



World Concern Development Organization

**VIETNAM:**

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

QUARTERLY REPORT

1 APRIL 2003 THROUGH 30 JUNE 2003

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

24 July 2003

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World Concern Development Organization

July 24, 2003

Ms. Gloria White  
USAID  
PPC/CDIE  
RRB Room 6.07-121  
1300 Pennsylvania Ave. NW  
Washington, DC 20523-6802

Subject: 492-G-00-98-00042-00, The Adaptive Vocational Training Program for  
Adolescents with Disabilities

Dear Ms. White:

Enclosed please find one copy of our quarterly project report for the above-mentioned grant. This report covers the period April 1, 2003 through June 30, 2003.

Should you have any questions, please contact me at (206) 546-7310 or Patty Howell, WCDO Grants Administrator at (206) 546-7416.

Sincerely,

Nancy Lewis  
Executive Director

NSL/ph

Enclosure



**W.C.D.O.**

World Concern Development Organization

*The Adaptive Vocational Training Program for Adolescents with Disabilities*

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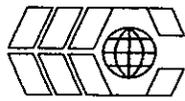
The Adaptive Vocational Training Program for Adolescents with Disabilities (AVTPAD)

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**List of Acronyms**

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



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World Concern Development Organization

*The Adaptive Vocational Training Program for Adolescents with Disabilities*

## QUARTERLY PROGRESS REPORT

**REPORTING PERIOD:** 1 April 2003 through 30 June 2003

### GENERAL REFERENCE

- A. NAME OF PVO: World Concern Development Organization (WCDO)
- C. AID AGREEMENT NO: 492-G-00-98-00042-00
- B. TITLE OF PROJECT: The Adaptive Vocational Training Program For Adolescents with Disabilities (AVTPAD)
- D. DATE OF THIS REPORT: July 24, 2003

NOTE: In this report, project activities have been divided into geographical categories. The reason for this is that there are two WCDO project implementation and management teams. One is based in Hanoi, the other in the central region of Vietnam in DaNang. The Hanoi office is responsible for the work in Hai Duong Province some 80 kilometers east of Hanoi. The other is based in DaNang and is responsible for two provinces: DaNang and neighboring Quang Nam. Thus the sections are divided into Hai Duong (the north region) and DaNang/Quang Nam (the central region).

## SECTION I. PROGRAM ACTIVITIES

### *Activity 1: Planning And Coordination*

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

### *Activity 1.1: Program Management and Coordination*

#### **Hai Duong**

There was a quarterly PMT meeting at the beginning of April. All DSCs were present. There were many comments on the new phase of the project, especially the changes seen in the lives of the AWD and their successes in training and employment. Some of the DSCs commented that the cooperation between DSC members had improved. The DeLISA and Red Cross do not often work well together so this was good progress. Many also



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commented that the old phase AWD still remained in employment and that everything seems to be lasting well. Peer groups are functioning in every district and they are meeting monthly. The DSC members said that these groups are making a big difference in the lives of the AWD and all group members regularly attend.

Some negatives were that there has not been good support from the district banks as it is hard for management to draw money to pay for the work of the project. So the proposal is that WCDO should pay the workers and beneficiaries more directly, cutting out the obstructionist middle party. Another problem is that some of the businesses of the districts have sent proposals for equipment and training materials but there has been no response from WCDO as yet. These will be dealt with and there is a deadline at the end of July to deal with all outstanding requests. Another complaint was that the Peer Group meetings were not suitable for some of the very disabled AWD, especially in bad weather. Even though all are encouraged to go, WCDO feels it is still okay if they do not attend - this is their choice. However, they can access support from family members and sometimes the business owners to help them attend the meetings.

The quarterly meeting proposed that the AWD who do not gain enough skills during the first part of their training should have further training - perhaps up to 12 months. Another suggestion was that some would like to have equipment for peer group meetings, such as chairs. All these issues are to be discussed at the up-coming quarterly Project Coordinators meeting.

As the Vietnamese National Disabled People's Day was in mid-April, the meeting requested that WCDO contribute to their effort to arrange events. They requested 1,000,000 VND, which was agreed to.



*New fax machine in DaNang*

This quarter WCDO provided the PMT with a computer. For 4 ½ years the PMT representative did not have any computers to work with. They had to rely on a public computer of DeLISA, which is normally not available for their work. There are plans for the PMT to install an internet connection so communication between WCDO and Hai Duong will greatly improve.

### **DaNang**

Two fax machines were provided to Son Tra and Ngu Hanh Son Red Cross in June. These are two of the most remote districts in DaNang. The fax machines have greatly enhanced communication between the Red Cross in all districts, the provincial headquarters and the WCDO office.



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The machines help save time in delivering and receiving letters and reports. Ms. Hien from the DaNang Red Cross requested two more machines for the districts of Lien Chieu and Hoa Vang.

### **Quang Nam**

The quarterly District Steering Committee meeting for seven districts took place in Quang Nam to review project activities and discuss the plans for the next quarter. In most districts different members of the DSC participated in different components of the program and the coordination between members is improving. For example, DeLISA officials helped organize an ABE course in Dien Ban, actively participated in the camping in Dai Loc on National Disabled Day (April 18<sup>th</sup>) and was much more involved in various activities to help AWDs in Nui Thanh.

One fax machine was provided to the DSC of the mountainous district of Tien Phuoc as they were fairly isolated in their communication. This fax machine has greatly improved the communication between Tien Phuoc DSC and WCDO as well as the other NGOs they work with.

### ***Activity 1.2: Strengthen Cooperative Relationships***

#### **Hai Duong**

On Vietnam Disabled People's Day (April 18), some of the WCDO staff attended an event organized by a number of organizations (e.g. Bright Future and other national groups). At this event, disabled people from a number of provinces came together in Hanoi to meet, exchange ideas, play games and music, and have general interaction. The World Concern Sign Language Trainer was also there to interpret for the deaf.

On May 8<sup>th</sup> and 9<sup>th</sup> two WCDO staff went to a World Vision Area Development Project in Hung Yen Province for development exposure and improving fieldwork skills. Members of three other organizations joined them, and the feedback from this trip was quite positive. Some of the comments from the WCDO staff included that this was a good time for them to understand a more holistic approach to community development and provided ideas on how to look at wider needs. Other examples of learning pertained to systems that could be introduced to encourage community members to work and cooperate together.

On May 14<sup>th</sup> -15<sup>th</sup>, WCDO Sign Language Specialist (Ms. Cuc) did the translation for the Vietnam Innovations Day event for PWD held at the Daewoo International Convention Center. This event, as an initiative of the World Bank, included a contest for the proposals

of projects aimed at improving the quality of life for the PWD. Participation included a wide variety of agencies who are supporting PWD in their work and the PWD groups. Other WCDO staff also attended the event. This was a good opportunity for staff to broaden their view on disabilities issues.

*Bench Workers:* Four AWD continue to train at the Bach Mai rehabilitation department and the training is going quite well, achieving a level in line with their non-disabled fellow workers. At the end of June, they finished the theory lessons on being a bench worker for prosthetic work. In the middle of July, they will undertake an exam of the theory that they have learned. If they pass this test, they then move onto the practical component of the training. The department is pleased with the progress and attitude of the bench workers. They have also been invited by the department to participate in the diagnosis and prosthetic outreach work to various provinces. An evaluation of their progress and livelihood situation will be undertaken in July.



*Bench worker Nga*

During the second week of June the first diagnosis and prosthetic work outreach by the Bach Mai Rehabilitation Department went to Hai Duong and worked on the beneficiaries of the project. 111 AWD were diagnosed, measured for prosthetics, and given mobility supports such as crutches, platform shoes and wheelchairs. A following outreach is planned for the beginning of July.

Hearing tests from May 26<sup>th</sup> to June 4<sup>th</sup> were conducted at the Hanoi Special Education Center for 78 AWD from 12 districts of Hai Duong. Also hearing aid evaluations on the 24<sup>th</sup> of June were undertaken on those AWD who had received aids over a year ago. These 14 hearing-impaired AWD from the old phase were the first ones within the project to be provided with hearing aids. Based on the results and recommendations from both the test and the hearing aid evaluation, the AWD of the new phase will be considered for hearing aid support in the near future.

**DaNang**

The story of Ho is in Attachment B. His story requires a separate telling. A year ago, Ho thought his life was over. Now due to an amazing operation and the compassionate care of the project staff, he has a new life and is now working in a furniture shop and earning \$30 (USD) per month.

**Quang Nam**

With the cooperation from the DaNang Rehabilitation Center, Pham Thi Thuong from Thang Binh, who has two clubfeet received an operation. According to the specialists, the results on the left foot seemed to be good and hopefully her other foot will be operated on next month after the left foot heals.

***Activity 1.3 and Activity 1.4: Baseline Situational Analysis / TNA*****Hai Duong**

The data is still being used for checking information about AWD especially when the DSCs or CSWs have issues for consideration such as reviewing cases or new cases for training that may arise.

**Danang**

This quarter, 21 AWD were further interviewed before entering training. Of these, 14 went straight into informal training, five started a trial period as they may not be suitable to do training, and two were not suitable from the start.

**Quang Nam**

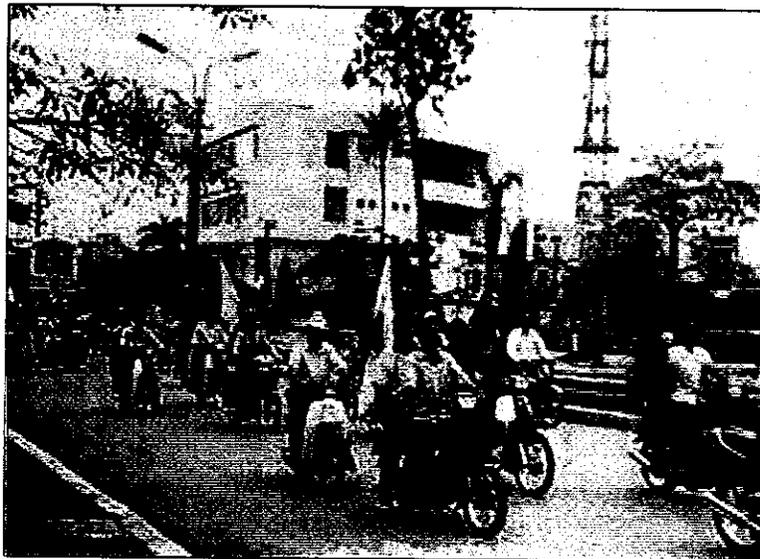
This quarter CSWs and CBSWs visited AWD families and businesses to do further Training Needs Assessment for the AWDs to ascertain the possibility for more skills training. Often the CSWs and CBSWs had to visit the AWDs and others many times at the beginning stage of training and introduce a trial period to see how things will go.

***Activity 2: Direct Interventions***

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

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

The major event of this quarter was the Vietnam National Disabled Peoples Day held on April 18<sup>th</sup>. WCDO helped and encouraged each district to have some type of activity or event to benefit the AWD and to educate the community about disability issues. Most districts put up banners and distributed posters. Events were held for people with disabilities and representatives from mass organizations and government were encouraged to attend. There were opportunities for those involved in the project to share stories and the positive things that are happening. For example, several business people shared their experiences of training and employment of AWD and greatly encouraged their fellow community members to get involved.



*Disability Day in Hai Duong*

Also as part of the April 18<sup>th</sup> event, DSC members of two districts visited the AWD families and businesses that are providing training and employment for the AWD. This was significant for both beneficiaries and DSC members as the members are not usually that involved with direct project work. All AWD received gifts as an encouragement from the various DSCs.

Again for the April 18<sup>th</sup> event, World Concern distributed the Awareness Raising pamphlet (see last quarter report for an example of the brochure) to all districts. District workers helped distribute these to families, businesses, and different departments within the government structure. The general feedback about the pamphlet was very positive as it was easy to read, attractive and the message was simple and motivating.

On April 19<sup>th</sup>, WCDO staff and the AWD Bench Workers attended a PWD celebration event coordinated by Disability Forum at the Hanoi Water Park. About 150 PWD from two deaf clubs (Hanoi and Hai Phong) attended together with many other PWD groups from neighboring provinces. Activities included drama, games, and group presentations. Ms. Cuc, the WCDO sign language trainer, helped to interpret sign language for the event.



## **DaNang**

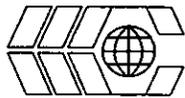
Most of the awareness-raising activities this quarter centered around the Vietnamese Day for Care and Protection for PWD. The activities WCDO supported and participated in were as follows:

On April 14<sup>th</sup>, WCDO funded a meeting of 100 members of the Disabled Youth Association. The meeting was held in the DaNang Youth Union Hall. Special guests included Mr. Long, Vice Chairman of the DaNang People's Committee, Mr. Mai and Mr. Van from DeLISA, members of the Youth Association and WCDO staff. Some of the project AWD were also participants. Mr. Long talked about the important roles of the PWD in society, and the current activities that help support PWD within the community. He encouraged the disabled youth to overcome their difficulties and appealed to organizations and individuals to give more support to the PWD. He mentioned the WCDO project and hoped WCDO will stay involved with the PWD in DaNang. During the meeting, over 150 awareness-raising brochures (see last quarterly report) were handed out. People were very interested in the content and pictures of the brochures. Local TV and newspaper journalists reported on the event and the following day DaNang TV showed the event. It was an excellent way of getting the message about disabilities out into the community.



*Meeting of the Disabled Youth Association in DaNang*

On April 18<sup>th</sup>, a picnic event involving 40 AWD was held by the Thanh Khe District Red Cross. A bus took all the participants to Lien Chieu Beach. Together they played games, sang songs and shared stories. They also heard the Ordinance for PWD and the UN charter of Children's Rights read out loud. In the afternoon the DaNang TV and Radio station came and interviewed the Red Cross about the purposes of the picnic and asked the AWD to share their feelings about such an activity. The interviews and activities were shown on local TV in the evening of the same day. The AWD were greatly excited by this event and it had a major impact on their self and social confidence.



Also in line with the April 18<sup>th</sup> event was an awareness raising writing contest sponsored by the Son Tra Department of Education and Training (DET). This contest was held between



*Picnic for disabled youth in Thanh Khe*

the 5<sup>th</sup> of April and the 18<sup>th</sup> of April for students of Grade Four and Five from 14 elementary schools. Also included were the project's ABE students of Son Tra District. To prepare for the contest, every school organized time for talking to and handing out documents to the students (~5,000) about disability issues. Awareness raising banners and posters were also hung around the 14 schools for the duration of the contest. The result of the contest was that the DET received 1,697 essays and poems. Overall, 26 students were presented with prizes at a

ceremony attended by hundred of students, members of DET, DSC, WCDO and TV reporters. The first prize student read her poem, which was about the feelings of a girl who has a blind sister. The girl who won second prize read an essay about the help given to her polio-affected friend which emotionally moved the whole audience.

Mr. Bao from the DET gave a speech, which summarized the activities of the district to help the disabled students so far. He also encouraged the PWD to study better, the teachers to connect more to the PWD and the students to take their empathy further from just words on paper to practical life. Mr. Hong from the DSC talked about the project and the policies of the government to help PWD. The event was shown on TV the same day.



*Awards are given for the contest on awareness raising*



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In line with the April 18<sup>th</sup> event, over one thousand brochures on disabilities awareness raising were handed out to schools, the Disabled Youth Union, and the general population of the communities of six districts. These brochures have helped many outside the project learn more about disability issues. They are especially interested in seeing pictures of successful AWD of DaNang.



*Learning about disabilities through the brochure*

Unrelated to April 18<sup>th</sup> was a Red Cross event held at the district headquarters on May 4<sup>th</sup>. The event marked Red Cross Foundation Day and WCDO

funded 150 attendees including most of the project AWD of DaNang. Other participants included volunteer workers, training businesses, CSWs, members from DeLISA and WCDO staff. Besides the activities, there were speeches from officials and some AWD. Each district displayed pictures of their work and activities and products they had made. All were very excited to participate in the drawing contest which was done on a long piece of cloth with the topic: "Beautiful, Green and Clean Environment + HIV/AIDs Prevention and No Discrimination to HIV People."



Water, balloon and ball games added to the fun of the day. Such activities not only made the AWD laugh a lot but built relationships among them. Each AWD received a gift of a shirt and a hat. One youth commented: "I am very happy to attend the camp. I am proud that I could join two games. I laughed a lot. Thank you for organizing such an interesting camp."

*Youth enjoy the games at the Red Cross camp*

## Quang Nam

Two Disability Awareness Raising Workshops were organized in Thang Binh district on April 17th and in Tien Phuoc district on June 26<sup>th</sup>. In each workshop there were about 30 participants, including parents of AWDs, businesses assisting AWDs, and district and commune officials. Participants discussed issues about barriers that prevent PWDs from developing, the needs of AWDs in school, how to teach an adolescent with a disability to do a proper job and other lifestyle factors. Mr. Binh (a PWD in a wheelchair as the trainer from Hoi An) and ten successful AWDs were involved in discussions to help participants better understand the PWDs in their local area.



*Outing for AWD at Khe Tan Lake*

improve their communication and social relationships as well as help other people understand AWD better.

Other activities were organized to help people understand the National Disabled Day in four districts of Quang Nam. Participants included DSC members, AWDs and parents, businesses helping AWDs and the CSWs. The number of people participating in the events was over 60 in Tien Phuoc, 55 in Nui Thanh, 55 in Tam Ky and 30 in Dien Ban. The activities helped the community to understand the needs and feelings of the PWDs so that people may care more for the needs of the PWDs.

National Disabled Day on April 18<sup>th</sup> saw many activities in Quang Nam. The DSC of Dai Loc district organized outdoor activities for 55 AWDs at Khe Tan Lake tourist zone. The DSC members, Red Cross and CSWs helped to carry out the activities such as musical performances, a display of products made by AWDs, cooking, boat rides and games. The AWDs enjoyed the activities immensely as they have little chance to enjoy outings such as this. The event also helped them

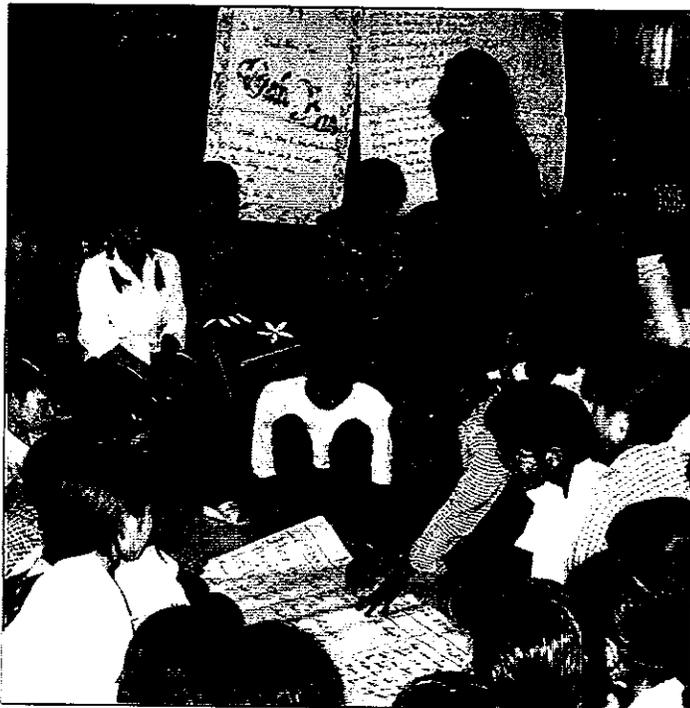


**Activity 2.2: Community Support Worker Training and Group Formation**

The CBSW training workshop planned for May/June did not eventuate. The reason for this was that the evaluation took precedence, and project staff did not have time to implement additional training workshops. The training has been postponed to the next quarter.

**Hai Duong**

Peer Groups continued to meet every month in each district. During April and May, WCDO staff went to help facilitate the meetings and train CSWs in how to run these groups. In June most of the groups were supported only by the presence of the CSW, which was very encouraging. All twelve groups now have a fund into which they pay a monthly installment. This fund is used to buy presents for birthdays, to help cover costs in visiting families, for any in need in the hospital or who are sick, and for general social activities. This seems to be working well to facilitate the activities of the groups but also develops companionship as they work together. Some groups have accounts for this money such as in the Post Office and are learning about managing money and keeping accounts. The groups are now moving toward better structure and functioning. They have leaders, a group name, a slogan, their own song, and a budget. The WCDO staff members are continually teaching these types of skills both to the CSWs and to the group members.

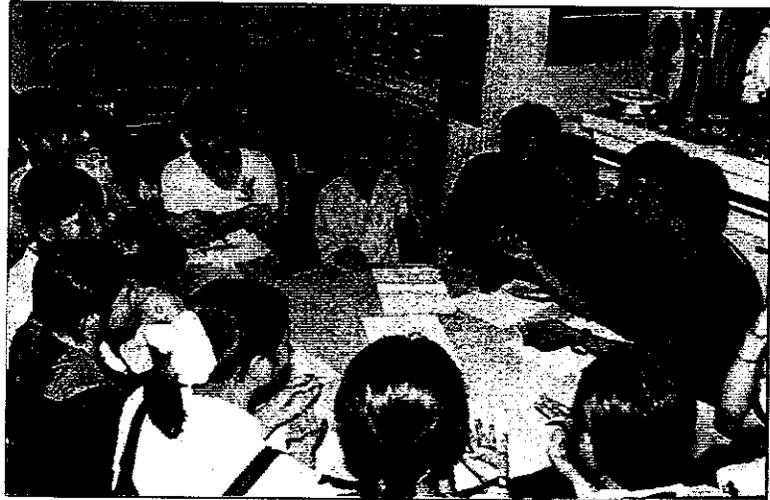


In May there were peer group planning meetings where the members decided on their own strategies for the next few months. This included the idea of going on an outing to the sea in the next quarter and buying resources that would be useful in their social development. Books were bought by WCDO for each group to start their own library. These books were a mix of educational materials (such as health and hygiene, drug use prevention, and reproductive health) and general stories to help the life style suitable for the adolescent such as understanding relationships.

*Peer planning*

## DaNang

**CSW:** During the quarter two extra CSWs were selected to work for the project. One, Ms. Vui who is currently at the Red Cross of Tam Thuan Ward was added to Thanh Khe. She is enthusiastic and works very effectively. Since May, she has found seven businesses for training opportunities for AWD. The other new CSW, Mr. Hien, is a painter and was recommended by the Son Tra Red Cross to be a CSW. He is good at organizing and coordinating activities and games. He will help in the peer group meetings of Son Tra and Ngu Hanh Son. This is the final selection of CSWs.



*Peer Group meeting*

**Peer group meeting and activities:** Every district has peer group meetings running at the end of the month. The AWD attend in good numbers and eagerly participate. They shared their feelings, suggested how to run meetings better, how to do financial management, how to better prepare for ABE classes and shared on general issues of lifestyle.



*Gifts-in-Kind from World Concern's Global Distribution Center are gladly received by disabled youth.*

The District Steering Committee attended a meeting on April 18<sup>th</sup> and gave out gifts to the youth. These items were received from the World Concern Global Distribution Center.

## Quang Nam

Peer group meetings are held every month in all districts. The AWD sing, play and share ideas as well as their difficulties in work and life situations. The meetings help AWD improve their social skills. In Thang Binh district, the AWD manage the peer group meetings themselves with support from the CSWs.

**Activity 2.3: Adapting Vocational Training Sites****Hai Duong**

Plans continue to help re-build the Blind Association buildings in Hai Duong city. The People's Committee has decided to contribute toward this, though there is some delay in approving the budget. So WCDO has decided to go ahead with an amended proposal. At this stage the plans are being drawn up and another proposal will be submitted to WCDO some time in July.

**DaNang**

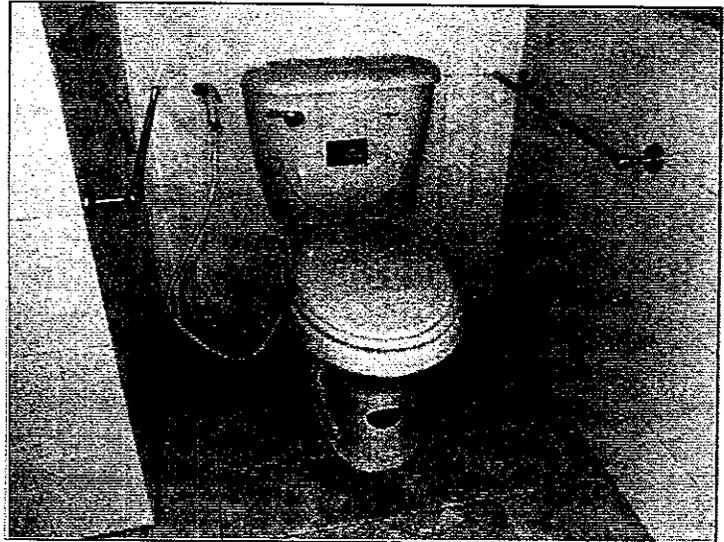
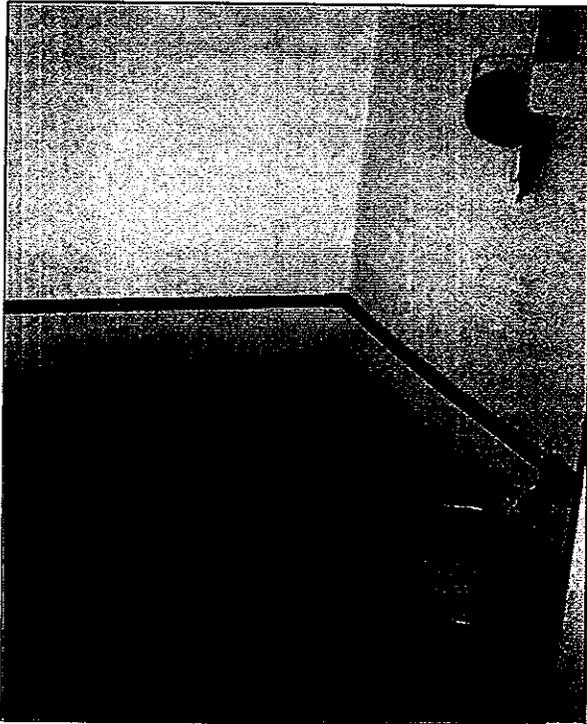
There were three site-improvements over the past quarter.

WCDO built a new bathroom for a young woman with a withered leg. The new bathroom suits her mobility needs. In the past, she and her family just went down by the river for washing. It was extremely difficult for her. Anh is very happy now because it is convenient for her to have a seat toilet and a safe and clean bathroom.

Another young woman, Hien, is in a wheelchair with two withered legs and had a family bathroom where the doorway was not big enough for her wheelchair. She always had to crawl into the rooms and it was dangerous and she often fell. Through site improvement WCDO funded a renovated bathroom with good door entrances, handrails, suitable shower, and a seat toilet. It is now cleaner, safer, and more convenient for her to do everything by herself.

A young woman, Hong, was in the same situation as Hien. Before the toilet was built too high for her convenience. There was no ramp for her to access the rooms properly and she had to crawl over obstacles. She often fell. Sometimes she fell so hard that she could not go to the shop for training for a number of days. The bathroom is now suitably renovated and there is good and proper access for her wheelchair. She is happy because seeing this type of repair has helped the family pay more attention to the needs of Hong.

Ha was in a similar situation as Hong. The following pictures show the situation before and after the site improvements.



*Before and after site improvement*

**Quang Nam**



Accessibility was improved for two AWDs with mobility impairment in Quang Nam: **Tran Thi Hue** in Tam Ky, and **Pham Thi Phuong Thao** in Nui Thanh. Their family bathrooms were renovated with handrails provided to support the girls' mobility. Through this activity the families and community came to understand more about how to improve buildings to meet the physical needs of those that are mobility impaired.

*Tran Thi Hue with her newly renovated bathroom*

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

The last intake of formal training took place on April 16<sup>th</sup> for 22 AWD at the Women Union's Job Service Center. The AWD from various districts are settling well with their new environment far from home. Job skills include embroidery, sewing and computer skills.

The table on the following page shows the number of current formal training students and the graduates of the program.

District	Doing Formal Training			Graduated from Formal Training		
	Female	Male	Total	Female	Male	Total
Binh Giang				3	2	5
Cam Giang				1		1
Chi Linh	6	7	13		3	3
Hai Duong	4	3	7	7		7
Kim Thanh				1		1
Kinh Mon				5	7	12
Ninh Giang				2	1	3
Thanh Mien				2	2	4
Thanh Ha	2		2			
Nam Sach						
Tu Ky						
Gia Loc						
<b>TOTAL</b>	<b>12</b>	<b>10</b>	<b>22</b>	<b>21</b>	<b>15</b>	<b>36</b>

**DaNang**

There has been no formal training in DaNang as yet.

**Quang Nam**

Eighteen students finished their six-month formal training course in sewing, electricity and motorcycle repairs at Quang Nam Job Service Center in January 2003. After graduation they returned to their home villages and the CSWs of the seven districts visited them to help arrange a four-month informal training in local businesses. This was necessary to allow business owners to tailor their skills to the business as well as upgrade the quality of the



skills they had learned from the Job Service Center. Fourteen of the 18 are now in this four-month informal training. Of the remaining four, two have jobs and the other two are yet to start informal training.

	Doing Formal Training			Graduated from Formal Training		
	Female	Male	Total	Female	Male	Total
Thang Binh				3	3	6
Dien Ban				0	2	2
Nui Thanh				1	0	1
Tien Phuoc				1	1	2
Que Son				1	1	2
Dai Loc				0	2	2
Tam Ky				1	2	3
<b>TOTAL</b>				<b>7</b>	<b>11</b>	<b>18</b>

**Case story:** Tran Ngoc Duc lives at Binh An commune, Thang Binh district. He is mobility impaired (withered right leg). After six months of formal training in motorcycle repair at the Quang Nam JSC, the CSWs helped him to find informal training at the motorcycle repair shop of Mr. Nguyen Tay in April. He has improved a lot during this extra training and is almost qualified enough to work on motorcycle repairs by himself. Mr. Tay said he will employ Duc to work at his business after the training is complete.

**Informal Training**

**Hai Duong**

In most of the twelve districts there were new intakes into small-businesses for informal training for the AWD. Around 36 began training this quarter. There were also 48 informal training graduations during the quarter. However, although the official training time has finished, many AWD are given further training at businesses for several months before getting employment and income at these businesses.

District	Doing Informal Training			Graduated from Informal Training		
	Female	Male	Total	Female	Male	Total
Binh Giang	5	5	10		2	2
Cam Giang	6	5	11	2	2	4
Chi Linh	8	8	16		2	2
Hai Duong					1	1
Kim Thanh	13	4	17	4	2	6
Kinh Mon	2	3	5	2	3	5
Ninh Giang	8	8	16	1	1	2
Thanh Mien	7	2	9		2	2
Gia Loc	8	3	11	4	6	10
Nam Sach	1	7	8	4	3	7
Tu Ky	2	8	10	4	2	6
Thanh Ha	8	5	13		1	1
<b>TOTAL</b>	<b>68</b>	<b>58</b>	<b>126</b>	<b>21</b>	<b>27</b>	<b>48</b>

**DaNang**

District	Doing Informal Training			Graduated from Informal Training		
	Female	Male	Total	Female	Male	Total
Hai Chau	6	4	10	3	1	4
Hoa Vang	4	5	9	1		1
Lien Chieu	2	5	7	2	2	4
Ngu Hanh Son	4	5	9			
Son Tra	8	8	16			
Thanh Khe	4	7	11	1	2	3
<b>TOTAL</b>	<b>28</b>	<b>34</b>	<b>62</b>	<b>7</b>	<b>5</b>	<b>12</b>

### *Case Story*

**Huynh Thi Thu Ha** lives with her mother and aunt. When she was nine, she developed a spinal inflammation and had to use a wheelchair to move around. The fact that she does not have a father, and is unable to go out and play like other children has affected her attitude. She was silent and seldom smiled. At first she was helped by WCDO to study sewing at a shop near her house. Everything went well until the owner of the shop decided to move to DaNang City. It was difficult to find another sewing shop near her house. WCDO staff introduced her to another shop further away. The shop's training was good but it was in a small building and had no bathroom. Ha dared not eat or drink because of the inconvenience of having to go to the toilet. Finally the WCDO staff succeeded in persuading another trainer to come to her house to teach four half-days a week. Now after six months of training she can sew for her family, friends, and contacts. She said: "I am happy to see my friends wearing the clothes made by myself. I will try more to become a successful tailor." WCDO just provided a seat toilet for her.



*Ha and her trainer*

### **Quang Nam**

During this quarter the CSWs in Quang Nam helped 30 AWDs in seven districts to start informal training. The CSWs also helped some AWD in remote communes, including the Catu minority people, start training. For example, a girl named Alang Thi Van in Dai Lanh commune, Dai Loc district was placed in the program in May.



District	Doing Informal Training			Graduated from Informal Training		
	Female	Male	Total	Female	Male	Total
Thang Binh	6	5	11	5	9	14
Dien Ban	5	6	11	6	6	12
Nui Thanh	4	5	9	6	3	9
Tien Phuoc	3	5	8	4	4	8
Que Son	5	4	9	3	9	12
Dai Loc	11	6	17	4	6	10
Tam Ky	5	4	9	3	6	9
<b>TOTAL</b>	<b>39</b>	<b>35</b>	<b>74</b>	<b>31</b>	<b>43</b>	<b>74</b>

**Case story:** Pham Van Thong is a young man who has difficulty moving his leg. He was born in 1985 and now lives in a remote village of Dai Dong commune, Dai Loc district. His parents died when he was a small boy. He never went to school and had been marginalized from the community. The CSWs in Dai Loc worked with the shop of Mr. Dao Ngoc Son in Dai Dong commune to help Thong gain training in shoe making. After two months Thong was progressing very well and is communicating a lot better. Mr. Son has seen Thong's confidence grow and they get along well working together.

**Alternative Basic Education**

**Hai Duong**

Some ABE classes began in seven districts. Most of these classes were held at individual training businesses at night and the teaching was done by the business owners themselves. Others had ABE teaching at their homes and were taught by qualified schoolteachers at night who were neighbors. One district also held ABE classes at the Association of Training at the district headquarters. All ABE classes are expected to go for six months. At present there are 30 AWD enrolled in ABE in Hai Duong.

### **DaNang**

Originally there were ten AWD studying in the ABE classes in DaNang. One dropped out because the mother kept her home to do house work and fish processing. Two new AWD joined and now 11 are studying four evenings per week. All of them study hard. Ms. Mai, the ABE teacher in Chi Lang School, is also very devoted. There are two hearing-impaired AWD in her class and they are also learning well.



*Alternative Basic Education class in DaNang*

### **Quang Nam**

In Thang Binh, 13 AWDs completed the ABE course with the result of 53.8% Very good, 38.5% Good and 7.5 % Average (2 AWDs could not complete the course because of sickness). The teacher made the rating system through tests. Most AWDs have made good progress during the course and now they can read and write and do simple math calculations. The teachers have devoted a lot of time and energy which has also helped the AWDs develop their communication and social confidence. Provincial, district and community officials have appreciated the model of the ABE class in Thang Binh.

In Dien Ban an ABE class of 12 AWDs progressed well. The AWDs are happy studying and have improved both educationally and in communication. Ms. Nhung, the teacher, has worked hard to help the AWD develop.

In Tam Ky the DSC members and CSWs completed preparation for the start of an ABE class of 12 AWD for July which included surveys and finding the right teacher for the class. The teacher will apply the curriculum developed by the teachers from the Thang Binh ABE program.



*An Alternative Basic Education class in Dien Ban*

### **Sign Language Training**

#### **Hai Duong**

The Sign Language Trainer went to observe the Sign Language Mobile Trainers (SLMTs) teaching sign language in DaNang and Quang Nam in mid-May. This is a regular teaching and mentoring exercise as the SLMTs are still finding their way in teaching the deaf how to sign. The SLMTs also taught ABE to deaf students in classes and this is going well with vocabulary being the focus at first. Some of the AWD had problems settling into learning and needed advice and counsel on how to apply themselves. The situation today seems to be that, after a difficult start, all things are going smoothly, and the AWD and families are pleased with the progress.

The two Mobile Sign Language workers of Hai Duong went to Dong Nai (Bien Hoa) for further training in Sign Language. This course lasted for four weeks (from mid-May to mid-June 2003) and they successfully completed the work. They now have started to work in full capacity throughout the whole province teaching sign language to the deaf at the Social Protection Center in Hai Duong City as well as businesses in Cam Giang, Gia Loc, and Hai Duong.

### **DaNang**

Chi and Toan, the mobile sign-language trainers (SLMT) are enthusiastic and their method of teaching is good. They are teaching three groups of six hearing-impaired AWD. All the students study hard, although three are slower than the others. During this quarter, the AWD learned about colors, animals, addition and subtraction and some pronunciation. Three business owners are also interested in learning sign language. Chi and Toan have already taught them signs related to daily communication with the AWD training in the shop.



*Chi, a mobile sign-language trainer, enjoys her students*

The two Mobile Sign Language Trainers from DaNang and Quang Nam (Chi and Thuy) also joined their colleagues from Hai Duong in undertaking a second phase of training in Dong Nai School of the deaf. Their training was equally successful, and they now continue to teach in a near full-time capacity in the project.

### **Quang Nam**



Three Sign Language Mobile Trainers (SLMTs) in Quang Nam (1 man - Chuong, 2 women - Thuy and Tinh) traveled in three districts (Dien Ban, Thang Binh and Dai Loc) to teach sign language to eight AWDs. The kids enjoyed learning sign language and have made much progress. Ms. Thuy also participated in a one-month further sign language training in Bien Hoa.

*Sign Language training in Quang Nam*

**Activity 2.5: Employment and Income Generation**
**Hai Duong**

Almost all of those that have graduated from informal training have now gained employment. Most of these have been employed by the businesses that have been training them. The rate of employment for formal graduates is low at present because some AWD cannot earn enough income at the business where they start working so they drop out and try to find other employment. The staff are confident that these AWD will gain employment though there may be a need for some further informal training to help them adapt to their new employment prospects. Those formal graduates that have gained employment have done so often away from their home areas, sometimes in factories of the province or even factories in other provinces.

District	Formal Graduates					Informal Graduates				
	Female		Male		Total	Female		Male		Total
	empl oyed	not empl oyed	empl oyed	not empl oyed	% empl oyed	empl oyed	not empl oyed	empl oyed	not empl oyed	% empl oyed
Binh Giang	1	2	1	1	40			2		100
Cam Giang		1			0	2			2	50
Chi Linh				3	0			2		100
Hai Duong		7			0			1		100
Kim Thanh	1				100	3		2		100
Kinh Mon	2	3	4	3	50	2		1	2	60
Ninh Giang	2			1	67					
Thanh Mien	2	1		1	50			2		100
Gia Loc						4		4	2	80
Nam Sach						4		3	1	88
Tu Ky							4		2	0
Thanh Ha						6	2	3	1	75
<b>TOTAL</b>	<b>8</b>	<b>14</b>	<b>5</b>	<b>9</b>	<b>36</b>	<b>21</b>	<b>6</b>	<b>20</b>	<b>10</b>	<b>72</b>

**Case Story**

Tiep is a young man with a withered leg. He has just graduated from a nine-month carpentry course. He is now employed at the business where he trained and is earning an income of 300,000 dong (\$20) per month.

During the training he studied very hard which pleased the trainer and his family. People loved and praised him as a good boy and hard worker. Tiep knows how to care for his friends. On the birthday of any member of his peer group he always has a small gift for them. The CSW in Binh Giang commented: "Since joining the project, Tiep has changed a lot. He is not so shy, knows how to care for his friends, and has a nice spirit for his group. Tiep is a quiet person, but his actions speak strongly to his friends."

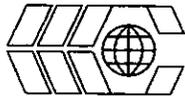
**DaNang**

District	Formal Graduates					Informal Graduates				
	Female		Male		Total	Female		Male		Total
	empl oyed	not empl oyed	empl oyed	not empl oyed	% empl oyed	empl oyed	not empl oyed	empl oyed	not empl oyed	% empl oyed
Hai Chau						3		1		100
Hoa Vang						1				100
Lien Chieu						2		2		100
Thanh Khe						1		2		100
<b>TOTAL</b>						<b>7</b>		<b>5</b>		<b>100</b>

**Quang Nam**

District	Formal Graduates					Informal Graduates				
	Female		Male		Total	Female		Male		Total
	empl oyed	not empl oyed	empl oyed	not empl oyed	% empl oyed	empl oyed	not empl oyed	empl oyed	not empl oyed	% empl oyed
Thang Binh	3		3		100	5		8	1	93
Dien Ban	0		0	2	0	5	1	5	1	83
Nui Thanh	1		0		100	6		3		100
Tien Phuoc	1		1		100	4		4		100
Que Son	1		1		100	3		9		100
Dai Loc	0		2		100	4		6		100
Tam Ky	1		2		100	2	1	5	1	77
<b>TOTAL</b>	<b>7</b>		<b>9</b>	<b>2</b>	<b>88</b>	<b>29</b>	<b>2</b>	<b>40</b>	<b>3</b>	<b>93</b>

\* NOTE: 14/18 formal graduates did a further four-month informal training to upgrade skills.



## **SECTION II. ANALYSIS OF THE QUARTER**

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

### ***Why intended results were not achieved***

#### **Hai Duong**

There was a number of AWD who had started training, but didn't continue very long because of reasons such as: some didn't concentrate on the training as they were not used to applying themselves; their behavior was not suitable as they created trouble for the business from their lack of discipline; some moved to another job opportunity; and special cases such as health problems. Other AWD have been chosen to replace those that have left.

A site improvement initiative at the Blind Association is being held up waiting for government approval and the need to present another plan and budget to WCDO. It is hoped that with a new plan and contractor that work will begin on the building this quarter.

#### **DaNang**

There was no quarterly meeting of the PMT and DSC as during the time when it should have been held there were major Red Cross meetings in all the districts. The meetings were to organize and elect a new management board and summarize the work of the Red Cross over the past half-year. The WCDO Project Coordinator attended this meeting and there was much praise for the good work of WCDO in DaNang.

#### **Quang Nam**

As Quang Nam is a poor province with a limited job market, there are not many options or varieties of skills for the AWDs to choose from. Also, despite the best efforts from the CSWs, the income level of AWD graduates is often very small. However, any income helps the AWD cover some basic needs and continues to fulfill their vocational and social requirements.

***Results achieved and contribution of activities to results*****Hai Duong**

Awareness Raising activities, especially around April 18, were an outstanding success with a variety of activities and education initiatives. Particularly pleasing was the good participation of AWD, businesses, partner organizations and some government representatives.

Peer Group meetings are developing well, with the AWD being very motivated to take control of the group process. They have taken hold of leadership, group responsibility, planning, finance responsibility, gathering resources, sharing of ideas and resources from disability information, and plan well in advance for their activities.

The graduate AWD who are employed are now receiving a good monthly income and feel encouraged in their new work. Families and the community members are very pleased with the AWD getting work and contributing to the family situation and being independent.

**DaNang**

Awareness raising activities took various forms, such as camping, writing contests, meetings, distribution of brochures, competitions, TV and newspaper articles.

Site improvement: Four AWD now have new or renovated bathrooms which include rooms, hand-rails, toilet seats, showers, and flooring to suit the needs of the particular mobility issues of the AWD. This helped a lot in their own and family hygiene plus it displayed a model for other families with disabled children to follow. This is the first time WCDO has done this type of work in DaNang. This activity will continue next quarter.

Peer group meetings: This quarter the WCDO staff convinced more AWD to attend the meetings - especially those that live far away. The WCDO van took those far away to the meetings.

Informal training: The flexibility in bringing trainers to the AWDs' homes for training is proving very effective. So far, there are two AWD receiving training at home. One is for sewing and the other is for computer work.

**Quang Nam**

The CSW network continues to become more capable in their project work. They understand the needs of AWD and know how to find businesses with a desire to help in their communes. The CSWs regularly visit the AWD at the training and employment businesses

and help solve any problems arising in daily life. Thanks to their work the relationship between AWD and businesses are improving. In Quang Nam, the CSW network is the key factor for success of the program.

The ABE component is a big achievement of the program. Most AWD had poor education and could not pass basic exams. Many of them dropped out of school. With the devoted ABE teachers in Thang Binh and Dien Ban, the AWD enthusiastically come to the classes to learn how to read, write and calculate as well as spend time together with friends. This helps the AWD socially. Most AWD become more confident and enjoy their life with their AWD friends.

Sign language was never present in the poor province of Quang Nam. The Sign Language Mobile Trainers help the AWD with hearing impairment to develop some sign language skills to improve their communication with other people. They enjoy learning sign language with the SLMTs and other AWDs.

### *Unintended results*

Mid-term evaluation: Although a little late due to the overlap of the old phase with the new phase, Tet, cancellations, and SARS, the mid-term evaluation has been completed. Evaluation fieldwork was undertaken over a ten-day period between 22 May – 31 May 2003. According to the Terms of Reference (ToR), the evaluation team was to review project implementation, participation and monitoring, outcomes, and sustainability. The evaluation process consisted of both qualitative and quantitative data collection. Questionnaire surveys were administered to the major Government partners; semi-structured interviews were conducted with World Concern staff as well as with beneficiaries in their homes and businesses; and the evaluation team reviewed project documents. The number of interviews and those interviewed is outlined in the following table:

Type of Interview	Hai Duong	Danang	Quang Nam	Totals	% total beneficiaries.
WCDO Staff	2	2	1	5	
PMT	1	1	1	3	
DSC	3	4	4	11	
CSW	4	4	5	13	
AWD Families	43	30	24	97	19%
AWD	49	30	29	108	21%
Institutes	2	1	1	4	
Businesses	12	11	16	39	
<i>Total:</i>	<b>116</b>	<b>83</b>	<b>81</b>	<b>280</b>	

The interviews were conducted by the evaluator with assistance from the CSWs. The major recommendations that come out of the report are presented in Attachment C.



*Site visits*

On May 13<sup>th</sup> the USAID representative for Vietnam, Daniel Levitt, as well as a representative from the Spanish Red Cross and some Hanoi Red Cross workers all went to visit the Hai Duong site to see how the project is being implemented. The Red Cross workers are considering starting vocational training with PWD. All were very well received and impressed with the variety of work and quality in which it was being executed.

Also in Hai Duong there was a cooperation with the Hanoi Special Education Center for hearing tests for 78 AWD over eight days. This was a considerable logistic effort considering that all these 78 had to be organized out of their existing program and taken to Hanoi for these tests. The results of the tests will be either medical interventions such as inner ear operations or the fitting of special hearing aids. It seems that a lot of hearing impairments may have been caused by inner ear infections. Further diagnosis of special cases will be made in the near future. On the 24<sup>th</sup> of June an evaluation was undertaken of those hearing-impaired AWD who had received hearing aids over a year ago.

The results of this evaluation will be presented in the next quarterly report as there are still some results coming in from the field.

Three surgeries were performed on AWD this quarter. Two were on clubfeet of two boys. These surgeries were conducted at





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the main hospital, Bach Mai, and to date the surgeries seem to be quite successful. One boy who seems to be doing very well is in fact one of the bench workers being trained at the Rehabilitation Center. The third surgery was to repair a small hole in the inner ear of one boy. He had a terrible and painful infection that was easily rectified by surgery after his problem was given attention by the WCDO staff.

*Lessons learned and adjustments to the program*

The program is running very well. There were no circumstances apart from the evaluation that caused any major adjustments. There is, however, a trend toward downsizing as far as monitoring and personnel are concerned as the focus moves away from the AWD of the first phase who are now well enough independent, though they will still be involved in peer group meetings. CSW numbers have been reduced accordingly from 24 to 21.



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## **ATTACHMENT A**

# **EXPENDITURE/FINANCIAL REPORT**



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## **ATTACHMENT B**

### **HO'S STORY**

### **Ho's Story**

Ho is a 19-year-old boy from central Vietnam who joined the WCDO Vocational Training Program for Adolescents with Disabilities in 1999. His disability is a facial deformity that restricts mouth movement and distorts his face and throat. Though this disability did not hinder him from any choice of vocation, he did feel shy and lacked social confidence. He found that the sewing vocation allowed him the control, quietness and confidence that he needed to fit as best he could back into society. He successfully completed his training and secured employment with the business in which he did the training. The business owner was very happy with Ho's attitude, skill and productivity. It seemed that this would be yet another successful outcome for the WCDO project.

But this was not as simple as we had thought. When dealing with such a comprehensive, complex and difficult project in disabilities, there always seems to be a 'hidden hand.' For Ho this was his facial problem. The 'disease' that started out as an infection when he was six years old has become progressively worse over recent years. The tragedy was that his bottom jaw has been growing into his upper jaw to the point where his teeth started to break, and he could not open his mouth. This time last year, Ho had given up his training and employment and had gone home 'to die.' He had very little hope, had become depressed and could only be fed by his mother pouring liquid through small gaps in his teeth. He would probably have starved to death as his whole mouth would have closed completely, and his jaws fused together. His family was too poor to do anything, and no one seemed to know what to do to help.



*Ho and his mother, one month after the operation*

Fortunately, the WCDO program has an extensive network of community volunteers responsible for the adolescents, and his case was brought to the attention of the Project Coordinators. After his case was considered, the WCDO staff decided to allocate some of the World Concern 'Global Gift' money to help Ho. He was flown to Ho Chi Minh City for diagnosis, and then to Hanoi. The most sophisticated institutes dealing with face and jaw problems had doubts as to whether they could deal with Ho's problem. However, hope came through a



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contact that heard an organization called Global Health Outreach would be visiting Hanoi in March to operate on facial deformities. X-rays and scans were sent to the States, and the specialist said that Ho could be helped. He was booked in for an operation.

Two weeks before the specialists arrived there was bad news for Ho. SARS had caused a cancellation of the GHO visit. It was a devastating blow as no one was sure how long Ho had left. It was a time of extreme stress for both WCDO and Ho's family. But miraculously, within a week, an email came out of the blue. A specialist would still go to Ho Chi Minh City in early May and would operate on Ho as a matter of urgency. All went well. Ho's ribs were used to repair his jaw and today he can open his mouth, is smiling (though it is not great to view his teeth!) and he is back at work.



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## **ATTACHMENT C**

# **MID-TERM EVALUATION RECOMMENDATIONS**

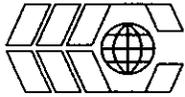
## **Mid-Term Evaluation Recommendations**

### **1. Management**

- Assign at least one full-time social worker per project site (ie. per province) to facilitate capacity building for the CSW's and to ensure quality attention to social issues.
- Project Coordinators should have full information, including financial information, from the start of a project to manage effectively. This is even more important when project sites are quite distant from one another.
- Project Coordinators indicated that they would have appreciated more skills training for themselves personally, in general project planning, monitoring, and specifically related to conducting KAP.
- Project planning should have included more attention to development and maintenance of an adequate information management system, including more deliberate exchange between project sites in order to foster in-house learning and speed the learning curve.
- In the future, World Concern should take more care to utilize the information that it collects on beneficiary population/s – or to take a more basic approach to the collection of information.
- For evaluating Phase Two it is important to ensure that WCDO has baseline information against which to assess change over time.
- Quality of regular reporting could have been much improved – to provide an actual monitoring function rather than just a collection of anecdotes about activities.
- Regarding GIK, future concerns expressed by government officials about quality and appropriateness of the goods and materials received (which could adversely affect key relationships) could be minimized through having greater consultation with Project Coordinators about the type of supplies and resources to be provided, and a more deliberate methodology for distribution.

### **2. Cooperative Relationship**

- Keeping official minutes of meetings with the various committees (PMT, DSC) would provide a useful reference in the future regarding issues and decisions that have been made, and contribute to continuity. It also promotes greater transparency in the communication and decision-making process.
- Capacity building for the partner should be a Project priority – the Red Cross members would have greatly benefited from greater attention to building their skills and capacity for community mobilizing and other aspects of the Project.



### **3. Awareness Raising**

- Currently, Awareness Raising is primarily aimed at direct beneficiaries (AWD, families, businesses) – and in a sense these are people already sensitized to the issues. Greater effort should be made to widen the circle of influence.
- In Awareness Raising, greater effort and more strategic thinking should go into involving successful PWD to advocate for themselves. They demonstrate more clearly than any other ‘media’ that PWD can be valuable and contributing members of society. For example, the Quang Nam Project Coordinator has recently begun to involve a man in a wheelchair from Hoi Anh, in promoting the Project concept and awareness about disability issues in his community.
- The entire awareness raising and educational effort would benefit from strategic thinking that would develop a few basic ideas and key messages which can easily be promoted and then change in knowledge (and perhaps attitude) would also likely be more easily monitored.

### **4. Vocational Training**

- Education/literacy should have been more systematically planned and implemented in order to ensure that all AWD had minimum literacy and numeracy skills to ensure success in training.
- The Project staff could have done more to assess employment and income opportunities in semi-urban areas (such as agriculture or food processing) such as Quang Nam.

### **5. Site Improvement**

- There was considerable under-expenditure against the budget for site improvement. Given the fact that the project recognized this need, management should either have been more proactive to allocate funds for improvements to informal businesses or perhaps considered allocating it to homes of AWD or to other public buildings such as schools which do, or will in the future, service AWD.
- In some business locations, the evaluation team observed that there could have been improvements made to working conditions in general (very poor toilet facilities, poor lighting, unhygienic kitchen facilities, etc.) – in those cases, perhaps a cost-sharing arrangement with the owner would have provided a good solution.

### **6. Employment and Income**

- It would be useful for WCDO to conduct research into the question of whether or not AWD/PWD are less productive than their ‘normal counterparts’ and whether or not it actually requires more time for an AWD to obtain comparable skills with a non-disabled person. This is certainly the dominant stereotype image of them in the minds of informal business/training sites. If the perceptions are erroneous, the project would be planned differently and perhaps AWD/PWD treated more fairly in future.

## **7. Peer Group Development and Support**

- Peer groups appeared to be too dependent on WCDO: more effort earlier in the process should have been spent in getting these groups to be more self-sufficient. This is now the focus in Phase Two.
- Life-skills training should have been more systematic to ensure basic knowledge in key areas. CWSs may also need to be trained in both pedagogy (how to teach) as well as in the specific content area.
- Engaging the Peer Groups in the planning and various aspects of monitoring would have been one useful way to develop ownership and responsibility as well as improve the quality of the project. They know best what barriers they encounter in society.

## **8. Networking**

- A deeper level of analysis by the WCDO staff of project results, and presentation in accessible form, would make an excellent contribution to national-level discussion, perhaps influence the practices of other agencies who see the effectiveness of the informal training and job placement approach, and perhaps even policy.
- More deliberate efforts to share experiences with other agencies with the express intention of learning and applying findings would be useful for improving the Project quality (such as the Disability Forum).

## **9. Project Conception and Design**

- Project scope was not optimal and not sufficiently wholistic. For example, it did not include prevention measures nor was much effort made to incorporate the community into the Project.
- Corrective medical interventions were not part of the original design, but certainly an important feature that can in some cases do more good than vocational training for improving a child's opportunities for education and livelihood. It also provided a very visible example of the value placed on people with disabilities.
- It would be instructive to know the types and proportion of disabilities within the WCDO population that are preventable. Such information would be useful in designing a prevention component to future disability project/s – and in the immediate term, could be used to educate communities in prevention, treatment, and care of conditions that lead to long-term disability.
- In the Vietnam context, for a project working to employ people in semi-rural or rural areas, a minimum of three years seems a more rational timeframe for a first cycle of about 100-150 beneficiaries per project site.
- Little attention or resources were included to improve home physical situations although site improvement was a need identified by the project (so the Project understood the principle of improving access, but did not apply it consistently).

- There was significant scope for greater involvement of the beneficiaries in planning, goal setting, identifying indicators, and tracking results. Also, WCDO could have done more to utilize the AWD themselves as promoters of awareness in their communities rather than relying almost solely on the DSC and CSWs.
- Future projects should ensure that components (budget, plans, outcome) are carefully and logically linked. Also it must be remembered that expectations for accountability (such as credit schemes) have a price-tag (money, time for training, systems development, etc.).

#### **10. Advocacy**

- All Project staff should be made familiar with relevant legal framework governing disability issues, and should be equipped to educate others and especially those who are in a position to enforce or otherwise implement positive legal changes (i.e. to enforce government policy regarding tax exemption for employing PWD).
- DSC members could be encouraged to advocate for the AWD and PWD in their communities.