



World Concern Development Organization

VIETNAM:

**THE ADAPTIVE VOCATIONAL TRAINING
PROGRAM FOR ADOLESCENTS WITH DISABILITIES**

QUARTERLY REPORT

1 JULY 2004 THROUGH 30 SEPTEMBER 2004

for

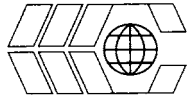
**THE UNITED STATES AGENCY
FOR INTERNATIONAL DEVELOPMENT**

**Displaced Children and Orphan's Fund
GRANT NO. 492-G-00-98-00042-00**

Submitted by:

World Concern Development Organization
19303 Fremont Ave. N.
Seattle, WA 98133

28 October 2004



W.C.D.O.

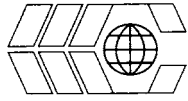
World Concern Development Organization

The Adaptive Vocational Training Program for Adolescents with Disabilities

TABLE OF CONTENTS

The Adaptive Vocational Training Program for Adolescents with Disabilities (AVTPAD)

LIST OF ACRONYMS	1
GENERAL REFERENCE	2
SECTION I. PROGRAM ACTIVITIES	2
Activity 1: Planning And Coordination	2
<i>Activity 1.1: Program Management and Coordination</i>	2
<i>Activity 1.2: Strengthen Cooperative Relationships</i>	5
<i>Activity 1.3: Baseline Situational Analysis</i>	7
<i>Activity 1.4: Training Needs Assessment</i>	7
Activity 2: Direct Interventions	8
<i>Activity 2.1: Raising Disability Awareness</i>	8
<i>Activity 2.2: Community Support Worker Training and Group Formation</i>	9
<i>Activity 2.3: Adapting Vocational Training Sites</i>	15
<i>Activity 2.4: Adapting Training - Formal, Informal, and Alternative Basic Education (ABE)</i>	16
<i>Activity 2.5: Employment and Income Generation</i>	19
SECTION II. ANALYSIS OF THE QUARTER	24
ATTACHMENTS	
A. <i>Expenditure/Financial Report</i>	



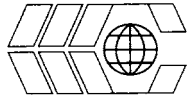
W.C.D.O.

World Concern Development Organization

The Adaptive Vocational Training Program for Adolescents with Disabilities

List of Acronyms

ABE	Alternative Basic Education
AWD	Adolescents with Disabilities
CBR	Community-Based Rehabilitation
CBSW	Community-Based Social Workers
CEDC	Children in Extremely Difficult Circumstances
CSW	Community Support Workers
CWD	Children with Disabilities
DCOF	Displaced Children's and Orphan's Fund
DET	Department of Education and Training
DeLISA	Department of Labor, Invalids and Social Affairs
DSC	District Steering Committees
MOLISA	Ministry of Labor, Invalids, and Social Affairs
PMT	Project Management Team
PVO	Private Voluntary Organization
PWD	People with Disabilities
SLT	Sign Language Trainers
TNA	Training Needs Assessment
VVAF	Vietnam Veterans of America Foundation
WCDO	World Concern Development Organization



W.C.D.O.

World Concern Development Organization

The Adaptive Vocational Training Program for Adolescents with Disabilities

QUARTERLY PROGRESS REPORT

REPORTING PERIOD: 1 July 2004 through 30 September 2004

GENERAL REFERENCE

- A. NAME OF PVO: World Concern Development Organization (WCDO)
- C. AID AGREEMENT NO: 492-G-00-98-00042-00
- B. TITLE OF PROJECT: The Adaptive Vocational Training Program For Adolescents with Disabilities (AVTPAD)
- D. DATE OF THIS REPORT: October 28, 2004

SECTION I. PROGRAM ACTIVITIES

Activity 1: Planning and Coordination

Consisting of the following activities: *Activity 1.1:* Program Management and Coordination, *Activity 1.2:* Strengthen Cooperative Relationships, *Activity 1.3:* Baseline Situational Analysis, and *Activity 1.4:* Training Needs Assessment.

Activity 1.1: Program Management and Coordination

Hai Duong

From June 29 to July 1, a delegation of counterparts from Quang Nam was welcomed to Hai Duong by the PMT, DSCs and CSWs. The local officials planned the time with the Quang Nam delegation to have open interesting discussions and lively learning experiences during the meetings and visits to the districts. The time frame only allowed for visits to Hai Duong City and two districts, but the CSWs from other districts also came to help host the delegation. Trip evaluation results from Quang Nam proved that the trip was an excellent learning opportunity for them. Their views and experiences in this vocational training program were broadened by seeing the various forms of job training and employment for PWDs in Hai Duong. The trip also helped to build closer relationships among the participants because of their quality time together. Visits to

different places and people helped the Quang Nam delegation to experience the northern area's culture, and further develop their relationship with the Hai Duong people.



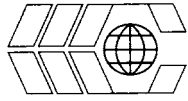
Quang Nam delegation in Hai Duong

During this quarter, the PMT and DSCs distributed a shipment of goods in kind from WCDO to beneficiaries in the community, including the AWD and their families, and institutions working with the disabled.



Goods in Kind being distributed in Hai Duong

In September, the Hai Duong PMT and DSCs prepared for a final project workshop to review the project implementation, lessons learned and to discuss future plans after the project ends.



DaNang

Six District Steering Committee members were invited to attend the social work training and site visits in Dalat. They learned and did the same activities and games with the other CSWs, which enhanced the relationships among the participants. They shared with one another about their experiences in the project. Their knowledge about social work was upgraded, too.

Mr. Hien, Chairman of the Lien Chieu Red Cross said: “The trip was useful for us. We learned about social skills needed in our work. We learned from the businesses helping the PWD in Dalat and the way the local authorities support them. The trip also gave us opportunities to be in Dalat, the beautiful place of Vietnam.”



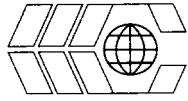
DSC members and CSWs participate in an activity together

Quang Nam



The participation of the new provincial management team leader (Mrs. Nguyen Thi Hoai Thuong) during this quarter has helped improve the program management coordination very much. Mrs. Thuong helped consolidate the communication among the network of local partners and CSWs between the provincial and district levels in all seven districts of the Quang Nam program. With her support, several meaningful activities have been

CSW Meeting in Tam Ky, Quang Nam



W.C.D.O.

World Concern Development Organization

The Adaptive Vocational Training Program for Adolescents with Disabilities

implemented effectively to assist AWDs in the program; for example the outdoor activities on the beaches of Nui Thanh and Dien Ban, and the CSW social work training in August (please see more details in Activity 2.2).

The Quang Nam provincial management team also organized a meeting with all the CSWs on September 25, 2004. The CSWs had the opportunity to share their experiences in the project work to help AWDs and express their expectations to the PMT and DSCs so they could support their work more effectively in the future. The PMT as well as WCDO highly appreciated the kindheartedness and enthusiasm of the CSWs in the Quang Nam program.

Activity 1.2: Strengthen Cooperative Relationships

Hai Duong

Bench Workers:

One of the bench workers, Le Thi Nga, was successful in obtaining a scholarship for 18 months of further training in VietCot, where she can improve her skills in rehabilitation. The other three boys stayed in the Bach Mai rehabilitation workshop to finish their rehabilitation course until the end of December.

Our partner - VVAF - is now working with the Bach Mai Hospital to explore the possibility of continuing to support the other three boys after December 2004.

Hearing Aids/Reproductive Health

Eleven hearing-impaired adolescents received hearing aids last August. With these supporting devices, the hearing-impaired not only can hear better, but they also learned more about pronouncing and speaking. The parents are very happy and have committed to take care of their children in managing their hearing aids and practicing communication. Training on using and maintaining the hearing aids was given to those who just received their hearing aids, as well as a number of hearing-impaired and their families who had received the hearing aids last year.

As a follow-up to last year's reproductive health check-up, six AWD who had problems with foreskin were brought to the Community Reproductive Health Consultation Center "LIGHT" in Hanoi for circumcision. The treatment was successful and helped the AWD to improve their self-esteem. This also helped to raise awareness about reproductive health for AWDs and their families.

HIV/AIDS awareness raising for deaf group in Hai Duong

On August 29, 2004, more than 80 hearing-impaired people from Hai Duong aged from 18 – 40 attended a one-day education session on HIV/AIDS at the Social Welfare Protection Center in Hai Duong. The purpose was to raise awareness among the hearing-impaired about HIV/AIDS, its dangers and infection risk in society. A group of hearing-impaired adolescents from the Hai Phong deaf school co-operated in facilitating the training on HIV/AIDS. Different ways such as questions and answers (in sign language), silent drama performance, or discussions were conducted to draw interest and attention of the hearing impaired. The deaf attendants found the day very interesting and helpful to them.

Considering the great need of the deaf community for HIV/AIDS awareness, a number of deaf youth in Hai Duong were selected for further training on HIV/AIDS prevention so that they could expand the knowledge to their peers later.

DaNang

Eighteen hearing aids were provided to deaf AWD from the Japanese funds in Hanoi. All of them are happy because they can hear better now. The AWD are encouraged to use the hearing aids often and practice speaking. WCDO staff is monitoring the use of the devices by the AWD.



New hearing aids



In August, Habitat for Humanity in DaNang gave 196 pairs of shoes to the AWD. The AWD are happy to wear good shoes to the group meetings and training.

New shoes from Habitat for Humanity

Quang Nam

On July 21-22, with the cooperation of Dr. Giang and colleagues from the Light Center in Hanoi, WCDO organized a health check and Reproductive Health and HIV/AIDS Training for 151 AWDs (91 female, 60 male) of the Quang Nam program. Four boys received minor operations for phimoses. The CSWs were also trained to recognize similar situations to help their communities in the future (at the present, many young men in rural villages in Quang Nam province are still not aware of this problem and how to get help at the Health Center). Twelve visually-impaired adolescents were brought to the DaNang Eye Hospital to be examined and supplied with corrective eye glasses or recommended for operations. 32 hearing-impaired adolescents in the Quang Nam program had their hearing tested at the Future School in DaNang City (with the



equipment provided by the Netherlands) and 16 of them are now in the process of being equipped with hearing aids. All the services supplied to the AWDs are aimed at improving their health, communication and life and produced a huge impact on raising awareness on disability issues in the community. Dr. Giang also provided much information on Reproductive Health and HIV/AIDS to Quang Nam AWDs, who had never received any education on this subject when they were growing up in their home villages.

Dr. Giang facilitates training on reproductive health for Quang Nam AWDs

Activity 1.3 and Activity 1.4: Baseline Situational Analysis / TNA

Hai Duong, DaNang and Quang Nam

No new activities. The selection of the AWDs was completed last September.

Activity 2: Direct Interventions

Consisting of the following activities: *Activity 2.1: Raising Disability Awareness*, *Activity 2.2: Community Support Worker Training and Group Formation*, *Activity 2.3: Adapting Vocational Sites*, *Activity 2.4: Adapting Training*, and *Activity 2.5: Employment and Income Generation*.

Activity 2.1: Raising Disability Awareness**Hai Duong**

Preparations for a poster to raise disability awareness were completed. There is no question about the great need to raise awareness to a wider public, and posters are a very suitable and cost-effective tool. WCDO staff collected ideas from PWD, people from the local community and from other relevant organizations for poster designs, which will be done by a company owned by disabled people.

DaNang

WCDO staff in DaNang worked on plans for a poster to be issued for awareness raising by contributing photos, opinions, and ideas.

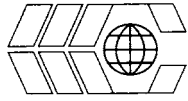


TV recording the shop of AWD Thao in Dien Ban

Quang Nam

During this quarter WCDO cooperated with a television station in Central Vietnam to produce a multimedia program of the Quang Nam disability project to raise awareness in the community. The correspondents gathered information on project activities and examples of successful AWDs, CSWs, partners, students of the ABE class in Tam Ky, and the outdoor activities at the beaches in Dien Ban and Nui Thanh (Please find more details in Activities 2.2). The television station will also make a CD of

the Quang Nam program for a resource to raise awareness on disability issues in the future.



Activity 2.2: Community Support Worker Training and Group Formation

Hai Duong

In July, a three-day training course on supervision and communication for 30 CSWs from Hai Duong, Quang Nam and DaNang was conducted in Do Son, Hai Phong. The trainers had conducted a similar course for CBSWs before. Most of the issues were not new to these social workers, but still helpful for them to gain systematic knowledge and understanding. There were some new concepts and working skills which are practical and useful for the CSWs' daily work, especially the planning skills and tools.

The discussion time was a good chance for CSWs from three areas to exchange work experiences, especially about the difficult cases at the project sites that they had dealt with. The training agenda was intensive, but the CSWs participated enthusiastically. The seaside training site created a very good environment for learning and refreshing after the class time.

The positive thinking training has been implemented in all AWD groups in Hai Duong through two course series: the first series was for the three strongest selected groups, with facilitators from Thai Binh Disabled Youth Club; the second series was for the remaining nine groups, with the facilitator Oanh (the PWD from the Bright Future disabled group). The latter was more focused on "positive thinking" as these groups are less active than the first three groups.

The course covered the following topics:

- Self help group and Self Help Group development in Vietnam; role of group leaders
- "Positive thinking"
- "Preparation for a meeting; how to run a meeting"
- "How to write minutes, a report, or a proposal"
- Overview of the group's history, its perspectives, and future plans

Results:

All groups learned useful skills for their self-help group activities. These essential skills have been applied in a prompt manner. For example, one week after the training course, the Kim Thanh group ran their monthly meeting applying all the skills they learned from the course. This training course is very effective and is highly appreciated by all participants.

The AWDs had a great time getting together, exchanging their opinions, making friends, and learning from each other. Most AWDs appeared more open and cheerful, and some even showed their increasing independence.

A number of AWD groups are considering changes to maintain their group activities and address their own problems after the project finishes. For instance, the Thanh Ha group had a meeting among key group members to find a way to strengthen the group itself and promote group activities. The Hai Duong group is writing a proposal to WCDO for a small grant (equivalent to \$150-200 US) which will be used as a revolving loan among the group members.



AWD group in positive thinking training

During this quarter, the DSCs, CSWs and businesses helped the AWD groups organize picnic outings. This activity aimed to encourage local initiatives to create more opportunities for social life for the AWDs. WCDO supported a part of the vehicle rent expense, and the DSCs and businesses helped provide more funds and took part in the activities. The AWD were encouraged to prepare food and drinks by themselves. WCDO encouraged local people to organize the picnics as a joint event between several districts, and at a nearby historical site, not only because it was more convenient, safe and economic, but also to emphasize the importance of quality content: as long as there are exchange activities between the AWD and culture education for them, the local site can be even better than some far-away tourist spots. The most successful picnic was in Chi Linh district, with the participants of AWD, businesses and officials from four districts: Chi Linh, Kim Thanh, Kinh Mon and Nam Sach. The good effects of that picnic have encouraged two other districts to organize another picnic there, again with the hosting of Chi Linh AWDs and officials.



Community Support Workers attend training on supervision and communication.



DaNang

Social work training took place for three days (August 1-3) for 15 CSWs and six DSC members. Counseling, negotiation, problem solving and group management skills were introduced at the training. All of the trainees shared their opinions and experiences with one another so they could apply these things in their work.

During this time, WCDO organized visits to two businesses that were training and hiring PWD. One of them is a private medium-sized business who receives orders from export companies to make wool sweaters. We were especially impressed by the way the employer, a young woman, was managing 54 employees, 90% of whom were disabled of different types, including the deaf. The rest are their relatives to help them. Some of the workers are from other provinces even in the north. Their income is high,



Role playing in the social work training



Nang Mai Business

from 700,000 VND to 1,500,000 VND (\$44 - \$95). So far the business has not received any help from the local government or any donors. When asked about the success of her business, the owner said, “First, I found companies with regular orders. Second, I regard the workers as normal people. I always encourage them to work hard to prove their ability and pay them equally with the other normal workers in other shops. Recently our work was recognized by the City and received the visit of the Chairman of Dalat. He promised to give more favorable conditions for my business to develop.”

The second business is a shop that knits sweater pieces for the first one. The shop owner is a woman who had polio and has a shrunken leg. So far she is training and hiring 30

PWD. The business is not big but it has brought incomes to many families and helps them contribute to the community.

The visit also included a get-together with the Dalat PWD Club. It rained hard that night but the meeting lasted until 10 o'clock. The CSWs exchanged information on the situations and support for PWD in the two provinces, and talked about their feelings and their work. They sang songs, recited poems, played games and took part in many activities. This made good memories for everyone.

Peer group meeting and activities:

In this quarter besides the usual sharing, the AWD were provided with business management skills, group management skills, and took part in group activities.

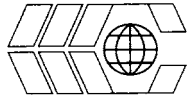


Business Management Training in Suoi Luong

On August 28 and 29, WCDO organized the “Start Your Business” training for 55 AWD at Suoi Luong, 20 km north of DaNang. During these two days the AWD learned about business management, marketing, customers, competitors and making a business plan. This training will help the AWD to know more about their advantages, disadvantages, and what to do before they decide to open their own shops.

They can estimate their profit and other things in the business plan for themselves or for a loan application.

In the evening of August 28th, a campfire was organized for them. They wore the traditional clothing of Lao, Cambodian or Vietnamese minority people. The AWD had a good time together. One AWD said, “I have never had the opportunity to attend such an interesting activity like this. I will never forget it.”



Traditional clothing worn at the campfire

Quang Nam



Quang Nam AWDs participate in outdoor activities at Ha My Beach

On August 27-28, WCDO organized a Social Work Training Workshop for 28 people including CSWs, CBSWs, SLMTs (23 female, 5 male) at Ba Na Mountain Resort. The participants learned about communication and interview skills and shared experiences of helping AWDs in their areas. They also learned and practiced several games and songs to help AWD activities in the future. Most of them appreciated the training very much because it helped with capacity building and team work

building among the CSWs and WCDO staff.

On August 21-22, the AWDs from six districts of Quang Nam (Dai Loc, Dien Ban, Que Son, Tien Phuoc, Tam Ky and Nui Thanh) participated in the outdoor activities on the beaches of Quang Nam (61 AWDs at Rang Beach on August 21 and AWDs at Ha My Beach on August 22). Mr. Minh from the DaNang Street Children's Program gave training on how to run self-help groups and taught them several games and songs for peer group meeting activities. The three SLMTs also gave some lessons on sign language to the whole group. All the activities at the beaches, together with TV shootings, again had a good effect in raising awareness on disability issues in the community.

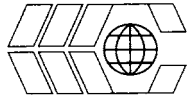
Activity 2.3: Adapting Vocational Training Sites

Hai Duong

Another business finished a toilet and bathroom construction upgrade this quarter. WCDO supported about 30% of the total expense, but it helped the business to do the upgrades, which otherwise would have been low priority to them. The new toilet and bathrooms brought great improvement in not only hygienic and convenient conditions for the users, but also in the awareness of the business owners towards a good working environment for the PWD and the business itself.

Quang Nam

During this quarter, the CSWs in Dien Ban District and WCDO staff visited the home of AWD Le Thi Phuong and decided to help her family with site improvement. Phuong had a weak leg but her house was not suitable for her mobility and her family was too poor to build a toilet for her. With the support of the WCDO program, now Phuong has a bathroom and a toilet with handrail, suitable for her mobility. The local authorities and community appreciated very much the improvement that was made to Phuong's home. This proves that even a small improvement can ensure easier access for the AWD and produce an awareness raising effect in the community.

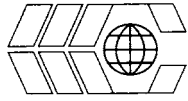
**Activity 2.4: Adapting Training - Formal, Informal, and Alternative Basic Education (ABE)****Formal Training**

There was no formal training occurring in any of the areas this quarter, as they had all previously completed the formal training sector.

Informal Training**Hai Duong**

All the vocational training courses finished this quarter. However, several of the AWDs need further advanced training, and WCDO will decide case by case which ones to support with a part of their training fees for the extra time.

District	Doing Informal Training			Graduate from Informal Training		
	Female	Male	Total	Female	Male	Total
Binh Giang				5	8	13
Cam Giang				8	7	15
Chi Linh				11	13	24
Hai Duong					3	3
Kim Thanh		1	1	19	8	27
Kinh Mon				6	5	11
Ninh Giang				9	2	11
Thanh Mien				7	5	12
Gia Loc		1	1	12	7	19
Nam Sach				5	12	17
Tu Ky		2	2	16	12	28
Thanh Ha				18	12	30
TOTAL		4	4	116	94	210



DaNang

All AWD in DaNang have already graduated from informal training (in June).

District	Doing Informal Training			Graduated from Informal Training		
	Female	Male	Total	Female	Male	Total
Hai Chau				9	8	17
Hoa Vang				3	6	9
Lien Chieu				3	6	9
Ngu Hanh Son				9	8	17
Son Tra				4	14	18
Thanh Khe				8	6	14
TOTAL				36	48	84

Quang Nam

By the end of June, all 168 AWDs completed informal skill training. However, several AWDs still needed to obtain some further advanced skills through on-the-job training while working with the businesses. With the regular visits to the businesses by the CSWs and CBSWs, the AWDs were encouraged to improve their skills and communication with the shopowners and customers.

Alternative Basic Education

Hai Duong

No ABE was done in Hai Duong during this quarter.

DaNang

Eight out of 12 AWD passed the final examination of the course and one is still studying with the CSWs. The education that the AWDs received in the ABE class has helped them a lot in their daily life and work.

Quang Nam

The ABE class in Tam Ky has been one of the greatest successes that WCDO has delivered to the AWDs of Quang Nam. The teacher (Ms. Huong) was kind-hearted, enthusiastic and applied suitable teaching methods when working with the AWDs; therefore most of the 15 AWDs have greatly improved their reading, writing and math



Ms. Huong teaches a girl with cerebral palsy at the ABE class in Tam Ky

Sign Language Training

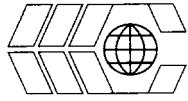
Hai Duong



Hai Duong Sign Language class

skills. She also taught sign language and games and songs to the AWDs, which helped improve their communication skills. The CSWs and one woman with polio (Ms. Mai, who is also a member of the PMT) often visited the class and helped the AWDs in several aspects including life skills. The ABE class activities in Tam Ky were also recorded by the Central Vietnam television station for awareness-raising purposes. The AWDs enjoyed coming to the class and their parents were very happy with their children's improvement.

A two-month sign language training course was provided for 11 deaf adolescents in the Hai Duong Social Protection Center during July and August. The time spent learning and living in the center away from their families helped the AWD activate their communication skills and their ability to be more independent. The deaf group in Hai Duong stopped meeting because the meeting site is not available any more.



DaNang

Our two Mobile Sign Language Trainers, Chi and Toan continue to teach sign language for the 14 hearing impaired AWD in six districts. Now the deaf communicate with each other much better. Their abilities to calculate and to write have improved too.

Quang Nam

No new activity to report.

Activity 2.5: Employment and Income Generation

Hai Duong

The CSWs are finding more businesses that are willing to help the unemployed graduate AWD; however there needs to be extra learning time before these AWD are accepted for employment. Businesses and families are encouraged to support the AWD during this extra learning period.

Districts	Formal Graduation					Informal Graduation				
	Female		Male		Total	Female		Male		Total
	employ- ed	not employ- ed	employ- ed	not employ- ed	% employ- ed	employ- ed	not employ- ed	employ- ed	not employ- ed	% employ- ed
B/Giang		3	1	1	20	5		6	2	85
C/Giang				1	0	8		5		100
C/Linh	3	2	3	6	43	10	1	12	1	92
H/Duong	8	1	1		90			3		100
K/Thanh	1				100	14	5	8		81
K/Mon	2	3	4	3	50	3	3	2	3	45
N/Giang	1	1		1	33	8	1	1	1	82
T/Mien	3			1	75	6	1	4	1	83
Gia Loc						12		4	3	84
N/Sach						4	1	10	2	82
Tu Ky						8	8	9	3	61
T/Ha		2			0	17	1	9	3	87
TOTAL	18	12	9	13	53	95	21	73	19	81

Training on “Start and Improve Your Business” (SIYB) for AWD and small business owners:

The next training course for the AWD and businesses from the remaining six districts was conducted successfully in Hai Duong in July. The interesting findings this time were similar to the previous training for the other six districts. However, thanks to experience from the last course, the training this time had more interactive exercises and field visits.

Experience from this training for the disabled has helped the VCCI project staff become aware of the needs and potentials of the disabled. They are planning to revise their training curriculum and methodology to make it more adaptive to people with disabilities.



“Start and Improve Your Business” training

Case story: Nguyen Duc Van – Hai Duong City

AN EMERGING NEW BUSINESSMAN

Recently, AWD Nguyen Duc Van has emerged as a promising group leader of Hai Duong City’s self-help group. Since the spring of 2004, he has run his own small computer shop with Internet access service right at his home. His customers are not only school boys and girls but also local businessmen and government officers.

Things were different before. Born in a two-child family, this good-looking, intelligent boy lived in a dilapidated thatched-roof home. His father spent all of the family savings through gambling. When Van was in the eleventh grade, he had an extremely high fever, which paralyzed his legs. Van’s unfortunate incident woke his father up. The parents both worked hard to earn money for their son’s treatment. They also hoped to get Van so he could take care of himself in the future. The opportunity came when Van was sent to a computer class within the vocational training program supported by WCDO. Having finished the class, Van’s family

bought him a second-hand computer to work at home. Several customers began coming to his service.

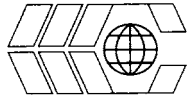
However, as Van did not have a printer, some customers just dropped by and went out. With supporting funds from WCDO and help from the computer teacher, Van bought a second-hand printer. He worked hard and began earning a small income. People in the neighborhood now know about his business and try to help him by using his service and by introducing more customers to him.

Considering Van's specific case with his great potential, WCDO decided to help him with 5,000,000 VND (approximately \$300 US) to improve his business. His parents took this opportunity to make a big decision. They borrowed money from their relatives and friends to build a new small shop and house for Van. Their friends and family supported the idea. Van's family was able to buy construction materials on credit, other families gave them used materials for free, and others volunteered to help build the house. The local Red Cross also gave Van a loan so that he could get nine computers to open a computer class in his shop. His business is doing well. Now he can earn 1,000,000 VND (more than \$60 US) per month. Van is very happy, and grows more confident day by day.

Van owes his success to his family and his own determined efforts, the advice and care of the WCDO community-based staff, and the support and assistance of the community. Van is a bright example of AWD's potential realized, thanks to his internal strength and the support from the outside, especially his family and community.



AWD Van at a job fair



DaNang

District	Informal Graduates				Total % employed
	Female		Male		
	employed	not employed	employed	not employed	
Hai Chau	9		8		100%
Hoa Vang	2	1	5	1	77%
Lien Chieu	2	1	6		89%
Ngu Hanh Son	7	1	9		94%
Son Tra	4		14		100%
Thanh Khe	8		6		100%
TOTAL	32	3	48	1	95%

Individual cases:

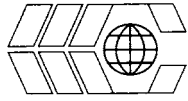
Nguyen Thi Thanh Tam temporarily stopped working because she was busy helping her mother with the business. Tran Dinh Sang’s health became worse. He seldom works and has no income. Ho Thi Binh didn’t earn enough from the business, therefore her mother wanted her to stay at home and do housework. Le Thi Ngoc Yen often had headaches and joint pain. Her family wanted her to stop working for some months.

Of 84 AWD graduated, 21 AWD opened their own shops with an income averaging from 250,000 VND (\$16) to 900,000 VND (\$57). The CSWs helped them in keeping track of their income and introducing their business to other people in the community.

Case story:



Nguyen Hoang Nga was born in 1986 with her left leg much shorter than the other. Her family is poor. Her father is a manual laborer, and her mother is often sick and has mental problems. Because of her difficulty in moving and her poor conditions, she could not attend normal school. She studied up to level three at the evening class and did housework during the day. When the CSW first came to meet her, she was too shy and did not want to study, thinking that she would fail. Now, after 12 months studying haircutting, she runs her own beauty



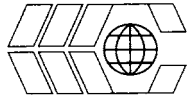
salon business at her house and her neighbor's with an income of 250,000 VND (\$16) per month.

Quang Nam

Although all the AWDs completed their training, the CSWs and CBSWs had to visit the businesses and AWDs quite often to maintain the good employment rate for the graduates. They often discussed and negotiated with the businesses and the AWDs and families when there was any problem arising from their employment. The self-help group activities contributed a lot to the employment of the AWDs because the AWDs built confidence and communication through interacting with their friends in the groups. Below is the employment rate of 18 formal graduates and 168 informal graduates:

District	Formal Graduates					Informal Graduates				
	Female		Male		Total	Female		Male		Total
	empl oyed	not empl oyed	empl oyed	not empl oyed	% empl oyed	empl oyed	not empl oyed	empl oyed	not empl oyed	% empl oyed
Thang Binh	3		3		100%	12	2	11	3	82.1%
Dien Ban	0		1	1	50%	12	1	10	2	88.0%
Nui Thanh	1		0		100%	10	2	7	1	85.0%
Tien Phuoc	1		1		100%	6	2	9	1	83.3%
Que Son	1		1		100%	9	2	12	1	87.5%
Dai Loc	0		2		100%	16	1	13	3	87.8%
Tam Ky	1		2		100%	7	1	10	2	85.0%
TOTAL	7		10	1	94.7%	72	11	72	13	85.7%

Case story: Bui Thanh Quoc, born in 1985, is a hearing-impaired adolescent that lives in a remote village in Nui Thanh District, Quang Nam province. He had not received any education so far because there has been no school for deaf children there. The CSWs in Nui Thanh helped to place him in carpentry skill training from June 2002 to



W.C.D.O.

World Concern Development Organization

The Adaptive Vocational Training Program for Adolescents with Disabilities

March 2003 with Mr. Le Thuan, the shopowner at Tam Hiep Commune. During the training Quoc successfully learned carpentry skills as well as better communication skills. He really enjoyed participating in regular peer group meetings as well as outdoor activities at the beach with the AWDs from other districts, where he had access to sign language for the first time in his life. Now he has a regular job with an income of 300,000 VND (\$19)/month.



SECTION II. ANALYSIS OF THE QUARTER

- *Why and how intended results were or were not achieved.*
- *Contributions of the activities to the results.*
- *Unintended results.*
- *Lessons learned.*
- *Adjustments in program to improve results.*

Why intended results were not achieved

In Hai Duong, the idea of forming a deaf club is facing difficulties in reality. Lack of a meeting site is a direct reason, but it results from a lack of support at the local level, and lack of capacity among the deaf leaders as well. More communication and search for

support from the local level, including a meeting site and non-deaf supportive personnel, should be done next quarter.

Quang Nam continues to present challenges in the area of employment for AWDs. Quang Nam is a remote province with a poor job market. Therefore the employment for the young people generally and the AWDs in the program particularly is not stable; and income is often very low. In order to overcome this challenge, the CSWs have to visit the AWDs and businesses very often and try to come up with better solutions for the AWDs when there is any problem arising with their employment.

Contributions of activities to results

In Hai Duong, the shift of WCDO support from a broad range to fewer but more advanced key activities to prepare for the finishing period of the project helped to consolidate the activities results, and encourage the working initiatives and independence from the local community.

The good employment and personal maturity of many AWD in the project are a source of joyful encouragement to themselves, their families, businesses and local officials. The successful businesses are willing to train and employ more AWD. Some AWD are thinking of employing their peers, though they are still concerned with the many challenges for such a business expansion.

Positive thinking training for the AWD, facilitated by PWD proved to be very important to help the AWD to break their internal barriers towards a better life.

The site visit of Quang Nam partners to Hai Duong was very successful and helped teambuilding for several project stakeholders. The partners and volunteers understood more about the good things related to project activities. The social work training for the CSWs in August was also very successful in the sense of capacity building and team building for the CSWs.

The success of AWDs in the ABE class in Tam Ky was very impressive with the devotedness of the ABE teacher Ms. Huong. She has a lot of compassion for the students and applies good teaching methods when working with the AWDs. The ABE component not only helped the AWDs' reading, writing and math skills, but also improved their communication and social skills. The AWDs enjoyed coming to class to work with their teacher and to see their friends.

In DaNang, the social work training and site visit to Dalat for the CSWs and DSC members was very beneficial for the participants to learn more to apply in their work. The business management training for AWDs was helpful for them to know how to plan for their business and to see the advantages and disadvantages before they start their own business.



World Concern Development Organization

The Adaptive Vocational Training Program for Adolescents with Disabilities

Unintended Results

The success from the HIV/AIDS education session for the deaf in Hai Duong has led to a plan for training a core deaf group to become HIV/AIDS peer educators, as an early step to form a more strategic plan to promote HIV/AIDS prevention among the deaf community in Hai Duong.