

QUESTIONNAIRE FOR FORMER STUDENTS

‘THE PERFORMANCE OF UHTTI IN HOSPITALITY AND TOURISM LABOUR MARKET’

The Uganda Hotel and Tourism Training Institute (UHTTI), is a government owned institution mandated to train labor force for the tourism and hospitality industry.

The institution has existed for 25 years offering “hands on trainings “in hospitality and tourism.

Management is carrying out a tracer survey from the stakeholders and the alumni for purposes of strategic planning and further improvement of the training component so as to meet the current labor demands of the industry, both nationally and internationally.

This is therefore to request you to participate in this exercise by filling in this short questionnaire. The findings of the survey are purely for management use and shall be kept confidential.

Objectives of the tracer survey

The specific objectives;

- Establish the level of performance of UHTTI alumni in relation to the training received while at the Institute.
- Assess the labor market requirements in relation to the current training content at UHTTI
- Evaluate stake-holders’ opinion on level of UHTTI training against their expectations.

A: General questions for former students

1. Name of former student.....Gender

M	F
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2. Program offered at UHTTI & year of entry (e.g DPB/2002.....
3. Name of the organization.....
4. District/City/Region.....
5. Year of graduation.....
6. Any further studies undertaken after UHTTI.....
7. If the answer to (6) above is yes, specify the program of study and the University
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B: Labor Market Requirements

Tick the alternative you most agree with,

1) Strongly disagree

2) disagree

3) agree

4) strongly agree

NO.	QUESTIONNAIRE	1	2	3	4
1.	I realize that programs offered at UHTTI are known in my region of operation.				
2.	There was huge gap between what I learnt at UHTTI and what I actually found in the field of hospitality where I work				
3.	The program I offered needs serious review in order to align it with the current labor market requirements.				
4.	My bosses promoted me in my first year of work because I was trustable and self-motivated				
5.	Training at UHTTI did not equip me with necessary knowledge and attitudes needed to work in Tourism or Hospitality establishment				
6.	I greatly benefited from the training I got from UHTTI				
7.	My bosses complain about my behavior and performance at work				
8.	I was employed when I lacked some basic job requirements				
9.	I recommend my place of work as a training place for UHTTI students				
10.	I was able to work under minimum supervision during my first year of work up to now				
11.	I left UHTTI when I knew everything concerning my area of specialization in hospitality				
12.	Students from other Institutions have dominated my work place				
13.	More specialized programs should be introduced at UHTTI				
14.	Bachelors programs are needed at UHTTI for us to further our studies				
15.	Tourism/hospitality training at UHTTI is relevant to tourism growth in Uganda				
16.	Instructors at UHTTI engaged themselves in the labor market practice of their professions when I was there				
17.	Instructors at UHTTI usually come for refresher training at the Tourism / Hospitality establishment where I work				

C: Opinion questions

18. Advise UHTTI management on some of the identified gaps in skills training.

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19. Give recommendations to improve training of tourism and hospitality in Uganda.

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20. How would you like to be involved in the 'hands – on – training' at UHTTI in the next five years?

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Thank you for your time.

QUESTIONNAIRE FOR EMPLOYERS

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Objectives of the tracer survey

The specific objectives;

- Establish the level of performance of UHTTI alumni in relation to the training received while at the Institute.
- Assess the labor market requirements in relation to the current training content at UHTTI
- Evaluate stake-holders’ opinion on level of UHTTI training against their expectations.

A: Organizational Variables

1. Name of organization.....
2. Nature of the organization or core business
3. District/City/Region.....
4. Year of Establishment.....
5. Any particular understanding or relationship with UHTTI.....
6. If the answer to (5) above is yes, specify the relationship your organization has with UHTTI at the moment
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B: Labor Market Requirements

Tick the alternative you most agree with,

1) Strongly disagree

2) disagree

3) agree

4) strongly agree

NO.	QUESTIONNAIRE	1	2	3	4
1.	As an organization, we are aware about the training programs of UHTTI				
2.	There is a huge gap between what trainees learn at UHTTI and what they actually find in the field of hospitality where they work				
3.	Training programs at UHTTI need serious review in order to align them with the current labor market requirements.				
4.	Trainees from UHTTI are trustable and self-motivated				
5.	Training at UHTTI equips trainees with necessary knowledge and attitudes needed to work in Tourism or Hospitality establishment				
6.	The levels of training and skills of UHTTI graduates is satisfactory				
7.	There are complaints about behavior and performance of UHTTI graduates				
8.	UHTTI fresh graduates are employed when they fully understand the job requirements				
9.	UHTTI graduates meet management expectations and we shall continue training and retaining UHTTI students if space is available				
10.	Graduates from UHTTI work under minimum supervision				
11.	UHTTI graduates acquire promotions easily				
12.	As an organization, we prefer UHTTI graduates and students as opposed to those from other hospitality training Institutions.				
13.	UHTTI should design more specialized hospitality training programs				
14.	UHTTI should start Bachelors programs to provide more management training to its students who have completed Diplomas				
15.	Tourism/hospitality training at UHTTI is relevant to Tourism and Hospitality growth in Uganda				
16.	We need active participation of Instructors at UHTTI in the practice of their different areas of specialization in the industry				
17.	Instructors at UHTTI usually come for refresher and hands-on training at our organization for current industry knowledge.				

C: Opinion questions

7. Advise UHTTI management on some of the identified gaps in skills training.

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8. Give recommendations to improve training of tourism and hospitality in Uganda.

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9. How would you like to be involved in the 'hands – on – training' at UHTTI in the next five years?

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Thank you for your time.