



FIRST QUARTERLY REPORT

April 7th to June 30th 2014

Cooperative Agreement

AID – 514-A-14-00002



FIRST QUARTERLY REPORT
CONTENTS APRIL 7th to JUNE 30th, 2014
Presented July 31st 2014

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Lead Agency

Presented to:

**UNITED STATES AGENCY FOR INTERNATIONAL
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ACRONYMS

AC	Area Coordinator(s)
ACA	Area Coordinator A
ACB	Area Coordinator B
AHRD	Arcángeles Human Resources division
AOR	Agreement Officer Representative
COP	Chief of Party
CPC	Colombian Paralympic Committee
DSI	Departmental Sports Institutes
FEDESIR	Colombian Federation for Persons with Physical Disabilities
FEDEVOLEI	Colombian Volleyball Federation
IDDG	Municipal Sport Institute of Riohacha
IDRD	District's Institute of Recreation and Sport (Bogotá)
INDEPORTES	Departmental Sport Institute (Antioquia)
IOM	International Organization for Migration
MSI	Municipal Sports Institutes
PAICMA	Presidential Program for the Integral Attention Against Anti-personal Mines
PPR	Pact Towards Reconciliation
PWD	Person with Disabilities
RUV	National Register of Victims
SP2	Sport Power 2
UARIV	Unit for the Attention and Reparation of Victims
UN	United Nations



USAID

United States Agency for International Development

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1. EXECUTIVE SUMMARY

This is the first quarterly report of *Sport Power 2* (SP2), a project operated by Arcángelos Foundation under the Cooperative Agreement No. AID-514-A-14-00002, between the United States Agency for International Development (USAID) and Arcángelos. SP2, concentrates on sports, specifically sitting volleyball and athletics, to promote the social inclusion and empowerment of persons with disabilities (PWD). This report comprises the activities of the period April 7th to June 30th 2014.



The document summarizes the progress reached against the results, activities and indicators programed for this quarter –Activities: A.1.1. *Establishing Partnerships with local and national organizations*; A.1.2 *Coaches recruitment*; Cross-cutting activities: *Visits*, and *Socialize the project to national institutions*.

The next section presents the staff and the contracting process. Section 3 explains the progress of the project in each city while section 4 assesses results and indicators, section 5 relates to the lessons learned. Concluding, section 6 presents graphically the advances of SP2 in the reported quarter and section 7 lists the main activities planned for the second quarter.

2. STAFF AND CONTRACTING PROCESS

For the development of the project, a team of professionals with extensive experience and expertise in the social fields (specifically on: disability, rights, care for victims, community work, sports management; planning, monitoring and evaluation of projects as well as, research and systematization of processes) has been selected. In total, 14 professionals constitute the staff of the project. Up to date, in line with the schedule, 10 professionals have been contracted and 2 more professionals are part of SP2's staff through Arcángelos cost share. Yet to join the Staff is the Psychosocial and Labor Inclusion professionals. Ahead, a list of the professionals contracted and a short narrative of the contracting process

- Chief of Party (COP): from April 7th



- Administrative Support Professional (ASP): from April 7th
- Area Coordinator A and Area Coordinator B (ACA-ACB): in Medellin from May 21st and in Santa Marta from June 1st
- Coaches (6): In Santa Marta from June 7th; Cartagena June 16th; Riohacha, Bogotá, - Medellin and Quibdó from July 1st.

A.1.2 Coaches recruitment.

The calls for the recruitment of staff for the AC (deputy operative and deputy programmatic) posts were published in the online-job-bank “COMPUTRABAJO”. The call stipulated the profiles for the posts, responsibilities and time availability necessary. The candidates send their curriculums by e-mail to be analyzed by one psychologist from Arcángelos Human Resources division (AHRD). Subsequently, the candidates with the appropriated profile were called for an interview. The interviews, conducted through Skype due to the physical distance to the candidates, began with a shorter interview with the coordinator of AHRD who explained in detail the requirements for the position and enquired on the experience, interests and knowledge of the candidates. Then, the interview continued with the Chief Of Party (COP) who further enquired on the experience and knowledge acquired. After the interview the COP and AHRD coordinator considered the suitability of the candidate for the post and a decision was taken. There was also an internal call within Arcángelos for the positions. The selection of the Financial Administrator for the project, budgeted as cost-share, was also done within Arcángelos. The AC and the COP, whom had the opportunity to supervise the process in situ during his first visit to the Areas, undertook the recruitment process of coaches.

It is worth noting that there has been a very recent change of COP (after request from Arcángelos management on July 16th subject of *Substantial Involvement*, approved by USAID July 21st) due to a personal decision related to a labor offer accepted by Mr. Jose Cabo, initially subscribed as COP for SP2. After a selection process, considering the advances of the project and the requirements for the successful development of it, Arcángelos Management decided to designate Mr. Javier Osejo as the new COP for SP2. Mr. Osejo is expected to join the staff from August 1st. Additionally, it has been determined that the ASP requires more time than the initially considered –in practice the time dedication of the ASP is more than the 4 hours/day as initially contemplated. In consequence, this professional’s dedication to the project is extended to a full time. The slight delay in the contracting times and other small financial adjustments have spared resources which will be utilized to adjust this extension into the budget, without altering the



development or general program of the project¹. Even though this change occurred in July (to be reported in the second quarter) it was considered appropriate to include the information in this report given the relevance of the change.

3. MANAGEMENT ADVANCES OF SPORT POWER 2

After the recruitment process of professionals, the post-award meeting with USAID and the designation of key staff in April, SP2 started operations according to the schedule to carry out the activities planned to reach the result and objectives programmed. Ahead, these activities and their progress will be described by geographic location.

3.1 BOGOTÁ

Arcángel's main offices are located here, and in this city the Foundation enjoys of several partnerships with key institutions with whom there is a long trajectory of cooperation developing projects and sport events. Among these partner institutions, Arcángel counts with the support and assistance of the Districts Institute of Recreation and Sport (IDRD), the Bogotá Humana program by the mayors office, the Colombian Paralympic Committee (CPC), the Colombian Federation for Persons with Physical Disabilities (FEDESIR), the Volleyball League of Bogotá (FEDEVOLEI), and other sport institutions. SP2 have been having informal approaches with all of these institutions to explore their involvement to the project in different activities –i.e. as programmed for Workshop 2 (capacitating all coaches in the specific training of athletics and sitting volleyball to be held in Bogota in the middle of July) and to allow us use their venues for the training sessions of athletics and sitting volleyball.

The following activities have been implemented in accordance with the work plan defined for the first year:

A.1.1. Establishing Partnerships with local and national organizations and; Socialize the project to national institutions:

Presidential Program for the Integral Attention against Landmines (PAICMA):

¹ Note: initially, it was planned to contract the AC by May 7th and coaches by June 7th. However, the difficulties to find the best candidates for these positions made that it was considered to expand the process, which generated a delay in the process of contracting.



The project's COP and ASP visited PAICMA to socialize the project and explore possible synergies between institutions. It's worth mentioning that most of the sitting volleyball players have an amputation of a lower limb, a common injury caused by landmines.

In subsequent meetings with the Unit for the Attention and Reparation of Victims (UARIV), chief organization for the assistance of victims –covering all kind of victimizing facts–, it was determined to work directly with UARIV and just in some specific cases that could be generated in the operation, count with PAICMA.

UARIV:

Sport Power 2 will be working closely with UARIV, specifically with the Disability Group Department. There were 3 meetings between SP2 and UARIV in which the base of a collaboration action at national and local level was set.

At national level, UARIV has designated a psychologist responsible for SP2 who will be in permanent contact with the COP to carry on and plan common activities like:

- The presentation of the project to the members of the National Victims with Disabilities Board in the summit of Victims with Disabilities organized by UARIV in the city of Paipa, Boyacá (May 27th). Additionally dialogues were held with the Heads of the boards from Bolivar, Antioquia, Chocó, Magdalena and Bogotá.
- UARIV in Bogotá has sent a database to SP2 and to the five departmental offices of UARIV where the project is being developed. This has facilitated the identification of more than 100 victims of the armed conflict with the specific types of disabilities that can participate in the Athletic and sitting volleyball process.
- To design a psychosocial test to measure and get empirical evidences of the impact of the sport activities in the participants. After that an advocacy document will be developed to include the sport as a reparation tool for victims.
- The institutions are analyzing a collaborative agreement –it could not be signed in this quarter given public elections and the local “ley de garantías”– formalizing the interaction.

FEDEVOLEI:

Two meetings with FEDEVOLEI have been developed in order to:

- Present the project emphasizing on the structures and activities related to the conformation of sitting volleyball groups. SP2 is especially interesting for them since in departments such as La Guajira, Bolivar, Magdalena and Chocó this sport is



not practiced at all; through SP2 new structures that can be part of the national sport system will be created providing sustainability and future prospects for the participants in the project.

- Workshop 2 was initially planned to be conducted at the same time as FEDEVOLEI's institutional capacitation. Unfortunately, this capacitation was postponed until August. The dynamic of SP2 could not delay the capacitation of the coaches as they are expecting to begin the training process in July. Therefore the workshop was organized with the participation of IDR and CPC to capacitate the coaches of SP2 in the second week of July. FEDEVOLEI will be invited to be part of the body of trainers.

SALDARRIAGA CONCHA FOUNDATION:

This institution and Arcángeles share an approach to disability and rehabilitation based on the United Nations Convention on People with Disabilities Rights. Both are natural partners in their work with PWD, additionally, both operate projects funded by USAID. In accordance with that, a meeting was held to analyze possible synergies between projects and mutual cooperation.

A verbal agreement made in the fair for USAID operators, held at the Tequendama Hotel in June 27th, was to unify criteria together with UARIV on the registration protocols to improve the detection of victims with disabilities and register them correctly. These trainings would be carried out in the different territories where both projects are operating.

INTERNATIONAL ORGANIZATION FOR MIGRATION (IOM):

Two meetings were celebrated in order to coordinate the activities of SP2 and VISP. It was agreed to:

- Capacitate the staff of SP2 in *Differential Approach, Working with Victims of the Armed Conflict* and *Do not Harm*.
- Work together in a Committee to develop the strategy of Integral Rehabilitation for Victims.
- Support SP2 in each of the project's cities to recruit participants.

A 1.3 Coach selection process:

COP and Arcangeles' Human Resources department interviewed 3 candidates for the position. The sports professional selected was part of the Sport Power 1 staff, as assistant coach.



A 1.13-14 Web page design- administration:

In June, it was considered to introduce a change in the web page's edition. The project had planned to contract an external developer for it. Reevaluating the situation and in order to have more control of the administration of the webpage, the coordination of the program and Arcáγγελes directors decided to contract a person in charge of the design and administration of the site, maximizing the resources available. The webpage is expected to be operating as scheduled in the month of August.

3.2 CARTAGENA

The COP made the first visit of the project to the Zone A in the second week of May, starting in Cartagena to develop the activities scheduled, along with the Area Coordinator A (ACA). A synthesis of these activities is presented ahead.

A 1.1. Establishing Partnerships with local and national organizations;

The Municipal Sports Institutes (MSP) were identified as key partners in each of the cities target of the project. They own the venues, coordinate the local sport processes and have the obligation to support Paralympic Sport. Taking this into account, COP presented the project to the Director of the municipality through the Municipal Sport Institute of Cartagena (INDER, for its acronym in Spanish) looking for its engagement to the project. Support was achieved and INDER will be the local partner of SP2 in Cartagena. His director has already signed an inter-institutional agreement backing the support. In this document INDER commits to:

- Assign venues for the training sessions: the Combat Coliseum and Athletics Court.





- Co-organize the first Regional Championship to be held in Cartagena in November.
- To negotiate with the municipality to acquire transport subsidies –which has been granted– to make visits to the possible participants identified in the base data sent by UARIV.
- Further logistic support for the operation of SP2 in the city.

IOM and UARIV:

A dialogue group of the project was created between UARIV, IOM and SP2 in order to have periodical meetings, check the advances of the project and identify problems.

UARIV is collaborating through the coordination of visits together with the SP2's coach in Cartagena to identify possible participants and contribute with psychosocial assessments.

A 1.2. Coach Selection process:

- COP interviewed 7 possible coaches, selecting the final candidate with the support of IDER.

A 1.4 Participant Recruitment:

The domiciliary visits to possible participants have started; the coach of Cartagena together with psychologist from UARIV has conducted these. It is expected to recruit enough participants to start the training process at the end of July.

The municipality is also sharing their relevant databases to identify victims of the armed conflict with disabilities that are not registered at the National Register of Victims (RUV, for its acronym in Spanish) –or registered but not identified as a PWD.

3.3 SANTA MARTA

The second city visited by the COP was Santa Marta. It is important to recall that in this city is where the ACA is based.

The activities related to the COP visit and the work of the ACA are resumed below.

A.1.1. Establishing Partnerships with local and national organizations and; Socialize the project to national institutions:



The process in Santa Marta has followed a similar route as it did in Cartagena. The COP presented the project to the municipality in meetings with the Municipal Secretary of Sport and Culture. After the presentation of the project, it was agreed to sign a local agreement directly with the municipality on the following points:



- To assign venues for the training sport process.
- Make a public press release to recruit participants and give visibility to the project.
- Analyze the possibility to leverage resources from the municipality to offer transport subsidies for the participants.
- Other logistic support in the operation of SP2 in the city.

IOM, UARIV, Pisando Fuerte Foundation, Departmental Health Secretary and Municipal Victims Board:

These five institutions and the municipality are crossing data bases and information to localize participants for the project. A document relating possible participants and planned visits to them will be consolidated in July in order to create the sport teams.

The UARIV Director in Magdalena is very interested in the participation of their professional in charge of the disability area in Workshop 1. In Magdalena as in other territorial offices of UARIV, the person in charge of disability doesn't count with the experience to deal with the issues concerning victims with disabilities. This lack of experience by territorial officers of UARIV in the work with disabilities gives the project the opportunity to increase the quality of the path care for victims with impairment by capacitating UARIV's personal in disability from a rights perspective as intended in the collaboration drafted in Bogotá.

The project was also presented to the physical and blind disability League accomplishing a draft of the conditions for future engagements –promoting the sustainability of the project.

National Police. Santa Marta's first division:



SP2 and this division have been having meetings to involve policemen with impairment – i.e. injured in the armed conflict– in the sport groups. They also offered logistic support to the activities that will be carried out in the city.

A 1.2 Coach Recruitment process:

- COP and ACA interviewed 3 possible coaches, choosing for the position a member of the Municipal Board of Victims.

A 1.4 Participant Recruitment:

A press release will be socialized to the general public after localizing victims with disabilities to encourage their participation in the project; its release date is still to be defined. The visits to recruit participants will begin in July.

3.4 RIOHACHA

The visit to the third city of zone A was made by the COP to conduct the activities planned for this first visit in collaboration with the ACA, who made her first travel to Riohacha the second week of June.

A.1.1. Establishing Partnerships with local and national organizations, and; Socialize the project to national institutions:

In the city of Riohacha the same process was followed as in the other cities of the area A. The first contact was made with **Ave Fenix Foundation**. This organization has been developing some initiatives to improve the opportunities for PWD in social security, education and health; they work actively in the department. This foundation is key for the recruitment of athletes.

Municipal Sport Institute of Riohacha (IDDG):

The IDDG was visited with the objective of involving the highest number of persons and professionals in Paralympics disciplines to the project. This departmental institution was very interested in the project and shows all support with sport and professional contacts. However, the IDDG don't have scenarios for sport activities. That's why the principal partner for the project will be **District Sport Institute of La Guajira**. COP and ACA visited this institution for the presentation of the project and its social objectives. Cooperation was agreed upon:





- Provision of venues: Coliseum and athletics roads that had been repaired recently for accessibility and better sport practice conditions.
- Collaborate in future calls for participants who fit the project's criteria.

UARIV, IOM, municipality and departmental government:

All these institutions and the staff of SP2 –coach and ACA- have conformed a dialogue board for the project's development. There have been meetings to exchange information regarding victims' databases and methodological frames to work with victims.

UARIV will contribute with their psychosocial support to the project until its completion.

A 1.2 Coach Selection process:

In Riohacha the COP interviewed three professionals with the profile required for the position, selecting the final candidate.

A 1.4 Participant Recruitment:

SP2's staff –coach and ACA- with the collaboration of UARIV and the municipality began the domiciliary visits to the participants identified in the RUV by UARIV.

3.5 QUIBDÓ

In the city of Quibdó, Arcangeles is operating the project MAXIMUS in partnership with the municipality. Both institutions have been working closely to create a culture of Paralympic Sport the last couple of years. SP2 will seize this previous work and establish partnerships. The first visit to Quibdó was done in the first week of June. It focused on the first activities planned:

A.1.1. Establishing Partnerships with local and national organizations, and Socialize the project to national institutions:

After meetings with the **Municipal Secretary of Social Inclusion** and the **Municipal Secretary of Sports**, a new agreement of collaboration was set up and is being analyzed by the legal office of the municipality. This collaboration will include:

- To share information about the People with Disabilities (PWD) identified in the municipal databases.
- The assignment of venues for sitting volleyball and athletics.
- Co-organization of workshops and regional Events.



IOM – UARIV

SP2 and these two institutions will coordinate the recruitment process, identifying victims with disabilities that classify to enroll the project.

SP2's staff will train the professionals of UARIV to detect PWD while they are registering as victims, even the type of disability, in order to improve the integral attention, addressing the specific characteristics of this population.

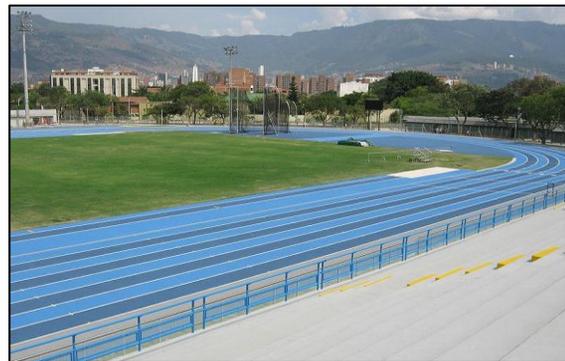
A 1.2 Coach Recruitment process:

As in Riohacha, the COP interviewed three professionals who accomplished the profile required for the position, selecting the final candidate.

3.6 MEDELLIN

This city hosts the Area Coordinator B (ACB) workplace and received the visit of the COP in the last week of May to develop the following activities:

A 1.1. Establishing Partnerships with local and national organizations and Socialize the project to national institutions: (next pictures Inder venues in Medellin)



ADA Foundation, Departmental Sport Institute (INDEPORTES) and Municipal Sport Institute (INDER). After having meetings with them, it was agreed to select INDER as a local partner. They own venues and also have a long trajectory working with PWD in the city's neighborhoods, that's why it was considered that they are best partner. Although the signature of the agreement takes several weeks, due to legal procedures required in this city, the coordination has already began. Advances in locating venues has been made.



In spite of the decision to work with INDER as a local partner, there are other initiatives that will involve INDEPORTES and ADA. I.e. INDEPORTES is starting to develop Paralympic Sport across Antioquia and they are interested in making exhibitions in other municipalities. An excellent opportunity to bring the teams of athletics and sitting volleyball formed in the project to other municipalities of Antioquia.

ADA is being part of Pact for Reconciliation (PPR –an initiative to promote the employability of PWD) and is developing processes of labor inclusion in Medellin that can be used to join efforts and maximize the availability of labor positions for the participants of the project. ACB have had meetings with all the institutions that make part of PPR. With all of theme Arcangeles will try to work to increase the impact of the SP2’s labor inclusion strategy in the second year of the project.

UARIV:

The disability group of UARIV has sent to the Antioquia section more than 50 possible participants to the project. ACB and UARIV’s focus person for SP2 are organizing the visits to recruit them. Through UARIV and Arcángeles, the Municipal Victim Boards is adding information to locate other participants no registered in the RUV.

4. RESULTS AND INDICATORS ADVANCE

Note that there are no advances on the indicators or specific results given that the activities and objectives for this first quarter did not involve any quantitative or qualitative assessment of indicators and results. This first quarter has focused on the kick-off of the project: consolidating the work team, presenting the initiative to relevant institutions and begin the participants’ recruitment process.

The second quarterly report will mainly inform about participants practices as well as people and organizations capacitated.

5. LESSONS LEARNED

The following points have enriched the project:

- To identify the Municipal Sport Institutes (MSI) as key partners of the project and to have access to the municipal sport facilities through them.
- It have been detected opportunities to leverage resources form them as they also have indicators to accomplish regarding Paralympic sport participation. The project is an opportunity for them to reach these.



- To present the project to Sport Federations, Leagues of Disabilities and other sport institutions to make theme part of the project.
- To work close with UARIV and IOM allows the project to become a pilot to include Paralympic Sport as a reparation tool in the path care for victims with disabilities. It projects SP2 as a unique initiative in the country contributing to peace building.

Difficulties:

- It was planned to develop a training course along with FEDEVOLEI to teach sitting volleyball to the coaches. The training was scheduled the first week of July, but FEDEVOLEI a week before decided to postpone it. SP2 and its net of partners (IDRD, Volleyball League) organized the workshop to accomplish the project's needs and objectives established.



6. DEPICTION OF THE ADVANCE IN THE ACITIVIES FOR Q1

SPORT POWER 2-COOPERATIVE AGREEMENT NO. AID-514-A-14-00002				
Strategic objective: Contribute with the Social Inclusion of PWD prioritizing victims of the armed conflict, through an integral project of Sports and Empowerment				
COLOR CODING:	ACTIVITY DUE DATE ACCORDING TO WORKPLAN			
FULLY EXECUTED	EXECUTED PARTIALLY	NOT EXECUTED	PROSPECT IMPLEMENTATION DATE	
Intermediate rtesult 1: Consolidate a new perspective regarding victimas of the armed conflict and PWD				
ACTIVITIES	MONTHS			
	APRIL	MAY	JUNE	Budget line Relations
A 1.1 Establishing partnerships with local organizations: In each city the project will have 1 local partner and 2 collaborative organizations of PWD				"Travel and transportation" and Personal Salaries (GC, CA)
A 1.2 Coaches recruitment: One coach per city will be in charge of the athletic group and sitting volleyball team. The coaches will be employed in June-July.				"Travel and transportation" and Personal Salaries (GC, CA)
A1.4 Participants Recruitment: After A 1.3, the ACs and coaches will receive the participants. They will begin the trainings while the socio-economic characterization is completed. Once this characterization is done, the participants will be selected according to the project specifications i.e. prioritizing victims.				"Travel and transportation" and "Personal Salaries" (GC, CA and Psycho social professional)
A 1.13 Web Page Design. It will be a centre of resources about the project, Paralympic Sport and Disability and Rights.				"Personal salaries; webmaster"
	MONTHS			
	APRIL	MAY	JUNE	Budget line Relations
Communication Coverage of the tournaments, other events or normal development of the Project to get material to spread the success of the initiatives.				"Travel and transportation" and Cost Share: Communication Coordinator"
Travels, see section VI Visits Program below and appendix Visits Schedule				"Travel and transportation"
Technical Reports				"Personal Salaries"
Establish detailed administrative and technical profiles and functions				"Personal Salaries"
Employment announcements				
Contract Starts	MONTHS			
	APRIL	MAY	JUNE	Budget line Relations
General Coordinator and Administrative support				
Area Coordinators				
Coaches				
Socialize the project to national institutions	MONTHS			
	APRIL	MAY	JUNE	Budget line Relations
Presidential Program for the Integral Attention Against Anti-Personal Mines (PAICMA)				"Travel and transportation; local transportation"
Colombian Volleyball Federation (FEDEVOLEY)				"Travel and transportation; local transportation"
Colombian Paralympic Committee (CPC)				"Travel and transportation; local transportation"
International Organization for Migration (IOM)				"Travel and transportation; local transportation"
Program for Psychosocial Attention and Integral Health of Victims (PAPSIVI)				"Travel and transportation; local transportation"
Pact Towards Reconciliation (PPR)				"Travel and transportation; local transportation"
Departmental and Municipal Sports Institutes (DSI/MSI)				"Travel and transportation; local transportation"
Purchases of administrative goods and Equipment	MONTHS			
	APRIL	MAY	JUNE	Budget line Relations
Computers				"Other Direct Cost; computers and devices"
Cameras				"Other Direct Cost; computers and devices"
Communication Graphic Pieces				"Other Direct Cost; communication"



7. ACTIVITIES PLANNED FOR Q2

- A1.1 Establishing partnerships with local organizations: In each city the project will have 1 local partner and 2 collaborative organizations of PWD.
- A1.2 Coaches recruitment: One coach per city will be in charge of the athletic group and sitting volleyball team. The coaches will be employed in June-July.
- A1.3 Call for participants: There will be a local campaign to enroll participants in each city. The project will involve local municipalities, free press announcements in media (radio, TV) and local organizations to spread the project activities. Additionally, the enrolment of victims of the armed conflict will be coordinated together with the Group of PWD of the UARIV and their local representatives.
- A1.4 Participants Recruitment: After A 1.3, ACA and ACB and coaches will receive the participants. They will begin the trainings while the socio-economic characterization is completed.
- A 1.5 Training process begins: Each sport group (athletic and sitting volleyball) will train 6 hours per week. (3 days, 2 hours per day). Through agreements and partnerships with the local authorities and organizations, these trainings will take place in municipal training courts, schools and other adequate venues.
- A1.6 Purchase of sport equipment and it's delivery to the cities. The local partners o directly the coaches will be in charge of these materials under Arcangeles supervision.
- A1.7 Purchase of sport uniforms and delivery to the participants.
- A 1.8 Workshop 1: Training in "Disability, Rights and Paralympic Sport to be hold in all 6 cities in August.
- A 1.9 Workshop 2 to be hold in Bogotá. Training in Athletics and Sitting volleyball for participants.
- A 1.10 Delivery of training plans in order to scheme the technical sport process including detailed training activities, routines methodologies, etc.
- A1.11 Training, 6 hours per week per sport group.
- A1.13 Web Page Design. It will be a center of resources about the project, Paralympic Sport and Disability and Rights.
- A1.5.3 Coaches upload information to the website
- A2.1 Initial Socio-economic Characterization of the participants. Identification of the conditions of quality of life of the participants and their families as a diagnostic tool.



- A 2.2 Psychosocial Assessment. Identify the socio professional role of the participant to characterize their life story in terms of their relationship with disability, status as victims of the conflict and their primary support network.
- A 2.3 Psychosocial monitoring. To guide and support the participants during the process of social inclusion through sport and work and increase access to all services offered by the Government Institutions. It will be supported by UARIV.
- A 2.4 Occupational profile interviews to identify the level of functionality of the participant in the areas of occupational performance (motor, sensory-perceptual, cognitive, communicative and functional independence). Identify skills and difficulties that interfere with the productive role of the participants.
- A 2.6 Workshop 3 to be hold in each city: Training to the participants in finding job opportunities and entrepreneurship.
- A 2.7 Conference on the employability of PWD to potential employers. This conference is within workshop 3.
- Communication Coverage of the tournaments, other events or normal development of the Project to get material to spread the success of the initiative.