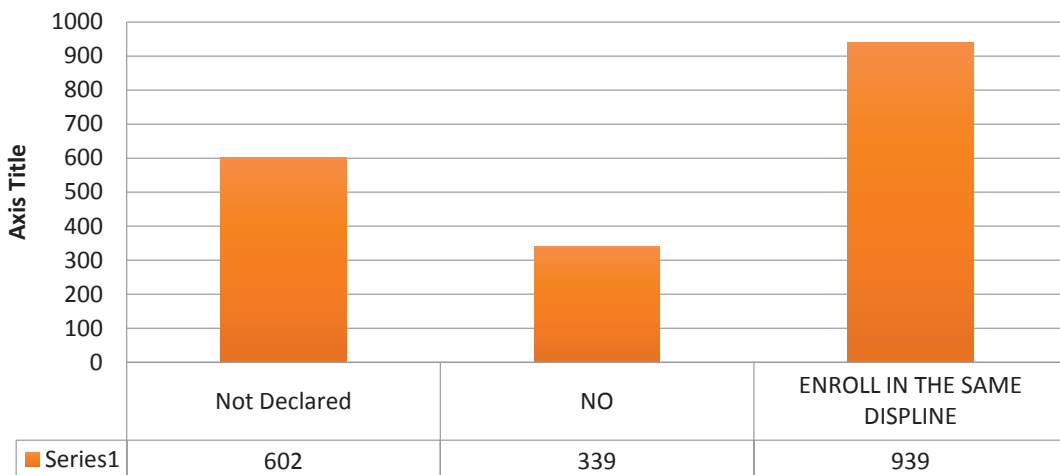
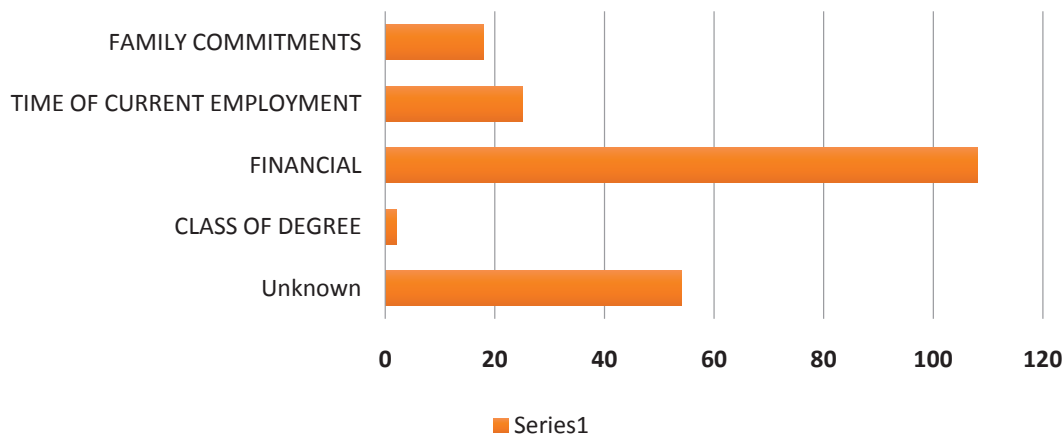


Figure 15 **Same Discipline Enrolment**



**Impedent to Further Study:** Most impediments to further study are financial related.

**Figure 16 Current Impedements to Further Study**



### 3.1.1 Student Experiences while studying for the qualifications

Makerere University gives opportunity to students to engage in a variety of intra and extra curricula activities to enrich the experiences of the students and to produce holistic graduates.

Student Internships and Projects provide a linkage between the academic involvement in the classroom and the places of work. In addition to being a conduit for useful feedback into curriculum, these activities provide hands on experiences and prospects for future employment.

Extra-curricular activities like sports; cultural activities; religious and students’ leadership engagements promote the general wellbeing of the students. Furthermore these activities promote the creation of teams and networks that may become useful springboards to social cohesion and harmony in society, with some turn out to be future careers for the students.

Table 4: Students Intra and Extra Curricula Activities.

Intra and Extra Curricula Participation			
	Yes	No	Undeclared
Received Career Guidance	1518	227	135
Participated in Supervised Internship	1521	243	116
Program Required Completion of a Project	655	887	338
Participation in Academic Associations	591	6	1283
Participation in Sports	294	7	1579
Participation in Cultural Organizations	310	6	1564
Participation in Religious organizations	334	5	1541
Participation in Student Leadership	310	8	1562

# Employability of Graduates

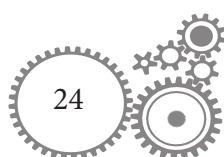
## Students Career Guidance

Most career guidance efforts are voluntary at the university. It is revealing that 77% of the respondents indicated that they opted for career guidance.

## Internship and Project Requirements

The internship policy requires every student to accomplish a supervised internship program. Students are expected to write a project report on completion of the internship. Among the respondents in the tracer study, 78% indicated that they received supervised internship. Reasons for missing supervision for some respondents were not established in this survey. However, it is presumed that non participation in supervised internship is due to late release of funds, lack of placement, miscommunication between the student and supervisor.

The internship policy was in its formative stages by the time the respondents were undertaking their training. The implementation of the internship policy has been incremental, utilizing a base of programs that had internship requirements inscribed in their curriculum. The policy approved by the University Senate in July 2006 required discipline specific interpretation and inclusion of the internship component into the revised curricula. In addition massive sensitization was required for different stakeholders who included students, parents, university staff and industry. These stakeholders were on different learning curves. A successful internship program requires close collaboration between the university & the industry, commitment on behalf of the student and adequate funding to last the duration of the internship period.





### 3.2 PATHWAYS TO EMPLOYMENT

Generic pathways for university graduates to the world of employment have been identified as journeys individual graduates take from the universities to work (Guthrie, Stanwick and Karmel, 2008). The original description was adopted to the tracer study carried out by the Cape Higher Education Consortium (CHEC, 2013); in this seven pathways were recognized:

1. Employed graduates who have entered the labor market for the first time after graduation at full employment;
2. Employed graduates who were employed prior to studying for the award of interest;
3. Self-employed graduates;
4. Unemployed graduates;
5. Continuing higher education training;
6. Graduate employees in informal sector;
7. Unemployed graduates not looking for work.

The respondents of this study were classified within these pathways as indicated in Table 4. The pathways do not form mutually exclusive categories.

Table 5: Pathways to Employment

Pathways to Employment	
Fully employed graduates who entered the labor market for the first time	1264
Graduates employed prior to studying for the qualification awarded	241
Self employed graduates	239
Unemployed graduates looking for work	252
Graduates continuing with higher education	301
Graduates employed in the Informal Sector	46
Unemployed graduates not looking for work	22

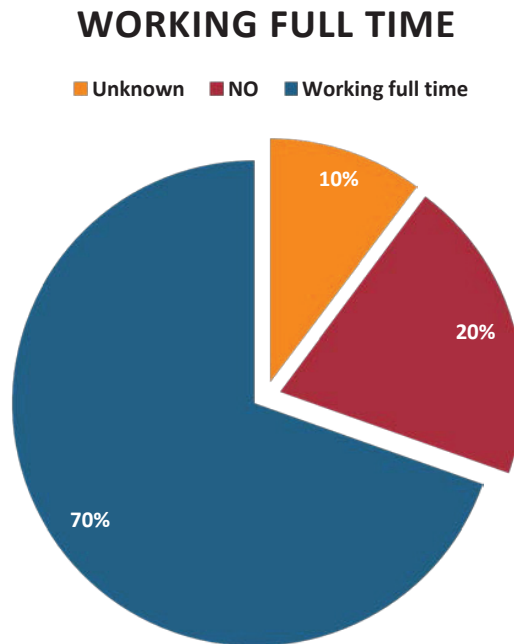
The total number of graduates in full employment who entered the labor market for the first time constituted the majority of the graduates (1264); more than 5 times those who were self employed. The university encourages job creation by its graduates to address the problem of graduate and youth unemployment.

The total number of graduates who indicated that they were fully employed (spent at least 40 hours a week on the same job) constituted 70% of the respondents. This category consists of both young and mature graduates who took up jobs before training for the award acquired in 2012. The total number

## Employability of Graduates

of unemployed graduates was 18%. The average graduate unemployment rate for low-income countries in Africa is 16%<sup>1</sup> (Friesenhahn, 2015).

Figure 17



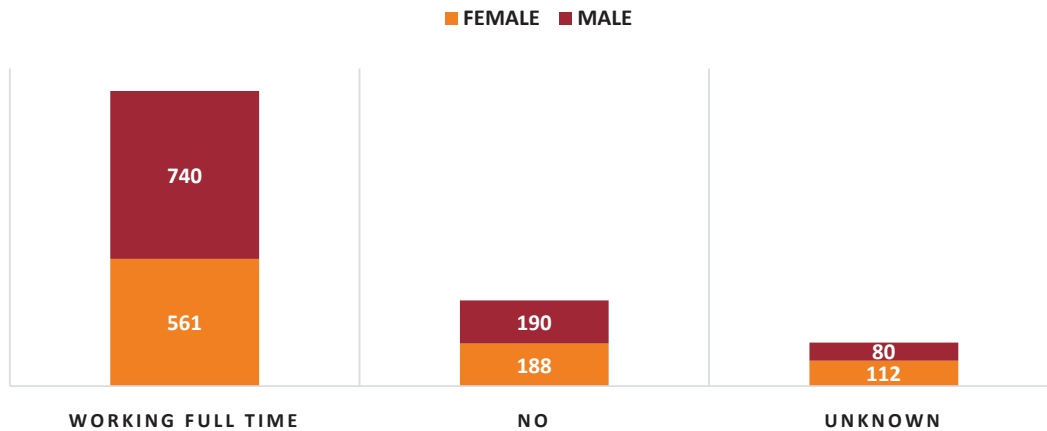
**Working Full Time:** This is one of the most curious parameters in this Tracer Study since it drives the objectives of higher education from the National standpoint of creating a knowledgeable and skilled Human Resource capital able to exploit and use resources gainfully and sustainably. The number of graduates who were working full time was 1308 of the 1961 respondents (67%). Of the respondents working full time, 1076 (83%) worked for the public sector. This indicates that graduate employment is strongly linked with public sector job opportunities.

---

<sup>1</sup> Friesenhahn, I. (2015). Making Higher Education work for Africa: Facts and Figures.

Figure 18

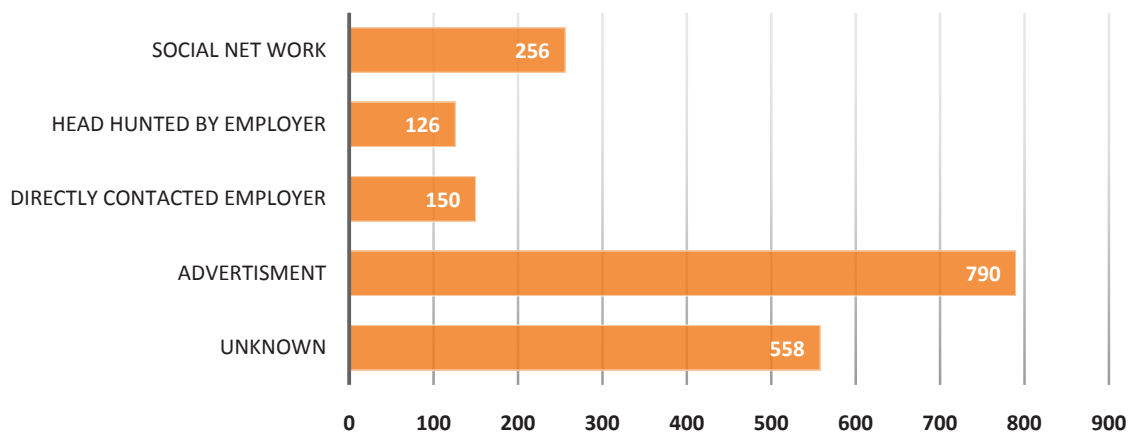
### WORKING FULL TIME



Working part time (less than 40 hours a week)	Column1	Column2	Total
	FEMALE	MALE	
Unknown	183	154	337
NO	643	827	1479
Working part time	35	29	64
Total	861	1010	1880

Figure 19

### Source of Information on Current Employment



According to the Uganda Statistical Abstract (UBOS 2013), 17,106 jobs were advertised in 2012. Among the respondents in this Tracer Study, 790 indicated that the source of their jobs was through advisement representing 42% of the sources of information. Social Networking represented 13% as a source of information on employment whereas head hunting accounted for 7% as a source of information. Direct contact by the employers accounted for 8% while undisclosed sources contributed 30%.

# Employability of Graduates

## 3.3 SATISFACTION WITH THE CURRENT JOB

Figure 20

### SATISFACTION WITH THE JOB

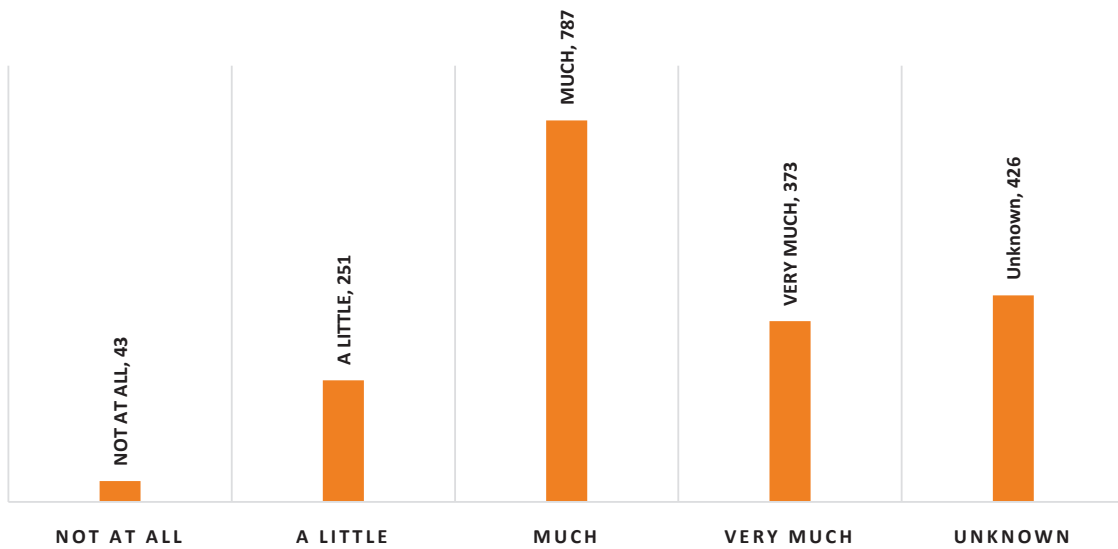
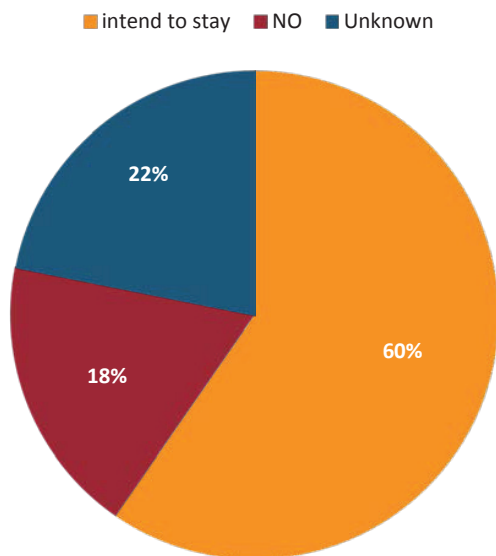


Figure 21

### INTENTION TO STAY IN THE SAME JOB



### 3.4 EMPLOYERS OF GRADUATES

The Public Sector in Uganda employed the majority of Makerere University graduates of the year 2012 according to this survey. In particular, 83% of those fully employed worked for the Public Sector. Respondents in this survey were employed in 97 Government institutions including Makerere University. The leading employer in the Public Sector was Kampala Capital City Authority followed by Makerere University and the Ministry of Internal Affairs.

The total number of Private Sector employers of the respondents was 720. The top employer in this category was MTN Uganda Limited followed by Equity Bank and Stanbic Bank respectively. The key players in the top ten were telecom companies, banks and Non Governmental Organisation(NGOs), namely, Watoto Child Care Ministries and Save the Children Fund.

# Employability of Graduates

Figure 22

## Top Public Sector Employers

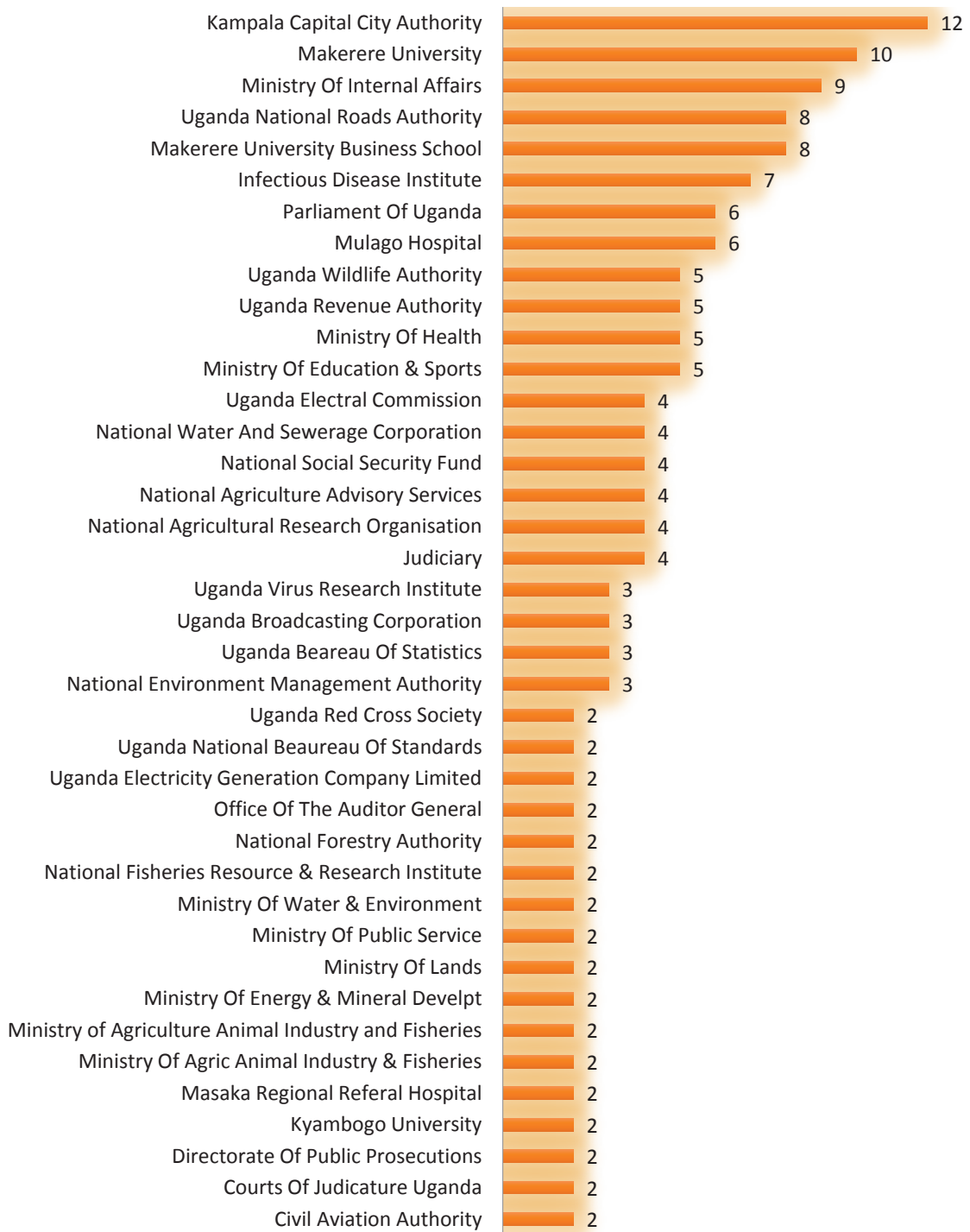
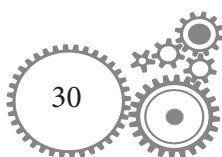
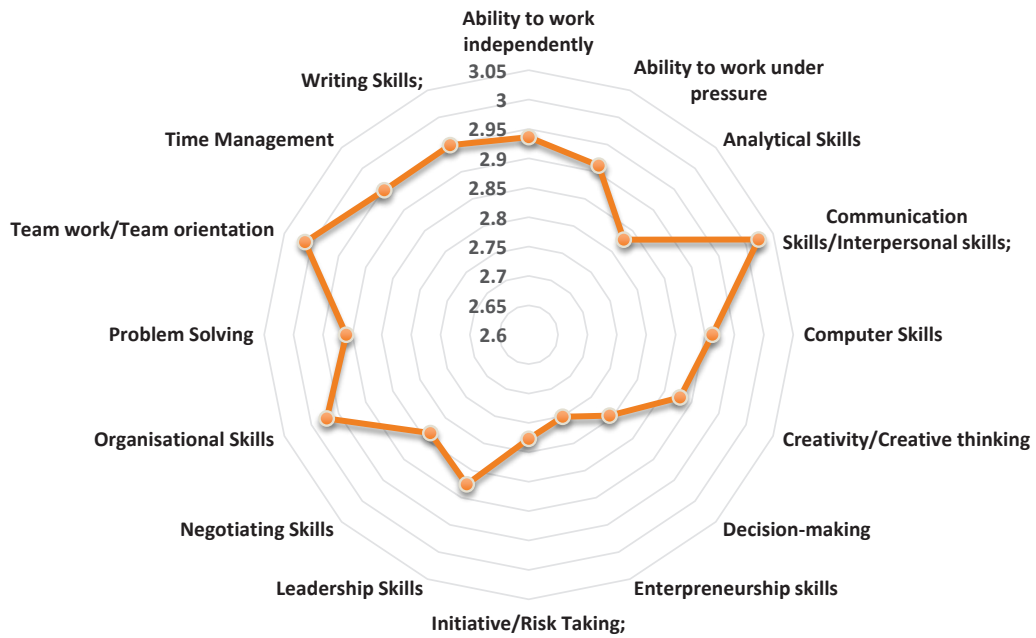


Figure 3: Top Public Sector Employers



### 3.5 SKILLS ACQUIRED DURING TRAINING

Figure 23 Rikart Scale of Transferable Skills Acquired



## 4 RECOMMENDATIONS

---

### 4.1 MAKERERE UNIVERSITY DESTINATIONS

1. Matching of graduates with jobs is crucial in decreasing the graduate unemployment. University - Industrial links need to be strengthened through a comprehensive internship program. These linkages will in turn support the integration of stakeholder expectations into the curriculum of the university;
2. Most of the respondents acquired jobs through advertisements. Public and private sectors should be encouraged to advertised jobs in various media including the emerging social media;

### 4.2 TRANSITION RATE INTO HIGHER QUALIFICATIONS

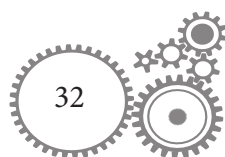
1. Most respondents indicated the highest impediment to their pursuit of further Higher Education qualifications was lack of financial support. Government should consider funding graduate studies to increase the transition rates from undergraduate to graduate studies;
2. Makerere University should increase its capacity to train graduate students as most respondents, among those who had intentions to pursue further studies, revealed that they would consider rejoining the institution for graduate studies;

### 4.3 TRANSFERABLE SKILLS

All transferable skills were rated above the average mark. However, Entrepreneurial skills were ranked lowest. A crosscutting course in entrepreneurial skills should be developed and embedded in curricula across disciplines; this course should include aspects of negotiation, analytical and decision-making skills.

### 4.4 TRANSITION FACTORS

Among the respondents, 78% indicated that they received supervised internships. The university policy makes internship mandatory for every student. Management of the internship program needs strengthening to ensure that supervision of the interns is thorough. Issues of placement positions, cost of administration and appreciation of the purpose of the program need to be handled effectively.





## References

- Azhar, M. , Nadeem, S, Naz, F, Perveen, F. , & Sameen.(2013).** Impact of Parental education and Socio- economi status on academic achievements of University Students. International Journal of academic Research and Reflection:1(3):25-33.
- CHE, (2013)** Pathways from University to Work: A graduate destination survey of the 2010 cohort of graduates from the Western Cape University
- Guthrie, H., Stanwick, J., Karmel, T. (2008).** Pathways: Developing the skills of Australia's workforce. National Centre for Vocational Education Research.
- Lee, H . (2014).** To marry or not to marry... before graduation. USA Today College.
- Schomburg, H . (2008).** Handbook for graduate tracer studies, Centre for Research on Higher Education and work. university of Kassel.

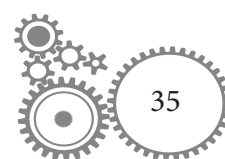
# Employability of Graduates

## Appendix 1: Academic Programmes

College	Code	Programme	Year						Total	
			2012	2011	2010	2009	2008	2000-		
CAES	1	AGE	Agricultural Engineering	16	25	15	21	17	106	200
	2	AGM	Agribusiness Management	64	71	72	85	12	144	448
	3	AGR	Agriculture	47	95	64	99	25	519	849
	4		Agriculture and Rural Innovation	40					0	40
	5		Agriculture Extension Education	3	7	5	11	1	104	131
	6	BAM	Agricultural Land Use and	39	49	44	58	7	98	295
	7	BVS	Environmental Science	60	66	49	20	41	27	263
	8	FST	Food Science and Technology	28	43	38	24	7	184	324
	9		Environmental Management	110	183	204	0	131	907	1535
	10		Forestry	33	27	24	31	1	235	351
	11		Community Forestry	20	14	16	12		146	208
	12		Wood Science and Technology	6	8	9	11		20	54
	CEDAT	13	HOT	Horticulture	15	26	13	11	0	27
14		ARC	Architecture	8	18	6	11	2	96	141
15		CIV	Civil Engineering	71	107	73	75	0	470	796
16		ELE	Electrical Engineering	63	72	64	60	4	362	625
17		FIN	Industrial and Fine Art	100	155	109	126	51	525	1066
18		MEC	Mechanical Engineering	47	45	52	44	0	248	436
19		SCM	Construction Management	53	42	31	40	0	12	178
20		SLE	Land Economics	36	37	36	5		0	114
21		SQS	Quantity Surveying	41	48	53	25		0	167
22		STE	Telecom Engineering	60	63	51	29		0	203
23			Urban Planning	55	103	81		57	513	809
24		SUR	Surveying	43	40	19	14	0	103	219
CHS		25	BDS	Dental Surgery	15	12	10	11	0	86
	26	BEH	Environmental Health Science	43	49	63	43	0	225	423
	27	BMR	Medical Radiography	11	11	10	10	1	43	86
	28	MAM	Medicine and Surgery	125	120	90	113	1	690	1139
	29	NUR	Nursing	12	17	11	14	0	91	145
	30	PHA	Pharmacy	30	33	30	25	3	119	240
CHUSS	31	ARS	Arts	233	275	400	447	470	3640	5465
	32	ASS	Social Sciences	676	730	799	866	822	7932	11825
	33	BCO	Community Psychology	105	251	215	231	249	502	1553
	34	BIP	Industrial and Organisational	101	145	165	167	124	0	702
	35	BTM	Tourism	74	223	140	101	144	1223	1905
	36	DRM	Drama	26	24	23	17	20	68	178
	37	DVS	Development Studies	211	205	263	310	204	1624	2817
	38	MUS	Music	8	11	12	13	10	41	95
	39		Dance	4	1				9	14
	40		Social Development	220					0	220
	41		Mass Communication	103	97	122	109	85	582	1098
COBAMS	42			46	74	101	87	131	312	751
	43	SOC	Social Work and Social	102	108	123	64	83	533	1013
	44	ADM	Business Administration	683	976	867	104	58	3711	6399
	45	BBS	Business Statistics	103	124	86	42	6	10	371
	46	BPS	Population Studies	108	123	123	102	10	347	813
	47	BQE	Quantitative Economics	101	110	89	81	20	590	991
	48	DEC	Development Economics	185	227	235	126	4	38	815

## MAKERERE UNIVERSITY TRACER STUDY OF THE 2012 GRADUATES

	49	ECO	Economics	253	308	346	314	27	816	2064
	50	SAS	Actuarial Science	53	42	61	12	3	35	206
	51		Human Resource Management	237	326	267		6	215	1051
	52	STA	Statistics	79	83	100	75	9	428	774
<b>COGIS</b>	53	BIT	Information Technology	497	571	538	789	80	384	2859
	54	CSC	Computer Science	242	280	196	210	34	364	1326
	55	LIS	Library and Information Science	106	136	118	106	12	378	856
<b>COEES</b>	56	BAC	Adult and Community Education	105	162	131	160	7	691	1256
	57	BED	Education	293	1376	906	910	182	7084	10751
	58	COX	Commerce		915	991	761	90	4511	7268
	59	EDA	Arts Education	738	1062	1081	933	1012	5235	10061
	60	EDS	Science Education	169	152	142	109	79	396	1047
	61	SCX	Science External			68	7	7	0	82
<b>CONAS</b>	62	BCB	Conservation Biology	16	18	18	15	8	26	101
	63	BFS	Fisheries and Aquaculture	32	21	28	23	10	127	241
	64	BIC	Industrial Chemistry	81	80	63	46	52	122	444
	65	BSP	Sports science	33	38	19	12	9	22	133
	66	ETB	Ethnobotany	8	11	7	8	9	41	84
	67		Geological Resource Management	14					0	14
	68	SCI	Science	175	175	182	138	95	1139	1904
<b>COVAB</b>	69	BAT	Animal Product Technology and	27	12	16	10	2	48	115
	70	BLT	Biomedical Lab Technology	90	94	81	79	8	259	611
	71	VET	Veterinary Medicine	23	43	17	27	5	302	417
	72	WHM	Wild Life Health and Management	16	7	17	5	2	24	71
<b>LAW</b>	73	LLB	Law	262	312	267	344	330	1772	3287
<b>UG Dip</b>				259	201	272	231	78	2048	3089
<b>PG Dip</b>				18	57	74	110	98	1188	1545
<b>Masters</b>				1032	1106	1249	878	443	3572	8280
<b>PhD</b>				42	53	39	30	6	139	309
<b>Total</b>				9283	12931	12399	10237	5504	58628	108982



# Employability of Graduates

## Appendix 2: Public Sector Employers

EMPLOYED BY GOVERNMENT MINISTRIES AND AGENCIES		
	Agency	Frequency
1	Kampala Capital City Authority	12
2	Makerere University	10
3	Ministry of Internal Affairs	9
4	Makerere University Business School	8
5	Uganda National Roads Authority	8
6	Infectious Disease Institute	7
7	Mulago Hospital	6
8	Parliament Of Uganda	6
9	Ministry of Education & Sports	5
10	Ministry of Health	5
11	Uganda Revenue Authority	5
12	Uganda Wildlife Authority	5
13	Judiciary	4
14	National Agricultural Research Organisation	4
15	National Agriculture Advisory Services	4
16	National Social Security Fund	4
17	National Water And Sewerage Corporation	4
18	Uganda Electral Commission	4
19	National Environment Management Authority	3
20	Uganda Beareau of Statistics	3
21	Uganda Broadcasting Corporation	3
22	Uganda Virus Research Institute	3
23	Civil Aviation Authority	2
24	Courts Of Judicature Uganda	2
25	Directorate of Public Prosecutions	2
26	Kyambogo University	2
27	Masaka Regional Referral Hospital	2
28	Ministry of Agric Animal Industry & Fisheries	2
29	Ministry of Agriculture Animal Industry and Fisheries	2
30	Ministryof Energy & Mineral Develpt	2
31	Ministry of Lands	2
32	Ministry of Public Service	2
33	Ministry of Water & Environment	2
34	National Fisheries Resource & Research Institute	2
35	National Forestry Authority	2
36	Office of The Auditor General	2
37	Uganda Electricity Generation Company Limited	2
38	Uganda National Beareau Of Standards	2
39	Uganda Red Cross Society	2

MAKERERE UNIVERSITY TRACER STUDY OF THE 2012 GRADUATES

40	Bank of Uganda	1
41	Budongo Conservation Field Station	1
42	Bududa District Hospital	1
43	Buikwe District Local Gov'T	1
44	Butambala District	1
45	Civil Aviation Authority	1
46	Commercial Real Estate- Rwanda	1
47	Dokolo Local Gov'T	1
48	Gatwick Airport	1
49	Jinja Regional Referral Hospital	1
50	Joint Clinical Research Centre	1
51	Katakwi General Hospital	1
52	Kiboga District'	1
53	Kiboga Hospital	1
54	Law Development Center	1
55	Lira Police Station	1
56	Local Gov'T - Mubende	1
57	Local Government	1
58	Lubaga Hospital	1
59	Masindi Local Govt	1
60	Mbale Regional Referral Hospital	1
61	Mbarara Local Gov'T	1
62	Ministry of Defence	1
63	Ministry of Finance, Planning & Economic Dev'T	1
64	Ministry of Foreign Affairs	1
65	Ministry of Local Gov'T	1
66	Ministry of Planning & Economic Dev'T	1
67	Ministry of Tourism, Wildlife & Antiquities Ug	1
68	Mityana District	1
69	Mityna Town Council	1
70	Murchision Falls National Park	1
71	Naguru Hospital	1
72	Nairobi City Council	1
73	National Animal Genetics	1
74	National Housing Construction Company Ltd	1
75	National Information Technology Authority	1
76	National Planning Authority	1
77	Ntungamo District	1
78	Nwoya District Local Gov'T	1
79	Office of The President	1
80	Office of The Prime Minister	1
81	Public Procurement And Disposal Authority	1
82	Rukungiri District Local Government	1

## Employability of Graduates

83	Rwanda Agricultural Board	1
84	Soroti Regional Referral Hospital	1
85	Uganda Cancer Institute	1
86	Uganda Investment Authority	1
87	Uganda Local Gov'T	1
88	Uganda National Chamber Of Commerce & Industry	1
89	Uganda National Health Research Organization	1
90	Uganda Peoples Defence Forces	1
91	Uganda Police	1
92	Uganda Public Service	1
93	Uganda Registration Services Bureau	1
94	Uganda Tea Cooperation Ltd	1
95	Uganda Wildlife Authority	1
96	Uganda Wildlife Training Institute	1
97	Wakiso District Council	1

### Appendix 3: Private Sector Employers

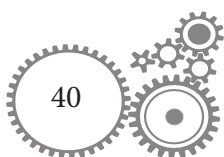
	Name	Frequency		Name	Frequency
1	MTN UGANDA	19	361	Kasiwukira and Sons	1
2	Eco Bank Uganda	16	362	Katende Sempebwa & Co Advocates	1
3	Equity Bank Uganda	15	363	Katrod Pharmaceuticals	1
4	Stanbic Bank	15	364	Katuramu & Company Surveyors	1
5	UMEME	13	365	Kawaala li Saving & Credit Co-Operative	1
6	Airtel Uganda	12	366	Kayunga Hospital	1
7	Centenary Bank U	12	367	Kayunga Ss	1
8	Watoto Child Care Ministries	11	368	Kentico Telecom Ltd	1
9	Nation Media Group	8	369	Kenya Medical Training College	1
10	Huawei Technologies U Co Ltd	7	370	Kenya Revenue Authority	1
11	Save The Children - Ug	7	371	Kerio U	1
12	Uganda Telecom Limited	7	372	Kesi Investments Ltd	1
13	Aar Health Services U	6	373	Ketrac Contractors & Supplies	1
14	Alcatel Lucent	6	374	Kev Consultants	1
15	Bank Of Africa	6	375	Kibinge Coffe Farmers Association	1
16	Century Bottling Company	6	376	Kidda Primary School	1

MAKERERE UNIVERSITY TRACER STUDY OF THE 2012 GRADUATES

17	Uganda Health Marketing Group	6	377	Kigali Internantional Univ	1
18	Bank Of Baroda	5	378	Kings College Buddo	1
19	Barclays Bank	5	379	Kingsway	1
20	Coca Cola	5	380	Kintu Traders Ltd	1
21	Diamond Trust Bank Bank	5	381	Kira College Butiki	1
22	Vision Group	5	382	Kisakye Traders	1
23	Dfcu Bank	4	383	Kissy Fur International School	1
24	FBW CIVIL ENGINEERING CO	4	384	Kit & Co Cer Pub Acc	1
25	IDRC	4	385	Kitovu Hospital	1
26	Infectious Disease Institute	4	386	Kiwa Auto Parts	1
27	KPMG	4	387	Kizito Lumu & Co Advocates	1
28	Orange Telecom	4	388	Kla Associate Advoca	1
29	Orient Bank	4	389	Kmt Advocates -Kinobe Mutyaba	1
30	Standard Chartered Bank	4	390	Knight Frank Ug	1
31	World Vision	4	391	Kola Studios	1
32	Abc Capital Bank	3	392	Kololo Hospital	1
33	Barclays Bank U Ltd	3	393	Ksen Tech Group Ltd	1
34	British American Tobbaco (U) Ltd	3	394	Ksmo Peru S.A.C	1
35	Baylor College Of Medicine	3	395	Kuskhani Technologies Ltd	1
36	Baylor Uganda	3	396	Kwagala Medical Centre	1
37	Cairo International Bank	3	397	Kyadondo Ss -Kawempe	1
38	Compassion International	3	398	Kyazze & Kankana Co. Advocates	1
39	Holiday Express Hotel	3	399	Laboremus U Ltd	1
40	Kenya Commercial Bank	3	400	Lancet	1
41	Mott Mac Donald	3	401	Lantern Meet Of Poets	1
42	Mujhu Mulago Hospital	3	402	Law Associate Advocates	1
43	Post Bank U Ltd	3	403	Leight Furniture International	1
44	Power Fm	3	404	Letshego U Ltd	1
45	Quality Chemicals Industriess Ltd	3	405	Licken Farm	1
46	Sas Clinic	3	406	Life Agency U	1

## Employability of Graduates

47	Smile Communications	3	407	Life Link Medical C	1
48	Techno Brain	3	408	Link World- Technologia	1
49	Tororo Cement	3	409	Lion Assurance Co	1
50	Uganda Red Cross Society	3	410	Lions Hotel Bugolobi	1
51	Arms Technologies	2	411	Lira Hotel	1
52	Atlas High School Gayaza	2	412	Living Goods	1
53	Bimsoft Nv Belguim	2	413	Louis Berger Group- South Sudan	1
54	Case Hospital Kla	2	414	Loving Grace Computer World	1
55	Civil Aviation Authority	2	415	Ltl Projects	1
56	Crane Bank	2	416	Lubaga Girls School	1
57	Cure Children's Hospital of Uganda	2	417	Lubas Pharmaceuticals	1
58	Danish Refugee Council	2	418	Lugazi Community	1
59	Davis And Shirliff	2	419	Luna Investment	1
60	Ddembe & Sons Entreprise	2	420	Lutheran World Foundation	1
61	Eco-Resource Services Ltd	2	421	Lutheren Federation	1
62	ENHAS ENTEBBE	2	422	M Cash Uganda	1
63	Ericson Uganda	2	423	M Media Studios	1
64	Finca Uganda Ltd	2	424	M Serwadda & Co Advocates	1
65	Hima Cement	2	425	Makj Medical Centre	1
66	IT Solutions	2	426	Makula Management Srv	1
67	K2 Telecom Ltd	2	427	Malaga Consotium	1
68	Kampala Pharmaceuticals Industries	2	428	Marble Law Firm	1
69	Little Star Academy	2	429	Mariakan Hospital	1
70	Marie Stopes Uganda	2	430	Masindi In Aggrey	1
71	Mengo Hospital	2	431	Mattville Publishing House Ltd	1
72	Mengo Senior School	2	432	Mb Gimara Advocates	1
73	Mmaks Advocates	2	433	Mbn Laboratory	1
74	Mpg Associates	2	434	Mbogo Mixed School	1
75	Price Water House Coopers U	2	435	Mc Leod Russel Ltd	1
76	Pride Microfinance	2	436	Medical Teams Int'L	1





MAKERERE UNIVERSITY TRACER STUDY OF THE 2012 GRADUATES

77	Realtech Systems Ltd	2	437	Medithrm Uganda Ltd	1
78	Resco Property Consultants & Surveyors	2	438	Memd-World Bank Ert li Project	1
79	Roofings Ltd	2	439	Mhk Vet Supplies	1
80	Rowosa	2	440	Micro Haem Scientists&Medical SuppliesLtd	1
81	Semiliki Beverages	2	441	Mildmay	1
82	Smart Applications International	2	442	Mini Bakeries	1
83	Top Finance Company	2	443	Mitsumi Computers	1
84	Total E& P	2	444	Mjap	1
85	Total Uganda	2	445	Mmbuilding Services	1
86	Transtrac Uganda	2	446	Modern Allied Technical Services	1
87	Uae- Dubai	2	447	Mofred Company	1
88	Uap Insurance Co.	2	448	Monitor Publications	1
89	Ucu	2	449	Mosmarts Ltd	1
90	Un	2	450	Movit Products	1
91	Victoria Motors Ltd	2	451	Mpanga Ss- Fortportal	1
92	Wampewo Ss	2	452	Serwadda & Co Advocates	1
93	Watoto Church	2	453	MTAC	1
94	World Vision Uganda	2	454	Mukono Dioces	1
95	104.1 Power Fm	1	455	Mukwano Group Of Co.	1
96	3D Tracking Ltd	1	456	Mulberry Communication Technologies	1
97	A.W Associates	1	457	Multi Choice Uganda	1
98	Ab lct Centre	1	458	Multiplex Ltd	1
99	Abacus Parental Drugs Ltd	1	459	Munanula-Mugabi & Co Advocates	1
100	Abc Consultants	1	460	Musheckoba	1
101	Ac Neilsen Uganda	1	461	Muzza Christian High Sch -Luwero	1
102	Acacia Finance Limited	1	462	My Society Ug	1
103	Acacia Mall	1	463	Naguru Information And Health Centre	1
104	ACC COM DEVELPMENT	1	464	Nakasero Hospital	1

## Employability of Graduates

105	ACDI/ VOCA	1	465	Nakivubo Stadium	1
106	ACE	1	466	Nambogo & Co Advocates	1
107	Achelis Ltd Medical& Scientific Division	1	467	Namilyango College	1
108	Achelis U Ltd	1	468	Namugowa & Co Advocates	1
109	Acred Delaso Int'L - Tea Company	1	469	Natete Market	1
110	Aerial City Com	1	470	National Enterprise Cooperation	1
111	Af Mpanga Advocates	1	471	National Media Group	1
112	Africa Talents	1	472	Nc Beverages Ltd	1
113	African Safaris Uganda Ltd	1	473	Ncr Corporation	1
114	African Youth Leadership Forum	1	474	Ndejje Ss	1
115	Afro Safaris	1	475	Ndejje University	1
116	Agriculture & Enterprise Dev'T	1	476	Neo Health Care	1
117	Agro Genetic Tech- Buloba	1	477	Netis	1
118	Agromax U Ltd	1	478	New Africa Gaming	1
119	Aids Health Care Foundation Ug	1	479	New Hope For Africa	1
120	American Insurance Group	1	480	New Plan Ltd	1
121	Aine Foundation	1	481	NGO PROJECT	1
122	AIP ADVOCATE	1	482	Niko Insurance Co	1
123	Air Water Engineers	1	483	Nippon	1
124	Aizha Enterprises	1	484	Nnice House Of Plastics	1
125	Akezimbira Sacco-Kireka	1	485	Nokia Siemens Networks	1
126	Alaka & Co Advocates	1	486	Norok	1
127	Alexfirm	1	487	Ntinda Hospital Ltd	1
128	Alfa Dental Clinic	1	488	NTL	1
129	Alinaitwe Law Advocates	1	489	Nu-Hites	1
130	All See Technologies	1	490	Nunu Diary	1
131	Alliance Media	1	491	The Observer Newspaper	1
132	Allied Property Surveyors	1	492	Ojiambo & Olara Co. Advocates	1
133	Aloesha Organic	1	493	Old Kampala Ss	1

MAKERERE UNIVERSITY TRACER STUDY OF THE 2012 GRADUATES

134	Altaziel Group Of Companies	1	494	Oliframe	1
135	Amatheon Agri-Uganda	1	495	Olive Pharmaceuticals U Ltd	1
136	Amber Int'L -Old Kla	1	496	Olivia Traders Cosmetics Shop	1
137	American Marketing Consultants Inc.	1	497	Omega Construction Ltd	1
138	Ameyo Guto Etole & Co. Advocates	1	498	Omulungi Diary Ltd	1
139	Amiran Communications	1	499	One Solutions Ltd	1
140	Amzone Best Pharmacy	1	500	Open University Ot Tanzania	1
141	AN CONSULTING	1	501	Opportunity Bank	1
142	Ankole Institute Of Science & Technology	1	502	Our Lady Technical Institute Kiboga	1
143	Apa Insurance U Ltd	1	503	Overgrace It Solutions	1
144	Aqualife Packges Drinking Water	1	504	Owen Munignar & Co. Advocates	1
145	Arab Contractors	1	505	Palhul	1
146	Arameen Foundation	1	506	Pan Dental Buganda Road	1
147	Ark Consults & Engineeri Ng Ltd	1	507	Pangani Properties T Ltd	1
148	Arp Engineering Services Ltd	1	508	Par E&E Engineering Consultants	1
149	ASESEC	1	509	Paradise Agents U Ltd	1
150	Asiimwe & Namawoja Co Advocates	1	510	Paul De Lang Law Group	1
151	Athletics Kenya	1	511	Pearl Engineering Co Ltd	1
152	Audley Ltd	1	512	Pharmaceutical Society Of Uganda	1
153	Aurecon Amei	1	513	Phillip Pharmacecuticals	1
154	Austin	1	514	Picfare	1
155	Avis Foundation Mengo	1	515	Piqcell Interactive Solutions	1
156	Avis International	1	516	Pkf International	1
157	Awe Environment & Civil Engineers Construction	1	517	Plan International	1
158	B&N Suryors Ltdn Surve	1	518	Pog U Ltd	1
159	Bageine & Company	1	519	Polo Boutique Kla	1
160	Bakaawa And Company Advocates	1	520	Pope J P Nakaseke	1
161	Baker Hughes	1	521	Potato Project	1

## Employability of Graduates

162	Ballore Company	1	522	Precious Child Dev'T Centre	1
163	Barazi & Co Advocates	1	523	Prime Impex Ltd	1
164	Barclays Bank Kenya	1	524	Prime Radio	1
165	Baruga Associated Advocates	1	525	Print Mak Media	1
166	Bayport Financial Service	1	526	Prodn Petroleum Exploration Dep'T Ug	1
167	Beautiful People	1	527	Professional Engineering Consultants	1
168	Bemuga	1	528	Program Vision For Africa	1
169	Bethsaida Pharmacy Ltd	1	529	Propertex Consulting Services	1
170	BF SUMA	1	530	Proxy Concepts Consult	1
171	BIDCO	1	531	Pto East Africa	1
172	BIFFLE	1	532	Q Sourcing Ug Ltd	1
173	Bigdrum Associates	1	533	Quality U Ltd	1
174	Bikandeme & Partners	1	534	Queens Of Comedy Uganda	1
175	Bin-It Services Ltd	1	535	Radio Simba	1
176	Biyinzika	1	536	Rakai Health Science Project	1
177	Bki Pharmaceuticals Ltd - Jinja	1	537	Rebecca And Traders	1
178	Bombay Hospital	1	538	Red Cross Uganda	1
179	Brand Max Advertising	1	539	Red Pepper	1
180	Brethren College Kiryagonja	1	540	Redcross Mulago	1
181	Brit Alliance U Ltd	1	541	Refugee Law Project	1
182	Britania Allied Industries	1	542	Registra Company	1
183	Buddu Broadcasting S	1	543	Reime Rwanda	1
184	Bukedde	1	544	Remu Kats	1
185	Business Out Sourcing - Airtel	1	545	Rene Industries Ltd	1
186	Busitema University	1	546	Reproductive Health U Ltd	1
187	Busoga Forestry Company	1	547	Research Contracts	1
188	Busoga University	1	548	Rice Business	1
189	Canan Hotel Ltd	1	549	Ritz Technologies	1
190	Caritas Arua	1	550	Rock Clinic	1
191	Caroil Drilling Ltd	1	551	Roko	1

MAKERERE UNIVERSITY TRACER STUDY OF THE 2012 GRADUATES

192	Casion Simba	1	552	Ron Corp	1
193	Center For Disease Control	1	553	Roofing Namanve	1
194	Cheshire Services U	1	554	Roofings Poly Pipes	1
195	Church Of Uganda	1	555	Royal Financial Services	1
196	Cironet Technologies	1	556	Royal World Tours & Travel	1
197	Cisco Networking Academy	1	557	Rpc Data	1
198	Clear Media U Ltd	1	558	Rubaga Hospital	1
199	Cmt Realtors Ltd	1	559	Rukundo Safaris	1
200	Cnooc	1	560	Rural Electrification Agency	1
201	Compuscan	1	561	Rural Health Care Foundation	1
202	Computer & Telecommunications System Tz	1	562	Sacramento Ultra Sound Institute	1
203	Computers & Beyond Africa Ltd	1	563	Safety & Business Centre Ltd	1
204	Contact Graphics	1	564	Saidina Abubakar Islamic Hospital	1
205	Coopi- Cooperazine Internazionale	1	565	Samia Agric & Livestock Ltd	1
206	Cornerstone Christian Ministries	1	566	Samson & Associates	1
207	Corporate It Solution	1	567	Saracen Ug	1
208	Cr Amany Advocates & Associates	1	568	Sarah Ezra & Sons	1
209	Creative Consolidated System	1	569	Satim Uganda	1
210	Custom Clearing & Forwading	1	570	Save The Children Int'L	1
211	Custom Tatoos	1	571	Save The Mothers Ucu Mukono	1
212	Daks Couriers	1	572	Sbi- Kenya	1
213	Datam Engineering Ltd	1	573	Schlumberger Ug	1
214	Dathinine Agro Consults Ltd	1	574	Sugar Corporation Of Uganda Limited	1
215	Dec Cnsultants	1	575	Sd Technologies	1
216	Deloitte	1	576	Sebalu & Lule Advocates	1
217	Delta Petroleum	1	577	Security Plus Co Ltd	1
218	Dem Group	1	578	Seeta High Sch	1
219	Desire Beauty Products	1	579	Seeta High School Mukono	1
220	Destiny Life Family Church	1	580	Seka Assocites Consulting Engineering Ltd	1

## Employability of Graduates

221	Dev Medical Centre	1	581	Sekanyolya Systems Ltd	1
222	Dhl	1	582	Sele Far	1
223	Digital Opportunity Trust	1	583	Selling Clothes	1
224	Diocese Of Kitgum C.O.U	1	584	Senkumba And Co Advocates	1
225	Direct Access Ltd	1	585	Serena Hotel	1
226	Division Of Liprosy, Tb	1	586	Sgi Engineering Firm	1
227	Don It Freight	1	587	Shallom	1
228	Dot Services	1	588	Shanya	1
229	Dr. Ambrosoli Memorial Hospital	1	589	Sheila Tumwine & Co Advocates	1
230	Dream World Fashions	1	590	Sheraton Hotel Kla	1
231	Dynapharm Int'L Ltd	1	591	Shoprite	1
232	East African Bureau Of Statistics	1	592	Silver Springs Hotel Nairobi	1
233	East African Breweries Ltd	1	593	Silverbacks Pharmacy	1
234	East African Consulting Surveyors & Valuers	1	594	Sim Engineering Ltd	1
235	East African Heavy Machinery	1	595	Simba Speed Auctioneers	1
236	East African Insurance Co Ltd	1	596	Sk Realtors Ltd	1
237	East African Roofing Systems Ltd	1	597	Skyfu	1
238	Ebenezer Ltd Clinical Lab	1	598	Sm Eathan Lands & Property	1
239	Eco-Shelter & Environmental Consults	1	599	Smart Link	1
240	Ecopharm Ltd- Najjanankumbi	1	600	Sms One	1
241	Edwin Foers Ltd	1	601	Snv Uganda	1
242	Effect Group Of Company	1	602	Soft Power Education	1
243	Ehum Int'L School	1	603	Sogea - Satom	1
244	Embassy Of Japan	1	604	Solakent	1
245	Emmin Pasha Hotel	1	605	Soul Touch Int'L	1
246	Engen	1	606	South Sudan Associate Advocates	1
247	Engineering Systems	1	607	Spark Microgrants, Global Health Corps Fellow	1
248	Equator Tobacco Ltd	1	608	Sports View Hotel	1

MAKERERE UNIVERSITY TRACER STUDY OF THE 2012 GRADUATES

249	Ernst & Young	1	609	Spyls	1
250	Es-Ko Int'L Inc	1	610	Sseke Ss	1
251	Esa Consults	1	611	St. Cyprian High Sch - Mukono	1
252	Eskom U Ltd	1	612	St. Joseph Nagalama	1
253	Evidence Action	1	613	St. Joseph'S Kabaga Ss	1
254	Ewea & Sacco	1	614	St. Jude Masaka	1
255	Excel Energy Ltd	1	615	St. Lawrence - Kabaka'S Lake	1
256	Excel Insurance Co	1	616	St. Mary'S College Lugazi	1
257	Eyecoa Advertising Group	1	617	St. Michael International	1
258	Family Entreprise Limited	1	618	St. Paul Voc Ss Buyanja	1
259	Farmers Voiced Radio	1	619	Stanfield Property Partners	1
260	Farst Africa Ltd	1	620	Steel Works U Ltd	1
261	Fasr Fleet	1	621	Stirling Civil Engineering Ltd	1
262	Fibes Optics Project At Reime U	1	622	Streams Of Life	1
263	Fides Legal Advocates	1	623	Sunshine Apartments - Buziga	1
264	Field Of Life	1	624	Supermarket	1
265	Finance Trust Bank	1	625	Surgipharm U Ltd	1
266	Finicon U Ltd	1	626	Swift Commercial Establishment Ltd	1
267	Fleet Oils Nakulabye	1	627	Synergy Computers Ltd	1
268	Flock Of Birth	1	628	Systech Ltd	1
269	Food Talk Uganda	1	629	Takwa Health Centre	1
270	Foundation For Human Rights Initiative	1	630	Tata U Ltd	1
271	Fountain Publishers	1	631	Tattoo Artist Magazine	1
272	Franciscan Investment Cooperative	1	632	Technology Associates U Ltd	1
273	Freelance	1	633	Telecom Company	1
274	Freelance Legal Consultants	1	634	Tem Advocates And Solicitors	1
275	Fresh Air U	1	635	Tentwide U Ltd	1
276	Future Options Consulting Ltd	1	636	Terrain Consult	1
277	Game Supermarket	1	637	The Bible Society Of Uganda	1

## Employability of Graduates

278	Gem Engineering Co Ltd	1	638	The Copy Cat Ltd	1
279	Geo Surv Land Solution	1	639	The Independent Magazine	1
280	Geological Infn Solutions Ltd	1	640	The Odeco Foundation	1
281	Geometric Engineering Solutions Ltd	1	641	The Petroleum Industries	1
282	Gimara Legal Advocates	1	642	Thought Works	1
283	Gittes Pharmaceuticals	1	643	Three Farmers Investment Ltd- Bundibujo	1
284	Global Events	1	644	Tiva Water Co.	1
285	Global Health Uganda	1	645	Tororo Girls School	1
286	Gpoc Construction Dep'T - Suth Sudan	1	646	Torque	1
287	Grace Construction Ltd	1	647	Total Quality Mgt Leadership Ltd	1
288	Grace Redeemed Ministry	1	648	Trade Winds Aviation Services	1
289	Gracelands African Vacations	1	649	Transporter Uganda Ltd	1
290	Grameen Foudations	1	650	Trapac	1
291	Grand Imperial Hotel	1	651	Triangle Centre Of Music And Arts	1
292	Great Lakes Information Mgt Ltd	1	652	Trio Solutions Ltd	1
293	Green Environment & Development Organisation	1	653	Tristar U	1
294	Guaranty Trust Bank U Ltd	1	654	True Level Construction Co	1
295	Gulf Resources/ East African Vermiculite	1	655	Turinawe, Kamba & Co Advocate	1
296	Halliburton	1	656	Twc	1
297	Harrycargo Freighter	1	657	Ubongosoft Ltd	1
298	Hca International Ltd	1	658	Ubts	1
299	Health Sciences Quality Improv'T Prog	1	659	Ubungo Soft	1
300	Healthworks Nutrition Centre	1	660	Ucda	1
301	Hello Millers Jinja	1	661	Uchumi Supermarket	1
302	Hewlett Packard	1	662	Uetcl	1
303	His Grace Collections	1	663	Ug Christian University	1
304	Hisense U	1	664	Uga Tex Graphics U Ltd	1
305	Home Land Lugazi	1	665	Uganda Cleaner Production Centre	1



MAKERERE UNIVERSITY TRACER STUDY OF THE 2012 GRADUATES

306	Hospice Africa Ug	1	666	Uganda Coffe Development Authority	1
307	Hot Rooks Springs Adventures & Safaris	1	667	Uganda Harm Reduction Network	1
308	Hotel Bmk	1	668	Uganda Management Consult	1
309	Human Diagnosis U Ltd	1	669	Uganda Martyrs SS Namugongo	1
310	Hustler Magazine	1	670	Uganda Newborn Survival Study	1
311	Ibanda Progressive	1	671	Uhuru Institute	1
312	ICPAU	1	672	Umsc	1
313	Ideal Surveyors & Valuers Real Estate Mgt	1	673	Un High Commission For Refugees	1
314	IHK	1	674	Un-Monusco For Aqua Coolers Water Supply	1
315	IITR-NAGURU KLA	1	675	Unbs	1
316	ILABS MAK PROJECT	1	676	Undp	1
317	Illumia Uganda Ltd	1	677	Unga Group Ltd	1
318	IMC KOLOLO	1	678	Unhcr	1
319	Impressive Desigmet Ltd	1	679	Unhcr- Somalia	1
320	Imprint U Ltd	1	680	Unicef	1
321	Info Sec Technologies Ltd	1	681	Uniliver Uganda Ltd	1
322	Institute Of Advanced Technology	1	682	United Tribes Of Uganda	1
323	Int'L Certification Services	1	683	University Of Teknologia Malaysia	1
324	Int'L Institute For Tropical Research	1	684	Uospa	1
325	Int'L Procurement Agency Africa	1	685	Urc Sustain	1
326	Intergrated Intelligent Computer Systems	1	686	Us Small Business	1
327	International University Of East Africa	1	687	Usaid	1
328	Interswitch East Africa	1	688	Utc Bushenyi	1
329	Invisible Children Ic.	1	689	Uwa	1
330	Invisible Talents Education Foundation U	1	690	Valtec Consults Ltd	1
331	IOM	1	691	Versatiletrackig	1
332	Iseme Kamau & Maema Advocates	1	692	Vetluv Animal Care	1

## Employability of Graduates

333	Ison- Bpo	1	693	Victorian Animal Clinic	1
334	It Accessories & Repair Co	1	694	Vision For Africa Int'L	1
335	IVEA	1	695	Vision Institute Of Professionals	1
336	J Design World	1	696	Vision Group	1
337	Jack Standard High School - Buikwe	1	697	Volta Consult Ltd	1
338	Jasper Associate	1	698	Voluntary Effort For Dev'T Concern	1
339	Jasper Semu Associates	1	699	Wairaka Collage Autos Online	1
340	Jesa Farm Dairy	1	700	Wanachi Group	1
341	Jesami Construction	1	701	Wano Consultant'	1
342	Jinja Progressive Ss	1	702	Warid Telecom	1
343	Jnkirkland & Associates	1	703	Wartsila U Ltd	1
344	K Garden Group Col- Buddo	1	704	Wartsilla East Africa Ltd- Kenya	1
345	Kampala International University	1	705	Water Reed Project	1
346	Kab-Tech Computer Technologies	1	706	Water Smart Agriculture- Gwi	1
347	Kadic Hospital	1	707	Web Advocates & Solisters	1
348	Kafeero & Co Advocates	1	708	White Lines Holdings Ltd	1
349	Kajjansi Ss	1	709	WHO	1
350	Kaka Mega County H/Q	1	710	Wilgroh Int'L Ltd	1
351	Kakira Sugar Works	1	711	Windle Trust Orgn	1
352	Kakooza & Kawuma Advocates	1	712	Wirn Engineering Co. Ltd	1
353	Kalongo Seed School -Nakasongola	1	713	Wirn Engineering U Ltd	1
354	Kampala Associated Advocates	1	714	World Shine Foudation School	1
355	Kampala Hospital Ltd	1	715	Wubongo Soft	1
356	Kampala Serena	1	716	Yonas Tours & Travel	1
357	Kampala University	1	717	Youth With A Mission Int'L - Jinja	1
358	Kamwenge Voc Ss	1	718	Zaake Otele Advocate	1
359	Kanaris, Dametriades & Associates	1	719	Zein Computer Ltd	1
360	Kanduho & Co Advocates	1	720	Zoa Uganda	1

**Appendix 4: Distribution of Graduates**

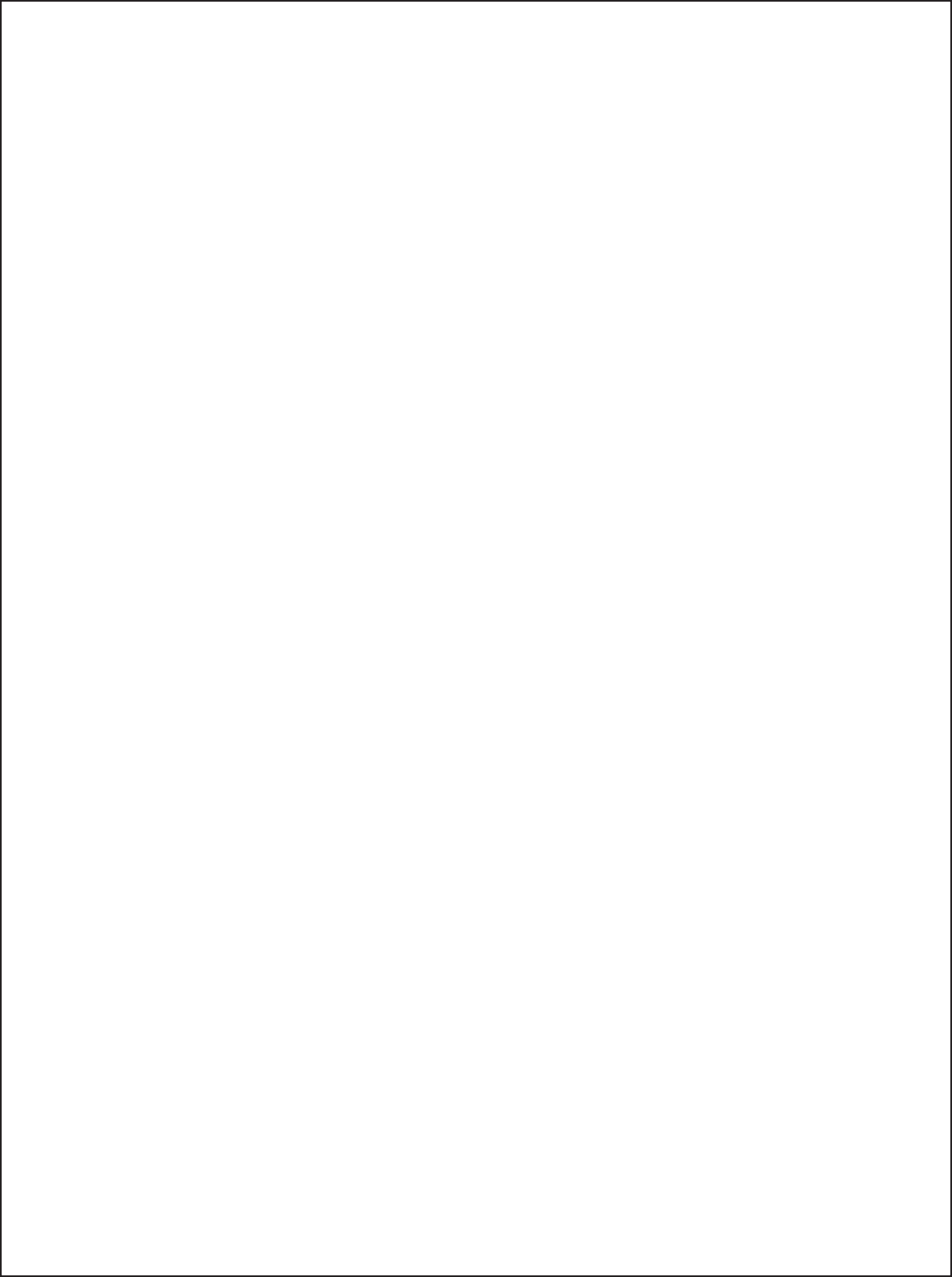
<b>PROGRAMMES</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Diploma in Civil Engineering and Surveying	3	11	14
Diploma in Library and Information Studies	18	5	23
Diploma in Music Dance and Drama	0	1	1
Diploma in Palliative Health Care	23	11	34
Diploma in Project Planning and Management	0	1	1
Diploma in Records and Archives Management	89	58	147
Diploma in Youth and Development	21	17	38
Ordinary Diploma in Financial Services and Business Computing	0	1	1
Bachelor of Adult and Community Education	66	39	105
Bachelor of Agribusiness Management	20	44	64
Bachelor of Agricultural and Rural Innovation	14	26	40
Bachelor of Agricultural Extension Education	1	2	3
Bachelor of Animal Production Technology and Management	4	23	27
Bachelor of Architecture	2	6	8
Bachelor of Arts (Music)	3	5	8
Bachelor of Arts in Arts	134	99	233
Bachelor of Arts in Dance	2	2	4
Bachelor of Arts in Development Economics	107	78	185
Bachelor of Arts in Drama and Film	9	17	26
Bachelor of Arts in Economics	114	139	253
Bachelor of Arts in Environmental Management	65	45	110
Bachelor of Arts in Social Development (Nsamizi)	125	95	220
Bachelor of Arts in Social Sciences	407	269	676
Bachelor of Arts with Education	416	322	738
Bachelor of Biomedical Laboratory Science & Technology	39	51	90
Bachelor of Business Administration	327	356	683
Bachelor of Business Computing	106	103	209
Bachelor of Catering and Hotel Management	14	6	20
Bachelor of Commerce	62	85	147
Bachelor of Commerce (External)	219	404	623
Bachelor of Community Forestry	5	15	20
Bachelor of Community Psychology	75	30	105
Bachelor of Dental Surgery	2	13	15
Bachelor of Development Studies	120	91	211
Bachelor of Education (External)	86	207	293
Bachelor of Entrepreneurship and Small Business Management	73	36	109
Bachelor of Environmental Health Science	16	27	43
Bachelor of Environmental Science	26	34	60
Bachelor of Industrial and Fine Arts	39	61	100
Bachelor of Industrial and Organisational Psychology	67	34	101
Bachelor of Information Technology	228	269	497
Bachelor of International Business	99	76	175

## Employability of Graduates

Bachelor of Laws	136	126	262
Bachelor of Leisure and Hospitality Management	64	13	77
Bachelor of Library and Information Science	79	27	106
Bachelor of Medicine and Bachelor of Surgery	47	78	125
Bachelor of Office and Information Management	114	37	151
Bachelor of Pharmacy	11	19	30
Bachelor of Population Studies	52	56	108
Bachelor of Procurement and Supply Chain Management	126	78	204
Bachelor of Sc. In Agric. Engineering	3	13	16
Bachelor of Science	48	127	175
Bachelor of Science in Wood Science and Technology	4	2	6
Bachelor of Science in Accounting	3	8	11
Bachelor of Science in Actuarial Science	18	35	53
Bachelor of Science in Agricultural Land Use & Management	14	25	39
Bachelor of Science In Agriculture	9	38	47
Bachelor of Science in Business Statistics	44	59	103
Bachelor of Science in Civil Engineering	10	61	71
Bachelor of Science in Computer Science	73	169	242
Bachelor of Science in Conservation Biology	6	10	16
Bachelor of Science in Construction Management	10	43	53
Bachelor of Science in Electrical Engineering	14	49	63
Bachelor of Science in Ethnobotany	5	3	8
Bachelor of Science in Finance	0	1	1
Bachelor of Science in Fisheries and Aquaculture	9	23	32
Bachelor of Science in Food Science & Technology	16	12	28
Bachelor of Science in Forestry	3	30	33
Bachelor of Science In Horticulture	5	10	15
Bachelor of Science in Industrial Chemistry	23	58	81
Bachelor of Science in Land Economics	14	22	36
Bachelor of Science in Marketing	5	7	12
Bachelor of Science in Mechanical Engineering	4	43	47
Bachelor of Science in Medical Radiography	3	8	11
Bachelor of Science in Nursing	9	3	12
Bachelor of Science in Quantitative Economics	41	60	101
Bachelor of Science in Quantity Surveying	9	32	41
Bachelor of Science in Surveying	8	35	43
Bachelor of Science in Telecommunication Engineering	26	34	60
Bachelor of Science in Wild Life and Recreation Management	4	12	16
Bachelor of Science on Geological Resource Management	4	10	14
Bachelor of Science with Education	24	145	169
Bachelor of Secretarial Studies	46	0	46
Bachelor of Sports Science	7	26	33
Bachelor of Statistics	25	54	79
Bachelor of Tourism	42	32	74

MAKERERE UNIVERSITY TRACER STUDY OF THE 2012 GRADUATES

Bachelor of Urban Planning	23	32	55
Bachelor of Veterinary Medicine	7	16	23
Bachelor Social Work & Social Administration	56	46	102
Bachelor of Mass Communication	66	37	103
Bachelor of Human Resource Management	131	106	237
PGD in Mass Communication	0	1	1
Postgraduate Diploma in Demography	0	1	1
M.A. In Peace & Conflict Studies	6	15	21
MA. In Geography	0	1	1
Master of Arts Counselling	6	2	8
Master of Arts Gender Analysis in Economics	6	13	19
Master of Arts in Demography	1	2	3
Master of Arts in Economic Planning and Management	8	29	37
Master of Arts In Economic Policy & Planning	5	23	28
Master of Arts In Economics	1	2	3
Master of Arts in Educational Foundational Management	6	7	13
Master of Arts in Educational Management	10	12	22
Master of Arts in Educational Psychology	4	5	9
Master of Arts in English Language Studies	1	0	1
Master of Arts in Ethics and Public Management	1	11	12
Master of Arts in Gender Studies	4	3	7
Master of Arts in Higher Education	1	0	1
Master of Arts in History	3	2	5
Master of Arts in Human Rights	6	11	17
Master of Arts in International Relations & Diplomatic Studies	9	7	16
Master of Arts in Journalism & Communication	1	1	2
Master of Arts in Land Use and Regional Development	1	0	1
Master of Arts in Literature	3	5	8
Master of Arts in Organisational Psychology	1	2	3
Master of Arts in Population and Development	2	1	3
Master of Arts in Public Administration & Management	27	22	49
Master of Arts in Social Sector Planning & Management	16	9	25
Master of Arts in Sociology	8	2	10
Master of Banking and Investment	9	13	22
Master of Business Administration	80	127	207
Master of Education ICT	0	3	3
Master of Education in Curriculum Studies	1	3	4
Master of Education in Social Sciences & Arts Education	1	8	9
Master of Educational Planning	3	0	3
Master of Educational Psychology	4	5	9
Master of Engineering (Civil)	1	0	1
Master of Health Services Research	1	2	3
Master of Hospitality and Tourism Management	1	0	1
Master of Human Resource Management	23	18	41





## Our Core Values:

1. A global outlook and outreach
2. Breath of vision, creativity and openness to change
3. Collaboration and team work.
4. Excellence and continuous improvement
5. Transparent and courteous internal and external communication in the organization
6. The highest intellectual and ethical standards and;
7. The values of humane and just society; and in realizing Makerere University as an internationally recognized and globally focused, research-intensive institution, with a vigorous learning and teaching environment; the University commits an unequivocal commitment to high quality permeating all dimensions of academic activities and support services.

## Our mission:

To promote confidence in the quality provision (teaching, research and outreach services) that the quality and the standards of awards of Makerere University are safeguarded, enhanced and effectively managed.



**Quality Assurance Directorate:**  
Room 203, Senate Building  
Makerere University  
P.O. Box 7062, Kampala, Uganda  
Tel: +256 414 533009  
Fax: +256 414 533640  
Email: [vas@qad.mak.ac.ug](mailto:vas@qad.mak.ac.ug)  
<http://qad.mak.ac.ug>