

QUESTIONNAIRE FOR EMPLOYERS

‘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: 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 |
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| 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.