

THE OHCEA-UGANDA ONE HEALTH ALUMNI TRACER STUDY 2020

TRACER STUDY BACKGROUND

SITUATIONAL ANALYSIS OF THE EMPLOYMENT STATUS OF OHCEA-UGANDA ONE HEALTH ALUMNI, AND THE EXTENT OF INTEGRATION OF THE ONE HEALTH COMPETENCES INTO THEIR ORGANISATIONS; A TRACER STUDY AMONG THE 2012-2017 COHORT

This tracer study is intended for you as an OHCEA-Uganda One Health alumna. Its purpose is to assess your employment status following your participation in OHCEA-Uganda one health activities. You will respond to an online question or computer aided interview to questions pertaining your employment history, and the extent of integration of the One Health approach in your organisation, if employed. In case of any comments or feedback, do not hesitate to contact the Principal Investigator, Tonny Ssekamatte on +256 782 381 484. Email: tssekamatte@musph.ac.ug or ssekamattet.toca@gmail.com

This form requires the respondent to have an internet connection in order to be submitted. In case of challenges with the submission, kindly contact: Patience (+256 773 057 098), Solomon (+256 775 394 293), Aisha (+256 703 033 545), Joanah (+256 776 955 925) or Jonah (+256 784 560 195).

Name of researcher who has sent the link

☐ XXX

☐ YYY

Social demographic characteristics

101. Sex of respondent

☐ Male

☐ Female

102. Age in complete years

103. Home district

104. In which year did you attend any OHCEA-Uganda capacity building program?

105. In what OHCEA-Uganda capacity building activities did you participate in? (Multiple responses allowed)

- ☐ One Health field attachment
- ☐ One Health students' club
- ☐ Master of Veterinary Public Health and Management
- ☐ Got a scholarship
- ☐ Fellowship
- ☐ Out Break Investigations
- ☐ One Health residency
- ☐ Innovations

105 (a) In which year did you participate in the One health field attachment?

105 (b) In which year did you participate in the One health students' club activities?

105 (c) In which year did you undertake the Master of veterinary public Health and management?

105 (d) In which year did you get a scholarship?

105 (e) In which year did you attend the OHCEA fellowship program?

105 (f) In which year did you participate in the outbreak investigation supported by OHCEA?

105 (g) In which year did you participate in the One health resident program?

105 (h) In which year did you participate in the One health innovations?

106. At what age were you awarded your undergraduate degree?

107. Did you have a diploma or any other qualification before award of undergraduate degree?

- ☐ Yes
- ☐ No

107 (b). If yes, in which course did you have the diploma?

109. What is your highest level of academic qualification?

- ☐ Bachelors
- ☐ Masters
- ☐ PhD
- ☐ Post graduate diploma (PGD)

110. Year of award

» Employment status

201. Have you ever got employed since you completed your participation in the OHCEA-Uganda capacity building program?

- ☐ Yes
- ☐ No

202. Are you currently employed?

- ☐ Yes
- ☐ No

203. How long did you take before getting a job after your participation in the OHCEA-Uganda capacity building program?

- ☐ Months
- ☐ Years
- ☐ Not applicable (already had a job)

203 (a) Number of months taken to get a job

203 (b) Number of years taken to get a job

204. Are you still employed by your first employer?

- ☐ Yes
- ☐ No

205. How long have you been working for your current employer/ been self-employed?

- ☐ Months
- ☐ Years

205 (a) Number of months

205 (b) Number of years

206. How would you classify your current job?

- ☐ Rural
- ☐ Urban
- ☐ Abroad

207. How best would you classify your terms of employment?

- ☐ Never Been Employed
- ☐ Self employed
- ☐ Permanent/Full Time
- ☐ Part Time
- ☐ Family Business
- ☐ Temporary
- ☐ Contract
- ☐ Volunteer

208. What is your main reason for not being employed?

- ☐ Contract ended
- ☐ Terminated by Employer
- ☐ Resigned
- ☐ Family Concern
- ☐ Sickness
- ☐ Never had a job
- ☐ Other

Specify the other reason for not being employed

209. Name of most current/ last employer/ organisation

210. In what sector would you classify the activities of your organization?

- ☐ Agriculture
- ☐ Water and Sanitation
- ☐ Research
- ☐ ICT
- ☐ Trade/ business/ Entrepreneurship
- ☐ Veterinary/ wildlife sector
- ☐ Health sector
- ☐ Tertiary education
- ☐ Other

Specify the other sector of employment

211. In which district do you work?

212. What is your total number of years of paid work since your participation in the OHCEA-Uganda capacity building activities?

212 (b) How did you get to know about your most recent job placement?

- ☐ Newspapers
- ☐ Radio
- ☐ Internet /email
- ☐ Door to door hunting
- ☐ Through a friend / relative
- ☐ Through internship/internal advert
- ☐ Other (specify)

Specify

213. How did you get the job placement?

- ☐ Applied
- ☐ Through a friend
- ☐ Self employed
- ☐ Recommended
- ☐ Taken on after being a One health intern
- ☐ Other

Specify

214. How many employers/ organisations have you worked for since your participation in the OHCEA-Uganda one health activities?

215. How long (in months) since the attachment did you take to get employed?

216. Is your current or your last job related to your field of study/discipline?

☐ Yes

☐ No

217. If No, why did you change your career path?

☐ Lack of career progression

☐ Poor remuneration

☐ Poor working conditions

☐ Inappropriate Skills

☐ Limited Opportunities in my career

☐ Other

Specify

218. Does your current/ did your last job require application of One Health knowledge and skills?

☐ Yes

☐ No

219. If Yes, what kind of skills?

220. Did you learn any employable skills from the OHCEA-Uganda One health activities?

☐ Yes

☐ No

221. If yes, what skills did you learn?

- ☐ Community engagement
- ☐ Community entry
- ☐ Project planning and management
- ☐ Report writing
- ☐ Data analysis
- ☐ Communication skills
- ☐ Problem solving skills
- ☐ Team work
- ☐ Other

Specify

222. Did you use any of these skills while in search for employment? (These could be the skills you outlined to the employer as a way of 'marketing yourself').

- ☐ Yes
- ☐ No

223. If yes, what skills did you use? (These could be the skills you outlined to the employer as a way of 'marketing yourself').

- ☐ Community engagement
- ☐ Community entry
- ☐ Project planning and management
- ☐ Report writing
- ☐ Data analysis
- ☐ Communication skills
- ☐ Problem solving skills
- ☐ Team work
- ☐ Other (specify)

Which other skill did you use?

224. Did you attend an interview for any job after participating in the OHCEA-Uganda One health activities?

- ☐ Yes
- ☐ No

If yes, did the interviewers ask if you had any of these skills? (Tick all that apply)

- ☐ Community engagement
- ☐ Community entry
- ☐ Project planning and management
- ☐ Report writing
- ☐ Data analysis
- ☐ Communication skills
- ☐ Problem solving skills
- ☐ Team work
- ☐ Other

Specify

226. If yes, did you qualify for the job?

- ☐ Yes
- ☐ No

227. Since you are self-employed, please list the skills acquired from the one health field attachment programme that you are using at your work place?

- ☐ Community engagement
- ☐ Community entry
- ☐ Project planning and management
- ☐ Report writing
- ☐ Data analysis
- ☐ Communication skills
- ☐ Problem solving skills
- ☐ Team work
- ☐ Other

Specify

Relationship between OHCEA-Uganda One Health training activities and your employment

301. Were you employed by the time you participated in OHCEA-Uganda One health activities?

- ☐ Yes
- ☐ No

302. Did you continue on the same job after participating in the OHCEA-Uganda One health activities?

☐ Yes

☐ No

Comment

302. Did you get a new job or promotion since completing the OHCEA-Uganda One health activities?

☐ Yes

☐ No

Comment

304. Did you get/ are you employed in a managerial position in your organization?

☐ Yes

☐ No

Comment

305. Were you employed by the time you participated in OHCEA-Uganda One health activities?

☐ Yes

☐ No

306. Have you been gainfully employed since participating in OHCEA-Uganda One health activities?

☐ Yes, for some time

☐ Yes, always

☐ Never

Comment

307. In your own judgement, to what extent do you use the knowledge and skills acquired during OHCEA-Uganda One health activities in your most recent job?

☐ Not at all

☐ Limited Extent

☐ Some extent

☐ High extent

☐ Very high extent

308. How would you characterize the relationship between OHCEA-Uganda One health activities and your most recent job?

- ☐ OHCEA-Uganda One health activities are by far the best in relation to my current job
- ☐ Other fields of study could prepare me for this job as well
- ☐ Another field of study would have been more useful for this job
- ☐ The field of study does not matter very much for this job
- ☐ Other

Specify

ONE HEALTH COMPETENCIES (Please rate the extent to which you had acquired the following competencies and attributes at the time you participated in OHCEA-Uganda One health activities. Use the Likert scale to rate each of the aspects below: 1. Not at all 2. Limited Extent 3. Some Extent 4. High Extent 5. Very High Extent)

401. To what extent did you acquire field-specific theoretical knowledge from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited Extent
- ☐ Some Extent
- ☐ High Extent
- ☐ Very High Extent

402. To what extent did you acquire field-specific practical knowledge/skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited Extent
- ☐ Some Extent
- ☐ High Extent
- ☐ Very High Extent

403. To what extent did your attitude and perceptions towards working with people from different disciplines change as a result of your engagement in the OHCEA-UG one health activities?

- ☐ Not at all
- ☐ Limited Extent
- ☐ Some Extent
- ☐ High Extent
- ☐ Very High Extent

404. To what extent did you acquire critical thinking skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited Extent
- ☐ Some Extent
- ☐ High Extent
- ☐ Very High Extent

405. To what extent did you learn to be creative in addressing daily challenges as a result of engaging in the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited Extent
- ☐ Some Extent
- ☐ High Extent
- ☐ Very High Extent

406. To what extent did you acquire collaboration and networking skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited Extent
- ☐ Some Extent
- ☐ High Extent
- ☐ Very High Extent

407. To what extent did you acquire communication skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

408. To what extent did you acquire leadership skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

409. To what extent did you acquire social (Influencing) skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

410. To what extent did you acquire ICT skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

411. To what extent did you acquire analytical skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

412. To what extent did you acquire problem solving skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

413. To what extent did you acquire the ability to take initiative/lead from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

414. To what extent did you acquire entrepreneurial skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

415. To what extent did you acquire team building skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

416. To what extent did you acquire people management skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

417. To what extent did you acquire customer orientation/care skills from the OHCEA-UGANDA one health field activities? (The customer refers to the community you interacted with)

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

418. To what extent did you acquire assertiveness from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

419. To what extent did you acquire decisiveness from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

420. To what extent did you acquire persistence from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

421. To what extent did you acquire accuracy and attention to detail skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

422. To what extent did you acquire planning, coordinating and organizing skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

423. To what extent did you acquire loyalty and integrity from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

424. To what extent did you get personally involved in the One health activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

425. To what extent did you acquire adaptability skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

426. To what extent did you acquire work ethics skills from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

427. To what extent did you learn professional approaches for solving workplace challenges from the OHCEA-UGANDA one health field activities?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

REQUIRED ONE HEALTH ATTRIBUTES AND COMPETENCIES: Please state the extent to which the following attributes and competences are required in your current work. Use the Likert scale to rate each of the aspects below: 1. Not at all 2. Limited Extent 3. Some Extent 4. High Extent 5. Very High Extent

501. To what extent do/did you require the One health field-specific theoretical knowledge at your current workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

502. To what extent are/were the One health field-specific practical knowledge/skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

503. To what extent is/was change in attitude and perceptions towards working with people from different disciplines relevant at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

504. To what extent are/were critical thinking skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

505. To what extent are/were creativity skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

506. To what extent are/were collaboration and networking skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

507. To what extent are/were communication skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

508. To what extent are/were leadership skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

509. To what extent are/were social (Influencing) skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

510. To what extent are/were ICT skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

511. To what extent are/were analytical skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

512. To what extent are problem solving skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

513. To what extent are you able to take initiative at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

514. To what extent are entrepreneurial skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

515. To what extent are team building skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

516. To what extent are people management skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

517. To what extent are customer orientation skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

518. To what extent are assertiveness required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

519. To what extent are decisiveness required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

520. To what extent are persistence required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

521. To what extent are accuracy and attention to detail skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

522. To what extent are planning, coordinating and organizing skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

523. To what extent are loyalty and integrity skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

524. To what extent are you required to get personally involved into activities at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

525. To what extent are adaptability skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

526. To what extent are work ethics skills required at your workplace?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

527. To what extent are you able to provide professional solutions to your workplace challenges?

- ☐ Not at all
- ☐ Limited extent
- ☐ Some extent
- ☐ High extent
- ☐ Very high extent

528. What were the major strengths of the OHCEA-Uganda One Health training activities that are relevant to your job?

529. What challenges did you encounter while participating in the One health activities?

530. How best would you want the One health activities to be improved?

Thank you for your time
