

memorandum

DATE: December 5, 1980

REPLY TO
ATTN OF: PDC/PVC, Edward Glaeser

SUBJECT: Review of Progress Under an Institutional Development Grant (IDG) to Goodwill Industries of America (GIA)

TO: See Distribution

December

Please join us at 10 a.m., Friday/12, 1980 in Room 415, SA-8 for a review of GIA activities during the past year and a half under a PVC Institutional Development Grant. Attached is GIA reporting on grant achievements to date. Some of the discussion of the review will, of course, center on these documents. However, I am hoping that the meeting will also provide for a wide ranging discussion of the needs of handicapped persons and the developmental issues involved. I've asked GIA to be prepared to address these broader questions and I hope the meeting will provide us all a chance to reexamine our suppositions about how to deal with the disabled. For this reason, I encourage all of you to attend.

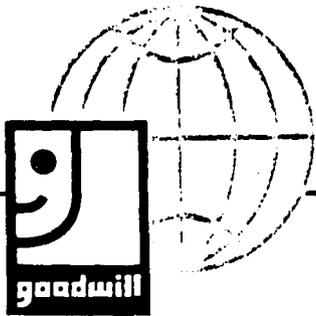
Attachment: a/s

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Mr. Ed Glaeser
Project Officer
PVC/PDC
Agency for International Development
Department of State
Washington, D.C. 20523

GOODWILL

Dear Ed:

Following Robert Ransom's recent discussions with you, we are submitting a "Summary Progress Report", which fulfills one of our obligations under our current grant. Attached also is an annual fiscal report. The latter is not in the most meaningful or desirable form; however we are now collecting data so that the second year report will add geographic and major function dimensions.

The fullest report of our international vocational rehabilitation was contained in my letter of 12 June 1980 to you. This first year report was organized under specific activities designed to carry out the grant objectives. These activities were described officially in a supplement to the grant contract transmitted to us from Michael H. Snyder of A.I.D.

After further discussions with you our first year report was recast as Annual Report 1979, Goodwill Industries International Program. This version was organized by program objectives, not specific activities, but included our calendar year, not the A.I.D. grant year.

Continuing consultations with you resulted in a third version of our first year activities entitled First Year Report, AID Institutional Development Grant #G-0265, GIA, International Program, which used project purposes as the organizing factor.

Concurrently, through internal GIA dialogue, as well as several informal reviews with you, we have redesigned the Project Design Summary, Logical Framework, to reflect a more focussed approach to vocational rehabilitation in the developing world. The fourth version of our first year grant activity (attached hereto) reflects this improved thrust, and although the activities reported were not conducted under this organizing mechanism, they are so arranged.

The fourth version is a summary, or briefer than preceding reports. The earlier editions can be referred to for detail, as well as for illuminating comments. The attached reflects what we believe you said we needed.

Absent from the attached is mention of rehabilitation activities related to Third World development which may have taken place in such places as Amsterdam, Geneva, or Tokyo. We are aware of some covert A.I.D. criticism, but since this is due to lack of understanding, I am using this letter to dispel some of the ignorance.

With regard to activities in the Pacific area, you have known of our having supplied a consultant to our Manila affiliate, about his efforts for an O.P.G., his subsequent failure, and then our discussions with you involving the attitude of the Manila AID office. At that point in time I did not believe that you disapproved of our interest and investment under the grant. Parenthetically, the original logical Framework Matrix, developed in support of our current grant, mentioned no geographic restriction. No clear restrictions were made in the text of our original proposal. In the letter of M. H. Snyder, authorizing AID/SOD/PDC-G-0265, the language used is "continue to develop and support regional leadership groupings such as GLARP in Latin America".

You must know, through several sources, of our involvement with the International Small Business Enterprise Development Center (AID funded through New Transcentury) which has arranged for the marketing in the U.S. in six local Goodwills of jewelry made in our Korean Goodwill.

Until sometime this year, we had always been strongly encouraged by AID officials to think in large terms, and to think in the long term. We mentioned the Pacific area as an area of concern in one 5 year projection requested by AID. Since we are now in our fourth year of relationship with AID, I felt that we should get on with it.

Our work in Tokyo is probably more misunderstood. We assisted our Japanese affiliate to create the Pacific Asian Council for the Handicapped (we felt that such regional activity was "good"). Quoting from the Constitution:

"The main purpose for which it is formed are: mutual cooperation, stimulation, promotion and improvement of vocational rehabilitation services to the disabled people, education and information exchange, development of leadership and encouragement of equal and full participation of disabled people."

At the present time our Japanese affiliate is trying to raise money from Japanese industry and foundations to establish a regional technical assistance office in vocational rehabilitation to help the lesser developed countries in that area! Since we have been charged to show that we can raise money, I thought that this was a most imaginative way to proceed.

In our earlier relationship with AID we were encouraged, and never overtly discouraged, to work in the Pacific. We undertook activities in good faith. We should not be criticized now for such work done in the past because AID personnel have been changed, or because we have come to a new understanding.

We are happy with the new relationship, and with the new focus; it makes things slightly easier. I hope that I have made our behavior more logical, and that I have demonstrated that we have always conformed to a mutual understanding of limits, although these limits are shifting, as they should in any growing program.

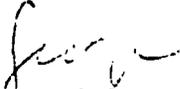
We went to Amsterdam to attempt to persuade ICCO to invest more money in vocational rehabilitation projects in West Africa. Geneva is the headquarters of the International Labor Organization, whose Rehabilitation Section is our staunchest collaborator, for mutual planning and briefing about various projects in West Africa.

Naturally we remain extraordinarily inhibited with regard to future Pacific adventures undertaken under the AID grant, and we shall continue to remain so in the absence of any written modifications to our program scope. We do hope that you will understand our brief visits to such centers as Geneva, for very frequently, decisions made there prove

to be very facilitative for efforts in Third World countries.

I look forward to a more formal review of our status with AID, and of course, would be very happy to furnish AID with such additional information as may be required.

Sincerely yours,


George Soloyanis
Director
International Operations

ID9600

Attached:

1. First Year Project Fiscal Report
2. Program Report, Year One-AID Institutional Development Grant #G-0265, 1 July 1979 - 30 June 1980.

First Year Project Fiscal Report

Salaries & Wages	\$ 99801.63
Health & Retirement Benefits	10797.97
Payroll Taxes	7325.88
Total Payroll Expense	117925.48
Professional Fees	50181.62
Supplies	3108.30
Telephone & Telegraph	2132.41
Postage & Shipping	7508.39
Equipment	18.04
Printing & Publications	1954.91
Travel	29389.37
Conferences, Conventions & Meetings	2275.64
Membership Dues	452.00
Awards & Grants	
Depreciation	3488.70
Total Expenses	<u>218434.86</u>

Indirect Costs	55603.27
Grand Total	274038.13

AID	\$177000.00
GIA	<u>97038.13</u>
	274038.13

Summary Progress Report

Year One - AID Institutional Development Grant #G-0265
1 July 1979 - 30 June 1980

Goodwill Industries of America (GIA)
International Program

Summary

The International Department of GIA continued to develop its international program of technical assistance to developing countries in West Africa, Latin America and the Caribbean, which was accelerated by AID Development Program Grant #932-13-950-082, 1 January 1976 - 31 December 1978.

An internal program review and evaluation session was conducted by international department staff in January, 1980, to assess program priorities and methodology. As a result, a revised logical framework motive was prepared and forwarded to AID. The revised project propose has since been incorporated into GIA's organizational goals and objectives.

GIA's international program is presently operating within the scope of the project design as outlined in the revised log frame, although the program has been focused through a reduction in the number of primary target countries.

The consolidation of GIA's international program is based on real lessons of experience that have produced an important evolution in GIA thinking about how best to improve the quality of life of unemployed handicapped youth and adults in developing countries through increased participation in the economic and social life of their rural and urban communities.

A. Program Purpose

The purpose of GIA's international technical assistance program is to increase the access of handicapped persons in developing countries to vocational training and employment opportunities. GIA is responding to an obvious and increasing need - in developing countries persons with disabilities are the poorest of the poor, often dependent upon their families and public charity, and routinely denied access to educational, social, and vocational opportunities. Yet governments in a growing number of countries have recognized that disabled persons have the same rights and obligations as other citizens, and are implementing legislation and programs to protect these rights and provide increased opportunities.

In response to requests for technical assistance and training from governments and private agencies, and in recognition of the fact that specialized rehabilitation programs cannot alone begin to meet the overwhelming needs of the estimated 10% disabled in any society, GIA has evolved two major program strategies:

- 1) To increase the capability of local government and private agencies to plan, implement and evaluate national vocational rehabilitation programs

through direct technical consultations, training courses, and support of regional groupings of rehabilitation organizations.

2) To assist U.S. government and private agencies to integrate handicapped persons in new and ongoing development assistance projects overseas through cooperative agreements, technical consultations, training courses, and conferences on rehabilitation, development and normalization (integration).

These two program strategies represent a logical evolution in GIA thinking and practice, from the more general strategy outlined in the original DPG (to develop leadership and provide assistance to organizations...) and the ambitious original IDG project purpose (to stimulate, create and develop vocational rehabilitation centers in third world countries...). The two new program thrusts both respond to needs expressed by governments and private agencies in developing countries, and approach the massive and widespread problem in the most practical, cost effective and moral way by promoting the direct integration of the vast majority of disabled persons into normal educational and vocational activities.

B. Program Personnel

During the grant year, three new staff persons were added, a director for Latin America and the Caribbean, a full-time rehabilitation consultant for West Africa, and an administrative assistant, bringing international department staffing to five full-time persons (including the Director for International Operations and the director for Africa). At the end of the first year of the IDG, the following individuals were employed by GIA, for its international program:

Dr. George Soloyanis, Director - International Operations
Robert Ransom, Director - Africa
Lloyd Welter, Director - Caribbean
Susan Roche, West Africa Rehabilitation Consultant
Mrs. Pat Morgan - Administrative Assistant

C. Program Progress - General

Africa - a West Africa Regional Rehabilitation and Employment Development Project was defined and implemented, providing on-site technical consultations and training to requesting agencies in the following selected countries: Mauritania, Senegal, Mali, Togo, Sierra Leone, Liberia and Ghana. Susan Roche was posted to Lome, Togo in April, 1980 to direct the project.

Latin America - discussions were begun and are continuing with the GIA-initiated regional Grupo Latinoamericano de Rehabilitacion Profesional (GLARP), concerning a new collaborative relationship. A decision was made by GIA to no longer routinely provide major technical assistance and consultancy direct to countries in Latin America served by GLARP, as part

of GIA's international program consolidation in favor of countries most in need, and in recognition of GLARP's growing capabilities and responsibilities in the region.

Caribbean - contacts and planning were undertaken with various Caribbean institutions, in preparation for a meeting in July, 1980 that formed the Caribbean Association for the Rehabilitation of the Disabled (CARD). In addition, a regional training seminar on small enterprise development was organized for July, 1980 in cooperation with the International Small Enterprise Development Center, for staff of both rehabilitation centers and general development agencies. This seminar was postponed, due to conflicting schedules, and will be rescheduled for later in the grant year. GIA target countries for direct technical assistance narrowed to Barbados and Jamaica.

United States - a Symposium on "Disability and the Developing World" was organized by GIA in cooperation with 13 other private agencies in Sept. 1979, to sensitize American public and private development assistance agencies to the problems of disability - prevention and rehabilitation - in developing countries. In response to needs expressed by American PVOs at the Symposium, GIA focused international program priority and resources on assistance to agencies interested in exploring ways of integrating disabled persons, as participants in and beneficiaries of, their overseas development programs. Target organizations narrowed to AID, ICA, OIC, Oxfam (U.K.) and YMCA.

Program Outputs - Specific

1. Technical Consultations

Mauritania - Roche, April, 1980 assistance with preparation of project proposal to augment vocational training activities of the Union Nationale des Handicapes Physiques et Mentaux (UNHPM) de Mauritanie. Completed proposal submitted to PACT.

Senegal - Ransom Dec., 1979 consultation on second-year program budget of shoe-repair training joint project of GIA and the Fondation Nationale d'Action Social du Senegal (FNASS). Funding proposal submitted to PACT.

- Roche April, 1980 working sessions with staff of YMCA youth vocational training project on procedures for selecting and integrating disabled youth in training courses.

Mali - Roche May, 1980 assistance to Association d'Aide aux Handicapes Physiques (AAHP) on design of orthopedic program and center. Revised project proposal forwarded to European donor agencies for consideration.

Togo - Roche June, 1980 continuing consultations on national vocational rehabilitation and employment development program with national committee and Caritas.

Ghana - April, 1980 three-week consultation by team composed of Presidents of Oakland, Ca. Goodwill and YMCA, with Ghana national YMCA and the Department of Social Welfare, concerning an integrated youth vocational training project in Sekondi-Takoradi. Consultation sponsored cooperatively by GIA, YMCA and Sister Cities International. This consortium is preparing a funding proposal.

Liberia - Ransom Dec., 1979 project design activity with Ministry of Social Welfare and private group in Bong County, as follow-up to March, 1979 Sister Cities consulting mission of Baltimore Goodwill director of human resources. Preliminary project proposal for the creation of a rural vocational rehabilitation and employment development center in Gbarnga had been submitted to AID for possible funding consideration. However, due to recent political events, contact has been suspended.

Sierra Leone - 1979-80 continuing consultations by GIA part-time consultant Fr. Walter McNamara with National Association of Societies for the Handicapped (NASH) on a national vocational rehabilitation program.

Jamaica - Welter May, 1980 consultation with PVO, a coalition of rehabilitation agencies, concerning a proposal for a program of disability prevention and vocational rehabilitation. Preliminary project proposal discussed with AID.

Bahamas - Welter May, 1980 consultations with the Bahamas Council for the Handicapped, a Goodwill affiliate, concerning the development of small enterprise projects employing the handicapped and rehabilitation resources available to other countries in the region.

Barbados - Welter May, 1980 working sessions with the Barbados Council for the Handicapped, BIMAP, and New TransCentury on preparations for a regional seminar on small enterprise development. Funding request submitted to PACT.

2. Formal Cooperative Agreements

YMCA - a Memorandum of Understanding (copy attached) between the international department of GIA and the international division of the YMCA was signed in June, 1980.

OIC - discussions were held with OIC international staff in March, 1980 concerning the integration of disabled youth in OIC's Africa training programs. OIC felt the initiative should come from the respective national OIC organizations and GIA's Roche is presently contacting various African OICs.

AID - the Assistant Administrator for Development Support requested

GIA assistance in May, 1980 (copy attached), with regards to instructional materials for in-service training and recommendations on how consideration of the needs of handicapped populations might be included in the design and implementation of development projects. GIA is responding to this request.

3. Regional Associations

West Africa - a meeting to create a regional association for rehabilitation and disabled persons is presently being organized for Nov. 1980 in Lome, Togo.

Caribbean - the Caribbean Association for the Rehabilitation of the Disabled (CARD) was formed in July, 1980 (article and constitution attached).

4. Training Seminars

West Africa - an orientation and training session for staff of the YMCA vocational training project in Dakar, Senegal is scheduled for September 1980.

Caribbean - a seminar on small enterprise development for staff of rehabilitation centers and development agencies was postponed and is being rescheduled. It will be offered jointly with CARD.

5. Donated Equipment

As part of GIA's consolidation of its international program activities, the donated equipment program is being reevaluated.

6. Educational Study-Tours

One educational study-tour to mainland China was conducted for Goodwill executives during the grant year.

7. Second Symposium for PVOs

A second conference on the U.S. response to disability in developing countries is under consideration after results of a survey of participants at the first symposium are reviewed and recommendations evaluated.

E. Program Collaboration

GIA's international department staff continued to work in close collaboration with staff of other international organizations during the first year

of the IDG. Among these organizations are the International Labor Organization, Rehabilitation International, Helen Keller International, Sister Cities International, Gallaudet College International Center on Deafness, the World Rehabilitation Fund, the People to People Committee for the Handicapped, Partners of the Americas, and the YMCA.

GIA feels that its relationships with other agencies represents a model of collaboration useful to other PVOs, and believes that any future evaluation of its international program must include within its framework a recognition of GIA's practices and experiences in this regard.

Conclusion

GIA continued to provide activist leadership and advocacy on behalf of disabled persons in developing countries during the first year of the IDG. GIA's international program continued to mobilize material and human resources for the vocational training and employment needs of disabled persons overseas. The IDG, by providing GIA with staff and program resources, directly contributed to GIA's marked increase in capacity to provide timely technical assistance to both public and private, professionals and consumer organizations of disabled persons in selected countries most in need. GIA is grateful to AID for its continuing moral and financial support.

ID8980

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MEMORANDUM OF UNDERSTANDING

BETWEEN:

THE INTERNATIONAL DIVISION OF THE NATIONAL BOARD OF
THE YOUNG MEN'S CHRISTIAN ASSOCIATIONS
OF THE UNITED STATES OF AMERICA (YMCA)

AND

THE INTERNATIONAL DEPARTMENT OF
GOODWILL INDUSTRIES OF AMERICA (GOODWILL)

WHEREAS United Nations estimates place the number of persons born with or acquiring significant disabilities in the world at 450 million or 10% of the population of any country;

WHEREAS the full participation of handicapped persons in the economic and social life of their communities is often severely limited due to their disabilities and society's reaction to them;

WHEREAS handicapped persons have the same inherent rights to life's opportunities as non-handicapped persons, and that all persons are equal in the eyes of God;

WHEREAS YMCA World Service is a multiplicity of programs, projects and services worldwide that express Christian convictions of love and concern for all people and help improve the quality of their lives;

WHEREAS GOODWILL'S International Program is working to improve the quality of life of handicapped persons worldwide through increased vocational training and employment opportunities;

THEREFORE the parties to this Memorandum of Understanding, having first discussed the principles upon which it is grounded at the YMCA International Division Development Staff meeting held on September 26, 1978, today agree to the following:

YMCA

In recognition of the moral imperative to include handicapped persons as equal participants in all YMCA World Service activities and the need for a clear commitment to the integration of handicapped persons, the International Division of the National Board of YMCAs of the USA will:

Examine its policies and programs to ensure that no discriminatory attitudes or practices exist with regards to disabled persons, and it will

Encourage the active recruitment of handicapped persons as participants in YMCA activities, as YMCA personnel, trainees or members, and it will

Encourage YMCAs in developing countries to recruit handicapped persons as beneficiaries and participants in YMCA development assistance projects, and it will

Encourage the construction of accessible, barrier-free buildings in both developed and developing countries.

GOODWILL

In recognition of the YMCA need for counsel and assistance concerning the ways and means of integrating handicapped persons in YMCA organizations and activities, the International Department of Goodwill Industries will, as mutually agreed:

Provide the International Division of the YMCA technical assistance in the formulation of policy guidelines, staff training and other specific measures to encourage the inclusion of handicapped persons, and it will

Provide selected YMCAs and projects in developing countries assistance in the design and implementation of vocational training and employment creation projects, through consultations, staff training and other assistance, and it will

Sponsor meetings in both the U.S. and in selected developing countries, drawing together YMCA and rehabilitation personnel, and representatives of disabled groups, to increase awareness of the incidence of disability and the needs of handicapped children, youth and adults, and to plan collaborative activities.

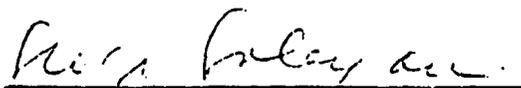
FULLY AWARE that this Memorandum of Understanding creates no binding legal or financial obligation between the signatories, the two parties none-the-less pledge their moral and organizational commitment and resources in pursuit of the ideals and actions here-in described.

SIGNED this 20 day of June, 1980.

For the International Division
of the National Board of
YMCAs in the U.S.A.

For the International Department
of Goodwill Industries of
America


Frank C. Kiehne, Executive
Director


George Soloyanis, Director

UNITED STATES INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
AGENCY FOR INTERNATIONAL DEVELOPMENT
WASHINGTON D C 20523

ASSISTANT
ADMINISTRATOR

MAY 23 1980

Mr. George Soloyanis
Director
International Operations
International Council
Goodwill Industries
9200 Wisconsin Avenue
Washington, D.C. 20014

Dear Mr. Soloyanis:

We appreciated receiving your letter suggesting that the Agency for International Development (A.I.D.) become involved in the activities of the International Year for Disabled Persons 1981. It was circulated to various bureaus within A.I.D. by Hank Raullerson and has been discussed extensively among them.

Frankly, there were two main considerations in the Agency's discussions: 1) the cause of the disabled is a most worthy one and A.I.D. is interested in taking steps to ensure consideration of such persons in development programs but 2) in doing so, we must ensure that any initiatives A.I.D. undertakes do not dilute or diminish existing A.I.D. program commitments. From experience, A.I.D. appreciates that to take on additional responsibilities such as these — and to handle them creditably — requires a substantial investment of staff time in Washington and at our field missions. A.I.D. is already spread thin and must exercise care in the use of its scarce funds and staff time.

In the context of these considerations, we believe several of the activities you suggest might provide valuable insights into ways A.I.D. could increase awareness of the needs and abilities of disabled persons. We would like to explore with you in more detail two of these that seem particularly useful:

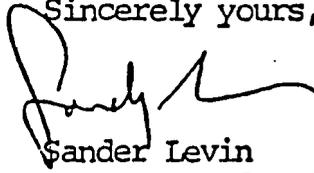
1) Instructional materials for in-service training. We would like to hear your ideas about what subjects the materials would cover, how they would be developed, what their development would entail (including A.I.D. staff support), how they would be used, budget estimates, etc.

2) Analysis and concrete recommendations on how consideration of the needs of handicapped populations might be included in the design and implementation of projects in specific development areas such as housing, health, agriculture, education. How would these materials be developed, how would A.I.D. staff (and/or other Agencies) be involved in their development, and what would be the approximate cost?

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If you believe we can collaborate usefully in these areas, please let us know. We would be glad to review your proposals, through the Agency's normal review procedures, and consider them further for possible funding. We look forward to hearing from you.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Sander Levin". The signature is fluid and cursive, with a prominent initial "S" and a long horizontal stroke at the end.

Sander Levin
Assistant Administrator
for Development Support

A small, handwritten mark or signature in the bottom right corner of the page, consisting of a few simple, connected lines.

Advocate-News

FOR THE CAUSE THAT LACKS ASSISTANCE AGAINST THE WRONGS THAT NEED RESISTANCE FOR THE FUTURE IN THE DISTANCE AND THE GOOD THAT I CAN DO

THURSDAY, JULY 17, 1980

BARBADOS



The executive members of the Caribbean Association for the Rehabilitation of the Disabled (CARD), discuss their final plans.

From left are: Mrs. Jackie Griffith of Barbados, executive member; Mrs. Lucille Buchanan of Jamaica, secretary treasurer; Mr. John Fisk of the Bahamas,

president; Professor Josefina Millán of Puerto Rico, executive member; Mrs. Ursa Chow Quan of Trinidad, second vice president; Mr. Charles Roberts of Antigua, first vice president; Mrs. Marjorie Jackson of St. Vincent, and Mr. Gigs Van Omme of Aruba, executive members.

New body formed to help disabled

There is now an umbrella association to co-ordinate the activities of all associations dealing with disabled people throughout the Caribbean.

The Caribbean Association for the Rehabilitation of the Disabled (CARD), was formed during a two-day meeting at the Holiday Inn, in which 15 countries participated. Mr. John Risk of the Bahamas is the first President of the Association.

He explained that it was formed as the outcome of a desire expressed by a number of

people who work with the disabled for several years.

He said that all Caribbean organisations which are in any way involved with the handicapped will be invited to become affiliated with CARD, and all regional Governments will be allowed to participate as partners in the venture.

The aims of this new body are:
— the exchange of staff and expertise between Caribbean member organisations;
— the training of personnel;

and marketing; and

— the involvement of the handicapped in the activities of the organisation.

Mr. Fisk pointed out however that one of the first aims of the organisation will be to find gaps in the services offered to the disabled people, and then a comprehensive programme will be planned to fill them.

He added that there is a lot of expertise available in the region, but there was a great need to plan properly and share

experiences.

The funding for this first meeting was provided by Goodwill Industries, a body with international affiliates dedicated to provide jobs for the handicapped. At this first meeting which was held last Tuesday and yesterday the Caribbean was divided into five areas covering geographic and linguistic boundaries, and each area will be administered by a director who will be in contact with CARD.

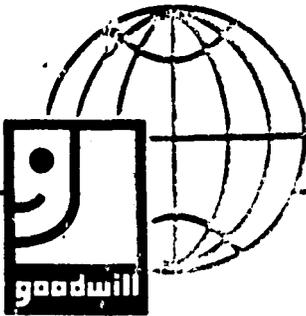
**PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK**

Life of Project:
From FY 80 to FY 82
Total U.S. Funding \$ 354,000
Date April, 1980

INTERNATIONAL PROGRAM - GOODWILL INDUSTRIES

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS												
<p>PROGRAM OR SECTOR GOAL: To improve the quality of life of unemployed handicapped youth and adults in developing countries, through increased participation in the economic and social life of their rural and urban communities.</p>	<p>MEASURES OF GOAL ACHIEVEMENT: Increase in number of handicapped youth and adults in productive employment. Increase in number of handicapped persons in positions of leadership in their communities.</p>	<p>National employment survey estimates by local agencies. Specific case studies by Goodwill.</p>	<p>ASSUMPTIONS FOR ACHIEVING GOAL: That targeted country governments are committed to the economic welfare of all their citizens. That public attitudes in targeted countries will permit handicapped persons access to increased socio-economic opportunities. That handicapped persons want increased opportunities. That resources exist to increase the participation of handicapped persons in the economic and social life of their communities. That the quality of life of disabled persons in developing countries will be enhanced by increased participation.</p>												
<p>PROJECT PURPOSE: To increase the access of handicapped persons to vocational training and employment opportunities by 1) increasing the capability of local government and private agencies to plan, implement and evaluate national vocational rehabilitation programs, and by 2) assisting U.S. government and private agencies to integrate handicapped persons in new and on-going development assistance projects overseas.</p>	<p>END OF PROJECT STATUS: Three national employment development programs established - 2 in West Africa, 1 in Caribbean. Eight existing rehabilitation centers in target countries (Mauritania, Senegal, Mali, Sierra Leone, Liberia, Togo, Jamaica, Barbados, St. Lucia, St. Vincent), receiving staff training in management, selective placement, or small enterprise development - 4 in West Africa, 4 in Caribbean. Three U.S. agencies integrating handicapped persons in 6 projects - 4 in West Africa, 2 in Caribbean.</p>	<p>NEDP Project Planning & Implementation documents. Training Project Evaluation Reports by local agencies. Annual Progress Reports by Goodwill. Project Income and Expenditure Budgets and Accounting Records. Field Reports, Records, Visits to collaborating U.S. agency projects.</p>	<p>ASSUMPTIONS FOR ACHIEVING PURPOSE: That government and private agencies will want to coordinate rehabilitation programs at a national level. That rehabilitation programs will lead to productive employment. That U.S. Government and private agencies have programs in the Goodwill targeted countries. That no restrictions exist to prevent U.S. agencies from integrating handicapped persons in their overseas development projects. That resources will be available for, and attitudes of U.S. agencies will permit the integration of handicapped persons.</p>												
<p>OUTPUTS: Symposia, conferences on rehabilitation and development Training courses, seminars Technical consultations Cooperative Agreements with PVOs Regional Associations of Rehabilitation Centers Donated Equipment Educational study-tours</p>	<p>MAGNITUDE OF OUTPUTS: Two symposia Four training seminars - 2 in West Africa, 2 in Caribbean Technical consultations with 14 local agencies - 8 in West Africa, 6 in Caribbean Formal cooperative agreements with three PVOs. Two regional associations established - West Africa and Caribbean Equipment donated to four overseas centers. Two educational study-tours - Latin America, Africa</p>	<p>Symposia reports Training seminar curricula, reports Consultant reports Signed agreements Regional Association planning and program of action documents. Receipts, bills of lading, correspondence for donated equipment. Study-tour travel documents.</p>	<p>ASSUMPTIONS FOR ACHIEVING OUTPUTS: That U.S. agencies will accept Goodwill assistance in planning or modifying their projects to include the handicapped. That local rehabilitation centers will want to create regional associations. That donated equipment will be permitted into the targeted countries. That personnel of U.S. Goodwill and other organizations will attend symposia and study tours. That the outputs are requested, and are needed by the target countries.</p>												
<p>INPUTS: Full-time professional staff Part-time consultants \$614,000 Goodwill organization and experience Collaborating international organizations</p>	<p>IMPLEMENTATION TARGET:</p> <table border="1" data-bbox="571 1340 1019 1451"> <thead> <tr> <th></th> <th>1979-80</th> <th>1980-81</th> <th>Totals</th> </tr> </thead> <tbody> <tr> <td>GIA</td> <td>\$110,000</td> <td>\$150,000</td> <td>\$260,000</td> </tr> <tr> <td>AID</td> <td>\$177,000</td> <td>\$177,000</td> <td>\$354,000</td> </tr> </tbody> </table>		1979-80	1980-81	Totals	GIA	\$110,000	\$150,000	\$260,000	AID	\$177,000	\$177,000	\$354,000	<p>Goodwill annual audit report. Goodwill personnel records.</p>	<p>ASSUMPTIONS FOR PROVIDING INPUTS: That contributions to, and the budget allocation of Goodwill and AID to the international program will be available as projected. That Goodwill professional staff and consultants will be available and retained. That international organizations will continue to collaborate with Goodwill. That the existing Goodwill organizational commitment and support of its international program continues.</p>
	1979-80	1980-81	Totals												
GIA	\$110,000	\$150,000	\$260,000												
AID	\$177,000	\$177,000	\$354,000												

5 COPIES



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June 12, 1980

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George Soloyanis, Ph.D., Dr. P.H.
Washington, D.C., U.S.A.

Consultants:
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Leopoldo Donnebaum, Chile
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Fr. Walter McNamara, Sierra Leone

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Mr. Ed Glaeser
Project Officer
PVC/PDC
Agency for International Development
Department of State
Washington, D.C. 20523

Dear Ed:

Thank you for the opportunity to add support to our request for second year funding of Institutional Development Grant #G-0265. He has been somewhat surprised at the recent and unexpected last minute requests for information as we have had no previous indication, either written or otherwise, that such formal data would be required. Somehow through our many contacts with you we had the impression that the procedure would be more nominal.

It was also our understanding that the IDG was to be operative for two years in order to enable Goodwill to more fully achieve the objectives. This understanding was imparted to us over many months as we were guided into changing our original matching grant proposal into the present form. Non-extension could only be for very poor or non-performance. We have had no indication from AID of either.

While the grant period began 1 July 1979, actually we were notified in September 1979, so that expenses covered for the first 2 months were primarily for activities involving preparation, negotiation, and planning. The period to be evaluated, the only time more directly related to grant objectives, is one of 9 months.

With regard to expenditures under the first year grant, there is an element of estimation since the first year period has not been reached.

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We have maintained 5 full time employees as follows:

George Soloyanis, Director, International Operations
Robert Ransom, Director, Africa Programs
Lloyd Welter, Director, Latin American & Caribbean Programs
Susan Roche, Regional Consultant, West Africa
Ceil Hamilton, Liaison Officer

Personnel costs, including fringe benefits, were \$121,000.
(Position descriptions are attached)

Consultants used were as follows:

Gerald Clore
Rev. Akiie Ninomiya
Father Walter McNamara
Gaylord Hicks
Earl Copus
Frank Flegal
Eugene Camara
William Wieggers
Leon Eugene
Leopoldo Donnebaum

Consultant expenses were \$35,500. Among the products were recommendations concerning

- a. Greater involvement of Goodwill executives in overseas work
- b. a plan for creating a GLARP-like regional association funded by Japanese interests for the lesser developed nations of the Pacific
- c. a national plan for Sierra Leone
- d. feasibility of an agricultural products OPG for Jamaica
- e. the desirability of a West Africa regional association
- f. a national plan leading to a possible Togo OPG
- g. developing an employment center for a center in Chile
- h. a rehabilitation OPG presented to AID/Philippines
- i. complete reorganization of the Panama affiliate's employment development program

Other direct costs amounted to \$20,500, and included materials, printing, etc.

Goodwill obligations for the same period amounted to \$96,000, of which \$37,000 was for travel and related expenses. Travel was primarily for consultation or for the purpose of developing a rehabilitation program.

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Countries visited where significant contacts or exchanges were made included:

Mali	France
Jamaica	Mexico
Barbados	Panama
Bahamas	Dominican Republic
Costa Rica	Mauritania
England	Senegal
Holland	Sierra Leone
Switzerland	Liberia
Korea	Ghana
Taiwan	Togo
Philippines	Trinidad
Japan	Hong Kong

Not included are several other countries whose delegations visited Goodwill in Washington for consultations or training. Naturally more detailed commentaries are available for country exchanges.

Other supporting activities by Goodwill amounted to \$14,000, while indirect costs were \$45,000.

Turning now to specific activities designed to carry out the purposes of the grant objectives, as written in Attachment 1, Program Description, to letter from Michael H. Snyder to George Soloyanis, we find sixteen (16) activities. Every one of the activities has been undertaken, and following are selected examples only. Fuller descriptions can be made available.

- 1. identify, train, and encourage rehabilitation leaders in third world countries who will catalyze national programs.*

In the Caribbean, we have visited a number of vocational rehabilitation centers, identified the leaders, consulted with them, and are planning a training workshop for them this summer in Barbados. In the Pacific, with the help of our Japanese affiliate, we have met with rehabilitative leaders from Indonesia, Taiwan, Philippines, Bangladesh, Singapore, Vietnam, Sri Lanka, in a week long training seminar. A number of West African, as well as East African leaders have been identified and worked with, and a training session is planned for October.

2. *assist in program planning and the identification of fiscal resources for the implementation of national rehabilitation programs.*

Active efforts under this activity have been underway for Sierra Leone, Mauritania, Senegal, Togo, Mali, Jamaica, Barbados, Liberia, Panama, Zimbabwe, and the Philippines.

3. *promote the concept of National Employment Development Centers for the Handicapped, as a model for national rehabilitation programming.*

The concept is most advanced in Senegal, in connection with the Goodwill/PACT shoe repair training program, where a number of imaginative employment alternatives are being tried out for their successful trainees. We have had some early discussions in Jamaica, and there will be a long consultation on the concept in Zimbabwe this August

4. *offer necessary technical training and assistance, through consultations or workshops.*

Specific consultations have been made to Jamaica, Barbados, Costa Rica, the Dominican Republic, Trinidad, Togo, Sierra Leone, Mauritania, Mali, Senegal, Taiwan, Panama, the Philippines. Our West Africa Project (see attached) is designed for this purpose. A Pacific workshop was held in April, while planning has been active for training seminars in West Africa and the Caribbean later this year.

5. *conduct fact finding, planning, and consciousness raising meetings for Third World leaders in vocational rehabilitation.*

We continue to gather data on an annual basis on numbers of clients served in countries where we have contacts, but we have only just begun to discuss with other groups, such as the International Labor Organization, Rehabilitation International, the International League of Societies for the Mentally Handicapped, a general strategy which could lead to action.

On a more concrete level, but perhaps less direct, we have made great efforts to encourage and support national efforts in observance of the International Year of the Disabled Person in every country in which we have contacts. Other

countries have taken IYDP far more seriously than the U.S. and there is little question that considerable "Consciousness raising" will result.

6. *continue to develop and support regional leadership groupings such as GLARP in Latin America. In addition to GLARP, West African and Caribbean regional offices will be established and supported, promoting the formation of formal regional structures in both regions.*

Many visits, discussions, and planning have attended this activity. The next stage of this activity will be a founding meeting of vocational rehabilitation leaders in West Africa in October 1980, and of a corresponding Caribbean group in Barbados in July, 1980.

An unplanned grant activity, but certainly influenced and encouraged by us, was work of the Japanese affiliate leadership in forming a Pacific Asian Council of Vocational Rehabilitation for Disabled Persons, similar to GLARP. We expect Japanese financial sources to underwrite this activity.

7. *maintain a staff of four full-time persons in the international department of GIA.*

We have done so.

1. *recruit directors and professional staff of member Goodwill Industries a consultant resources for overseas affiliates.*

So far under this rubric we can place

- a. Baltimore - Liberia
- b. Oakland - Ghana
- c. Milwaukee - Zimbabwe
- d. Indianapolis - Phillipines

2. *arrange overseas study/orientation tours for domestic Goodwill staff for first hand familiarization and the initiation of exchanges.*

The first activity was a twenty-eight person Goodwill Industries delegation to the Peoples Republic of China to become familiar with the special factories for the handicapped which are so prevalent there. For 1980 we have arranged a vocational rehabilitation seminar during a two week visit to four Goodwill affiliates in Latin America.

3. *increase domestic Goodwill interest in and awareness of the needs of handicapped persons overseas.*

The International Department now makes a substantial presentation at every regular meeting of Goodwill Industries, be it the Delegate Assembly or Council of Executives meeting. We have increased our publications to members, arranged international exhibits for some, and have issued a modest international newsletter, The Goodwill Globe, which is edited and published by our Japanese affiliates.

Goodwill has appointed a part-time consultant to stimulate International Year of the Disabled Person activities within our family of 170 domestic affiliates.

Cash contributions to the International Department from domestic Goodwills have increased during the last year.

4. *increase donations of machinery, equipment, and other goods from domestic Goodwills to overseas rehabilitation programs in order to provide additional training and employment opportunities.*

We are learning that it is not so easy to match what is available with a facility that can use it. Also, some of our affiliates still lack the resources and sophistication to profit from otherwise useable equipment.

Nonetheless we sent a shoe repair machinery shop to our affiliate in the Dominican Republic, we are trying to facilitate a similar shipment of machinery to our Barbados affiliate. We have asked our domestic Goodwills to donate an electric kiln for an overseas affiliate that wishes to increase its production of artificial limbs.

5. *create permanent partnerships between domestic Goodwills and developing overseas rehabilitation organizations.*

All relationships and exchanges which were formed are still in existence; it is too early to make a judgement about degree of permanence.

1. *sensitize American private voluntary organizations engaged in development overseas to the needs of handicapped persons among their own development project target groups.*

Our close relationship with PACT has resulted in one joint project in Senegal, in financial assistance to a Togo

activity, as well as a series of referrals of handicapped center projects for PACT consideration.

Consultations continue with O.I.C, but have matured with International YMCA in an agreement wherein YMCA will include the handicapped in their overseas projects and Goodwill will provide technical guidance.

A followup questionnaire to the Brookings Institution Symposium on Disability and the Developing World has been prepared with the assistance of the New Transcentury Foundation and data will be collected soon.

We have become a member of the American Council of Voluntary Agencies for Foreign Service in order to be in a better position to cause an increase in understanding of the needs of the handicapped.

2. *provide technical assistance and other support to assist agencies in adjusting their programs to include the handicapped.*

We are ready to do this but as a practical matter the only instance where it has been practical so far has been with the YMCA/Dakar project. We expect this activity to increase as we convince other agencies.

3. *conduct conferences and consultations to sensitize international development assistance agencies to the needs of handicapped persons.*

The most prominent activity was the Symposium Disability and the Developing World in September 1979. Followup activities being planned will depend upon the results of a survey now being developed.

Followup talks were held with World Bank representatives with no visible result. A meeting with Mr. Raullerson of AID, and a followup written series of suggestions resulted in an ambiguously positive response from Mr. Sander Levin six months later suggesting the possible usefulness of further exchanges. We are very pleased and have contacted many rehabilitation leaders in order to present the best possible expert consensus for AID's consideration.

4. *participate in joint programs with other international development assistance agencies, to training and employ handicapped persons.*

In addition to the work with PACT mentioned under another activity, we have a joint project with the International Small Business Enterprise Development Center and the New Transcentury Foundation to provide marketing and other technical assistance advice to some of our overseas Goodwill affiliates. In one subproject, 5 domestic Goodwills in the midwest have undertaken to test market jewelry produced by our Korean affiliate.

These same two partners, Transcentury and ISBED, are developing a series of small business enterprise seminars for the Caribbean.

We continue to work very closely with the International Labor Organization and its programs. We share ideas, experience, and consultants.

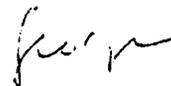
This may be an overly long response to your brief phone call. But we are always pleased to be able to demonstrate what is happening under AID/SOD/PDC-G-0265.

To some extent this letter may be anticipating and discussing certain AID reporting requirements as set forth in the letter of agreement from Mr. Snyder. Of course when the year is up we shall submit the desired annual requirements at greater leisure, in finer logic juxtaposition, and in more relevant detail. Your comments in reply will be most helpful.

We have done and know much more than is encompassed by this letter. We are available to report in person or to reply to questions to any evaluating group within AID should this be considered necessary in the course of reviewing Goodwill's compliance with the grant agreement.

We shall be pleased for your advice.

Sincerely yours,



George Soloyanis
Director
International Operations

ID0990



First Year Report

AID Institutional Development Grant #G-0265

Goodwill Industries of America

International Program

Background

The three year Development Program Grant awarded to Goodwill Industries of America by the U.S. Agency for International Development in order:

"to strengthen the capacities of GIA so that it could effectively plan, design, and evaluate vocational rehabilitation programs to serve the physically, mentally and socially disabled in Latin America and Africa"

was exhausted on 31 December 1978. It was felt that significant achievement had been made towards the grant objectives, sufficient that Goodwill was encouraged by AID to prepare an additional project in order to develop further the unique rehabilitation contributions of Goodwill within the general AID mandates (see Publications section for title of complete report). However, six months were to elapse before final agreement was reached with AID for a special two-year continued funding.

Despite satisfaction with the completed project, two weaknesses in GIA performance were noted, and they are marked for special attention in the new project. We did not succeed in attracting sufficient external funds by 1978 to supplement the grant monies, nor was the otherwise extensive "track record" sufficiently well established to provide evidence of durability.

Six months primarily spent in rethinking the objectives of the international program proved useful in many ways. Very importantly, GIA was able to support its program, then unfunded by AID, by increasing significantly personal and organizational contributions. GIA support is now at three times the level of support that existed at the initiation of AID collaboration. Secondly, relationships and exchanges were initiated and maintained, with country vocational rehabilitation leaders, international and domestic agencies, which will play a major role in our 1980 activities.

Perhaps most saliently, the preceding experiences and the dialogue with AID produced three objectives or strategies which could clearly identify the GIA international program and give logical direction to its efforts. The remainder of this annual report is organized according to this logic which was developed during the year.

Philosophy

An overriding philosophy, however, should be mentioned, for it is basic to all of the strategies and related activities. The problems confronted by vocational rehabilitation efforts are so overwhelming in developing countries, in sheer numbers alone, that an approach which funds or otherwise assists isolated service

delivery systems, no matter how excellent, cannot be regarded as having a high probability of being significant for that country's disabled population.

The Goodwill approach, always monitored by inadequate resources no matter the level of funding, is a national leadership development approach. If we can identify the "movers" or potential leaders, if we can reinforce them, befriend them, support them, if we can help to create the infrastructures for a viable national vocational rehabilitation effort, if we can share the experience from which culturally relevant programs can be created, in short, if we can be developmental in our efforts, then we believe that they, these leaders, will see to the local or discrete programs.

1979 Activities

The language of the actual AID grant is used to describe 1979 activities:

- I. *"Stimulate, create, and develop vocational rehabilitation centers in Third World countries which will be capable of and committed to vocational rehabilitation and employment beyond the period of the grant"*

Activities under this strategy consist of direct country interventions, or interventions through a regional structure or other third party.

- a. (GLARP) Grupo Latinoamericano para Rehabilitación Profesional: This successor to the Goodwill Regional Office had been fully funded by Goodwill in 1978, but since no funds were available until late in 1979, a considerable strain was placed on GIA-GLARP relations. At the present time, new proposals have been made to GLARP concerning a 1980 relationship.

The officers of GLARP, despite the lack of funding, persisted in seeking other sources until late in 1979 the Dutch Interchurch Coordinating Committee for Development Projects (ICCO) awarded to GLARP a three year, \$800,000 grant for programs, equipment, capital expenditures, and personnel. We are very proud that our earlier work has been so generously reinforced.

An additional activity of GLARP during the year was a seminar on Alternative Employment Opportunities for the Handicapped held in March in Costa Rica. Funds from 1978 Goodwill support contributed to this important event which included support from ICCO and the International Labor Office.

- b. Rehabilitation International: In order to emphasize employment development within the umbrella of concerns of Rehabilitation International, Goodwill became an associate member. Numerous consultations and exchanges have been held, Goodwill input was had at two regional Rehabilitation International meetings, one in Korea and the other in Mexico. Work was begun on a position paper for Rehabilitation International entitled "Strategies for Disabled Persons in Third World Countries".

- c. Partners of the Americas: Goodwill is represented in the development of an appropriate technology project funded by IBM to the Partners as an active member of the advisory committee.
- d. International Small Business Enterprise Development Center: Goodwill has provided important input into this new activity related to the New TransCentury Foundation by recruiting domestic Goodwills to become part of a potential marketing network for primary products from overseas rehabilitation centers. Visits and information exchanges were arranged for the ISBEDC in overseas Goodwill affiliates. Pending the results of feasibility studies by the center, a significant marketing activity is projected for our affiliates.
- e. Sister Cities: Several domestic Goodwills have been involved in technical assistance projects overseas, sponsored by Sister Cities International. The Director for Rehabilitation from Baltimore Goodwill Industries undertook a three-week consulting mission to Gbarnga, Liberia, to advise on the establishment of a national vocational rehabilitation center. Plans were finalized for a similar mission to Sekondi-Takoradi, Ghana, by a consulting team from the Oakland, California Goodwill Industries and YMCA, to advise on the establishment of a vocational training program for handicapped and non-handicapped youth.
- f. New TransCentury Foundation: Goodwill Industries during 1979 received the support and collaboration of the New TransCentury Foundation in the preparation of a seminar on Disability and the Third World which was co-sponsored by Goodwill in September, 1979. In addition, conversations were initiated in late 1979 along with the International Small Enterprise Development Center regarding a seminar on small enterprise development to be held in the Caribbean in 1980. The seminar would deal with small enterprise development as it concerns rehabilitation and development agencies, thus fulfilling our efforts to relate rehabilitation efforts to on-going developmental efforts, rather than promoting separate programs and projects for and with the disabled.

During the year, direct interventions occurred in the following countries:

- a. Chile: A one week consultation was given to the Asociacion Pro Ayuda del Lisiado regarding the establishment of viable economic opportunities for older handicapped clients.
- b. Costa Rica: Five days were spent in discussions with the National Center about new directions regarding employment of the handicapped.
- c. Jamaica: Discussions were conducted with 10 Jamaican institutions regarding feasibility studies, seminars and workshops and collaboration which will lay the basis for 1980 activities.
- d. Mexico: A proposal was made to national rehabilitation authorities regarding the expansion of Goodwill activities.

- e. Dominican Republic: An entire ensemble of industrial shoe repair equipment was donated to our affiliate to expand their orthopedic shoe activity.
- f. Panama: Under the auspices of the International Executive Service Corps, a three month study and analysis of the programs of the Goodwill affiliate concerning employment opportunities and possible economic activities was carried out.
- g. Japan: The Agape workshop, the Tokyo Goodwill affiliate, received a grant which enabled it to invite for a six-month professional training course, at its facilities, personnel from several Pacific area Goodwill affiliates in 1980. Plans were made for a 1980 Pacific conference of Goodwill and other rehabilitation centers leading to the creation of a Pacific technical assistance office.
- h. The Philippines: Several consultations resulted in the assignment of two senior Peace Corps volunteers to the Goodwill program; shipments of technical repair equipment were made from the Indianapolis Goodwill. Another consultation prepared a project proposal to AID which was not funded.
- i. Mauritania: The National Union of the Physically and Mentally Handicapped of Mauritania (UNHPM) launched in Nouakchott two vocational training projects for physically handicapped persons - a tailoring and a typing workshop, first suggested during Goodwill consultative visits, and supported by the U.S. Embassy self-help fund and the government of Mauritania.

An ILO small-industries expert conducted a pre-feasibility study in July, 1979, of a UNHPM proposed small industry for the production of envelopes and office supplies. Based on his recommendations, a month-long formal feasibility study, funded by the UN Development Program will be made, providing the basis for a possible UNHPM-Goodwill Industries joint project.

- j. Senegal: The joint Goodwill Industries - National Foundation for Social Action of Senegal (FNASS), workshop project, providing vocational training and employment in shoe-repair, began in February, 1979, and is graduating 6 physically handicapped trainees every 6 months. The first 6 trainees have organized themselves as a small cooperative and, using a revolving loan fund of the project, have opened a workshop in Dakar. The second group of trainees will open a workshop in the town of Thies.
- k. Sierra Leone: The coordinator of the Terre Des Hommes Program acting as a part-time Goodwill consultant, continued to work with the National Association of Societies for the Handicapped (NASH) on a National Vocational Rehabilitation and Employment Development Plan, the first draft of which was completed during the year. The chairperson of the Society for Mentally Retarded Children, visited the United States in February 1979 to learn about programs and resources for retarded children, and to consult with Goodwill staff about NASH activities.

1. Liberia: The Director of Human Resources of the Baltimore Goodwill Industries visited Liberia in March, 1979, at the request of the Superintendent of Bong County, where Baltimore's Sister City of Gbarnga is located. The purpose of the three-week mission, financed by the Technical Assistance Program of Sister Cities International, was to survey the need for and make recommendations concerning the creation of a national vocational rehabilitation center in Bong County. A report on the mission, which is available from Goodwill Industries, was submitted to the Ministry of Health and Social Welfare, containing recommendations on vocational rehabilitation in general and on the proposed rehabilitation center in particular.

As a follow-up to this consultation, the Goodwill Director of Africa visited Liberia in November 1979, to draw up a draft plan for the creation of a National Vocational Rehabilitation and Employment Development Center, in cooperation with the Bong County Superintendent and the Ministry of Health and Social Welfare. The plan calls for a rural center providing vocational training for all categories of disabled youth and adults, and helping the trainees create their own workshops and production farms. When complete, the final proposal will be submitted to the U.S. Agency for International Development for funding.

- m. Ghana: The Executive Secretary of the Ghana YMCA, and the Deputy Director for Rehabilitation of the Department of Social Welfare and Community Development in Ghana, visited the YMCA and the Goodwill Industries of Oakland, California, during August and October 1979, respectively, to discuss a proposed YMCA-Goodwill Industries joint vocational training project for youth, in the Oakland sister city of Sekondi-Takoradi, Ghana. The project would train both handicapped and non-handicapped young men and women in selected skills according to labor market needs.
- n. Togo: Arrangements for the opening of a West Africa Regional Office and Program for Rehabilitation in Lome were completed during the year, in response to the recommendation of the participants at the Goodwill - organized Regional Seminar on Rehabilitation for French speaking countries of West Africa, held in December 1978. The office will facilitate the creation of a West African Association of Centers for the Handicapped, and will coordinate an exchange of information and technical assistance between rehabilitation organizations in West Africa. Organizations cooperating with the regional rehabilitation program include Rehabilitation International, the Vocational Rehabilitation Section of the ILO, PACT (Private Agencies Collaborating Together) in New York, and Caritas/Togo.

Much more detailed information than could be included in our annual report is available on request for many of the above mentioned activities.

II.

Enlist member Goodwill domestic rehabilitation agencies as partners for overseas centers.

Many of our international affiliates, especially the older ones, often owe their origin to a series of visits, or chance consultations, or to a serendipitous exchange of information between a group overseas caring and in a position to implement a vocational rehabilitation and a domestic Goodwill organization. It is the intention of this strategy to maximize the impact of this naturally occurring phenomenon, to make more permanent the existing "partnerships", to sensitize heretofore nonparticipating Goodwills to the benefits of such relationships. Generally this strategy has begun to be implemented by increased recruiting of domestic Goodwill professionals for short term consultations abroad, by increased shipments of machinery to partners overseas, and by a beginning study/tour program. It is our intention to increase the interest of U.S. Goodwills in and awareness of the needs of handicapped persons overseas.

1. Domestic Goodwill-to-overseas relationships

Hagerstown, Maryland Goodwill - complete industrial shoe repair machinery to the Dominican Republic to expand their orthopedic shoe manufacturing and repair activities

Baltimore, Maryland Goodwill - consultation to Liberia re national rehabilitation plan submitted to AID for possible OPG funding.

Indianapolis, Indiana Goodwill - electronic analysis equipment to Philippines Goodwill.

Oakland, California Goodwill - planning consultation to sister city, Sekondi/Takoradi, Ghana.

2. Other relationships -

Goodwill consultant to Philippines Goodwill to complete arrangements for submission of OPG to AID

Goodwill consultant to Panama to conduct economic feasibility study and advise on future directions.

3. Study/Tours

In an effort to stimulate a wider interest in overseas rehabilitation centers, an annual professional study/tour series has been initiated. Twenty seven persons visited factories employing the handicapped and other such centers for three weeks in Septemebr 1979 in the Peoples Republic of China. The 1980 study/tour is being planned in consort with Goodwill Latin American affiliates.

III.

Increase the number of handicapped persons integrated in the ongoing overseas development projects of American government and private agencies, as well as those of international organizations.

In pursuit of this objective, Goodwill organized, in cooperation with 13 other organizations the symposium "Disability and the Developing World" for representatives from over 50 American public and private development assistance organizations. A pre-symposium questionnaire, completed by 66 U.S. private voluntary organizations working overseas, showed that most rejected the notion that handicapped persons should receive less attention in development due to limited resources and practical difficulties involved. They also felt that programs affecting the handicapped were not just the unique responsibility of churches, rehabilitation organizations and local governments. These U.S. PVOs indicated essential willingness to include more handicapped persons as beneficiaries of their development activities overseas. They felt uncertain, however, about the numbers of handicapped persons involved and how to include them among their program/service recipients.

From the dialogue and collaboration begun at the Symposium, arose some recommendations for action, presented by Goodwill as a "Call For a More Complete World." These recommendations are already leading to action on the part of several organizations, whose leaders have new or strengthened commitments to integrating handicapped people into their ongoing programs.

We are aware of several continuing exchanges that are taking place between rehabilitation interests and development assistance agencies, but not in sufficient detail for this report. For Goodwill's part we are negotiating with the Opportunities Industrialization Centers, the World Bank, the Agency for International Development, and the International YMCA for modification of practices that will include handicapped persons. Indications are that this advocacy activity may be the single most important program priority for the Goodwill International Council.

Miscellaneous

At the end of the calendar year 1979, the International Department employed on a full time basis a director, two Africa area specialists, and a specialist for Latin American, plus an administrative officer. These five professionals are projected through the grant years.

Regarding finances, the Goodwill contribution matching the AID grant is now trebled, and many more Goodwill affiliates have increased their contributions. Brand new funds were negotiated from a small Texas foundation in the sum of \$90,000, the income only to be available for four years, the principle following thereafter.

Attached is the 1979 papers and publications list. Relative to specific geographic areas or specific countries, additional information may be requested from Goodwill.

Conclusion

The International Program of Goodwill Industries, sponsored jointly by Goodwill Industries of America and the International Council of Goodwill Industries,

is making an impact on the way national and international organizations respond to the needs of handicapped persons in developing countries. A team of five full-time professionals, four part-time consultants, and a pool of short-term consultants are working with organizations around the world to increase training and employment opportunities for handicapped youth and adults.

The International Program of Goodwill is establishing a significant "track record" of experience and achievement, but requires increased financial support to insure a continuity of effort. This will be Goodwill's greatest challenge for the '80's.

Publications issued by the International program in 1979

End of grant Evaluation Report; GIA, a report on DPG 932-13-950-082, March, 1979

Disability and the Developing World: A Symposium on U.S. Involvement, September 1979, Washington, D.C.

Proceedings of the First West African Seminar on the Rehabilitation of Handicapped Persons, Lome, Togo, December 1978

1978 Goodwill Industries of America Annual Report, April, 1979

1977 Yearbook and Statistical Report, International Council affiliates activities, 1979

1979 Call for a More Complete World

1979 National Employment Development Centers for the Handicapped

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