



World Concern Development Organization

VIETNAM:

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

QUARTERLY REPORT

1 APRIL 2001 THROUGH 30 JUNE 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

QUARTERLY PROGRESS REPORT

REPORTING PERIOD: 1 April 2001 through 30 June 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: July 20, 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:

There is a new Director of Delisa in DaNang and a new Chairman of the Red Cross also in DaNang. We will therefore have a new makeup of the Project Management team. WCDO staff visited with each of these men and found both to be very interested in the project and very well qualified to lead the project into the next three-year period.

Program activities this quarter have been very diverse. In April, a one-day camping activity was conducted for the AWD in DaNang and Quang Nam. A similar activity took place in Hai Duong.

We studied and explored our ability to help the hearing-impaired as part of our planning for the writing of the three-year extension application submitted. During this time we received offers to help several hearing-impaired young people in the program in the form of hearing tests and hearing aids.



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WCDO cooperated with two other NGOs and found donations to perform several hair lip and cleft palate operations on some of the AWD.

WCDO also cooperated with other NGOs to obtain individual donations for one of the girls in the project that needed to have her leg removed to stop the continual infection in her foot that endangered her life.

We prepared for a medical team that came in early July, which we will report on in the next quarterly report. The team did medical exams and assessments to further assist AWD.

WCDO provided, for those who qualified, revolving equipment and start-up assistance to improve their ability to be trained or begin their income generation activities after training.

Training has continued and the job situation has improved as more AWD become more confident and able to become productive because of the opportunities afforded to them through the project.

Activity 1.2: Strengthen Cooperative Relationships

a) Program Activities

WCDO staff was involved in setting the direction of the Disability Forum and contributed to the meetings. The forum yearly seminar was held in Vung Tau on May 3-4, 2001. The primary focus of the forum this year was inclusive education. We took advantage of the time in Vung Tau to network with several other NGOs and disability groups to seek opinions as to planned activities for our new extension proposal which we submitted in June.

We have been contacted by Mr. Tue of Molisa to help sponsor the Asia Pacific Disability Forum to be held in Hanoi in December. We have submitted an abstract to present our informal model of training to the vocational training discussion group.

Mr. Tue of Molisa has also asked WCDO to sponsor a volunteerism workshop in DaNang. Since the whole premise that we are developing in this project depends on volunteerism, we felt that this would be an excellent opportunity to present to a wider governmental and mass organizational audience. Our peer group and social work objectives as well as our informal training depend on people to volunteer their time to help the disabled around them. Bob Huff, Project Director, will be giving the keynote address at this workshop and will be able to convey the importance of people helping



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people that will insure the sustainability of this and many other worthwhile humanitarian and development projects.

Mr. Huff asked the advice of Mark Rasmussen of the USAID Hanoi office and they both agreed that both of these activities would be worthy of their support.

WCDO had the opportunity to cooperate with Southeast Asia Relief this quarter as they had funds available to help provide for Thao, a girl in our program in need of medical help. Thao had spinal bifida at an early age and the nerves in her right leg were damaged to the point that if she had any cut or scratch it would get infected. Since she had been in our program she had been in danger of losing her leg twice. Southeast Asia Relief paid for hospitalization and medication to get rid of the infection this last time. With consultation between the Vietnamese doctors and a Podiatric Surgeon from Australia, it was decided that the best long-term treatment for Thao's case was removal of her foot and part of her lower leg to get beyond the damaged nerves. Assemblies of God World Relief was contacted as they had funds to do surgeries. AOG World Relief agreed to pay for the surgery and subsequent medical expenses related to the surgery. They have also funded five hair-lip and cleft-pallet surgeries for the adolescents involved in this program.

In the process of designing a more inclusive and appropriate program for the hearing-impaired in our new grant extension, we consulted with several organizations. Those included the Pearl S. Buck Foundation, Committee Tweek, CBM International, and Vessels of Mercy. During site visits the American Embassy and Vessels of Mercy offered to provide about 20 hearing tests and purchase some hearing aids.

Activity 1.3: Baseline Situational Analysis

N/A

Activity 1.4: Training Needs Assessment

N/A

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.*



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Activity 2.1: Raising Disability Awareness

a) Program Activities

On the Vietnam National Disability Day, April 18, 2001, WCDO carried out a disability awareness day of activities in Hai Duong. With the cooperation of the District Steering Committees and all partners of the project, a site within Hai Duong town was chosen to bring AWD from each district together to display their talents learned in vocational training. The Hai Duong Red Cross designed the activities to include examples of their crafts or talents such as sewing, embroidery, electronics or cake decoration. The celebration program included music performances and games, and allowed time for AWD of different districts to communicate. Many interested provincial and district dignitaries attended as well as parents of the AWD and members of the public.

On National Disability Day, Dong Phu School, in cooperation with WCDO, organized a poster contest among 630 students of the school. During three weeks in April the students composed more than 100 paintings about the talents of People With Disabilities (PWD) and proper attitudes towards PWD. The Poster Contest had a good impact on the disability awareness among the students as well as the general community of Quang Nam Province. A representative poster from the contest is in the photo attachments.

b) Actual vs. expected results

We allowed our provincial partner, Red Cross to plan and organize the disability awareness activity for Hai Duong to celebrate National Disability Day. They will be the organization that will take up primary responsibility of disability awareness activities at the end of our active involvement. We did, of course, guide them in some areas but this was primarily their activity and we felt it was very successful. We find we are more and more able to let our project partners lead many activities, which is very encouraging.

Activity 2.2: Community Support Worker Training and Group Formation

a) Program Activities:

Peer group meetings are maintained monthly. The main contents of the meetings are focused on the relationship between the businesses and the AWD, attitudes in studying, sharing problems in their daily life and reviewing the life skills studied.

In April we began the Small Credit Scheme for CSWs. These are small-scale loans designed to provide income so the Community Service Workers (CSWs) that have need



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can continue to volunteer their time working with the AWD. Some of them will have income from the loans and begin to repay the loan next quarter.

On April 14, 2001, just prior to the Vietnam National Disability Day, WCDO conducted a one-day camping experience for the AWD in DaNang and QuangNam Provinces. This was a joint effort between WCDO, the Project Management Teams of each province and the District Steering Committees of the districts involved with the Project. It was held at Suan Thieu Beach, Lien Chieu District, DaNang.

The attendees included 238 AWD, 33 CSWs and volunteers, five members of the District Steering Committees, four members of the Project Management teams, and Mr. Long, the Vice Chairman of DaNang Peoples Committee.

The camp was organized into one central tent, decorated with pictures and AWD's products, and 10 small tents, which held 25 AWD per tent.

CSWs began preparing for the camping day at 5:00 am by setting up the camp gate and tents. The camp was prepared carefully during the week. Big vans were hired to carry AWDs to the camp.

Mr. Than, on behalf of Quang Nam, Mr. Hien on behalf of DaNang, and Bob Huff gave speeches to honor the children and talk about the meaning of the National Day of Protection and Care for PWD. Mr. Thong, Mr. Minh and Mr. Huy from QuangNam PMT came and gave gifts to the AWD.

At 9:30 am, an announcement was made explaining the camping agenda, regulations and contests. The children were then divided into eight groups for the Picture Making Contest. Each group made a picture by tearing colored paper and gluing pieces of paper on big sheets of paper hanging on the line. After finishing the pictures, each group chose one person to talk about the meaning of the picture. Phuong, an AWD from Que Son who is a dwarf, spoke quite well about his painting in front of all the participants. The AWDs enjoyed his explanation very much. While the contest was going on, Mr. Long, Mrs. Mai and Mrs. Van came and gave gifts to the children.

At 11:00 the Speaker Contest was held. Each district representative gave a speech on any topic. This gave the opportunity for the children to speak in front of a large group.

At 11:45, lunch was served and an activity of writing letters to friends took place. A letter-box was hung outside the tents for the letters to be delivered to any friend in the camp. The one who received the most letters won the prize.



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At 1:00 pm there was a musical performance. Many AWD participated. We were surprised to see that there were so many good singers. The list of performers was so long it was hard to move on to the next activity.

At 1:30 the contests began. There was a Bag Jumping Contest for boys and one for girls, a Water Pouring into Bottles Contest, and a Shoe Wearing contest. These were the most exciting games, requiring good cooperation within each group.

Later in the afternoon, the letterboxes were opened. Nghia was the winner. He studied electricity at the JSC. He has difficulty seeing. Now he is working for a private business with a salary of 300,000 VND/month plus lunch. At the camp he was very active in helping to build the gate, and he went to many other tents to make friends. A 4:00 pm the prize-awarding ceremony and closing activities took place.

Comments:

The location for the camp was good. It was large, cool and safe. Thanks to Minh and other CSWs, the camp was organized well. The AWD had a good time together. Even the AWD with hearing and speaking difficulties enjoyed the games and activities. At the camp the AWD made new friends, and they saw examples of AWD with disabilities more serious than their own who are still successful. The team spirit through the games and activities also drew people closer together. During the activities like the speaker contest and picture-making contest we were happy to see AWD talking very confidently in front of the big group. Additionally, this was an opportunity for the children to see the care and concern of many people for them. The presence of the representatives of PMT, District SC and PC was also big encouragement for them.

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

One site where formal training has been very successful is in Hai Duong at the Trade Union. We have sent 44 AWD in the 1st and 2nd intakes to this center. Eight of those



AWD are still in training. Thirteen AWD remained to work for the center after training. All the AWDs that are receiving training in this center seem very happy. They are treated well and the work seems to be organized. This is the only location where we are presently conducting formal training.

Informal Training

Danang

Tran Huu Sanh has difficulty speaking and hearing. He is studying in a machine shop with Mr. Huynh Dung. It is a good business. Mr. Dung is kind. He promises to pay Sanh 600,000 VND/month.

Nguyen Duc Khoa experiences difficulty moving. He is studying refrigeration with Mr. Tran Minh. Khoa studied electricity at the JSC in formal training. Mr. Minh will train Khoa in refrigeration for three months further training and promises to hire him after the training has been completed. He studies well and the business has already occasionally sent him out to repair things for others. The boy likes the work and the business is pleased with him too. Mr. Minh has agreed to train one more AWD.

Quang Nam

The following AWDs are from Tien Ky Town, Quang Nam:

Tran Van Hai has difficulty moving both his legs. Hai has made much progress in his skills after five months of training on electronics. He is now a close friend with the shopowner, Mr. Dao. Hai's home is very far away, so he has to stay at the shop overnight.

Nguyen Tan Anh has epilepsy. Anh has been in training for two months, learning how to cut and style hair. His shop owner is quite young and nice to him. Hai is pleased with his training. He has just received some revolving equipment.

Luu Minh Tam has difficulty moving his right leg. **Bui Thi Thu Hong** has difficulty moving his left arm. Tam has been trained on electricity for five months. Hong has received sewing training for five months also. Both Tam and Hong have made much progress in their training. Mr. Van (Tam's trainer) is the husband of Mrs. Huong (Hong's trainer). This couple is quite nice and they have agreed to hire them after the training.

These four shops are next door to each other and this has become a shop community that trains the AWD in Tien Phuoc District. This is a good result of disability awareness raising and shows the high possibility of sustainability.



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As in any place when working with teenagers, many situations occur. We have had, in this quarter, AWD drop out of the program because they decided that they do not want to work. We have had three get married, two to each other. These two met in their formal training class and are both very hardworking and successful. Their parents are very happy and are setting up a shop for them at their home. We have provided some start-up assistance to purchase a sewing machine. We had another girl get married and leave the program. We had a business owner decide to move his shop to another province so we found the AWD a new place to work. We have had AWD that did not work well in one shop so we moved them to another shop where the owner likes them very much. We have trained AWD at one skill that they thought they would like but didn't; after changing to another skill they are quite successful. One man died of a heart attack. We have many who, due to their disability and health condition, cannot work as regularly as other employees, but for the most part the shop owners understand and are willing to work around their situation. However, there are some employers who do not understand. For this reason, we plan to do another disability awareness training for business owners, as there are many new ones who did not attend last time. In all of these cases, the social workers and CSWs have been on top of the situations and made the best of them.

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. We will be investigating the benefits of ABE for the new grant period.

Activity 2.5: *Employment and Income Generation*

a) Program Activities:

We continue to work with those who do not have jobs, mostly those from our formal training. One of the advantages of informal training is that the business owner gets a chance to get to know and care about the AWD during training. They also receive disability awareness training and become comfortable with the AWD's abilities and limitations. The business owner who is asked to employ an AWD from formal training has none of these advantages when they are asked to hire an AWD. Also each shop has his or her own special requirements when looking for an employee that the formal training may not have trained for. For these reasons we have been successful lately by offering to either pay for some additional training in their shop or offer a lower wage during the training period of two or three months. This has encouraged some employers



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to hire an AWD on a trial basis. Once the AWD gets his or her foot in the door the shop owners have been more enthusiastic about putting them on permanently.

WCDO has provided start-up assistance to several AWD who have shown the skills and ability to be successful in businesses of their own or in partnership with others.

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)

We are very excited about the proposal that we submitted for a three-year extension. I have visited with our partners in all three locations and they are all in agreement that the project has been very effective and that we have learned much that we would like to carry into the other districts that we have not worked in yet. There are still many AWD in the districts in which we have worked that we have not identified, as evidenced by parents who still bring their AWD children to us, which they did not allow to be surveyed before but now seek our help for their children. One new intervention, which we hope to undertake in a new extension, is further help for the hearing-impaired. A hearing-impaired girl that was part of our first informal training input learned cake decoration in a shop in DaNang. She was so successful that the owner of the shop took two more hearing-impaired girls in the second intake. One of the second two girls knew sign language so she taught the first girl sign language so she could in turn teach the second two girls how to decorate cakes. We were recently in a shoe-making shop that has a hearing-impaired boy in training. I asked the owner if it would benefit him to learn sign language. He said it would but he didn't have time to go to school. I explained that if we begin these further hearing-impaired activities we could bring a teacher to his shop. He said that he and his hearing-impaired student would be very interested, plus he would like others in his shop to have the opportunity also. Our first priority would be in the shops to obtain higher job security, but also with the families of the hearing-impaired.

The hearing-impaired community is a very large segment of the population that does not receive very much help and is very vulnerable to low employability due to the communication barrier. The hearing-impaired that we have in our project now are very willing workers that we feel we can help through the project adjustments that we have proposed.



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ATTACHMENTS



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ATTACHMENT A

EXPENDITURE/FINANCIAL REPORT



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ATTACHMENT B

PROJECT PHOTOGRAPHS



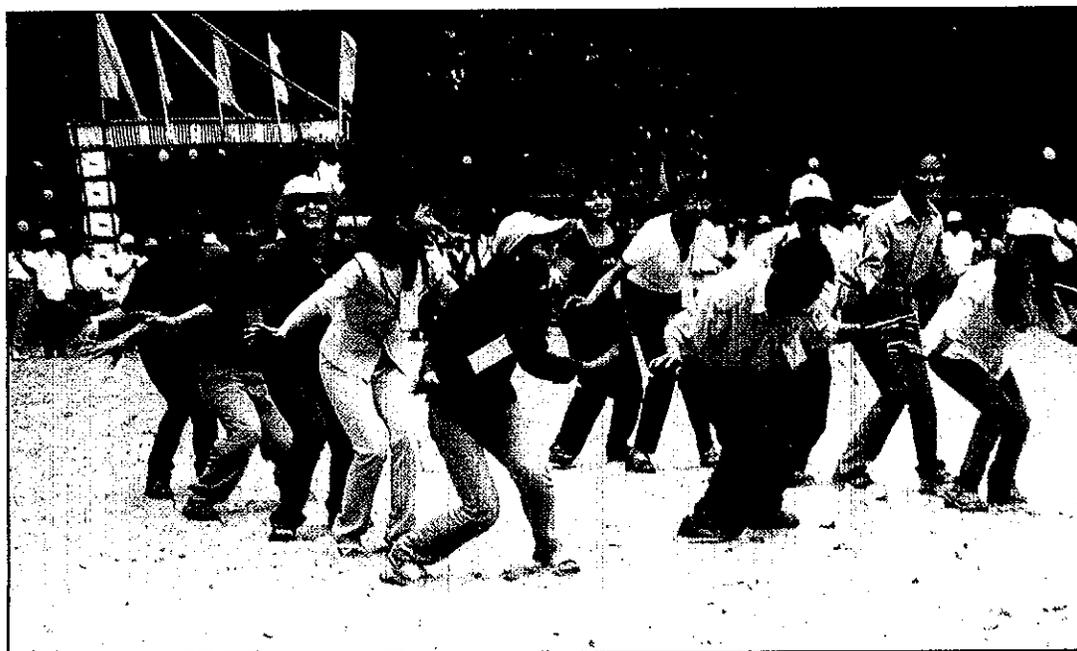
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Mr. Nguyen Hoang Long, Vice Chairman of the Danang People's Committee and Mrs. Mai, Vice Director of Delisa visited the camp and gave gifts to the AWD.



CSWs happily join together in the song "One Duck" at the camp.



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AWD enjoying camping activities



Phuong was very popular at the camping day. He is also well-liked at the shop where he studies watch repair.



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Two of the three hearing impaired girls at the cake decorating shop “visiting” with Cuc, the sign language specialist. We hope to use Cuc to train our staff and mobile sign language trainers in the next extension period.



Tran Phuoc Sanh, 18 years old, has difficulty in speaking. He studied electricity at the Delisa Job Service Center. Now he is learning refrigeration at a private shop for three more months. He studies hard and both the trainer and the boy are happy. Next month he will be the main worker at the shop. We have applied the same method for other AWD who studied in formal training. When the AWDs receive further training at small businesses, it helps them get jobs more easily.



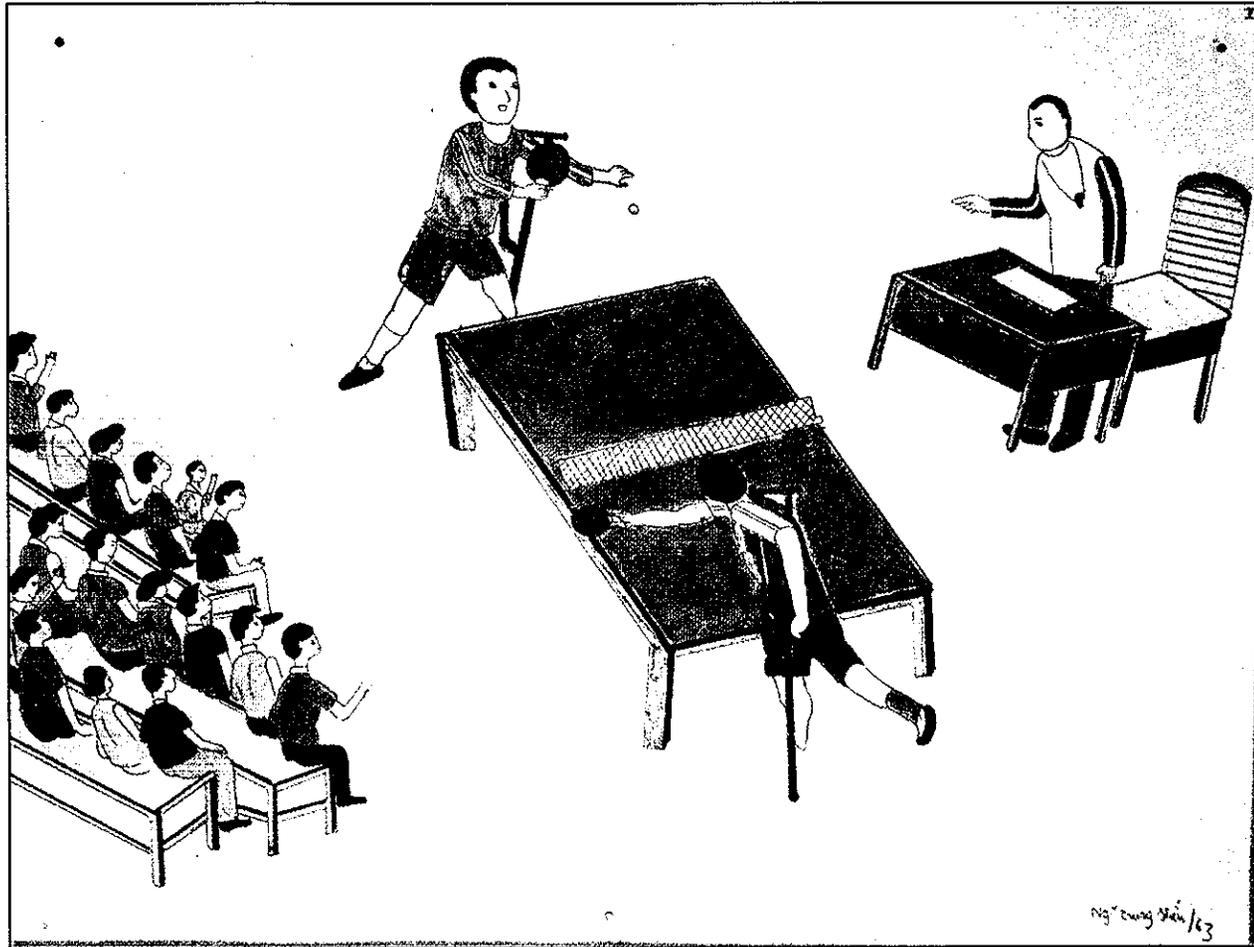
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Tran Phuoc Sanh, 18 years old, has difficulty in speaking. He studied at a private machine shop. He worked hard and well. The shop owner paid him 600,000 VND the first month. He gave all the money to his mother to feed the whole family.



Painting by a student of Que Son School, Quang Nam Province

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