



World Concern Development Organization

VIETNAM:

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

QUARTERLY REPORT

1 JULY 2000 THROUGH 30 SEPTEMBER 2000

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
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26 October 2000



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The Adaptive Vocational Training Program for Adolescents with Disabilities

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The Adaptive Vocational Training Program for Adolescents with Disabilities

QUARTERLY PROGRESS REPORT

REPORTING PERIOD: 1 July 2000 through 30 September 2000

GENERAL REFERENCE

- A. NAME OF PVO: World Concern Development Organization
- 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 26, 2000

SECTION I. PROGRAM ACTIVITIES

Activity 1: Planning And Coordination

Consisting of the following activities: *Activity 1.1:* Program Management 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 Coordination

a) Program Activities:

DaNang

During this reporting period, there were 29 students in formal training and 58 students in informal training. The only problems encountered were that some of the formal students (especially the electricity students) had difficulty in learning the material, and some of the students didn't like living in a dormitory, away from their familiar home. Of the previous graduates, six of 17 formal students currently have jobs (35%) and 16 of 16 informal students have jobs (100%).

The sewing workshop is nearly finished. Mr. Thi will soon complete the ramp for disabled people. A shipment of GIK is currently in port.



Plans for the next quarter include the following: 1) Complete the procedure to receive the GIK shipment and make plans for distribution; 2) Formulate clear regulations for the management of the revolving equipment; 3) Create a plan of operation for the sewing workshop; 4) Conduct a survey and prepare a plan for the Alternative Basic Education (ABE) classes; and 5) Continue to work with businesses to provide jobs for Adolescents with Disabilities (AWD).

Several topics were discussed at the Project Management Team (PMT) meeting:

Mr. Trinh from the Hai Chau Red Cross discussed the need for copies of the contracts between businesses and the AWDs that were trained in the informal training. He also mentioned the need for reports from the Community Support Workers (CSWs) on work accomplished in the district, and the need to be kept informed about the equipment distributed to the businesses and AWDs.

Mr. Chinh from the Hoa Vang Red Cross reported that there are 14 AWDs receiving support from the project, and six have already graduated. Some of them need bicycles to go to work or to the shop for their training. In Hoa Vang there are two schools with ABE classes for disabled children. These schools need more equipment and school supplies. Mr. Chinh requested a visit and consideration from the PMT and WCDO. He also reported that some businesses do not make full use of the revolving equipment for the AWDs to practice on because they are afraid the equipment will be damaged or lost. The question was raised whether the students or the businesses can buy the equipment by installment repayment. There is a plan to open a motorbike repair service within the district and hire AWDs to work in it. The question was asked as to whether WCDO would be able to help with some of the equipment. Mr. Chinh hopes to see the project extended into the rest of the 14 communes.

Mr. Long from the Hai Chau DOLISA stated that clear regulations are needed regarding the revolving equipment. The contract should be based on the quality and kind of equipment. A responsibility commitment should be signed with the businesses when handing over the equipment so that it can be used effectively.

Ms. Thau, a PMT member, stated that AWDs need to know how to read and write, at the least. The students can learn skills and can work for businesses later, but they still need to be involved in the ABE classes. She suggested that the AWDs could attend ABE classes in the morning at the Job Service Center (JSC). A class of this nature might be more successful than putting AWDs in normal ABE classes.

Mr. Thi of the JSC reported that DOLISA has invested 200,000,000 VND (\$14,000) for the construction of the sewing workshop in Lien Chieu, which will open early next year. It is expected that 60-70% of the sewing graduates would be able to find employment.



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He also suggested that the JSC could open an ABE class at the center. DOLISA was asked to transfer WCDO money to buy the sewing machines soon.

Vaughn of WCDO stated that the PMT and the District Steering Committee (DSC) should take the initiative to decide what should be done. He encouraged the businesses to make full use of the revolving equipment for the benefit of the AWDs to practice on. The PMT and the DSC should pay attention to the interest, ability and job market when selecting the students. Vaughn also gave information concerning an Australian organization that would help hearing-disabled people.

Duyen of WCDO reported that there are many AWDs who want to work at the sewing workshop in Lien Chieu. He hoped that the workshop would open soon, since the First Intake students graduated four months ago, and they may forget the skills they learned by next year. He also thought that the JSC should be more active in finding jobs for the students, should involve the DSC, families, and the community in the job placement process.

Hai Duong

The management and coordination in the six districts where the project is taking place has been carried out well. Comments and recommendations were proposed on time. The PMT worked and coordinated with WCDO often on checking and monitoring trips.

Health insurance cards were issued for the students involved in the project. Some students who finished the ABE, but were not qualified for skills training have been sent to a skills training course funded by province resources. Gifts were presented to the students in the project on special occasions such as the traditional Vietnamese TET holiday and the Day for Disabled People. Monitoring trips made by WCDO went very well.

Plans for the next quarter include addressing the unemployment question, as currently, employment stands at approximately 72%. Shop owners will be encouraged to abide by their agreement with WCDO to provide skills training and create employment for these students. A program evaluation will be done at the community level. The PMT asked districts, cities, and skill training centers to evaluate the program in their own places, and to overcome pending issues to successfully complete proposed goals.

Quang Nam

The AVTPAD Project in Quang Nam province has proved to be a successful model. This was highly appreciated by the MoLISA experts and other participants during the workshop on job placement for people with disabilities (PWD) in Danang City.



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However, DOLISA staff are often busy, so WCDO needs to fund a full-time person to keep track of all the project activities and assist the PMT. The project in Quang Nam got started very late, and had some difficulties at the beginning, but significant achievements have been made, especially in three aspects: disability awareness raising, formal/informal training and job placement. This model needs to continue to develop and move into other districts in Quang Nam Province if possible. Communication needs to be strengthened between WCDO and the provincial PMT, and between the provincial PMT and the district PMTs. The government now provides 10,000,000 VND (approximately \$700) for a loan with very low interest to create one job for a normal person. It is more difficult to create jobs for AWDs. The WCDO fund is very small, but WCDO needs to save some amounts to provide credit loans to AWD graduates, about 2,000,000 VND (\$140) for each loan. The PMT and WCDO will meet again in November to review the whole project from January through November 2000.

Great achievements were made in informal training, job placement and social interaction models among four districts in Quang Nam, with 60 AWDs helped during a very short period of time. WCDO will evaluate the possibility of funding for a full-time person and credit loans to the graduates. Provincial staff need to visit the local community more often and District PMT members should be invited to some of the provincial PMT meetings to report about the work in their own district and share their experiences and lessons they have learned. The PMT will plan another poster contest (district or province-wide) in the schools to develop disability awareness raising activities (the best time to do this is around early November). Health issues should be considered when selecting second intake students. Mr. Tuan, Director of the Quang Nam JSC, reported that after five months, the students have been healthier, more active and optimistic.

WCDO will carefully consider the JSC's plan on job placement and interview each graduate before carrying out any activity to help the graduates find employment.

The roof of the dormitory for girls (old metal sheets) leaks when it rains, so some sheets need to be replaced. The courtyard needs to be built to lead the way to the dormitory and training rooms. WCDO agrees with replacing the roof; the courtyard can be funded after WCDO receives the actual expenses on the total JSC renovation.

Activity 1.2: Strengthen Cooperative Relationships

a) Program Activities

On August 10-11, 2000 a seminar on the Employment of Persons with Disabilities was held in DaNang. Participants of the seminar included representatives of MoLISA,

DOLISA of Hanoi, DaNang, and Ho Chi Minh City, local and international NGOs and various associations involved in working with PWD. Members of the WCDO staff along with various participants from each project site attended the conference.

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 2.2: *Community Support Worker Training and Group Formation*

a) Program Activities:

The peer groups in all three locations continued to meet and were very successful in allowing the AWDs to learn social skills and have social interaction. The primary activity in the peer groups this quarter was life skills training which began in Hai Duong and will be taken to each project site.

In July 2000, five life skill training courses were completed. The concentrated life skills training course took two days. Two campaigns for students in informal vocational training were held in Thanh Ha & Tu Ky districts.

Topics covered during the concentrated training included: communication skills, self-awareness, decision skills, self-esteem, and making plans for the future.

Date	Place	Number of AWDs
6&7/7/2000	Trade Union	33
11&12/7/2000	SPC	35
17&18/7/2000	Hong Ngoc Center	38
28/7/2000	Tu Ky district	15
31/7/2000	Thanh Ha district	15

In the **Trade Union** training, the 33 students who attended the life skills training were very shy. Their disabilities were more serious than those of the students in other centers. Six deaf and dumb students attended the training. After the training, most of them said they hoped to have one more training session. They felt the life skills training course was very useful because they encountered new situations and experiences which will be



helpful in the future. They learned how to communicate better and behave, as well as how to work with others. One of the students made the comment, "If I meet a difficult managing situation in the future, I will deal with it faster."

Thirty-five students participated in the **SPC** training. Two Community Support Workers took turns in helping manage the students through the two-day training. Generally, the students here were more active, clever and creative. They were very good in working in groups, and took an active part in discussions.

About 11 students were from the first and second intakes of the informal training. Their parents brought them to SPC and picked them up at the end of the day. WCDO provided lunch. Students from both centers had lunch together. They enjoyed this time immensely, because it was a good chance for them to develop friendships and exchange information and knowledge. A personal mailbox was set up for each individual so they could contact each other after the training.

At the closing evaluation session, all the participants and presenters sat close together to say good bye. Most of them wanted to have one more life skills training. They thanked WCDO for not only helping them with vocational training, but also for equipping them with basic knowledge for the future. One student said that now he recognizes his value, and he did not have an inferiority complex any more.

The **Hong Ngoc** Training included 38 participants, 30 from Hong Ngoc and eight from Nam Sach district. Nam Sach district is on the way to Hong Ngoc center-Chi Linh district. On the training day, eight young people from the informal training were taken to Chi Linh to attend the life skills training there. These students stayed overnight at Chi Linh, where they were provided with meals and a hotel room. This is the first time they were separated from their homes so they were excited, and enjoyed the training. They were returned to their homes after the two days.

One CSW from Hai Duong province and two teachers from Hong Ngoc center who are responsible for vocational training in Chi Linh helped during the training. This was the most successful life skills training of all. The students were the best at participating in every activity, they had wonderful group working skills, they had a passion for every small part of the whole training, they listened to the presenters attentively, went to the training on time, and were very alert during the training.

The life skills training in both **Tu Ky** and **Thanh Ha** districts were quite different from other districts. In Thanh Ha, the 16 participants included 13 students from both the first and second intakes; some that had planned to attend the workshop did not go, as they were needed at home to help their parents in their rice fields. Three CSWs also attended. During the training, the students had time to relax and enjoy activities such as drawing



pictures, playing bingo, water activities, playing with balloons and singing songs. They laughed a lot during the activities, which was wonderful to hear. A big meal was eaten together.

The training for the students in Tu Ky had the same content as the Thanh Ha training. These AWDs were more active in comparison to ones in Thanh Ha. They all enjoyed the training, as well as each small game and activity.

In July 2000, all the AWDs in the project from the Hai Duong area were offered life skills training. It was very important for them, because in two days, they were equipped with basic life skills such as communication, decision-making, self-awareness, self-esteem, and planning for future life skills. Similar life skills training will be conducted in all project areas.

Activity 2.3: Adapting Vocational Training Sites

a) Program Activities:

Hai Duong

Construction has been completed at this time.

DaNang

The JSC has completed the construction of the sewing workshop, which cost about 200,000,000 VND, funded by DOLISA. A ramp for wheel chair access will be included in the project.

Quang Nam

Construction is continuing at the Job Service Center.

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

a) Program Activities:

DaNang:



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The second intake of the Sewing, Electricity, and Honda repair courses began on December 13, 1999. Final examinations took place on September 15, 2000 with the following results:

Sewing Class: Out of 15 students enrolled in the class, 15 took the exam. Four students obtained a "good" rating, seven were "rather good," and four were average.

Electricity class: Seven of the eight students took the exam, as one had dropped out of the class. One student obtained a good rating, three were rather good, and three were average.

Motorbike repair class: Seven of seven students took the exam. Two received good ratings, two rather good, and three average.

In general, the students learned slowly due to their disabilities and low education previous to the training. During the training, some of them did not attend regularly.

The Center introduced the sewing students to the Thanh Son Garment Factory and also helped them fill out employment applications to the Valley View Company. Although the Thanh Son Company accepted four AWDs for employment, none are working there at this time because their families did not want them to work in the evening. The Center plans to arrange for AWDs to work at the sewing workshop at the Lien Chieu JSC, which will open early next year. Mr. Hiep promised to help the work get started sooner by having some of the students make clothes for the poor people in DaNang. The Center will introduce other students to businesses in the community for future work. The Community Support Workers and the District Steering Committee will be involved in helping to find jobs for these AWDs in the community.

To date, the informal training component in DaNang has included 20 AWDs in the first intake and 39 AWDs in the second intake, which started in November 1999. At this time, 18 students have graduated.

Hai Duong

Currently (September 2000) there are a total of 198 students in skill training classes and ABE in Hai Duong. Eight of the students had to drop out of the program because of sickness or disease. The students in the Second intake are doing well and making progress. The prospects of employment for them look good. The following table shows the students who had to drop out of the program:

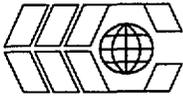


No.	Full name	Native place	Skill training place	Reason
1	Kieu Thi Que	GiaKhanh-GiaLoc	Hong Ngoc Center	Bad eyes; weak learning ability
2	Nguyen Thi Luyen	AnLam-NamSach	Hong Ngoc Center	Mother was sick; needed at home with family
3	Chu Thi Hong	LuongDien-CamGiang	Hong Ngoc Center	Family took her home for disease cure but did not return
4	Nguyen Van Oai	ToanThang-GiaLoc	Social Protection Center	Eyes are too bad
5	Tran Van Hai	Cam Giang	Social Protection Center	Sick; came home for treatment
6	Nguyen Van Cuong	HaiDuong city	Social Protection Center	Sick; came home for treatment
7	Dang Duc Vinh	Ditto	Horn carving shop	Missing class often to go for shoe shining; disliked skill training
8	Nguyen Thi Hue	Gia Loc	Job service Center/Labor Union	Seriously sick; cannot continue learning skill

Quang Nam

The formal training classes for AWDs at the Job Service Center started on April 7, 2000. The classes began with 23 sewing students, 13 electricity students and eight students in the motorcycle repair class, for a total of 44 students. On June 1 a new student, Hoang Van Thu, joined the electricity class, bringing the total to 45 students. After five months of training, four students dropped out due to health problems. There are now a total of 41 students, including 21 in sewing, 14 in electricity and six in the motorcycle repair class.

After five months of training, the students have finished basic theory and practice. The JSC provided them with training materials and supplies. The students make the best use of any opportunity to practice their skills; for example, installing an electricity network in the dormitory or training rooms, visiting private shops and businesses. Mrs. Mai, PWD and member of PMT, visited the students often and listened to them and gave them a lot of helpful advice. Other CSWs also visited and joined in the group activities, and also visited with informal students outside the JSC in Tam Ky.



The results of the training so far showed that in the sewing class, six students received a good rating, ten average, and five weak. In the electricity class, five students obtained a good rating, four average, and four weak. In the motorcycle repair, three were good, two average, and one weak. The JSC can provide further training for about five out of the ten weak students in two months. The final examination was to be given on October 5, 2000. The last day of classes was scheduled for October 12, 2000.

Sign Language Training for Project Staff and Trainers

In discussions with Vessels of Mercy, another NGO working in Vietnam, it was decided that a course could be developed to give basic training in sign language to project personnel who deal regularly with the deaf and dumb AWD in the project. Trainings were conducted in Hai Duong and in DaNang (for participants in DaNang and Quang Nam). WCDO staff and formal or informal vocational trainers who are working with or interested in working with the deaf were invited to the training. A report of the training is included as Attachment B.

Activity 2.5: Employment and Income Generation

a) Program Activities:

DaNang

The first intake for formal training in the electricity and sewing courses began on July 15, 1999. This included nine electricity students and nine sewing students. The following table shows the current situation of the first intake students:

Current Situation of the 1st Intake Formal Graduates:

No	Name	Skill	Current Situation	Income/month
1	Nguyen Ngoc Thien Long	Electricity	Working for candy shop	200,000 VND
2	Nguyen Duc Khoa	Electricity	Jobless	
3	Vo Van Nghia A	Electricity	Working for business	150,000 VND
4	Vo Van Nghia	Electricity	Working w/ business	Business gives 3 meals + 20,000 VND/ week
5	Nguyen Tan Son	Electricity	Helping mother	
6	Le Hoang Minh Huy	Electricity	Studying advanced skills	

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7	Nguyen Duc Tuan	Electricity	Motorbike repair w/ father	
8	Le Uy Vien	Electricity	Working w/ uncle (electricity)+ at home	300,000 VND
9	Nguyen Thanh Hiep	Electricity	Selling cakes, candies	120,000 VND
10	Le Do Bich Ha	Sewing	Helping mother selling noodle soup	
11	Tran Ngoc Uyen	Sewing	Working for Quoc Bao Shoe Factory	425,000 VND
12	Nguyen Thi Thuong	Sewing	Jobless	
13	Luong Thi Phuong Chi	Sewing	Working in HCM City	200,000 VND
14	Nguyen Thi Tuyet Nhung	Sewing	Working with other tailor	250,000 VND
15	Tran Thi Hong Phuong	Sewing	Learning advance skill	
16	Nguyen Le Thu	Sewing	Learning advance skill	
17	Ton Nu Ngoc Ha	Sewing	Helping mother	

Note: Number of students having jobs: 8/17 (45%)

Current situation of the informal graduates:

No	Name	Skill	Current Situation	Income/month VND
1	Nguyen Viet Hoang	Barber	Working w/ business. He plans to open his own shop later.	200,000- 300,000
2	Nguyen Van Thinh	Photography	Working w/ business - income depending on products	150,000
3	Bui Thanh Vu	Rattan, bamboo production	Working at home. Receiving work from the business	100,000
4	Tran The Phong	Shoe making	Working w/ business	300,000- 400,000
5	Pham Thi Le	Sewing	Toy Company	150,000-300,000
6	Pham Kieu Huong	Sewing	Working with business	300,000 + lunch
7	Nguyen Thi My Hanh	Hairdressing	Working with business	150,000
8	Nguyen Thi Minh Thi	Sewing	Trung Viet Garment Factory	200,000
9	Nguyen Ba Tam	Motorbike repair	Working with business	200,000
10	Nguyen Hong Man	Computer	Working with business	150,000
11	Le thi Hong Nhung	Bakery	Working with business	200,000+3meals
12	Tran Van Loc	M. repair	Working with business	200,000
13	Nguyen Do Thanh Chau	Electricity	Working with business	200,000
14	Tran Thi Kim Cuong	Hairdressing	Working with business	200,000+ lunch
15	Tran Song Anh	Photography	Working with business	100,000 + lunch



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15	Tran Song Anh	Photography	Working with business	100,000 + lunch
16	Nguyen Chau Buu Quoc	Photography	Working with business	150,000
17	Tran Thi Chau	Hairdressing	Working with another business and preparing fish for others	100,000 (w/business)
18	Phan Thi Anh Lien	Sewing	Working with business	150,000

Note: Number of graduates having jobs: 18/18 (100%)

Hai Duong

Approximately 72% of the students have received employment, including some working for businesses in the province or district, and some running their own business in the community. Their average income is about VND 150,000 to VND 300,000 (\$10.50 - 21) per month. Some of the students make a very high income of VND 500,000 - 700,000 (\$35 - 49) per month. About 8.6% of the students are unemployed. One reason is that the opportunities available to them offer only a low income, and they would rather look for other places to work that pay a higher salary.

Quang Nam

The Job Service Center in Quang Nam is planning to place 25 students in the following areas: 13 sewing students at the sewing workshop of Mrs. Hong in Tam Ky, eight electricity students at private shops in Tam Ky, and four students at the Phu Tho Motorcycle Repair shop in Tam Ky. Sixteen students are planning to return to their home villages.

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.*

The Project continues to go very well with many very successful interventions occurring during the quarter. Two particularly valuable interventions were:



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1. **Life skills training:** This has been quite successful. The course was developed and implemented by our staff social worker and Mrs. Tuyet, a social work intern working with a national NGO.
2. **Sign Language Training:** We were fortunate to work with Mrs. Evelyn McCoy and a Vietnamese trainer to teach sign language to project partners in all three locations. This training was quite successful and should be included in any future project locations. This was not a planned activity from the proposal but as the opportunity arose we felt it would be a very good addition to the project. Miss Lua, our staff social worker, has expressed a desire to learn more signing as a method of better reaching our deaf AWDs. We hope to offer her more opportunities to learn in the future.



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ATTACHMENTS



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ATTACHMENT A

EXPENDITURE/FINANCIAL REPORT



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ATTACHMENT B

REPORT ON SIGN LANGUAGE TRAINING



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**Report of Training for Vocational Skills Instructors in
Basic American Sign Language Integrated with
Vietnamese Sign Language**

The following is a summarized report of training done for vocational skills instructors in American Sign Language integrated with Vietnamese Sign Language.

Duration:	10 days	5 days Monday - Friday	Hanoi	July 10- 14
		5 days Monday - Friday	Da Nang	July 24-28
		AM Session 8:30 - 11:00 with 15 minute break		2 1/2 hours
		PM Session 13:30 - 16:00 with 15 minute break		2 1/2 hours

Participants: 12 Vocational Skills Instructors selected by WCDO
Each Participant received a total of 50 hours instruction for a combined total of 600 training hours.

A brief history of Sign Language was given and approximately 700 signs were demonstrated, taught and reviewed. The signs illustrated in the textbook were all demonstrated, explained, and taught. Students were taught how to convert individual words and concepts into signs and how to express specific information through finger spelling in Vietnamese.

The class learned the Vietnamese and American Sign Language alphabet, days of the week, months of the year, numbers, and grammar. They learned how to gather basic information regarding addresses and locations, family, health, school, and vocation. How to communicate specific information regarding these topics was also covered.

Participants were taught how to ask questions, give commands, express negatives, show possession, and deal with time factors. In addition, they were taught how to describe abilities, actions, characteristics, emotions, home activities, mode of travel, and scenery. Exercises were given in the use of sign language and interpretation in communication of information and conversations regarding family, home, nature, school, and work environment. The students were very attentive and eager to learn. They were very cooperative and demonstrated excellent classroom participation.

Before completion of the course, each participant was required to converse in Sign Language in an intelligible way for five minutes. Each participant met this requirement twice during the course of instruction. Approximately one-third of the class was able to exceed this requirement.

Evaluation: Approximately one-third of the participants showed an excellent grasp of Sign Language and demonstrated excellent signing skills. One-third of the class demonstrated above-average ability in these areas and one-third showed average comprehension and signing skills.



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As in the acquisition of any language, students were encouraged to seek out opportunities to practice and improve their signing skills and to observe the use of Sign Language by the Deaf as a primary means of communication.



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ATTACHMENT C

**OBSERVATIONS/COMMENTS ON FOUR-WEEK
PROJECT MONITORING**



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**WCDO'S OBSERVATIONS/COMMENTS ON 4 WEEKS' PROJECT MONITORING
EXERCISE UNDERTAKEN BY WCDO STAFF AND SOME PMT MEMBERS**

First Intake Students:

Informal Training:

- Some of the informal students are employed by the shops that trained them (or a different shop) and are earning an exceptionally high income of 400,000 - 700,000 VND (\$28 - 49) per month.
- Some are also employed by the shops/trainers and earning a moderate income of 150,000 - 350,000 VND (\$10.50 - 24.50) per month.
- Some have opened their own shops with the help of the start-up assistance provided by the project and are doing quite well.
- Some are without jobs and doing nothing at the moment.
- Some of them expressed that the six-month training they received was not enough and wished the training period were longer.

Formal Training:

- Some received start-up assistance from the project and set up their own business and are doing well. Some of them, especially the electricity graduates, although they received start-up assistance, are yet to start any serious business.
- Some were placed in jobs by DOLISA, but citing bad treatment by employers, inadequate salaries, and in some cases no salaries for considerable amounts of time, they left the jobs and returned to their communities. Some of these have since been placed in jobs or established their own businesses with start-up assistance from the project. Few are doing nothing.

Second Intake Students: (Still in training - formal and informal)

- Most are serious with the training and are making reasonable progress.
- Few have dropped due to bad health or other reasons.
- Some are receiving income while in training such as Tu Ky Embroidery Shop and Hong Ngoc Center in Chi Linh.



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- Some informal students and their teachers have asked the project to extend the current six-month training period.
- A few informal students are struggling with transportation to and from their training site. For example, a half-orphaned AWD (girl) in Nam Sach sewing shop walks 12 kilometers (in-and-out) a day to attend the training.

Peer Groups and Lifeskills Activities:

- Monthly peer group meetings are going okay in all sites (formal and informal). The students seem to like the activities. However, not all kids are able to attend, especially the informal students who live far from where the peer group meetings are held.
- Not all the young people attend or know of the peer group activities. For example, some of the 1st intake, formal training graduates who are now working in the communities did not hear of the peer group activities.
- The recent lifeskills training in all the sites went well and was valuable to the young people. They have asked the project to conduct more life skills training in the future.

Recommendations/Comments:

- WCDO is pleased with the progress of the 2nd intake training.
- WCDO is excited about the high proportion of 1st intake students currently working.
- The CSWs and DSCs are doing an excellent job in terms of implementing and monitoring project activities. However, it would be good if they could visit the kids (students and graduates) more frequently and to report potential problems early to the PMT and WCDO.
- CSWs and DSCs must look for jobs for the few students who are currently not employed.
- CSWs and DSCs should ensure that the AWD graduates are paid fair wages and salaries by the employers.
- WCDO is suggesting that the current informal training be extended from six months to eight months.
- All the young people should be informed and invited to the monthly peer group activities.
- During the last PMT meeting in June, it was agreed that the families of AWDs should be responsible for the transportation needs of the AWDs to and from training. However,



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WCDO is suggesting that in very special and exceptional cases, like the girl in Nam Sach, the project should support AWDs with bicycles.



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ATTACHMENT D

SUCCESS STORIES



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As Vietnam is a developing country, the average income is very low, about \$200 per year, or \$17 per month. The main economy is based on agriculture. Although there are a lot of development policies to ensure that children are taken care of, there still remains a great number of homeless, disabled, and street children. Following are some stories of young people that have been successful in the project.

TU KY DISTRICT - INFORMAL TRAINING

Nguyen Van Viet was a Child in Extremely Difficult Circumstances (CEDC). He was born into a very poor family. Before joining the project, he stayed at home and did nothing. After attending the sewing course for six months, he was employed at the training place. Now his income is 700,000 VND (equivalent to \$50) per month. He recently said: "My parents have died, and if I did not get assistance from the project, I do not know what can I do. I am very happy that I was selected to join the project. My life now is entirely changed. I have a nice job. The income is enough to support my family. Thanks, WCDO." Viet is healthy and clever. The vocational teacher commented, "He has made big progress, studies hard, and is active and honest. He is skillful in sewing, and that's why he was promoted as a manager of my shop." Viet just married a few months ago. The income is enough to support his whole family.

Toan is 15 years old, finished grade 7, and has a cleft lip. Before receiving assistance from the project, she stayed home to help her parents with the housework. When she was selected to join the project, she was very happy. She studied embroidery. After six months, she was also employed at her training place. Now she earns 230,000-300,000 VND per month (\$17-21). She enjoys working and sometimes spends the night at the shop. She said, "I am feeling very happy to receive assistance from the project. Thank WCDO a lot. During the training my vocational teacher treated me very nice, and the Community Service Workers visited us regularly. We not only received vocational training, but also were equipped for life through peer group meetings and life skills training. My parents are very happy. They did thank WCDO."

Nguyen Thi Bang was a CEDC who finished grade 5. She was selected for the embroidery course. After the training, she brought materials to work with at her home. She said, "Before attending the project I was very sad. My parents died when I was a child. My family is very poor. I am living with my grandmother. Being selected for the project, I feel happy. Now my life has completely changed. I have a nice profession and have an income. My income is 300,000-350,000 VND per month (\$21-25). Besides, I am training 10 other kids who live near my commune to do embroidery."

NAM SACH DISTRICT

Pham Thi Hang was born in a very poor family in 1986 in Nam Sach District-Hai Duong Province. Hang and her younger sister were both infected with Agent Orange. Hang is seriously



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disabled, but even though her legs were shrunken, she managed to finish grade 9. She cannot walk, she only sits, and moving is very difficult. When she was selected for the training, she was so happy. During the six-month informal training in the community, she has made a great effort to fulfill her duty with the hope that after the training, she can set up her own business to serve herself as well as to help her family. Her dreams have become truth. Now she has opened her own sewing shop at her house. WCDO provided her with a lock-stitching machine as set-up assistance. She earns 500,000 VND (\$35) per month. At the present time, she helps her family a lot with her income from sewing. It is a big amount in the rural area of Vietnam. She said, "Before attending the training I was very sad. My family is very poor. I did not know which job would be suitable for me, such a disabled girl with very poor health. I also felt very useless in my family. But now my life is completely changed. I have never thought that I could be so successful as today. I feel confident because I can esteem myself by my present Tailoring profession. I am happy. Thank you WCDO and District Steering Committee to help me to attend this sewing training class at the community. Now I can make a shirt and a suit very skillfully. I have enough customers. I earn 500,000 VND a month now. It is a great deal to help my family and serve myself." She has a lot of customers and she plans to employ an assistant soon.

Ta Thi Loan has a weakened left hand, but was able to finish grade 9. She attended the formal training sewing course for nine months in Hai Duong. After the training she had the confidence to set up her own sewing shop by herself. Different materials now hang on the wall of her shop. She said, "Before attending the project, I did not know anything about sewing. Now I know how to do sewing, and I do it very well. I like sewing very much. My parents provided me with half of the initial materials, and the other half I bought in the market, but am still in debt. I will pay it off when I have more customers." This girl is very active, and is qualified enough to do business. She is proving her ability to everyone. She said, "Monthly I get 250,000-300,000 VND (\$18-21). I hope in the future I will get more and help my family through the income that is earned from sewing. I am going to employ an assistant."

THANH HA DISTRICT

Man and Hoa are both successful students in the Thanh Ha District embroidery training. Man was the fourth child born into a poor family of five. Hoa was the second child born into a poor family of three. The parents of these girls are farmers. They were trained in the same embroidery course in the same place. Both of them have finished grade 7 and have studied hard. They are praised a lot by the shop owner. Now their income average is 100,000-120,000 VND (\$7 - 8.50) per month. They said: "When we were selected to join the project, our families were happy. We love embroidery very much - that's why we tried our best to fulfill the training course. Now we have jobs and an income. Thanks WCDO a lot."



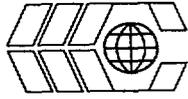
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CAM GIANG DISTRICT

Nguyen Van Thanh was born in a poor family in Cam Giang District. Like many others, after the electronic training course, he set up his own business at home. WCDO provided him a set of electronic tools as set-up assistance. He said, "Before joining the project I really did not know which job would be suitable for me. My one leg is shrunk, so I can't do farm work like others, and I do not want to live off my parents. Receiving the assistance from the project, now I have a profession." In his house are a lot of damaged things such as radios, TVs and fans. Someone asked him, "You must get a great deal from these things?" He answered "These goods belong to my neighbors and relatives; they bring them to me and ask me to repair them for them. I receive all, whatever I can do I will, and if there are some things I don't know how to repair, I will ride my bicycle to Hai Duong to ask my vocational teacher. I think it is the best way to practice and advertise. We are happy. Thanks, WCDO, very much."



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ATTACHMENT E

**SUMMARY OF ACTIVITIES
QUANG NAM**

SUMMARY OF ACTIVITIES / JULY - SEPT 2000

Dates	Activities	Place	Beneficiaries	Number	Female	Male
4-Jul-00	Disability Awareness Training	Que Son	Businesses of informal training & parents of AWD	25	11	14
5-Jul-00	Disability Awareness Training	Tam Ky	Businesses, parents of AWD, teachers of Qnam JSC	24	12	12
6-Jul-00	Disability Awareness Training	TienPhuoc	Businesses of informal training & parents of AWD	25	9	16
7-Jul-00	Disability Awareness Training	Dai Loc	Businesses of informal training & parents of AWD	23	11	12
13-Jul-00	Peer Group Meeting of AWD	Tien Phuoc	Informal students from Tien Tho	7	5	2
14-Jul-00	ABE Training for AWD	Tam Ky		8	7	1
20-Jul-00	Peer Group Meeting of AWD	Tien Phuoc	Informal students from Tien Ky, Chau & My	6	1	5
20-Jul-00	Peer Group Meeting of AWD	Que Son	Informal students from Dong Phu & Que Chau	10	5	5
20-Jul-00	Peer Group Meeting of AWD	Que Son	Informal students from Que Phong	6	2	4
26-Jul-00	Peer Group Meeting of AWD	Tam Ky	Formal students	22	14	8
29-Jul-00	Peer Group Meeting of AWD	Tam Ky	Informal students from Tam Dan	5	2	3
29-Jul-00	Peer Group Meeting of AWD	Que Son	Informal students from Que Xuan	5	2	3
31-Jul-00	Peer Group Meeting of AWD	Dai Loc	AWD from Dai Nghia & AiNghia	8	4	4
31-Jul-00	Peer Group Meeting of AWD	Dai Loc	AWD from Dai Quang	5	3	2
14-Aug-00	Camp for AWD at Suoi Tien, Que Hiep		Informal students and CSW from Tien Phuoc	19	8	11
	Que Son, Quang Nam		Informal students and CSW from Que Son	28	14	14
20-Aug-00	Peer Group Meeting of AWD	Que Son	Informal students from Dong Phu & Que Chau	10	5	5
20-Aug-00	Peer Group Meeting of AWD	Que Son	Informal students from Que Phu & Que Xuan	4	2	2
23-Aug-00	Peer Group Meeting of AWD	Tien Phuoc	Informal students from Tien Tho	7	5	2

25-Aug-00	Peer Group Meeting of AWD	Tien Phuoc	Informal students from Tien Ky, Chau & My	7	1	6
31-Aug-00	Informal training	Tien Phuoc		14	6	8
	Informal training	Que Son		20	9	11
	Informal training	Tam Ky		13	7	6
	Informal training	Dai Loc		14	8	6
			Total	315	153	162

SUMMARY OF ACTIVITIES / APRIL - JUNE 2000

Dates	Activities	Place	Beneficiaries	Number	Female	Male
7-Apr-00	Starting Formal Training Courses	JSC in	AWD from 7 districts in Quang Nam Province	37	14	23
		Tam Ky	CEDC from Tam Ky, Tien Phuoc & Thang Binh	6	5	1
18-Apr-00	Peer Group Meeting on Disability Day	JSC in	AWD + CEDC of formal skill training courses	43	20	23
		Tam Ky	Community Support Worker: PWD, Red Cross, etc	4	2	2
18-Apr-00	Parade for Disability Awareness Raising	Tam Ky	People in Tam Ky & students of Qnam JSC			
	TV shows for Disability Awareness	Qnam	People & community in Quang Nam Province	3 shoots		
21-Apr-00	Peer Group Meeting of AWD	JSC in	Boarding students	29	14	15
		Tam Ky				
24-Apr-00	Social Work Training for CSW	Tam Ky	Volunteers from Red Cross + CPCC + Youth + PWD	22	17	5
26-Apr-00	KAP Training & Survey	Qnam	Businesses + people in community from 4 districts	400		
10-May-00	KAP Survey on Businesses	Tam Ky		46		
	KAP Survey on people in community			74		
10-May-00	KAP Survey on Businesses	Que Son		31		
	KAP Survey on people in community			69		
10-May-00	KAP Survey on Businesses	Tien Phuoc		47		
	KAP Survey on people in community			53		
10-May-00	KAP Survey on Businesses	Dai Loc		29		
	KAP Survey on people in community			70		
18-May-00	Peer Group Meeting of AWD	Tam Ky	Formal + Informal students	37		

23-May-00	Social Work/ Disability Awareness Training	Que Son	CSW, Volunteers from Red Cross & other mass organizations, DeLISA, PWD & parents of AWD	28	15	13
24-May-00	Social Work/ Disability Awareness Training	TienPhuoc	CSW, Volunteers from Red Cross & other mass organizations, DeLISA, PWD & parents of AWD	23	10	13
25-May-00	Social Work/ Disability Awareness Training	Tam Ky	CSW, Volunteers from Red Cross & other mass organizations, DeLISA, PWD & parents of AWD	28	11	17
26-May-00	Social Work/ Disability Awareness Training	Dai Loc	CSW, Volunteers from Red Cross & other mass organizations, DeLISA, PWD & parents of AWD	24	9	15
31-May-00	Peer Group Meeting of AWD	Que Son	Informal students from Dong Phu & Que Chau	10	4	6
9-Jun-00	Informal training	Tien Phuoc	AWD from Tien Tho, Tien Ky & Tien Chau	15	6	9
	Informal training	Que Son	AWD from Que Chau, Phong, Long & DongPhu	14	6	8
	Informal training	Tam Ky	AWD from Tam Ky	5	2	3
	Informal training	Dai Loc	AWD from Dai Hiep, Quang, Nghia & AiNghia	10	4	6
20-Jun-00	Peer Group Meeting of AWD	Que Son	AWD from Dong Phu, Que Chau, Phong, Long	16	6	10
	Peer Group Meeting of AWD	Tam Ky	Formal students from JSC	36	17	19
			AWD - informal training from Tam Ky	4	3	1
	Peer Group Meeting of AWD	Tien Phuoc		6	4	2
30-Jun-00	Peer Group Meeting of AWD	Dai Loc	AWD from Dai Quang, Dai Nghia & AiNghia	8	5	3
			Total	1144	135	153

SUMMARY OF ACTIVITIES / JANUARY - MARCH 2000

Dates	Activities	Place	Beneficiaries	Number	Female	Male
Jan 18-19	Training on Disability Awareness	Hoi An	Volunteers from Red Cross, DeLISA,	33	15	18
	Baseline Data + TNA Survey		CPCC, Women Union, Health Workers	33	15	18
Jan 20-21	Training on Disability Awareness	Tam Ky	Volunteers from Red Cross, DeLISA,	43	31	12
	Baseline Data + TNA Survey		CPCC, Women Union, Health Workers	43	31	12

Jan 20-31	Baseline Data + TNA on AWD	Hoi An	AWD 1981 - 1986	19	7	12
	TNA Survey on Businesses		Businesses for Voc/Training + Job/Creatn	9		
Jan 20-31	Baseline Data + TNA on AWD	Dien Ban	AWD 1981 - 1986	27	16	11
	TNA Survey on Businesses		Businesses for Voc/Training + Job/Creatn	0		
Jan 20-31	Baseline Data + TNA on AWD	Dai Loc	AWD 1981 - 1986	53	18	35
	TNA Survey on Businesses		Businesses for Voc/Training + Job/Creatn	1		
Jan 22-31	Baseline Data + TNA on AWD	Tam Ky	AWD 1981 - 1986	35	13	22
	TNA Survey on Businesses		Businesses for Voc/Training + Job/Creatn	52		
Jan 22-31	Baseline Data + TNA on AWD	TienPhuoc	AWD 1981 - 1986	72	29	43
	TNA Survey on Businesses		Businesses for Voc/Training + Job/Creatn	6		
Jan 22-31	Baseline Data + TNA on AWD	NuiThanh	AWD 1981 - 1986	39	18	21
	TNA Survey on Businesses		Businesses for Voc/Training + Job/Creatn	17		
Jan 22-31	Baseline Data + TNA on AWD	Que Son	AWD 1981 - 1986	82	32	50
	TNA Survey on Businesses		Businesses for Voc/Training + Job/Creatn	76		
Feb 16-17	Disability Awareness Workshop	NhaTrang	Quang Nam partners + WC staff	13	4	9
			Total	653	229	263



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VIETNAM:

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

QUARTERLY REPORT

PICTORIAL SUPPLEMENT

1 JULY 2000 THROUGH 30 SEPTEMBER 2000

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**

November 1, 2000



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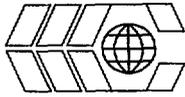
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These AWDs are learning stone cutting in an informal training class.



Luong Thi Thanh Van has difficulty moving her hands and legs, but she is learning sewing and knitting in DaNang.



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If you have only one good hand, you can learn to sew using your foot.



A camping trip for AWDs in Que Son and Tien Phuoc districts was held in Quang Nam province on August 14, 2000.



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AWDs enjoy the peer group meetings.





A visit to a shop owned by an informal trainee who opened a business in her home. Although both her legs are disabled, she conducts her business very well.



A training session at the Social Protection Center under DeLISA. These students are in electricity and electronics training, in the 2nd intake of the formal training program in Hai Duong province.



Peer Group Activities





Everyone enjoys the peer group activities.