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First Year Report IEN-35308

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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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