



World Concern Development Organization

VIETNAM:

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

QUARTERLY REPORT

1 JANUARY 2001 THROUGH 31 MARCH 2001

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

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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 January 2001 through 31 March 2001

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: April 25, 2001

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:

Jobs have been the primary focus of the quarter. In a project officers' meeting held in DaNang on February 21, much of the discussion centered on jobs. It was resolved that jobs for the Adolescents With Disabilities (AWDs) are first on the list of primary objectives but additional discussion was necessary. It was concluded that certain steps would be taken to make jobs a personal commitment. Each member of the group would devise a method to keep jobs in the forefront of their minds and develop a way to physically measure progress towards the goal and feel a sense of accomplishment as it is reached. Project Manager Bob Huff, in leading this discussion, offered a method that he will use and suggested a model for the Community Support Workers (CSWs) to use. He also asked for suggestions that could be used by the project officers. It was decided that Bob would put maps of the three provinces on his office wall on which he would plot the location of each AWD that had graduated and still needed a job. The color of pins could



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be changed as the AWDs were placed in adequate employment. The number of "employed" or "needing employment" in each project location would be a continual reminder to keep employment at the forefront.

The project officers suggested that binders marked "needing jobs" and "employed" could hold the case studies of each youth who had graduated from the training. The goal of moving all case studies into the "employed" binder could be a physical reminder of the need to work each day on securing jobs. The case studies with attached pictures of the AWDs should be constantly reviewed, so the faces of the AWDs needing a job would be continually before them.

It was suggested that cards be made up with the pictures of the graduates needing jobs on the front and pertinent information about that adolescent on the back. (See attachment B). All the adolescents needing a job in a given CSW's area could have cards that would be bound together and given to that CSW. This would serve as a continual reminder to the CSWs to seek jobs for these youths as they see their faces each day on the cards. The cards could also be taken to a job site to show the owner which graduates would be available and the qualifications that they have. These cards could then be returned to the DSC or WCDO social worker to encourage a sense of pride and accomplishment.

At every Project Management Team (PMT) meeting it was emphasized that finding jobs was everyone's responsibility.

Activity 1.2: Strengthen Cooperative Relationships

a) Program Activities

WCDO staff are involved in the direction of the Disability forum and contribute to the meetings. The forum yearly seminar will be held in Vung Tau on the 3rd and 4th of May 2001.

Mr. Tue of Molisa contacted WCDO to help sponsor the Asia Pacific Disability Forum. WCDO staff are happy to do the groundwork but will ask for direction as to funding any activity.

Southeast Asia Relief and Assemblies of God World Relief are both organizations operating in DaNang. They each have some money allocated to do some minor surgery. WCDO has been working with these organizations in trying to arrange some help for a few AWDs that have been part of the AVTPAD program.



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

• **Program Activities**

Awareness training was held for families of the AWD in the project. Last quarter, Ms. Nhieue from Save The Children Fund UK was invited to be the trainer for an awareness training for families of AWD at all three locations. This activity continued into the first few days of this quarter. This training was followed up by the CSWs during their regular visits with families and businesses during this quarter, and as a result, there has been a continuing increased awareness in both the families and businesses.

The activities of our Community Support Workers and our graduates are the best Disability Awareness Activity that we could possibly have:

Nguyen Ngoc Phuong is nineteen years old and 80 cm. tall. He has a large hump on his chest and one on his back. His legs are misshaped which causes him to walk very unevenly. However, this boy is a poster child for disability awareness. He has learned watch repairs in informal training and works in a roadside shop across from the market in Que Son QuangNam Province. He is very famous in his community for his ability and good nature. This was not always the case for him. Before he entered this project, he only stayed at home and was unhappy. Many people have come to know of and appreciate our project because of Phuong (see Attachment F – Project Photographs).

Ho Thi Thinh and **Dang Thi Bich Hanh** are now being trained on sewing by Ms. Ha at Tan Thanh, Tam Ky. Thinh started in September and Hanh started in December 2000. Of the two girls, Hanh's life at home was more difficult. She had to work very hard to help her mother take care of her younger sister.

Ms. Ha has been very nice when training the two girls and they have made much progress in their skills. They are more open talking to other trainees as well as people around the shop. They also participate in regular peer group meetings, which helps them in social interaction with others. They are most open with Ms. Ha as well as Ms. Phuong and Ms. Hien, the Community Support Workers in Tam Ky, who have visited and talked to them many times.



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Ms. Ha and the two girls' parents took part in the Disabilities Awareness Raising Workshop in Tam Ky on January 2 & 3, 2001. These workshops helped change their attitude and behavior towards the adolescents with disabilities.

Vo Thi Kim Oanh lived in a miserable situation when WCDO staff visited her home in May 2000. She lived in a dark room that was not clean and she was in a hopeless mood. Her parents did not pay proper attention to her or give her the help she needed.

Ms. Thuy began coming to Oanh's house every day to teach her how to knit with wool. At the beginning, Ms. Thuy was not very interested in training Oanh, but as the training progressed, she began to love and appreciate Oanh because of her hard work and her personality. Now Ms. Thuy appreciates the opportunity to talk and work with Oanh.

Every month Oanh went to Ms. Thanh's house (the CSW at Tien Tho Commune) to participate in a group meeting with other AWDs. She also participated in the camp with 46 AWDs from Tien Phuoc and Que Son at Suoi Tien, Que Son district in August 2000. That was her first opportunity to be away from home and it has been her best memory so far. Oanh now lives a more optimistic life with a brighter environment around her.

Ms. Thuy and Oanh's parents also had the chance to participate in several Disabilities Awareness Raising Workshops in Tien Phuoc District on May 24, 2000, July 6, 2000 and Jan 2 & 3, 2001. These workshops have helped change their thinking and raise awareness towards disability issues.

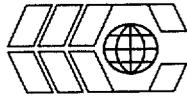
a) Actual vs. expected results

The best activities seem to always be the ones you did not plan. Bob Huff, project manager, states, "I am so proud of our staff and our CSWs but most of all I am proud of our kids who show their communities that they are able, productive members of society."

Activity 2.2: Community Support Worker Training and Group Formation

a) Program Activities:

Life skills training courses were held in DaNang and Quang Nam provinces in March 2001. Ms. Nguyen Thi Anh Tuyet, a trained social worker from Hanoi, conducted the training. Attendees of the training included the following:



DaNang	12-13 March: 37AWD from Hai Chau and 4 CSWs
	14-15 March: 27 AWD from Hoa Vang and 2 CSWs
	16-17 March: 34 AWD from Thanh Khe and Lien Chieu
Quang Nam	19-20 March: 29 AWD (14 female, 15 male) from Tien Phuoc and 4 CSWs
	21-22 March: 30 AWD (16 female, 14 male) from Tam Ky - and 3 CSWs
	23-24 March: 40 AWD (16 female, 24 male) from Que Son and 5 CSWs
	25-26 March: 26 AWD (19 female, 7 male) from Dai Loc and 5 CSWs

Day one of the training included introduction of life skills, introduction of basic needs of human beings, the Maslow matrix, and concepts and purpose of communication skills.

Day two began with Value Awareness skills, which consisted of awareness of the value of oneself and others' attitudes and behavior to produce suitable reactions, self-esteem and self-protection to cope with risks, and a self-evaluation to know one's advantages and shortcomings. Further topics included introduction of gender, the similarities and differences between the two sexes, decision-making skills, keeping a good attitude when making decisions, and how to not be affected by outside factors, the skills to say "no" to a social evil attraction, and setting goals, including the identification of specific, short and long-term goals in life to have a life orientation.

The training was very useful. It gave the children opportunities to meet old friends (students of formal training) and make friends with others. They also learned to be more active and confident. Groups like Hoa Vang and Lien Chieu were very timid at the beginning but very active in the following days. Some of the children expressed their opinions about the training and their situations. All of them liked the training and were very grateful for WCDO to help them to get together to learn, to share and have fun.

The father of Trinh, one of the girls in the training, had abandoned the family but he now took much care for her in the training. The hotel staff showed much interest in the training too. They asked us about the project and the situations of some of the AWDs. The hotel manager was also interested in the training. He often visited the meeting, and asked his staff to put wastebaskets and clocks in the room and generally showed much concern. The hotel people had a nice attitude in spite of the disturbance caused by the AWDs.

Ms. Dien, the bakery shop owner said after the training that Thao behaved better, Mr. Bay, the printing shop owner said Ha became less stubborn and now works with a happier attitude and is more active. Some businesses in Lien Chieu said the children (Tuyen and Li Duy Anh) are more confident.

A number of our CSWs were utilized during this activity. As each CSW's group attended the class they were there to help. Some of the CSWs were identified as having real



abilities in leading group activities. Tra Thanh Lanh is one CSW that was a great help with group activities. During the life skill trainings, he participated in both DaNang and Quang Nam as he has a real gift of working in front of large groups. He led songs, did warm up and energizer activities and generally helped the trainer. We recognize Mr. Lanh's gifts and wanted to use him to the best of his abilities (see photo of Mr. Lanh and the Life Skills training class in Attachment D).

Dang Van Thai is a new CSW that was contacted during this quarter. He was introduced to WCDO by SEAR (Southeast Asia Relief). Thai is a polio victim whose arms and legs were both affected by the disease. He does have use of his arms but his legs are completely immobile. SEAR had known him for several years. They had sponsored him to learn electronics but he was never able to find anyone who would hire him. He is thirty years old now and knows the struggles of being disabled, and what it is like to be an adolescent with a disability. His desire is to help others avoid the problems that he faced when he was younger. He has a very good heart and a desire to help others. He has a three-wheel bicycle that he gets around in very well (see photo of Dang Van Thai, CSW, in Attachment D).

In DaNang, two CSWs, Mr. Thai and Mr. Quoc, are both in wheelchairs and in Quang Nam, one CSW has only one foot.

The following is an example of a peer group meeting taken from the report of one of our CSWs.

Peer Group Meeting in Tam Ky

Time: 1:30 to 3:30 PM, 28 February 2001

Place: Tan Thanh Commune, Tam Ky Town

Number of AWD: 8 (7 female, 1 male)

CSW: Mrs. Phuong and Mrs. Hien

1) Activities: Singing songs and playing games which were taught in the previous peer group meetings.

2) Issues discussed:

- Openly talk to the AWD about their training
- Try to understand the relationship between the AWD and the businesses as well as the love of businesses towards the AWD
- Assess the need and desire of each AWD
- Review each AWD's strengths and weaknesses so that they will become better in the next months.

Summary from CSW's Reports Hai Duong Province
January – March 2001

Group kids	Number of AWDs involved	Content	Information	Others
Hai Duong	5	<ul style="list-style-type: none"> CSWs visited AWDs at their home to understand the job situation Visited some business around Hai Duong town to see if they can employ disabled persons. 	<ul style="list-style-type: none"> Some AWDs are improving their skills Some of them are staying at home One business can provide jobs for them but the kids themselves do not want to do such work. 	Done by Mr. Quyet
Tu Ky	8	<ul style="list-style-type: none"> Understanding the material source Encouraging them in the beginning of their work 	<ul style="list-style-type: none"> Some of them are working with embroidery skills with their neighbor Some of them are improving near their home Some of them get the material from the training place and work at home 	Done by Mrs. Lien
Cam Giang	3	<ul style="list-style-type: none"> Visiting each family 	<ul style="list-style-type: none"> In general they still have difficulty in job placement One is doing well 	Done by Mrs. Thu
Trade Union	22	<ul style="list-style-type: none"> Understand the job status of kids in 1st intake Encouraging the AWDs that are in training at the center Some outdoor activities 	<ul style="list-style-type: none"> 14 kids in 1st intake are working well at the center One is equipped with computer skills and is also working well. The director of this center pays her social and health insurance. She has now become an official special employer who is working in the office in this center. 	Done by Mr. Phong and Mrs. Thuong



Activity 2.3: Adapting Vocational Training Sites

a) Program Activities

No further construction is taking place at this time.

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

a) Program Activities:

Formal Training

WCDO staff has had considerable discussion with the Project Management Teams of each of the three project locations during the past quarter about Formal Training. We had felt that in a new extension period we would chose to do limited formal training as the model is showing far more success with informal training. However, our primary partners on the PMT being Molisa and Delisa, we were not sure what their reaction would be to promoting more informal and less formal training. They were very supportive on that decision, however. They could also see the value of placing these AWDs into a more friendly, protected environment of a small family-run shop. The Job Service Centers were also accustomed to placing graduates in large factories, which is also not the best environment for most AWDs. We believe we can still do some training in formal training sites as inclusive education for AWDs that are able to learn there. It provides an opportunity for shop owners who can provide employment but do not have the time or skill to train to hire AWDs that receive formal training elsewhere.

Some success stories from formal training

Tran Thi Ngoc Uyen is a female, 18 years old, who has difficulty speaking. She received sewing training at the Delisa Job Service Center for nine months. Before she participated in the project, her life was very difficult. Her father is a bicycle taxi driver. She used to help her mother raise pigs and worked in the field. After finishing level nine, she had to stay at home because of the family economic situation. She is an example of hard working for her classmates. She graduated in April and began to work for Quoc Bao Shoe Factory in July with the salary of 350,000 VND. She always tried her best to adapt to the working environment. Now her salary is 800,000 VND/mpnth. The family situation has now improved. With her income, the mother bought more pigs. At the Life Skills Training, she was very active and said to the workshop coordinators, "I value this occasion very much. This is very useful for us. Rarely in our lives do we have such opportunity."

Bui Thi Yen is 17 years old and has one shrunken leg. Her parents are farmers. She was trained in a nine-month sewing course in the SPC of Hai Duong. She really had a good time during her training. She said that during the course she received not only skills but also life skill training and peer group activities. The community support workers visited and provided them with some outdoor activities. She had excellent results after the training. At the moment she is running her own business at her family home. She said the busiest time of the year is the time near Tet holiday (about the first three months of the year). Her mother said before joining the project program she only stayed at home and knew nothing, and was very shy when communicating with others. Sometimes she asked relatives to help her in getting material from Hai Duong town that is 10 km. from her house because she cannot ride a bicycle. Monthly she earns about 100,000 VND per month (about 7 USD). The income is low, however, it makes her pleased to see the products she has made by herself. In the future, her parents said she would be given a small shop near the big road.

Informal Training

Informal training has been and continues to be very successful. These teens have done so well in their training and are becoming valued employees.

Danang

Le Thi Hong Nhung, Duong Kim Ngan, and Vuong Thi Ngoc Thao are all deaf and dumb and study at the same business. Nhung has graduated from the training. Thao and Ngan are still studying. When receiving Nhung, the first AWD, the shop owner was worried about the difficulties communicating with her. Later, seeing the success of Nhung, she decided to accept two more AWDs for training. Nhung now is the main worker of the shop. Her salary is 400,000/month, not including meals, clothes or incentive from the shop owner. She plans to open a bakery shop of her own later. Her speaking is also better. Previously, she was at the one-word stage of speech development because of her limited social interaction. Now she can speak short halting sentences comprised of generally two or three words. Thao's parents said that she behaves better when she studies at the shop and has learned much from working in a team and has greater opportunities for communication with many more people.

Nguyen Hoai Trinh is a female, 16 years old, and both her legs are paralyzed. She is studying haircutting. She, her mother, and her sister are staying with her uncle. Her mother is busy all day selling fruit in the market. Before she entered the program, Trinh only stayed at home and looked after her younger sister. Her father abandoned the family when she was still very young. Now she has studied haircutting for four months. She has learned the skill well and the shop owner permits her to receive pay from the customers for her work. Recently her father has begun paying attention to her. Maybe the care and



consideration of the people around her and the effectiveness of the project have affected him. He was at the Life Skill Training and he helped her then. Trinh is very happy now and is optimistic about her future.

Quang Nam

Pham Thi Phuoc Tuong and **Pham Thi Thuy** are sisters. Tuong is 18 and Thuy is 15. Of the four children in their family; three of them are disabled. Tuong and Thuy are legally blind and the oldest child is mentally retarded. The youngest sibling is of normal intelligence and attends elementary school. The family farms for a living and is extremely poor.

The girls entered the program a few months ago when the parents brought them to us. In the first survey, the girls were missed because the parents denied having any disabled children when asked by the Red Cross worker. He lived in the neighborhood and was unaware that these girls even existed. It was known that the family had someone handicapped but details were vague and most of the neighbors had never even seen the girls, as they had been hidden away. They had virtually no interaction with people outside the family and had not left the interior of their house in years. They had never been to school nor played with other children outside the family. They cannot read or write and each have a serious seeing difficulty. They had no friends, nor social contacts. They were truly isolated. Tuong recently talked with WCDO staff because Thuy was too shy to answer though she sat nearby her sister. Tuong reported that they had no friends prior to joining the project and did absolutely nothing all day. They were lonely and bored. The days were long and dragged on with no meaning and no purpose in existence.

Since they joined the project their lives have changed dramatically. They have learned to make toothpicks and live at the blind center with other young people. They now have constant social interactions and friends. They miss their parents but go home on weekends and do not want to live at home any longer. They don't mind the work because it allows them the interaction they need. Though the pay is small, it is enough to support themselves. They have just enough to pay for their food and a place to live. They hope to earn more when the younger sister gets faster at her work.

They both report they would like to earn more money but never want to go back to the way things were. Tuong says they are happy and her sister smiles and nods in agreement.

Vo Thi Lanh was lonely and felt useless. At 15 she had no hope. As a young child she was inflicted with polio. It affected both her legs so that they cannot support her weight without full-length braces for support. Even with the braces she can walk around a room but not the neighborhood.



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She is a bright girl who finished the seventh grade. Her family is deeply committed to her and daily put her on a bicycle to carry her to school. But at 12 years of age, after the seventh grade, they no longer could afford the continuing and rising costs of school. The higher the grade level in school, the higher the cost of schooling. To a poor family the small amount of cash needed was impossible to furnish. With regret, the family had to suspend her schooling and she sat at home alone. She was unable to help much around the house and was unable to go on her own to visit friends or neighbors. She was lonely, had no purpose, and no promise for the future.

At 15 she was given a chance at a future, when she entered the AVTPAD program. Her family was delighted at the prospect of genuine help for their beloved sister and daughter. Her mother at 54 looks much older than her years due to the hard life they have led. Her older brother and sister were also committed to helping the youngest sibling succeed. Daily the older sister, who is 24, loads her sister up on her bicycle and carries her to study at the beauty shop and picks her up again in the evening. It is four kilometers to the beauty shop and most of this is on a packed dirt path wide enough only for two bicycles to pass. No automobile can enter the area due to the narrow and bumpy terrain. The road is full of potholes and sudden rises and drop-offs in the path. They also have to contend with a 50-yard long bridge that is only 4 1/2 feet wide and has no rails of any kind for safety or security. But the worst area is where the path travels down the hill toward the river near the house. The road washed into a deep crevice that has to be skillfully avoided. This is difficult with the heavy load of an additional person, which makes the bicycle top heavy. But they manage and Lanh's sister is glad to do it.

Lanh is learning the skills of hair washing and facial massage and then she will learn hair cutting and styling. At first she was placed in a shop owned by Ha Hue Man who was a nice lady but the personalities of the shopkeeper and Lanh did not match up well. Though Lanh studied there five months there was no spark and love. Mrs. Man was pleasant enough but Lanh was not thriving. The CSW, Mrs. Phuong, recognized that the placement was not right and with the advice of WCDO began the search for a new placement.

Lanh was then placed with Mrs. Vo Thi Thuong where she has successfully studied for three more months. She is very happy at this shop and Mrs. Thuong loves and values her greatly. This is a good match. Her skills are good and she will be reviewed at the end of April to see if she is ready to be put on salary or needs a bit more training. Either way this girl is successful.

When anyone asks this friendly 16-year-old about her life before, she will say it was lonely and without hope. Now her face shines and she thanks us with genuine appreciation at this opportunity that has changed her life. Now she relates she is happy and cannot imagine doing anything else but hair cutting and styling. She loves the shop

owner and customers and they love her. One man came to get his hair cut at this shop. He is the deputy head of the office of the Peoples Committee of Quang Nam province. He liked her and her service so well he recommended her to his friends. Later he returned with a wheeled office chair to make her work easier. She uses the office chair to sit in and it also helps her to get around the shop easier.

Lanh has enjoyed the peer group meetings as well as the larger meetings and trainings. She especially liked the Life Skills training. Lanh's life is still difficult because of her circumstances and her severe disability. But now she has friends, a purpose in life, and hope for a bright future. The project has changed her life and that of her family. The openness of the shop located in public view right on the highway is changing the view of the community toward people with disabilities.

Hai Duong

Le Thi Man is 18 years old and is humped backed. She was in the first intake of informal training. Her parents are farmers. Her oldest brother is married and has two children, her older sister is still single and Man is single. All of them are living in the same house. In the non-harvest time her father works as a builder's assistant. Man is a very good girl. When WCDO staff visited her at her home, her mother said Man is not as healthy as other normal girls but she is a really good daughter. Although she cannot work in the field, she can help her parents look after the house and prepare meals sometimes. Before she was selected for the training course she only stayed at home, and she was very shy and felt useless. When she entered the AVTPAD program, she studied very hard, felt very confident and liked working. The shop owner reported that Man goes to the training place in spite of bad weather. The shop owner loves her very much. Man likes the embroidery work she has learned to do. Now she is employed at the place she received her training, and her income is 80,000-100,000 VND per month (equal 5-7 USD). The income is not very high but she can now contribute to her family. People can see there is quite a change in her life.

ABE:

ABE is completed in all three locations. Some ABE students are receiving vocational training during the extension period. The ABE program itself is now completed by DET. We used literacy/ post literacy in this original grant period which was very successful but will be investigating the benefits of ABE for the new grant period.



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Activity 2.5: Employment and Income Generation

a) Program Activities:

The staff and CSWs are working very hard to place all graduates. We hear each week from CSWs of AWD being placed. There is however many left to place (see Attachment C).

WCDO is also working very close with the graduates that want to begin their own business and receive small-scale credit for AWD households. We have some fine examples of young entrepreneurs who have been successful in income generation.

Nguyen Van Thanh is the oldest of three. He was born in 1982 with a lame left leg. His parents are farmers but are now separated. Thanh finished high school and then he was selected for a nine-month electronics course funded by WCDO in Hai Duong SPC (formal training) last year. At the present time he is working in his own business at home. He said that initially he had few customers, so he repaired his neighbor's broken appliances free of charge for him to get practice and to advertise. Sometimes he repairs broken motors or fans that he obtains for about 10,000 VND and then sells them for a profit. He would have a larger market if he could also repair electronic equipment such as televisions and VCRs so he has made arrangements to work in an electronics shop with no pay while the owner trains him.

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.*

(Written by Bob Huff, Project Manager)

I believe that the work of the community support workers is one of the biggest contributors to the successful results of this project. I am so proud of these young men and young women. When we first trained most of them they were a very unimpressive group. They lacked confidence and did not seem that they could have ever become the active, concerned, responsible group that they have now become. Many of them truly have the loving, caring attitude that goes out of its way to find that training site or job site because they believe in the abilities of the AWDs.



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The attitudes of the families themselves have improved. During the life-skills training I watched the father of one young girl carry his daughter, who is unable to walk, to training each day. This same father had abandoned his family when she was younger because he could not accept her disability but now he is very attentive to her and it is obvious that he has come to not only love but also respect her.

The attitudes of communities have changed. We have government officials coming to the hair cutting shop where one disabled girl works because he gets better service there. In Tien Phuc, QuangNam the Red Cross and others were very skeptical about our project but after seeing the success of the first intake have been very supportive and are working hard finding informal placements, contributing to the success of the project. Many of our AWDs work in or near the market and are very popular with the people.

We believe that this informal training model has the ability to change the way that many disabled groups have been marginalized and could be used to open possibilities for groups who have been offered little opportunities. As an example, the blind in Vietnam have been offered few opportunities. Their lot has traditionally been to make toothpicks and brooms and more recently, a few have been offered training in massage. That is all most blind associations know. We would like to find some caring shop owners that are willing to teach blind adolescents. I don't know what we can find but I believe that if we can show some success, informal training could be a model that could change the blind associations and give a whole new area of opportunities for the blind.

We had good success with our sign language training that we did last year. We would like to work more with the hearing impaired; this is a large population that is very hard under traditional training methods to train and find jobs for. We will propose in our next extension to use this informal training model further and train some mobile vocational trainers to teach sign language to the kids, to the trainers and the shop owners who would hire these teens.

We are extremely excited about the CSWs and the informal training model which we feel is giving opportunities to young people who without this help would be without hope.



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The Adaptive Vocational Training Program for Adolescents with Disabilities

ATTACHMENTS



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The Adaptive Vocational Training Program for Adolescents with Disabilities

ATTACHMENT A

EXPENDITURE/FINANCIAL REPORT



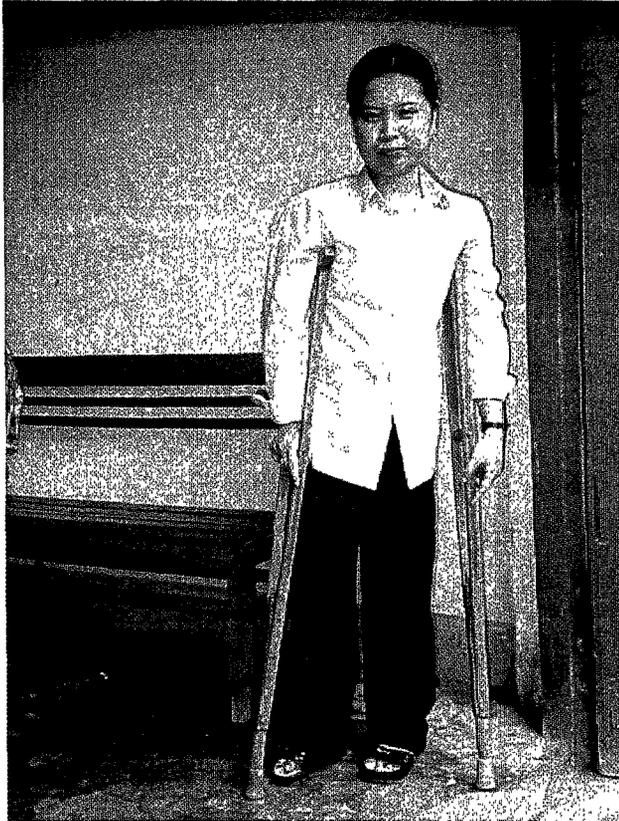
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ATTACHMENT B

EXAMPLE OF JOB CARDS



Name: Nguyen Hoang Linh

Address: Ai Nghia, Dai Loc

Skill: Sewing

Training: Six months at JSC

Comment: Hardworking, good skill
20 years old, Moving difficulty, right leg



Name: Bui Van Do

Address: Tam Nghia, Nui Thanh

Skill: Motorcycle Repair

Six months at JCS

Comment: Good Skill
19 years old
Moving difficulty, left leg



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The Adaptive Vocational Training Program for Adolescents with Disabilities

ATTACHMENT C

JOB PLACEMENT STATISTICS ON QUANG NAM, DANANG, AND HAI DUONG

List of graduates from formal training courses

at Quang Nam Job service center

No	Full Name	Sex	Age	Ward/ Commune	Town/ District/	Disability	Edu cation	Skill	Present Situation	
1	Nguyen Hoang	Linh	F	1981	Ai Nghia	Dai Loc	Moving diffi.: R leg	8	Sewing	further training - job in Dai Loc
2	Ho Thi Thu	Suong	F	1981	Dai Hoa	Dai Loc	Speaking difficulty	9	Sewing	working at garment factory in Dai Loc
3	Nguyen Van	Thong	M	1981	Dai Dong	Dai Loc	Moving diffi.: R leg	6	Electricity	just started further training - job in Dai Loc
4	Hua Van	Tai	M	1984	Ai Nghia	Dai Loc	Speak/Seeing difficulty	6	Electricity	just started further training - job in Dai Loc
5	Nguyen T Tuyet	Trinh	F	1983	Tien Ky	Tien Phuoc	Speaking difficulty	7	Sewing	working in HCMC
6	Vo Thi	Hoa	F	1982	Tien Ky	Tien Phuoc	Moving diffi.: L leg	7	Sewing	further training - job in Tien Phuoc
7	Le T Kim	Huong	F	1984	Tien Ngoc	Tien Phuoc	Moving diffi.: L arm&leg	7	Sewing	just finished treatment of leg infection/ home
8	Huynh T Thu	Huong	F	1983	Tien Phong	Tien Phuoc	Speaking difficulty	8	Sewing	further training - job in Tien Phuoc
9	Bui Van	Hao	M	1981	Tien Phong	Tien Phuoc	Seeing difficulty: L eye	6	Sewing	working in HCMC
10	Nguyen Thi	Trinh	F	1985	Tien Tho	Tien Phuoc	CEDC	5	Sewing	working at Tam Ky Market
11	Vo Van	Duong	M	1983	Tien Canh	Tien Phuoc	Seeing diffi.: R eye	8	Electricity	working in HCMC
12	Nguyen Tan	Duy	M	1984	Tien Chau	Tien Phuoc	Moving diffi.: 2 legs	4	Honda	further training - job in Tien Phuoc
13	Nguyen T Anh	My	F	1984	Que Chau	Que Son	Moving diffi.: L arm	6	Sewing	jobless
14	Nguyen Thi	Dung	F	1984	Que Chau	Que Son	Speaking difficulty	7	Sewing	working in HCMC
15	Vo Thi	Thu	F	1982	Que Ninh	Que Son	Speaking/Moving diffi.:Neck	9	Sewing	remote commune, unknown
16	Dinh Thi	Van	F	1985	Que Phu	Que Son	Moving diffi.: L arm & leg	5	Sewing	jobless
17	Nguyen Thi	Vang	F	1984	Que Xuan	Que Son	Moving diffi.: leg	7	Sewing	working in HCMC
18	Nguyen T Phuoc	Nghia	F	1982	Dong Phu	Que Son	Moving diffi.: 2 arms	5	Sewing	jobless
19	Le Van	Tam	M	1981	Que Long	Que Son	Moving diffi.: L leg	9	Electricity	further training - job in Que Son
20	Truong Viet	Anh	M	1982	Que Chau	Que Son	Moving diffi.: R leg	7	Electricity	further training - job in Que Son
21	Nguyen Van	Trung	M	1985	Dong Phu	Que Son	Learning difficulty	3	Honda	further training - job in Que Son
22	Nguyen Thi	Lien	F	1983	Phuoc Hoa	Tam Ky	CEDC	9	Sewing	working in HCMC
23	Tran Thi	Man	F	1984	Tam Phu	Tam Ky	Seeing difficulty	4	Sewing	further training - job in Tam Ky
24	Duong Thi	Kieu	F	1985	Tam Phu	Tam Ky	CEDC	9	Sewing	further training - job in Tam Ky
25	Nguyen T Bich	Loan	F	1983	Tam Phu	Tam Ky	CEDC	5	Sewing	further training - job in Tam Ky
26	Tran Thi	Dung	F	1986	Tam Phu	Tam Ky	CEDC	5	Sewing	further training - job in Tam Ky
27	Nguyen Van	Quang	M	1983	Tan Thanh	Tam Ky	Moving diffi.: R leg	7	Electricity	jobless
28	Hoang Thanh	Thu	M	1984	Tan Thanh	Tam Ky	Moving diffi.:L leg&arm	8	Electricity	jobless
29	Nguyen Vinh	Quang	M	1986	Tam Dan	Tam Ky	Hear/ Speak difficulty	5	Honda	further training - job in Tam Ky
30	Ung Vu Anh	Tuan	M	1984	Tam Dan	Tam Ky	Moving diffi.: L leg	7	Honda	further training - job in Tam Ky
31	Ho Van	Phi	M	1984	Dien Tien	Dien Ban	Moving diffi.: 2 legs	9	Electricity	to be determined

32	Nguyen Van	Hung	M	1982	Dien Phong	Dien Ban	Moving diffi.: R leg	8	Electricity	further training - job in Tam Ky
33	Nguyen Khac	Hung	M	1984	Cam Nam	Hoi An	Speaking difficulty	8	Sewing	to be determined
34	Le Tan	Hai	M	1981	Cam Nam	Hoi An	Moving diffi.: R leg	9	Electricity	to be determined
35	Truong Van	Tan	M	1981	Cam Nam	Hoi An	Seeing difficulty: L eye	6	Electricity	to be determined
36	Doan Thi	Toan	F	1981	Tam Xuan2	Nui Thanh	Moving diffi.: 2 legs&arms	9	Sewing	further training - job in Tam Ky
37	Tran Anh	Tu	M	1983	Tam Nghia	Nui Thanh	Epilepsy	8	Electricity	jobless
38	Vo Dang	Ha	M	1984	Tam Xuan2	Nui Thanh	Speaking difficulty	5	Honda	jobless
39	Bui Van	Do	M	1982	Tam Nghia	Nui Thanh	Moving diffi.: L leg	7	Honda	further training - job in Nui Thanh
40	Le Xuan	Tien	M	1983	Binh An	Thang Binh	CEDC	8	Electricity	to be determined

C/Tue/QuangNam/JSC/FormalResult

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**JOB SITUATION OF FORMAL GRADUATES IN DANANG FROM JANUARY TO
MARCH/2001**

No	Name	Skill	Graduation Date	Job	Incomes					
					January	February	March	April	May	June
1	Tran Thi Ngoc Uyen	Sewing	15/4/00	Quoc Bao Shoe Co.	600,000	600,000	800,000			
2	Vo Van Nghia A	Electricity	15/4/00	works for uncle/ elec.	250,000	250,000	300,000			
3	Le Van Doi	Electricity	15/4/00	works w/ business	200,000	300,000	400,000			
4	Tran Van Thien	Sewing	15/9/00	Trung Viet Co.	100,000	100,000	100,000			
5	Ngo Van Nhat	Sewing	15/9/00	Trung Viet Co.	70,000	120,000	300,000			
6	Phung Van Tuan	Sewing	15/9/00	Trung Viet Co.	70,000	70,000	stopped because income too low			
7	Nguyen Nhan Tu	Sewing	15/9/00	Trung Viet Co.	60,000	60,000	stopped because income too low			
8	Nguyen Thi Khuong	Sewing	15/9/00	Trung Viet Co.	60,000	60,000	stopped because income too low			
9	Le Thi Thuy Ngan	Sewing	15/9/00	Trung Viet Co.	60,000	60,000	stopped because income too low			
10	Dao Thi anh Ngoc	Sewing	15/9/00	Trung Viet Co.	70,000	100,000	150,000			
11	Tran Thi Bich Huyen	Sewing	15/9/00	Trung Viet Co.	400,000	200,000	waiting for Hoa Tho Factory			
12	Dam Thi Tu Tram	Sewing	15/9/00	Trung Viet Co.	60,000	60,000	waiting for start-up assistance			
13	Nguyen Hoai Huy	Motorbike Repair	15/9/00	Works with business	100,000	100,000	planning to work with uncle			
14	Le Van Viet	Electricity	15/9/00	Works with business	150,000	150,000	150,000			
15	Nguyen Ngoc T Long	Electricity	15/4/00	Works with business	400,000	200,000	600,000			
16	Nguyen Van Hai	Motorbike Repair	15/9/00	Works with business	100,000	100,000	150,000			
17	Ng. T.Huong Sen	Sewing	15/9/00	Hoa Tho Factory	300,000	300,000	waiting for job because under age			

18	Do Minh Dung	Motorbike Repair	15/9/00	Work with business		100,000	150,000			
19	To Nu Ngoc Ha	Sewing	15/4/00	Jobless						
20	Nguyen Le thu	Sewing	15/4/00	Jobless						
21	Ng. Hong Phuong	Sewing	15/4/00	Jobless						
22	Nguyen Thi Thuong	Sewing	15/4/00	Jobless						
23	Nguyen Thi Kim Anh	Sewing	15/4/00	Jobless						
24	Le Do Bich Ha	Sewing	15/4/00	Jobless						
25	Ng. T Tuyet Nhung	Sewing	15/4/00	Jobless						
26	Lg Thi Phuong Chi	Sewing	15/4/00	work in Quang Tri		200,000	250,000			
27	Nguyen Tan Son	Electricity	15/4/00	Jobless						
28	Nguyen Thanh Hiep	Electricity	15/4/00	Jobless						
29	Vo Van Nghia	Electricity	15/4/00	Jobless						
30	Le Uy Vien	Electricity	15/4/00	Jobless						
31	Le Hoang Minh Huy	Electricity	15/4/00	Jobless						
32	Ng Duc Khoa	Electricity	15/4/00	Jobless						
33	Nguyen Duc Tuan	Electricity	15/4/00	Jobless						
34	Nguyen T Thu Hien	Sewing	15/9/00	Jobless						
35	Nguyen T Ngoc anh	Sewing	15/9/00	Jobless						
36	Nguyen T Anh Tuyet	Sewing	15/9/00	Jobless						
37	Nguyen T Nhu Ngoc	Sewing	15/9/00	Jobless						
38	Ng. T Thien Phuong	Sewing	15/9/00	Jobless						
39	Dinh Duy Vinh	Motorbike Repair	15/9/00	Jobless						
40	Truong Huy Khanh	Motorbike Repair	15/9/00	Jobless						

41	Nguyen Trung	Motorbike Repair	15/9/00	Jobless						
42	Pham Cong Son	Motorbike Repair	15/9/00	Jobless						
43	Nguyen Van Chien	Electricity	15/9/00	Jobless						
44	Nguyen Huu	Electricity	15/9/00	Jobless						
45	Ng. H Quyen Viet	Electricity	15/9/00	Jobless						
46	Le Duc Vi	Electricity	15/9/00	Jobless						
47	Lam Quang Dieu	Electricity	15/9/00	Jobless						

**JOB SITUATION OF INFORMAL GRADUATES IN DANANG
FROM JANUARY TO MARCH/2001**

No	Name	Skill	Graduation Date	Job	Incomes					
					January	February	March	April	May	June
1	Nguyen Viet Hoang	Barber	01/6/00	working w/ business	400,000	350,000	350,000			
2	Ng. Van Thinh	Photography	01/6/00	working w/ business	150,000	100,000	100,000			
3	Bui Thanh Vu	Rattan production	01/6/00	working w/ business	100,000	not have enough work				
4	Tran The Phong	Shoe making	01/6/00	working w/ business	800,000	600,000	700,000			
5	Nguyen Ba Tam	Motorbike Repair	01/8/00	working w/ business	150,000	100,000	120,000			
6	Pham T Kieu Huong	Sewing	01/8/00	working w/ business	250,000	250,000	250,000			
7	Pham Thi Le	Sewing	01/8/00	Toy Company	350,000	300,000	250,000			
8	Nguyen T. My Hanh	Hair dressing	01/8/00	Working w/business	150,000	150,000	150,000			
9	Nguyen Hong Man	Computer	01/9/00	Working w/business	150,000	150,000	150,000			
10	Tran Song Anh	Photography	01/9/00	working w/another bu.	150,000	100,000	120,000			
11	Ng. Do Thanh Chau	Electricity	01/9/00	working w/business	250,000	200,000	200,000			

12	Le Thi Hong Nhung	Bakery	01/9/00	working w/business	250,000	200,000	300,000			
13	Tran Thi Kim Cuong	Hair dressing	01/9/00	working w/business	250,000	200,000	200,000			
14	Tran Van Loc	Motorbike repair	01/9/00	working w/business	250,000	200,000	200,000			
15	Tran thi Chau	Hair dressing	01/9/00	working w/business	250,000	150,000	150,000			
16	Ng. Chau Bui Quoc	Photography	01/9/00	working w/business	200,000	150,000	150,000			
17	Ng. Thi Minh Thi	Sewing	01/9/00	Trung Viet Garment Co	300,000	300,000	300,000			
18	Phan T Anh Lien	Sewing	01/9/00	working w/business	200,000	waiting for start-up assis.				
19	Trinh Xuan Hau	Motorbike Repair	01/10/00	Opening shop	200,000	150,000	200,000			
20	Pham Nguyen Tuan	Motorbike Repair	01/10/00	working w/ bu.	150,000	150,000	150,000			
21	Le The Xuan Cuong	Drawing	01/10/00	working w/business	150,000	150,000	150,000			
22	Truong Van Nam	Electricity	01/10/00	working w/business	150,000	150,000	150,000			
23	Tran Thi Thuy	Sewing	01/10/00	working in HCMC	350,000	300,000	350,000			
24	Hong Phuong Thuy	Hair dressing	01/10/00	working w/business	400,000	300,000	300,000			
25	Tran Thanh Tuan	Barber	01/10/00	working w/business	200,000	150,000	150,000			
26	Huynh T Bich Hoa	Hair dressing	01/10/00	working w/business	100,000	100,000	100,000			
27	Doan Ngoc Quang	Hair cutting	01/10/00	working w/business	100,000	eyes become bad				
28	Tran Huu Thuan	Barber	01/10/00	working w/business	300,000	200,000	250,000			
29	Huynh Q Minh Lieu	Motorbike repair	01/10/00	working w/business	150,000	100,000	120,000			
30	Tran Quoc Viet	Sewing	01/10/00	working w/business	300,000	200,000	300,000			
31	Pham Cuong	Painter	01/12/00	working w/	300,000	200,000	300,000			

				business					
32	Vo Ngoc Hung	Motorbike Repair	02/12/00	working w/ business	300,000	250,000	200,000		
33	Do Ng. Minh Ngoc	Hair cutting	03/12/00	working w/ business	100,000	100,000	100,000		
34	Le Van Phap	Motorbike Repair	05/12/00	working w/ business	100,000	70,000	100,000		
35	Le Thi Kim Thuy	Knitting	06/12/00	working w/ business		100,000	100,000		
36	Luong t Thanh Van	Knitting	07/12/00	working w/ business		120,000	150,000		
37	Le Ba Tay Anh	Bicycle repair	01/10/00	work w/ uncle	200,000	300,000	300,000		
38	Tran Thi Thuy	Haircut	01/2/01	Work w/business		200,000	200,000		
39	Tran Van Khanh	mechanism	01/2/01	Work w/business		200,000	300,000		
40	Le Thi Thanh Thuy	sewing	01/2/01	Work w/business		150,000	150,000		
41	Tran Van Kim	Motorbike Repair	01/2/01	Work w/business		100,000	100,000		
42	Le Thi My Hien	Photography	01/3/01	Work w/business			100,000		
43	Tang Anh Khoa	Computer	01/12/00	Jobless	often sick				
44	Do Huu Thuan	Haircut	01/10/00	Jobless	parents devorced, mother sick, selling lottery tickets				

The list of kids who do not have job at this moment

Hai Duong province

Tu Ky District

No	Full Name	training skill	Training place	Job situation	intake	Note
1	Nguyen Thi Tuoi	Embroidery	Informal training	Stay home	1 st	
2	Pham Thi Ly	Embroidery	"	"	"	
3	Nguyen Thi Bang	Embroidery	"	"	"	
4	Nguyen Van Tu	Electronic	SPC	Improving hand-skill near his house	2 nd	Visit at home
5	Nguyen Van Nam	"	"	Doing the business at home	"	"
6	Bui Van Dung	Honda repairing	"	He left for Ho Chi Minh city	"	"
7	Nguyen Duc Long	"	"	He is working for a carpentry shop that is near his home	"	"
8	Nguyen van Vuong	Sewing	Trade Union center	"	"	"

Thanh Ha District

9	Nguyen Thi Thuy	Sewing	Informal training	She is working for her relative in hai Phong city	1 st	Reported by CSW
10	Nguyen Duc Tien	"	Trade Union Center	"	2 nd	
11	Ly van Huu	Honda repairing	SPC	He has not got any future plan	"	Visit at home

Hai Duong Town

11	Ng. Van Phong	Sewing	Hai Duong SPC	A job as sewing has been provided him in a sewing business but now he doesn't want to work.	1 st	Reported by CSW
12	Ng. Trung Kien	Electronic	"	Improving hand skill at a electronic shop near his house with the fee about 2 500 000-3 000 000 NVD funded by family. Besides that he is repairing the ruined equipment for the neighbors for practice	2 nd	Visit at home

13	Nguyen Van Toan	Honda repairing	SPC	He is working with his brother for improving hand skill so that without the income yet.	“	Visit at home
14	Hoang T.Huong Lan	Sewing	Trade Union Center	Staying at home	“	
15	Dinh Thi Huong	“	“	“	“	
16	Nguyen Thu Nga	“	“	She will be sent for a hair's dressing course funded by her family. She is mute so that she does not like sewing anymore.	“	Visit at home
17	Mai T. Thuy Linh	“	“	Staying at home	“	

Gia Loc District

18	Nguyen Huu Huynh	Sewing	Hai Duong SPC	Staying home	1 st	
19	Vuong Thi Van	“	“	Improving sewing skill near her house	“	Visit at home
20	Doan Thi Tien	“	“	She is working for a green been cake business in Haiduong	“	“
21	Nguyen Thi Huong	“	“	She has not got any plan for her future. I and CSW took time to talk with her mother and herself about the job.	“	Visit at home
22	Ngo Thi Ly	“	“	She is working for a sewing business in Hai Duong Town	“	Visit at working place
23	Nguyen Thi Tan	“	“	Staying at home	“	
24	Vu Thi Nhuan	“	“	“	“	
25	Luu Van Phe	“	“	“	“	
26	Tran Duc Tuan	“	“	“	“	
27	Trinh Thi Tram	“	“	She is improving sewing skill in Hai Duong town	“	Visit at home
29	Nguyen Van Huan	Electronic	“	“	“	
30	Nguyen Van Trai	“	“	“	“	
31	Vu Ngoc Hoach	“	“	“	2 nd	
32	Nguyen Khac Thao	“	“	“	“	
33	Nguyen Dinh Quang	“	“	“	“	
34	Pham Van Huong	“	“	He is doing the service well at home. He need to be helped. The proposal will be sent.	“	Visit at home
35	Hoang Van Quyet	“	“	This kid is continue going to school as a 9 grade	“	Visit at home
36	Nguyen Huu Luan	“	“	Have no plan for future. His family complained about the result of 9 month training at SPC	“	“
37	Nguyen Van Son	“	“	He will be sent to one shop for improving hand skill by family	“	“

38	Pham Van Duong	“	“	“he will work for his uncle	‘	“
39	Do Thi Sen	Sewing	Trade Union Center	She becoming weaker	‘	Reported by CSW
40	Nguyen Van Truong			“	‘	
41	Nguyen Thi Van			“	‘	
42	Nguyen Thi Ben			“	‘	
43	Vu Thi Nhan			“	‘	

Nam Sach District

44	Dam Dinh Manh	Sewing	Informal training	He is working for his uncle	1 st	Visit at home
45	Le Thi Hien		Hai Duong SPC	She is working for a business in Hai Duong town	‘	“
46	Tran Van Dai	Honda repairing	“	WCDO combined with CSW to introduce him to a honda repairing shop but they have not decided on employing him or not.	2 nd	“
47	Pham Van Luat	“	“	He is working for a honda repairing business in Hai Duong town	‘	Visit at home
48	Le Kha Tuan	Electronic	“	His family will send him to Ha Noi for a further training for several months then return district to do his own business.	‘	“
49	Nguyen Huu Thanh	Sewing	Trade Union Center	He does not want to do sewing any more but painting instead of	‘	Visit at home
50	Nguyen Hong Thang	“	“		‘	Visit at home but met nobody

Cam Giang District

51	Vu Thi Lo	Sewing	Hai Duong SPC	Staying at home	1 st	
52	Nguyen Thi trang	“	“	“	‘	
53	Tran Van Hai	Electronic	“	“	2 nd	
54	Pham Xuan Toi	“	“	“	‘	



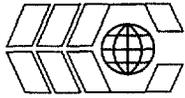
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ATTACHMENT D

PROJECT PHOTOGRAPHS



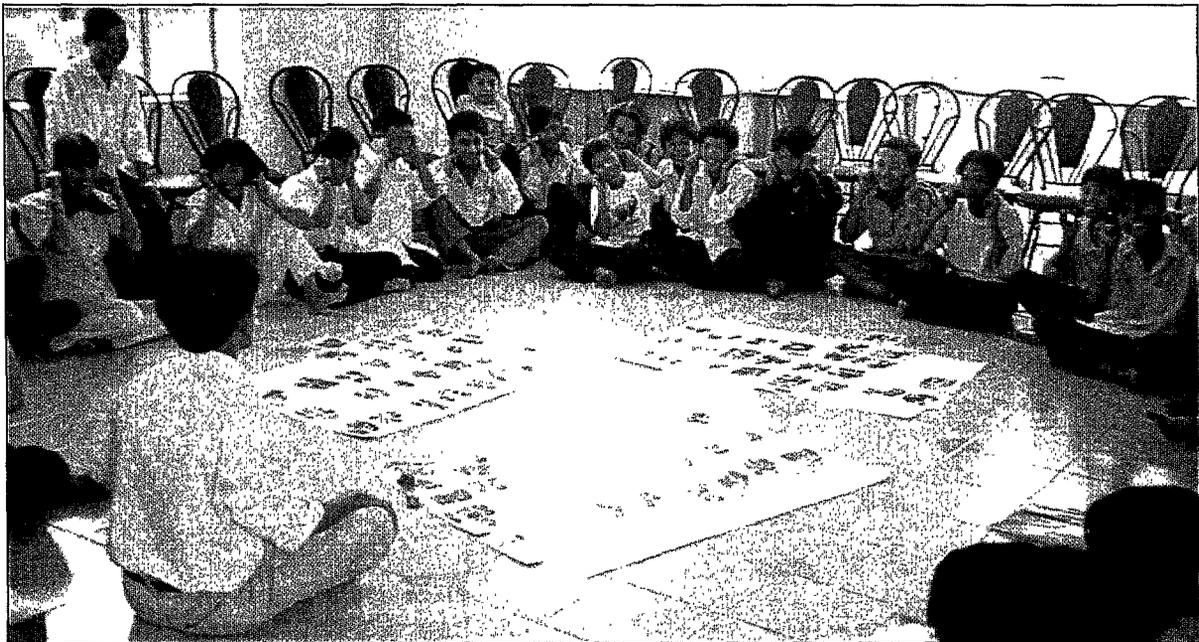
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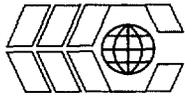
The Adaptive Vocational Training Program for Adolescents with Disabilities



Mr. Lanh at the Life Skills Training



A Life Skills Training Session



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The Adaptive Vocational Training Program for Adolescents with Disabilities



One of the AWDs is carried into the Life Skills Training



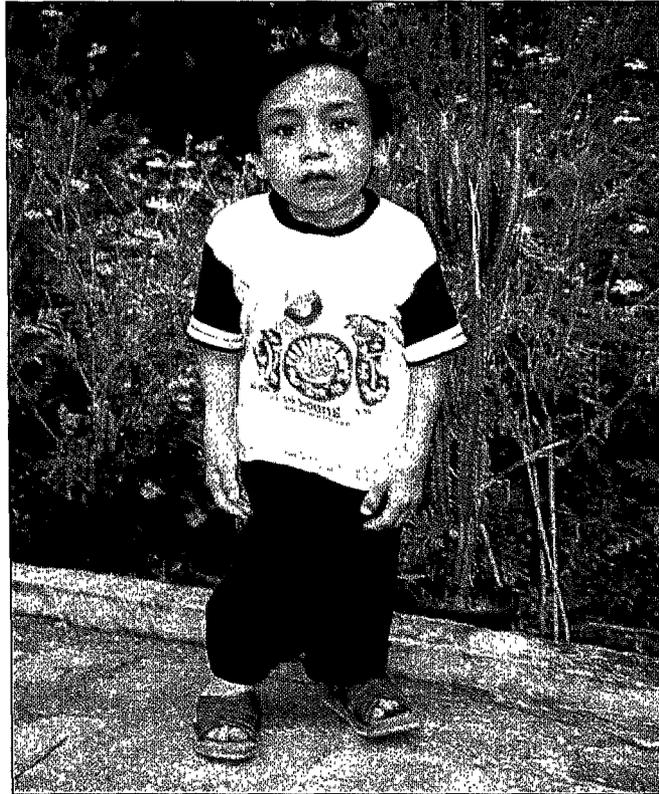
Mrs. Tuyet, a Life Skills Training Instructor



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The Adaptive Vocational Training Program for Adolescents with Disabilities



Nguyen Ngoc Phuong, 19 years old



Nguyen Ngoc Phuong



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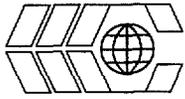
The Adaptive Vocational Training Program for Adolescents with Disabilities



Dang Van Thai, our new Community Support Worker



Another student at the Life Skills Training



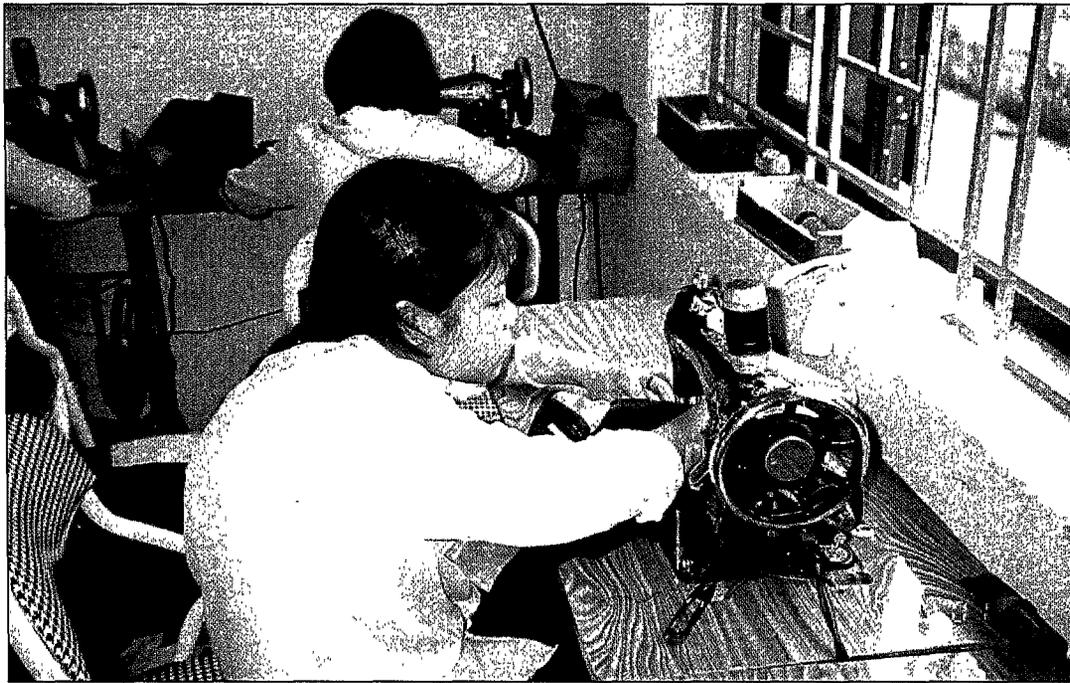
W.C.D.O.

World Concern Development Organization

The Adaptive Vocational Training Program for Adolescents with Disabilities



A formally trained student at work



Another student on the job after formal training