

part of: **ict@innovation**

Evaluation of the course:

Bugema University - Advanced Training on African Business Models with Free and Open Source Software (FOSS)

Trainer: Robert Nkambwe, Uganda, 22-25 August 2010

1. General Information

1) Trainings course title

Bugema University - Advanced Training on African Business Models with Free and Open Source Software (FOSS)

2) Venue

Bugema University

3) Duration

from 22 - 25 August 2010

4) What is your Profession?

- IT Technician (3x)
- Computer Studies Instructor
- ICT Technician / Programme Manager
- Auditor
- IT INSTRUCTOR
- Accountant/ IT consultant
- BBA FINANCE AND ACCOUNTING
- Software Engineer/ Strategic Director
- ICT Trainer / Technician (2x)
- B.scie Information Technology
- Am a Banker
- Network Administrator
- Information Technology Technician
- ICT Lecturer/Teacher
- IT Support Technician (2x)
- systems administrator (2x)
- Instructor in Business Section
- IT Consultant
- Business Administrator
- Am IT support (2x)
- Computer Technician
- systems administrator
- itc-bsba in business computer Management
- Information System Auditor
- ICT SUPPORT STAFF BUGEMA UNIVERSITY
- IT Coordinator/Head of ICT
- IT major
- Teacher and director
- Director, WangaPhotosource Ltd.

5) If you do not own or are already working in an IT Business, are you planning to start an IT-Business in the near future?

Yes	32	(88,89%)
No	0	(0,00%)
Not applicable	4	(11,11%)
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Nominations (Multiple choice possible!)	36	
total answers	36	
no answer	0	

6) If you work in an IT Business, are you planning to include FOSS Business Models into your portfolio?

Yes	34	(100,00%)
No	0	(0,00%)
Not applicable	0	(0,00%)
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Nominations (Multiple choice possible!)	34	
total answers	34	
no answer	2	

2. Content relevance and transfer possibilities

7) Which aspects of the course were most relevant for your business, and/or your personal development?

- The modules on project proposal and essence use of FLOSS in advancing a business
- Developing an effective market Plan, Branding of products, and how to incorporate FOSS in a business enterprise just to mention but a few.
- starting up an IT-Business with FOSS
- Advocacy Importance to the Foss Business
- Establishing a brand
- Drawing up Marketing and Business plan
- Earning revenue from FOSS Training
- Networking
- Branding
- open educational resource
- INTEGRATION OF FOSS IN THE BUSINESS
- Personal Branding-5Ps of branding
- Branding the product you are dealing in
- Marketing the product (2x)
- Advocating for the good of the product
- Means of generating starting income
- The general introduction about the existence of such a type of software was very good. The marketing bit of it was a good eye opener. The possibility of making trainings easy and well planned was another one of the very interesting modules. The trainers were very good at encouraging us to do business with FOSS.
- we looked at the spirit of sharing Idea
- I have come to learn the exchanging spirit in the Foss community.
- Challenges in marketing Foss business
- Relativity, Networking, Branding and Innovation (2x)
- The marketing knowledge is the best part of it that I have gained because i dint have the marketing ideals. Another aspect is the use of internet frequently, through this i

discovered that I can make business on internet, solist funds that can help start up new business because I was given a number of websites that deals with this.

- Advocating for Floss and Integrating it in the business
- Marketing Floss especially in the Bank where am working
- Branding my self to the business world
- Knowing how to communicate to the clients
- Modifying Foss software to suite your Business Objectives
- Marketing (branding) and sale of FOSS products
- How internet is relevant in discovering new opportunities
- The branding bit of it, the fact that there is a possibility of acquiring free software on the market is quit interesting and encourage to do business where previously I was afraid of the preparatory software where you had to pay for product keys, now I can get FOSS software free and even have a chance of customizing them to fit my needs.
- FOSS training and Solutions development
- Advocating for my business at a large scale and learning to change to the new and less expensive software and more FOSS related equipments.
- I learnt new training skills and how to manage my business.
- I had various aspects like networking with friends, developing a business and a market plan for a particular business, giving free assistance to communities or the public
- Business skill, Marketing, business Management, Business Plans, Leadership, communication skills, Training and training sessions.
- Application and deployment of FOSS software and New business skills like marketing and Networking
- FOSS Communication and Advocacy, Training and Marketing
- Introduction to general business skills (2x)
- introduction to general business skills and branding of your business (2x)
- The use of open source software.
- implementation aspect and in involvement in the communities of open source and in sharing
- these include the following:
 - able to learn how to start up business even if with out capital
 - learn t about marketing ones business and knowing what your clients need.
 - upload the business your dealing with.
- The issue of branding, innovative made me to think that i can also make.
- Entrepreneurship and Outsourcing
- Business (2x)
- I was much interested in how one can be able to carry out Public relations and advocacy strategies. I learnt how to advocate FOSS, how to use online advocacy tools, and creating a FOSS market and brand in the market. How to start a business and be able to maintain it and also maintaining customer loyalty was also important.
- We looked at the issue of branding our businesses and our salves in what we are doing that can help us in getting a wide market
- Also we looked at the issue of sharing ideas which is really important for us to consider in our businesses.
- Business plan, and developing my own software also changing my web page into local languages, getting software want on cheap cost
- The marketing aspect and the public relation part were so relevant to my business. The presenters were so knowledgeable about the topic and were able to timely bring the message home.

8) Please list the topics that the training course did not deal with but would have been important for you.

- Implementation of FLOSS, sources of various products of FLOSS
- Applicability of FOSS to a programmer/software developer. in the sense of how one actually can do the coding in FOSS
- how are they applicable to accountants world. in otherwards we need the applicability of it.
- PRACTICAL DEMONSTRATION ON HOW TO ADAPT A SOURCE CODE TO SUIT USER REQUIREMENTS
- software installation.
- Server training
- customer care
- I think the Trainer should have spent some more time on the business strategy which would have thrown more light to us on the ways to go about the business of Foss baring in mind that we have other patented applications
- Installation of Linux Servers Practically
- Designing a software that could customize given Business
- To practically identify an Open source software and do the modification to perform a given
- Practicability of the software modification or customization
- Do you need to have certain software platforms in order to customize the FOSS
- Hands on training on how to create or add on the software created.e.g coding practically.
- training FOSS
- Practical training with some relevant examples of using FOSS products, installation of FOSS software like Linux
- The Technical parts in IT
- How to handle Accounts?
- Preparing budgets, and cash management
- Topic of installing floss software
- topics about installing and configuration of FOSS software. e.g. Linuxhow do we code, modify the FOSS
-]How to train people about FOSS.
- Topic of installing floss software
- strategic planning for an specific time period
- hands on the computer and work out a software, modify it etc
- the part of using FOSS tools and demonstrating to us some of those FOSS Software usage and ho they should be applied in real world.
- He tried to through some light on all of them, so it is up to me to go and do some research so that I can gain more knowledge.
- Repairing computers
- Hardware (2x)
- Technical Training in FOSS applications
- to me it had all what I wanted but may be telling us same software which can be used in midea movie editing while using Floss
- Since , I am still green in IT, the practical part was missing as per using a FOSS package

9) The training material provided a good insight into African FOSS Business Models.

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	5	(13,89%)
Totally agree	31	(86,11%)
<hr/>		
Total	36	
no answer	0	
Mean	5,86	
Median	6	

10) I can apply the knowledge acquired in my job.

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	2	(5,56%)
	10	(27,78%)
Totally agree	24	(66,67%)
<hr/>		
Total	36	
no answer	0	
Mean	5,61	
Median	6	

11) I have gained enough knowledge to advise others on FOSS Business Models

Totally disagree	0	(0,00%)
	0	(0,00%)
	1	(2,86%)
	1	(2,86%)
	12	(34,29%)
Totally agree	21	(60,00%)
<hr/>		
Total	35	
no answer	1	
Mean	5,51	
Median	6	

12) The course has enabled me to develop plans for my own FOSS Business

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	2	(5,71%)
	7	(20,00%)
Totally agree	26	(74,29%)
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Total	35	
no answer	1	
Mean	5,69	
Median	6	

13) The course has enabled me to develop plans for my own training offers on FOSS Businesses/Business Models.

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	6	(17,14%)
	6	(17,14%)
Totally agree	23	(65,71%)
<hr/>		
Total	35	
no answer	1	
Mean	5,49	
Median	6	

14) I will improve the training material and localize it or add case studies

Totally disagree	1	(2,78%)
	0	(0,00%)
	1	(2,78%)
	5	(13,89%)
	12	(33,33%)
Totally agree	17	(47,22%)
<hr/>		
Total	36	
no answer	0	
Mean	5,17	
Median	5	

15) If you have disagreed to any of the questions above, kindly give reasons.

- Course didn't provide adequate case studie(s) in Uganda environment, to show how the training material has been applied in Uganda to various audiences
- Not applicable (2x)
- I need basic knowledge in software management

16) Have you already got concrete ideas for starting a FOSS Business / enhancing your portfolio by FOSS Business?

Yes	36	(100,00%)
No	0	(0,00%)
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Nominations (Multiple choice possible!)	36	
total answers	36	
no answer	0	

17) Please describe the initial steps you will take to implement your FOSS Business plans.

- Adopting FLOSS to adapt to them then, be able to teach others on the use of the same, setting up a business to give technical support to various individuals and corporate clients on the FLOSS needs
- I intend to start up a Sweet banana selling business to the different centres close to the various universities in Uganda like Makerere, Nkumba and Kyambogo Universities considering that I now have the necessary skills in identifying the customers and know

how to brand myself in providing these products at a relatively low cost compared to other competitors all courtesy of this training.

- I will have to develop a philosophy
 - Formulate Business Objectives and Goals
 - Definition of what business am really in
 - Know my target market to help me in my marketing plan
 - Decide on the means of financing to adopt
- I will utilise the internet for the available opportunities and also use the available FOSS materials to dig much more deeper for the material given if digested very well can reach some where.
- CREATE A FOSS BUSINESS PLAN
 - CREATE A FOSS BUSINESS MODEL
 - EVALUATE THE MODEL WITH THE HELP OF OTHERS WHO ARE ALREADY USING FOSS
- Make more research on FOSS Business
 - Identify which Foss Business to specialise in.
 - On line participation about the ideas.
- I have to first come up with an idea then, I consult FOSS experts for advise on that FOSS business, analyse if there is any way how I can generate
 - income from the business and come up with a priing that is not stressing the customers
- I WOULD IDENTIFY WHICH BUSINESS I WOULD LIKE TO DO
 - I WOULD WORK OUT WHAT I ACTUALLY WANT TO DO, WHY, WHERE, FOR WHOM, AND WHEN.
 - I WOULD THEN GO ON TO DESIGN WHAT KIND OF PRODUCT WOULD SUIT THE KIND OF CLIENTELLE THAT I WANT TO SERVE
 - I WOULD THEN WORK OUT THE FINANCIAL ASPECT OF THE BUSINESS, THUS I WOULD TRY TO FIND OUT HOW I CAN START THE BUSINESS WITH THE MINIMUM COST
 - I WOULD WORK OUT THE SUSTAINABILITY OF THE BUSINESS
 - I WOULD WORK OUT THE CONTINUITY OF THE BUSINESS/PROGRAM
 - I WOULD GO ABOUT FINDING OUT ABOUT MY COMPETITORS AND HOW EASY IT IS TO START UP THE SAME BUSINESS
 - I WOULD THEN LOOK INTO HOW TO PACKAGE MY BUSINESS SUCH THAT I CAN COMFORTABLY SURVIVE NOT ONLY ABOVE THE WATERS, BUT ON TOP OF THE LIST.
- Have/develop a product of Foss to sale to clients
 - Have a business plan in place
 - Develop an Marketing strategic
 - Know the market of my Foss product.
 - Branding my product.
 - Develop a servicing technique to my clients
- study the market for the similar business
 - Ask around and solicit from my other client and friends
 - Circulate the draft of my proposed business for approvals and see where i can do improvement
- study the market for the similar business
 - Ask around and solicit from my other client and friends

- Circulate the draft of my proposed business for approvals and see where i can do improvement
- State the problem statement
 - Analysis of the system,
 - Development of the system,
 - Implementation of the system,
 - Maintenance of the system,
 - Evaluation of the system.
- I will start by drafting my business plan
 - Then I will try to solicit for funds which I will use to start my FOSS business.
 - Then I will market Foss using the different marketing skills that I have learnt in the FOSS training.
 - I will then start implementing my Foss business to the business clients.
 - I will also carry out the initiative of training others to acquire the Foss business skills and Knowledge.
- More consultation with my Trainers for more advise.
 - Identified a target market and their needs
 - Identified a suitable venue
- Look at the market base
 - Come up with my probable FOSS business
 - Draw up a Business plan
 - Put the business to ground.
- Develop a database using MySql to manage my business data, and to develop a training program for school teachers, SMEs and NGOs who are already my clients.
- I would like to first of all change my concept on the use of Linux then try to bring other people to like it using my example.
 - I would like to go for a course in Linux servers organisation.
- I will first select the line of products to deal with then i write up my business model , i develop a marketing plan for the business, I will also team up with my friends in the very sector and we create a partnership business
- Identify the Strengths I have, Work on my Weaknesses, Identify the opportunities and be careful with the Threats
- First, look for market people to be trained, then source the training materials, then out source for labour if i cannot manage the contract alone.
- I will consider taking further training in FOSS there after look for the needs and demands for FOSS in my country and then identified the FOSS products needed by the clients, also advocate for FOSS
- I will first developed my marketing plan
- I will first develop a marketing plan for my business
 - I will brand my FOSS business
- Finding out the problem
 - Analysing the problem
 - Find solutions in order to solve them.
- I will first developed my marketing plan
- I will first develop a marketing plan for my business
 - I will brand my FOSS business
- sort-out priorities
 - set goals
 - set steps to attain the the goals
 - categorized the said steps in relevance in order to attain the goals

- evaluate if the goals are attainable and relevant to the area for implementation or site
 - setup compatibility
- know the problem of my business/the customers involved
 - come up with a floss software that will help in solving the problem e.g. menu developing in case of a restaurant.
 - get experienced person ell to help out
- I will to first of all sensitise my people communities on how important FOSS is.
 - network with my fellow FOSS trainers for some help in case they is a need.
 - I need to know were the Market is.
- Get to know what I exactly what to do, how to do it when and from where then Draft a plan with policies, guidelines, mission and vision in it.
 - solicit for funds
 - Look for experts to work with me as a team
 - Begin work
 - Keep searching on the net for new opportunities
 - Make sure that the business continues in all circumstances.
 - Expand from the local level to international level
- I will begin with the people I know to implement the FOSS BUSINESS.
- I will start with the people I work for
- I will start by developing a business plan, which will help me to implement my set goals and objectives. I also need to know what business I am going to involve myself in, how to start, when to start, and which people to deal with, and carry out a marketing plan. I need to know how I will be able to get the funds for financing my business.
- the initial step which I hope to implement is to come up with a new business plan which has the new ideas I have learnt in this training so that i can be in position of doing what is expected of me by the public.
- from now I will be downloading many floss software and sale them to people and company who use floss , also going on to the public teaching them about floss and charge them a start small fee. also now am able to set up Linux problem to my customers
- I will be searching for FOSS materials on the internet so that I get more knowledge about it.

18) What support would you require in this process?

- To get know knowledge on how to acquire FLOSS software and how install and implement support
- I would probably require a start up capital because i have already identified the business opportunity and I intend to partner with my friend.
- Capital Support for the initial start
 - Support from those already in the field (Cooperation) any available research on FOSS businesses consultancy
- open source members to be supportive so that i may be in position to get what is right
- TRAINING
 - FINANCIAL ASSISTANCE
- Financial support.
 - Social support
- advise from the FOSS experts,

- CONSULTATIVE SUPPORT FROM THE MORE KNOWLEDGEABLE SERVICE PROVIDERS IN THIS AREA
- Developing a business plan
 - To come with winning marketing strategy.
 - Technical support
- Knowledge base about the kind of business to implement
 - Capital for the start up course
 - Security to beef up my business
- Knowledge base about the kind of business to implement
 - Capital for the start up course
 - Security to beef up my business
- The technical skilful support,
 - Funds to run the business,
- I would require financial support
 - Would also require support from FOSS members especially if am to train others into the FOSS business.
 - I would also require support from the government.
- More material support
 - Financial support
- Advisory support,
 - Technical support
- Developing training material on Open Office, Installation and Administration of FOSS server and client platforms, and database development and administration on FOSS platform
- I would like to get manuals that train me on how to go about the business.
 - I would like to look for more training materials that can help me also train more people in this field.
- capital to engineer my business will be very essential
 - requirements like computer and relevant soft wares
 - skilled workers in deferent sectors
- Advise
 - IT Consultant
- Open source software, Good communication skills, capital,
- Basically I will require support in form advise and guidance.
- I will need capital to start up Business
- I will need capital or funds to start my own business
- Technical support
 - Funds
 - Knowledge from other IT Specialists.
- I will need capital to start up Business
- I will need capital or funds to start my own business
- finance
 - personnel
 - audience (appro
 - materials
- capital equipments and trained personal
- I will need some initial capital.
 - some labour to help me
- Skills from experts(Consultation), Capital and Market
- By helping people here and their and especially have not to be selfish if am to support others.

- providing more open source software and sites from which to download and learn more.
- I will need some consultation from the experienced FOSS members, I will need managerial and technical support
- the support I would require is to have another hands on Linux training.
- more models about floss, and letting me know about video editing soft ware of floss and how it works
- Technical.

19) How do you intend to finance your FOSS business plan?

- Equity Credit (4x)
- Me and my partner intend to come into a partnership where by each will contribute to purchasing the product and the expenses for the start and may be look at other sources of funding at a later stage.
- Mainly since FOSS Business can run from little capital as per the case studies in module 2 where businesses started up with little
 - SOLICIT FOR DONORS
- Through personal savings.(13x)
 - Less loan portfolio.
- I will make a partnership with friends so that we start with little savings that will help us form the business
- I INTEND TO START SMALL WITH THE KNOWLEDGE I HAVE ACQUIRED FROM SCHOOL AND PARTICULARLY FROM THIS WORKSHOP.
 - I WOULD WORK WITH THE SERVICE PROVIDERS FOR A TRADE CREDIT
 - SINCE I INTEND TO DO A TRAINING BUSINESS, I WOULD WORK WITH THE MORE KNOWLEDGEABLE PROFESSIONALS IN THE FIRST PLACE, UNTIL SUCH A TIME WHEN I CAN INDEPENDELY STAND ON MY OWN
 - Friends
 - later on Bank Loan (2x)
- through Training (2x)
 - By using FOSS Products
 - Through Promoting FOSS Business
- By cooperating with other business men so that we have shares by this the cost of starting a business will be reduced.
- I intend to solicit for funds from friends and Wellwishers who support my FOSS business plan
 - I also intend to go on line using certain websites that could assist me to get the funds i need to my FOSS business plan.
 - If all goes well, i can get a loan from the bank so as to finance my business plan but that would be a last minute resort
 - Debt financing
- From my business operational capital, collaborative sub-contracts with already existing FOSS organisation, and fees from clients.
- I would like to use my little savings plus the hardware and the few software that I have for now.
- I will use the FOSS products primarily to acquire some tolls
 - I will also borrow from my friends
 - I will also ask my co business partners to inject capital into the business
- borrowing money
- From out sourcing funds from Government and non- Governmental organisation.
- possibly acquiring soft loans

- Am going to get my finance from friends so that they will not
- I am going to use the little money that i have to start the business and i will also try to seek for funds from organisations which can be able to fund me so that i add money to the business so that it can develop.
- I will also try to seek for funds from organisations which can be able to fund me so that i add money to the business so that it can develop.
- to augment the humanitarian environment in the field of computing living as well
- By networking with big organizations
- Making savings
 - Writing good proposals
 - Soliciting funds from my relatives
 - Looking out for opportunities on the net which can be money generating
- By getting help were possible.(2x)
- using my own capital in the company , I will try the government because its the bigger funder of floss business , I will also make amany people to love hence have many customer and get finance for my plan

3. Working and learning methods

20) **The content and outcomes of the individual learning units were clear throughout.**

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	1	(2,78%)
	10	(27,78%)
Totally agree	25	(69,44%)
<hr/>		
Total	36	
no answer	0	
Mean	5,67	
Median	6	

21) **Participants were able to bring their own experience and examples into the training course.**

Totally disagree	0	(0,00%)
	0	(0,00%)
	1	(2,78%)
	2	(5,56%)
	6	(16,67%)
Totally agree	27	(75,00%)
<hr/>		
Total	36	
no answer	0	
Mean	5,64	
Median	6	

22) The material (e.g. presentation, checklists, etc.) helped me to understand the content better.

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	5	(13,89%)
Totally agree	31	(86,11%)
<hr/>		
Total	36	
no answer	0	
Mean	5,86	
Median	6	

23) The working and learning methods were appropriate to the tasks and suitably varied.

Totally disagree	0	(0,00%)
	0	(0,00%)
	1	(2,78%)
	2	(5,56%)
	6	(16,67%)
Totally agree	27	(75,00%)
<hr/>		
Total	36	
no answer	0	
Mean	5,64	
Median	6	

24) I could relate the case studies to the context of my own work and life.

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	3	(8,57%)
	11	(31,43%)
Totally agree	21	(60,00%)
<hr/>		
Total	35	
no answer	1	
Mean	5,51	
Median	6	

25) The course was

too long	0	(0,00%)
too short	7	(19,44%)
just right	29	(80,56%)
<hr/>		
total answers	36	
no answer	0	

4. Trainers

26) **The trainer(s) obviously had considerable expertise in her/his own field and was well prepared**

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	3	(8,33%)
Totally agree	33	(91,67%)
<hr/>		
Total	36	
no answer	0	
Mean	5,92	
Median	6	

27) **The trainer(s) only used specialist terms that had already been explained or were already familiar.**

Totally disagree	5	(13,89%)
	3	(8,33%)
	3	(8,33%)
	3	(8,33%)
	10	(27,78%)
Totally agree	12	(33,33%)
<hr/>		
Total	36	
no answer	0	
Mean	4,28	
Median	5	

28) **The trainer(s) could listen to the participants and answered their questions.**

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	3	(8,33%)
Totally agree	33	(91,67%)
<hr/>		
Total	36	
no answer	0	
Mean	5,92	
Median	6	

29) **How could the trainer improve his/her training methods?**

- The trainer can improve their training methods visual aids
- As a matter of fact my thanks go to all the Trainers of this Workshop because they were very knowledgeable about the theme of this workshop and were giving very articulate information and were to detail.
- more research about FOSS Businesses or case studies
- through having rhetorical questioning methods that puts the learners on the thinking moment
- Trainers are experienced trainer in this field.

- the trainers' methods of training are just right may be next time we might require to go a step of practical view of some of the open source codes and how we can go about them
- THE TRAINING WAS JUST FINE, THE PRESENTATIONS WERE VERY GOOD, THE TRAINERS WERE FREELY EXPRESSING THEMSELVES VERY CLEARLY AND THEY WERE WELL UNDERSTOOD.
 - THE TRAINERS WERE VERY KNOWLEDGEABLE AND I CLEARLY UNDERSTOOD
- Both the Trainer were just perfect in their respective presentation and I picked up more from them than they did from me.
- Do more touching, examples, Just like a trainer on Marketing, He gave a live example of a certain Gentleman who was driving a Benz car and dirtened a smart dresses lady. He stopped and apologized. He kindly begged for Any alternative. The lady asked for a lift back home and gave the man the cloth for dry cleaning. The man had started the dry cleaner, he cleaned very very well than it was and returned to the lady at her door way, The man pulled the Business card and gave it to the lady along with her Dresses, very clean. She was very happy. So the man ended up advertising for his business like that. This was a very nice example of which others should look for similar examples.
- By using high tech presentations like projectors etc.
 - By attending and participating in training seminars or workshops
- The trainer could bring in more learning or Teaching Aid to help his students understand the training even better.
 - The trainers could also put in more time to the training so that the training achieves its meant objectives better.
- just maintain his excellent training methods
- The trainer were very good I must commend them on this note, as far as I am concerned, but may be next time they should physically do some demonstrations.
- Trainer were very organised and presented the training material satisfactorily
- So far they are perfect.
- the trainer should practically demonstrate the use of some FOSS related products
- Not applicable
- The trainer could include simulations in their training programs
- Learn to summarize the material
- By using High-tech presentations
- their training methods were okay (4x)
- more practical examples on the ground
- the trainer has to be a good listener and above all a good communicator.
- By providing more materials to the participants because they were not enough to all participants. Some of us wanted to them to and read on our own at night, however he tried his level best to make us understand.
- By illustrating methods if applicable (3x)
- He can do that by giving more practical experiences that are applicable in our day to day business operations. And also, increasing on the time span of the seminar.
- He could by giving us his own experience, as examples.
 - By giving the participants opportunities to express their own views the way they could understand what he was teaching.
- they could continue let the people also participate
- Demonstrations

5. Achievement of objectives

30) I think that FOSS Business Models can be implemented successfully.

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	1	(2,78%)
	7	(19,44%)
Totally agree	28	(77,78%)
<hr/>		
Total	36	
no answer	0	
Mean	5,75	
Median	6	

31) I think that my income can be increased by FOSS Business.

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	2	(5,56%)
	7	(19,44%)
Totally agree	27	(75,00%)
<hr/>		
Total	36	
no answer	0	
Mean	5,69	
Median	6	

32) My knowledge on how to use FOSS systems increased through this course.

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	1	(2,78%)
	8	(22,22%)
Totally agree	27	(75,00%)
<hr/>		
Total	36	
no answer	0	
Mean	5,72	
Median	6	

33) I plan to actively participate in the FOSS Business Models community.

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	5	(14,71%)
Totally agree	29	(85,29%)
<hr/>		
Total	34	
no answer	2	
Mean	5,85	
Median	6	

34) I esteem Open Approaches like FOSS helpful for innovation.

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	8	(22,22%)
Totally agree	28	(77,78%)
<hr/>		
Total	36	
no answer	0	
Mean	5,78	
Median	6	

35) What competences or expertise have you acquired in addition to the training course's explicit outcomes?

- This training has helped me to get knowledge to plan my financial and market strategies to help my business grow and manage it professionally and on the case studies it has proven that there are business that are making returns on FOSS business models
- How to develop an effective Business Plan.
 - How to brand myself and compete favourably in the business world.
 - That customers buy feelings and I therefore need to impress them before they can buy my products and services.
 - Have learnt how FOSS Projects and communities work.
- Being Lebral (READY TO have change)
 - Presentation skills
 - Team work
- to be a good communicator
 - to be a good networking personel
 - to be good understanding i.e. listening and finally take time to talk
- BRANDING MY PRODUCTS
 - GENERAL BUSINESS KNOWLEDGE AND SKILLS
 - PUBLIC RELATIONS
- Re branding my life to be successful in Foss Business.
 - Business Plan, Contract Writing and others
- I have come up with ideas that can be helpful to the success of my business
 - I have acquired knowledge on training people about FOSS
- I have acquired the spirit of sharing and the power to use and communicate to all my business contacts and future clients plus the manner in which we communicate to them as well matters a lot the prosperity of my business in general.
- I have acquired confidence in making business
- The best way to carrying out presentations to persons.
- Being a better marketer
 - Being a better communicator especially when am dealing with my customers.
- I have acquired managerial skills in Business.
 - Branding skills.
- In the branding area I actually saw the need for a proper brand name, and now I can see the need for branding and do plan to seriously revise my brand.
- Good communication
 - Problem solving
- I have learnt how to train using the FOSS advanced training methods.

- I have learnt the use of branding, copyright, registration and other segments in order to keep my business mine.
- I have acquired skills in developing a marketing plan I have also learned that if you cannot explain something clearly you don't understand it
- Learnt other websites that are so useful to the development of the country and the improvement of my income
 - I learnt how to use in Internet more profitably and also to communicate more effectively to clients plus better marketing skills
- I have got new business contacts of people whom I am going to work with.
- Various ways and tools available to promote my business and also work with other people and businesses which is coopertition.
- I got skills which is going to improve in my Business
- I have got the skills of how to design a marketing plan and how you can advertise and brand your business so that it can develop and you can be able to generate revenue from it.
- I have learnt how to present material in a professional way.
 - mastering material before presenting it.
- I got skills which is going to improve in my Business
- I have got the skills of how to design a marketing plan and how you can advertise and brand your business so that it can develop and you can be able to generate revenue from it.
- humanitarian networking
 - in co-opitation
- have acquired expertise onto how to come up with a proper business plan
- I have to make a lot of research via search engines.
- Using the internet for better things like doing business other than mailing.
- have learnt how to plan for the business
 - how to market for the business
 - not to be selfish to what I know, I have to share with others.
- learnt how to do business (2x)
 - market floss
- I have been able to know that customers buy feelings, so you need to brand your product so well so that the customer can like it. And one has to be able to understand well and simply that type of business he/she is doing.
 - have learn that it is good to share with others what we have .
- Also I have learnt that I need to be creative ,innovative ,opportunity seeker and a risk taker.

**36) Value for money of training-
Are you satisfied with the value for money of the training?**

Very unhappy	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	1	(2,78%)
	6	(16,67%)
Very pleased	29	(80,56%)
<hr/>		
Total	36	
no answer	0	
Mean	5,78	
Median	6	

**37) Value for money of training-
Do you think the certificate for this training will be of value to you?**

Very unhappy	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	4	(11,11%)
Very pleased	32	(88,89%)
<hr/>		
Total	36	
no answer	0	
Mean	5,89	
Median	6	

38) How do you consider the pricing of the training and added value of skills obtained? What would be a reasonable price for such training and which type of certification should such training offer?

- The pricing was above board and gave value for money, this training should provide certification on how to run Business on FOSS models
- The pricing of training was worthwhile the amount paid considering that quite a number of important skills have been attained which will improve the lives of almost all the participants, we hope that more trainings will be held again in future to equip us and other people with more skills.
- I would consider the locality where the training is taking place so that means the price would be determined by the situation prevailing but \$100 I think is fair
 - FOSS Business certification or OpenICDL
- The pricing was OK and acquired a lot of general business skills. Price is OK and certification is fine.
- If am to compare the knowledge I have obtained from this training I think the value of pricing is just friendly and the certificate too
- THE PRICING WAS FAIR AS COMPARED TO THE KNOWLEDGE I ACQUIRED, AND THE OPPORTUNITIES THAT I AM FORESEEING WITH THE FOSS SERVICES AND THE FOSS OPPORTUNITIES.
- Given with what I picked up from the training I must the pricing was just fine for me and i got a run for my money.
- Its fine though I would suggest if there is more funding for this programs so as we can fully spend more time studying about FLOSS such that we can get Degrees in this Program.
- Its fine though I would suggest if there is more funding for this programs so as we can fully spend more time studying about FLOSS such that we can get Degrees in this Program.
- The sum of money charged proximately suites the skills gained and the certification publicises an individual on an advanced level or international level.
- I think the pricing of the training was fair considering the fact that the training has offered us better knowledge, better expertise and also added more business knowledge that is going to be of great value to us who have attained the knowledge.
- The Training is worth the price in fact fair.
 - FOSSC-Free Open Source Software Certification.

- I think the training was quit expensive compare to what we have gained in return, the fact that we did not have any practical bit of it, as in real having hands on the machine in trying to see how a software can be customized.
- The price for the training was lower than the course value. The appropriate value could have been between \$250 - \$350.
 - The certification could be: FOSS Business Practitioner
- The pricing was far much less than what we got because it was of really great value. The reasonable price would be \$150
- The price was fine because the skills which I have obtained are more worth than those i spent in the university for more than a year. Depending on the length of study that is the real price
- Very good, what I received was far more than what I paid. The price would have been 130 dollars. The training should offer Training of Trainer's Certificate
- The fee was fare compared to other places I had visited and should be \$100. The certificate should be an international certified
- The pricing of \$100 was fair although the content and the skills we i have acquired for real would cost more than \$500 somewhere else.
- the price of the training is okay since I have gained a lot from the training (4x)
- It has been average considering the value of the skill obtained.
- it has been low compared to the information/knowledge gained. At least 350,000/=
- the I see things this course would have been put at 200\$ us dollars.
- The pricing surely suites the skills I have gained. (2x)
- It has been reasonably priced.
- Well since as this is the first kind of training of the kind to me , i think it is ok as for the time being.
- the price was very good and ok
- the pricing was fair (3x)

6.Participants

39) The atmosphere among the participants themselves was always cooperative

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	1	(2,94%)
	3	(8,82%)
Totally agree	30	(88,24%)
<hr/>		
Total	34	
no answer	2	
Mean	5,85	
Median	6	

40) I was able to benefit from the experience of other participants.

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	2	(5,71%)
	6	(17,14%)
Totally agree	27	(77,14%)
<hr/>		
Total	35	
no answer	1	
Mean	5,71	
Median	6	

41) I would like to continue exchange on the subjects with the other participants via a mailing list, that will be offered.

Totally disagree	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	5	(14,29%)
Totally agree	30	(85,71%)
<hr/>		
Total	35	
no answer	1	
Mean	5,86	
Median	6	

7. Organisation

**42) How happy are you with...
the overall organisation of the training course?**

Very unhappy	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	5	(13,89%)
Very pleased	31	(86,11%)
<hr/>		
Total	36	
no answer	0	
Mean	5,86	
Median	6	

43) **How happy are you with...
the information you received in the run-up to the training course (e.g.,
organisational details, technical / professional information on the subject
...)?**

Very unhappy	0	(0,00%)
	0	(0,00%)
	0	(0,00%)
	1	(2,78%)
	9	(25,00%)
Very pleased	26	(72,22%)
<hr/>		
Total	36	
no answer	0	
Mean	5,69	
Median	6	

44) **What other information / documents would have you needed as well?**

- Guide books, informational brochures and other materials that enhance information on FOSS
- Generally, the objectives of this training have all been met, all am requesting is that probably in future such trainings should be a little longer so that other many aspects can also be tackled.
- Links to download center for open source
- Video formats of the whole training
- more information about Linux and Ubuntu software
- DEMONSTRATIONS USING FOSS SOFTWARE
- Materials on Soft Copies E.g Cd and DVD.
- certification in using Linux operating system and other FOSS applications
- Hum! not much of any but may be I have liked to know the manner in which the success stories in the course materials provided, how those guys did it and the challenges they face and how they over came them.
- More Information about FOSS Products and have diverse knowledge base about FOSS software in all details
- More Case studies to help us learn from others.
- Some Open Source Software and how they are installed on the machines
- Information/Samples of available FOSS products developed in developing countries.16
 - List of key mailing lists of FOSS communities on various business streams.
- Documents on how to configure or use Linux in FOSS and how to add and create software.
- I would have needed information about various open source developers not in Africa but in other countries so that i establish a compulsion and other projects in different continents excluding Africa
- Samples of business plan
- Online continuous modules
- FOSS software CD's like Linux OS, Ubuntu and open office software
- Not sure for now
- All the information provided it was ok (4x)
- DVD'S of the presentations.
- Time table of other trainings.
- the training materials

- more information on business formation
- open office applications.
- Information security
- More information Linux materials
- we have got all things in the book we have
- I MISSED THE TAGIBLE MATERIALS

45) Since there are lots of aspects a survey like this cannot cover, we would ask you to add any comments or recommendations below that you might have for future training courses.

- I would like to thank all the stakeholders of this training for this great advanced training, it would my pleasure to preach the same gospel on use of FLOSS and supporting my community in innovating solutions that help to advance the communities that we live in. Have a blessed day
- I would like to thank the Sponsors of this training, the organisers, the participants and other stake holders like Bugema University and call upon for more such trainings in future. May God bless you all.
- Actually the whole training was awesome and extremely good. I only want to suggest that trainers could have copies of previous presentation and feel in video formats for participants to buy, but other wise, I really appreciate the training
- How is this FOSS applicable to the accounting world and auditing world for reason being however much I am a user I need the information for me to be able to know that particular soft ware therefore on behalf of all other accountants in the world i beseech you to include it and to make sure that many of such people are invited. i will be very much pleased if this has been taken for information about me musakuaboth@ymail.com
- IF POSSIBLE THE TRAINING SHOULD TAKE ABOUT FIVE OR SIX DAYS SO THAT EACH MODULE TAKES A FULL DAY
- Foss training-Redhat, Linux OS, ICDL and others.
 - Upgrading of trained participants.
 - Physical evaluation of Participants at workplace/followups
- I have no comment rather I recommend that the training was wonderful and the trainers were down to earth, they could give examples that are relevant and understandable thus I thank so much Mr Nkambe robert for the Organisation of the training, Mr James Wire Lughambo, Mr Okoti Richard for the training, ict@innvaton, fossfa, and others for the sponsorship of this programme, and the foss ommunity atlarge. keep up the spirit of foss.
- I THANK THE ORGANISERS AND THE FACILITATORS OF THIS TRAINING AND THE DOORS OF OPPORTUNITIES THAT THE TRAINING HAS OPENED FOR ME.THE TRAINING WAS ACTUALLY AN EYE OPENER I HAVE BEEN EXPOSED TO A TOTALLY NEW WORLD WHICH WAS JUST NEXT DOOR BUT I DID NOT KNOW IT EXISTED. THANK YOU
- I commend to the organizers for the good work done and such kind of training i think is needed for every software developer, Database Administrators and other specialists in this field of ICT. And i would urge the movement to advocate for Foss to be included in the University teaching materials so that young ICT student gets to know this.
- I thank the Trainers towards this Seminar, They really know much about FLOSS. I kindly suggest to solicit some funding so as they can do more training about FLOSS in practical terms like setting up Linux servers. I have seen many advantages using Linux as well as FLOSS Software.

- I thank the Trainers towards this Seminar, They really know much about FLOSS. I kindly suggest to solicit some funding so as they can do more training about FLOSS in practical terms like setting up Linux servers. I have seen many advantages using Linux as well as FLOSS Software.
- Actually as far as the course has been I really thank the facilitators and organisers of this seminar. I would recommend the organising committee to prepare more seminars or workshops about Foss frequently.
- First of all am grateful to the whole training team for the training given to me but also it would be to my great advantage if more time was given to this whole training course.
- To create more sensitization through the media and internet. Reach out to institutions and train the young people. To persure people in the remote to create awareness as far as FOSS is concerned.
- I suggest that next time seminar like this one should be advertised in the media for awareness purposes, because many people missed this wonderful chance. I also suggest that we could have frequent seminars of this kind. Otherwise thank you very much for the wonderful presentations and organization at large.
- Technical aspect on Foss platforms and development/ customerisation of FOSS solutions
- Some material should be put online for people to continue studying.
- Practical training in FOSS projects should be pinned on this training I would also recommend that these trainings should be advertised on various media because in Uganda and some other African countries the awareness is still pending even me i was informed by a friend at the campus.
- training in software. Make physical follow up on the progress on the trained.
- The future training course should be with both technical and practical approach of issues regarding FOSS business models in Uganda.
- This initiative is very good and please keep it up. Thank you.
- I would like the trainer to train more people (trainers).I would like to continue leaning new things
- I would like the trainers to add the information about how do we code, modify the FOSS software like LINUX and this should be a practical work.
- They should avail the material in time.
- I would like the trainer to train more people (trainers). I would like to continue leaning new things.
- I would like the trainers to add the information about how do we code, modify the FOSS software like LINUX and this should be a practical work.
- must start on-time
- more training books, materials etc
- more training of FOSS IS NEEDED IN AFRICA
- I recommend they should train more.
- I recommend the organising committee to conduct more seminars or work shops about FOSS.
- There is need to include practical training pertaining to acquiring technical skills and knowledge.
- More of the same trainings are needed, and materials.
- yes and we thanks you so much and plan for us more study
- TRAINING AT GRASSROOT