



World Concern Development Organization

**VIETNAM:**

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

QUARTERLY REPORT

1 JULY 2003 THROUGH 30 SEPTEMBER 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  
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27 October 2003



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

World Concern Development Organization

*The Adaptive Vocational Training Program for Adolescents with Disabilities*

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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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## **QUARTERLY PROGRESS REPORT**

**REPORTING PERIOD:** 1 July 2003 through 30 September 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: October 27, 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***

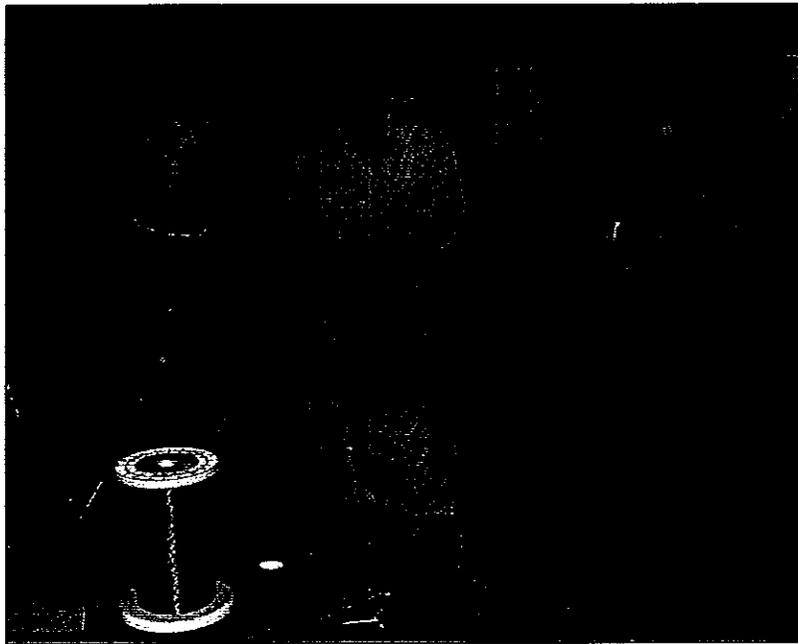
Consisting of the following activities: *Activity 1.1:* Program Management and Coordination, *Activity 1.2:* Strengthen Cooperative Relationships, *Activity 1.3:* Baseline Situational Analysis, and *Activity 1.4:* Training Needs Assessment.

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

##### **Hai Duong**

During this quarter, the PMT and DSCs worked well in implementing a range of activities besides vocational training, in cooperation with other organizations (as mentioned in Activity 1.2 and 2.2 below). The DSCs very actively supported the newest activities, such as picnics for the AWDs, raising funds and helping the CSWs organize the activities (WCDO

only provided the transportation fee, and the DSCs obtained contributions from businesses and their local fund to cover all other expenditures).



In August, an officer from the International Cooperation Department of MOLISA visited the formal and informal training centers within the project in Hai Duong. As stated by the officer, the field visit “provided practical real information to MOLISA about the community-based activities, which are normally out of sight of national policy makers.” He appreciated the project as a good model to help MOLISA develop additional effective programs in cooperation with other international agencies aiming to help the poor and disadvantaged groups of people.

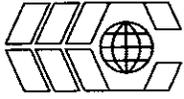
*MOLISA official field visit*

**DaNang**

Two fax machines were provided to the Hai Chau and Thanh Khe Red Cross in September. The districts were very pleased because these fax machines will help them greatly in their communication with WCDO and other organizations.

There was a meeting with the Son Tra DSC in July. This meeting was to complete the six-month evaluation of the project for 2003. Members and representatives of the PMT and WCDO were present. All attendees highly appreciated the impact of the project. The project is, in their eyes, effectively helping AWDs through providing appropriate training in health, vocational and life skills, which fits the needs and interests of the AWDs.

The DET requested support for other awareness-raising activities that were initiated in schools on Disabled Day (April 18, 2004), due to the continued lack of understanding of many of the school teachers. They also requested that funds or stipends be made available to the ABE students so that they would have the means to buy meals before attending their evening courses.



## **Quang Nam**

The District Steering Committees for seven districts in Quang Nam met to review the quarterly project activities and to discuss next quarter's planned activities. In most districts, different members of the DSC participated in various components of the program. WCDO feels that the coordination efforts were significantly better. For example, the DSC of Dien Ban District worked cooperatively to organize outdoor activities for AWDs at Ha My Beach and a painting contest on disability issues at Phan Thuc Duyen School. Also, the Nui Thanh DSC regularly visited AWDs in the program and were involved in outdoor activities with the AWDs of Nui Thanh and Tien Phuoc at Rang Beach.

In program planning and management, a PWD and a member of Dien Ban DSC actively volunteered to participate in planning and implementing several project activities. A good example of a dedicated local partner is Mr. Nguyen Tan Gia, who is a PWD, and a business owner that has successfully trained a number of AWDs. He has become involved in planning and implementing several project activities with the DSC members and CSWs. For instance, he was involved in the outdoor activities for AWDs at Ha My Beach, the painting contests at two schools in Dai Loc and Dien Ban and many visits to AWDs in order to provide care and support.

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

## **Hai Duong**

The benchworkers finished their theory lessons in late July. They had an exam in which one of them received excellent marks, two received very good marks and the remaining student received average marks. The one student receiving average marks was largely because he was absent for nearly a month while recovering from corrective surgery for his clubfeet. After their exam, the benchworkers continued their program, mostly practicing in the workshop and participating in outreach to the provinces with VVAF - Bach Mai rehabilitation department.

Also in July, a short evaluation was conducted by WCDO staff on the benefits of the bench worker vocational training for the students, as well as the status of their social development. The results were very encouraging. The course appears to closely match the students' abilities and seems to provide them with an opportunity to become increasingly confident and independent. As one of the students, Nga, said, "I am very happy with the training. I like the work, and I have made some new friends. I am also excited to be able to help other disabled people now." In fact, though they are not yet done with their training, Nga and her classmates have already been able to serve in the Bach Mai workshop and in outreach trips to provinces, including Hai Duong. WCDO has also encouraged them to participate in the

activities of the Disabilities Forum, which seems to be a good place for them to develop social skills and build new relationships. Because they were a part of the Disabilities Forum, they were able to receive scholarships to study English in the evening. As a result of the new friendships formed, they are planning to join the Hanoi Club of Disabled Students.

The second and third outreach trips by VVAF - Bach Mai rehabilitation department were carried out in the beginning of July and August in Hai Duong. A group of 74 AWDs from the WCDO project and many other AWDs from the Social Protection Center were examined and many received prosthetic devices as a result of this activity. The outreach trips resulted in 18 cases being diagnosed as having the possibility of being improved through operations. In mid-October these 18 AWDs were taken to Bach Mai Hospital for additional exams to determine the feasibility of performing corrective surgery.

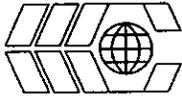


*VVAF - Bach Mai outreach for rehabilitation*

One AWD with clubfoot was operated on during this quarter in Bach Mai Hospital. The operation was successful, but the extent of the success needs to be confirmed after the AWD has fully recovered from the operation and has gone through rehabilitation.

Some hearing-impaired young people received hearing tests. In early September, further screening was done to select those who would be most likely to benefit from receiving hearing aids. This screening was done by WCDO staff and staff from the Hanoi Special Education Center. It was determined that 18 AWDs will go on to a final assessment before receiving approval to get hearing aids.

During the screening, it was found that 10 AWDs had previously suffered from otitis. As a result, WCDO staff met with workers from St. Paul Hospital and P.S. Buck International (an NGO working with hearing-impaired children). They have the goal of providing hope through long term medical treatment for AWDs with otitis in Vietnam. WCDO is in the process of developing a more detailed schedule of when this beneficial intervention will occur.



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*Youth House outreach for Reproductive Health Care*

Besides our ongoing cooperation with organizations such as VVAF, Hanoi Special Education Center, and other members of the Disability Forum, WCDO has set up a new relationship with "Youth House." This is a center specializing in providing reproductive health care and counseling for youth. The center, supported by UNFPA, has an excellent team of staff and experienced doctors from national hospitals for use in outreach activities to rural communities. Through their outreach trips to Hai Duong, coordinated by WCDO, "Youth House" has done a great job of teaching about reproductive health care to AWDs in the area. The AWDs received checkups,

immediate treatment and prescriptions, counseling and one-on-one training regarding any problems they are having. Results from the checkups showed a number of significant problems with the reproductive health of many AWDs, especially the women, and the AWDs showed great interest in learning about those problems and how to take proper care for themselves. An especially important issue was personal hygiene. *"I now realize there is a huge need for reproductive health care for all people and especially for AWDs here. It is so good now that we have worked in Hai Doung. Before, we just headed towards the remote areas and forgot about this province that is so near to Hanoi,"* said Hang, a staff member of Youth House. The CSWs and some parents of the AWDs also benefited from this outreach service. Results from the checkups were accurately recorded and were used in follow-up checkups and treatment. Thus, we know that the health of AWDs was significantly improved, even after just one treatment. These results, together with notes from the counselor to the AWD, also influenced the choice of content for the reproductive health training that was provided to the AWDs, their parents and the CSWs. The first reproductive health course was given to AWDs from the two districts of Gia Loc and Thanh Mien in late September. The material was well received by the AWDs, their parents and the CSWs. They felt the use of pictures and slides did a great deal to improve the usefulness and understanding of the materials. All trainees also received instruction booklets to take home as a reference. Further training in the other districts has been planned for late October.



Another highlight of this quarter was the various training opportunities that WCDO staff were able to participate in, such as learning and experience-sharing sessions on different topics among a network of four NGOs (WCDO, YWAM, CORD, AM) and UNICEF, a training course on management funded by InWent in the Philippines, and study tours in Vietnam and Cambodia to see various development projects.

## DaNang

With funding from World Vision, Le Van Sanh was successfully operated on to have a bolt in his knee removed. He had struggled with significant mobility limitations due to a severe broken leg he received in a traffic accident. He still has some mobility problems but now walks much better and no longer feels pain while walking. As a result, his studies are doing much better, as well.

WCDO assisted two boys with needed leg operations. The first operation was on Huynh Ngoc Hung, whose left leg was paralyzed and had clubfoot. Before the surgery he had to walk on his ankle. The doctor was able to successfully straighten out his leg.

The second operation was on Tran Bao Cuong, who also had clubfoot and a paralyzed leg. In this operation, the doctor only had to adjust the length of a tendon to straighten his foot. Both of the young men are recovering well.



*Huynh Ngoc Hung*



*Eye exam in DaNang*

WCDO was also able to bring a number of kids to the hospital for health exams (12 mobility impaired, five visually impaired and 17 hearing impaired). As a result of the exams we now know enough about the condition of these young people to make plans for surgery or other appropriate health care interventions. We are now in the process of seeking funding from other NGOs to help with their needs.

### **Quang Nam**

In August 2003, with the aid of the DaNang Rehabilitation Center, Vo Tan Hoa was operated on. The surgery was on his left foot to remove a plate that remained from a previous operation. He did not have the resources on his own to have it removed. His foot is healing well and he is pleased with the results of the treatment.

### ***Activity 1.3 and Activity 1.4: Baseline Situational Analysis / TNA***

#### **Hai Duong**

There was no further selection of new AWDs as per the plan for this final phase of the program. The CSWs and CBSWs continue to look for more businesses that would be willing to receive AWDs for training and employment.

#### **DaNang**

This quarter, 27 AWDs were interviewed, seven of which were referred to WCDO by the Deaf School. Of these, 25 were selected for inclusion in the final phase of the vocational training program.

## **Quang Nam**

During this quarter, WCDO staff, together with the CBSWs and CSWs, interviewed 27 AWDs (15 female, 12 male) in seven districts to carry out Baseline Situational Analysis plus Training Needs Assessment. They selected 21 AWDs (13 female, 8 male) for the final intake of students for informal skill training. Additionally, before any AWD was placed in the program, the CBSWs and CSWs visited the AWD families and potential businesses to do Training Needs Assessment for the AWDs. This was to maximize the likelihood of them completing the vocational training successfully. Very often the CSWs and CBSWs have to frequently visit the AWDs at this stage of training, as well as during an initial trial period before the training can truly get started.

### ***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**

No formal events or organized awareness raising activities were implemented during this quarter. However, informal awareness raising continued as a part of the normal activities of vocational training, peer group support and health intervention. The positive changes shown in the AWD abilities and behaviors have been one of our best awareness raising activities with the people in the local communities. The CSW and CBSW were also regularly reminded of the importance of taking every opportunity to raise awareness on disability issues with families, businesses and the whole community.

The WCDO staff are presently gathering ideas and training materials to help our local partners organize awareness raising activities during the next quarter.

### **DaNang**

Last quarter many awareness-raising activities occurred. This coming quarter we will focus on other activities. The following quarter we are planning to do additional awareness training with families, businesses and our partners.

This quarter we maintained our on-going informal awareness raising within the local communities through talking with AWD families, our business partners and especially



through the peer group meetings. In one instance at the peer group meeting and training in Hoi An, a TV reporter accompanied the group the whole time and recorded the activities and training, which was then shown on DaNang television the next day.

## **Quang Nam**

A painting contest on disability issues was held at Nguyen Trai Secondary School in Dai Loc District on September 11, 2003. Ninety students selected from 19 classes along with five AWDs from the Dai Loc program participated in the contest. The themes were the Outstanding Abilities of PWDs, the Dreams and Wishes of PWDs, and Community Support of PWDs. In the ceremony to announce the winners of the painting contest, which was one of the few times this had ever happened in Quang Nam Province, Mr. Gia (a PWD) involved in awareness raising spoke to the students and teachers about disability issues and the best attitude to have towards PWDs in the community.

The second painting contest on disability issues took place at Phan Thuc Duyen Secondary School in Dien Ban District on September 29, 2003. Ninety-five students selected from 21 classes and 12 AWDs from the Dien Ban program participated in the contest. Mr. Gia again participated in the activity planning and talked to the students and teachers about disability issues in the ceremony to announce the winners. The school and community appreciated the activity very much.



*Painting contest on Disability Issues in Dien Ban district*

In October and November outdoor activities at Ha My and Rang Beach were organized for the AWDs of Dai Loc, Dien Ban, Tien Phuoc and Nui Thanh districts. These activities unexpectedly ended up becoming an excellent awareness-raising activity to the local community. This was because the villagers and fishermen near the beaches were very curious about the games and musical performances of the AWDs. During the activities the locals were able to see that disabled people have the same hopes and dreams as everyone else.



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

**Hai Duong**



*Sign Language training for CBSWs,  
CSWs, businesses and teachers*

From August 25th through 28th, a sign language training was conducted in Hai Duong by four trainers (Two Hai Duong Sign Language Mobile Trainers, and two trainers from the Hanoi Deaf Club). There were 42 trainees made up of CSWs, business owners and teachers from the Hai Duong Social Protection Center and Job Service Centers. Some of them had attended this kind of training before, but had forgotten much of what they had previously learned. Therefore, emphasis was made on how to practice what they are learning in their daily life. The learners seemed to do well, thanks to their enthusiasm and the skilled teaching done by the trainers.

Besides the regular peer group meetings, in July and September there were picnics for the AWD at Do Son beach. For many AWD these picnics were their first chance to go outside their districts, so they were very excited. But more importantly, the picnics provided a great time for them to learn and talk about reproductive health, with the facilitation and consultation of Doctor Giang and volunteers from Youth House. After the general discussions, many adolescents (especially girls) came to Doctor Giang to ask "secret" questions. Leaflets with the address and telephone number of the center were given to everyone in case they need further information. We have heard that a number of girls have made phone calls to the center to obtain additional help.



*AWDs at Do Son Beach*

Toan, born in 1984, has had both legs paralyzed since he was little. People in his village used to know him as a poor helpless disabled boy. But an important opportunity opened to him when he was accepted into the Gia Bao business to learn carpentry. After nine months of training supported by WCDO, Toan is now working for the business with an initial monthly income of 350.000VND (\$23). Toan is well liked by others because he works hard and has a gentle style. He also really wanted to attend the social activities but found it difficult because the only old rusty wheelchair he had was not functional enough for him to travel outside his home. Therefore, he was so thankful when WCDO was able to find him a new wheelchair. Since then, he has been attending the Peer Group meetings by himself. When Toan was invited to attend the beach picnic, he was extremely happy, because never in his life had he been to a place that far from home, let alone even seen a beach. When we reached the picnic site, Toan was able to use his new wheelchair to join in all the activities. And later, Toan could be seen going down the beach in his wheelchair with a huge grin on his face. It was so exciting to see him so happy and at peace with himself.



*Picnic talk*



*Toan answering questions on  
Reproductive  
Health in a picnic talk*

## DaNang

**Training:** on the 2<sup>nd</sup> and 3<sup>rd</sup> of August, there was a CSW training in Bana, a resort 20 km outside of DaNang. WCDO invited a doctor from Ngu Hanh Son Health Center and a social worker from the Street Children Care and Protection Center of DaNang to be our trainers. The training was about HIV/AIDS, first aid and community health. A total of 17 CSWs, one Red Cross worker and two Mobil Sign Language Trainers attended the training. Along with providing information, this training was also aimed at teaching the participants how to use games and activities to teach the AWDs in peer groups in an effective and engaging way.



*CSW training*

the AWDs in peer groups in an effective and engaging way. The CSWs also had an opportunity to have a good time together, building relationships, learning new skills and enjoying the natural beauty of Bana.



*CSWs enjoy a campfire*

## Sign language training and workers:

Chi and Toan, the Sign Language Mobile Trainers (SLMT) are truly dedicated to serving AWDs. They are always on time and very patient with the kids, and the AWDs love them. WCDO invited them to attend the above CSW training so they could gain the skills needed to work even more effectively with deaf children.

Chi is teaching two families, 15 hours per week including three hearing-impaired kids. One child studies well. The other two are doing OK. This quarter, the AWDs learned some simple math, basic sign language about common household goods, animals, family and foods. Toan is teaching two groups, two AWDs in Son Tra and two in Ngu Hanh Son for 16 hours/week. The Son Tra group learns basic math and basic sign language. The Ngu Hanh Son group just started in early September, so they are still learning introductory signs such as name, age, etc. Chi and Toan were also able to visit businesses and teach sign language about vocational terms to the business owners for use in communicating with hearing-impaired employees.

### **Peer group meeting and activities:**



*Peer group at water park*

This quarter, based on suggestions from the CSWs and the AWDs, WCDO and the Red Cross organized peer group meetings at interesting places. Son Tra, Ngu Hanh Son, Hoa Vang and Hai Chau AWD met at a Water Park. Thanh Khe, AWD went to Thuan Tinh island. There also was an opportunity for the CSWs to use the skills they had learned in the August training. WCDO and Red Cross staff attended the meetings to observe whether they applied the training to the peer group meetings. As mentioned earlier, a TV reporter

accompanied the trip to Thuan Tinh and recorded the activities and training, which were then broadcast on local TV the next day.

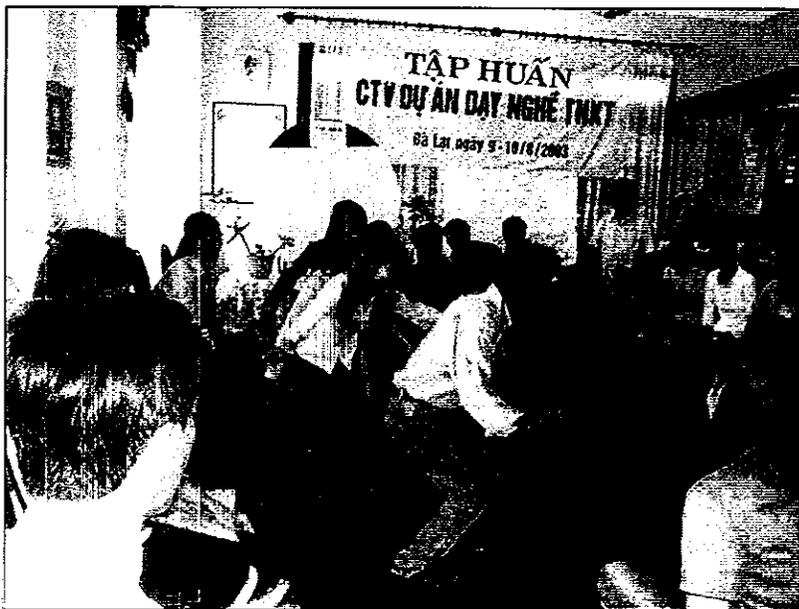
Each quarter WCDO plans to provide training for the youth in each peer group on one topic. This quarter the topic is HIV/AIDS, drug prevention and community health.



*Outdoor training*

## Quang Nam

Training was provided for 24 CSWs in Da Lat City on August 9 and 10. The training covered three main subjects: HIV/AIDS Prevention, Disabilities Prevention and Hygiene. For many of the CSWs, the information on HIV/AIDS prevention was new and was greatly appreciated. This training should help them as they talk with the AWDs in the community about these critical issues. The CSWs also shared what they had learned from their work in different districts. This training should help to build the capacity of the CSWs and strengthen their relationships with each other and the WCDO staff.



*Training for CSWs of Quang Nam in Dalat*

This quarter, several outdoor activities were organized for the AWDs to create opportunities for them to build confidence and learn social skills. The activities also included games and musical performances, which they enjoyed very much. As mentioned earlier, the local villagers were very curious and closely watched the outdoor activities of the AWDs. The four activities were as follows:

- 25 AWDs from Que Son district in Hoi An met on July 28th. Mr. Binh, a PWD from Hoi An, joined the activities and talked to the AWDs.
- 28 AWDs from Thang Binh in Hoi An met on August 3rd.
- 55 AWDs (26 female, 29 male) and 13 CSWs and CBSWs from two districts (Dai Loc & Dien Ban) met at Ha My Beach on August 30th. Mr. Gia, a PWD, joined the activities and shared with the AWDs.
- 51 AWDs (25 female, 26 male) along with 15 CSWs and CBSWs from two districts (Tien Phuoc & Nui Thanh) met at Rang Beach on September 29th. Ms. Anh and Ms. Tuyet, both PWDs, also participated in the activities with the AWDs.



*Outdoor activities for AWDs of Dien Ban and Dai Loc at Ha My Beach*



*Outdoor activities for AWDs of Tien Phuoc and Nui Thanh at Rang Beach*

Peer group meetings, which occur monthly, were used as opportunities for the CSWs to apply what they learned from the training in August, in helping the AWDs in learning life skills and building self confidence. In several cases the CBSWs and Red Cross members attended the peer group meetings to observe how they went. Most of the AWDs seemed to enjoy the more participatory methods the CSWs had learned during their training.

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

The Blind Association has finally completed the amended proposal including the adjusted blueprint and budget. The new proposal presents a scheme for a complete upgrade of a massage center housing and equipment, including the toilets and bathroom. The total cost is estimated to be \$8,500. This plan was made as part of a comprehensive plan to improve all the facilities of the Blind Association center. The local People's Committee are fully committed to re-construct the oldest building at the center. The WCDO staff and a consulting engineer have checked over the proposal and come to an agreement. WCDO will still provide the originally agreed upon amount of about \$2,500, but it will now be for the first phase of upgrading the massage center housing. Further consideration of the rest of the plan will be made based on the effective completion of the first phase. The Blind Association has officially received approval from the local government People's Committee in September and can now begin construction in October.

**DaNang**

Hai, who has severe clubfoot, cannot walk far. WCDO had previously provided him with a wheelchair so that he could travel to his training. He has now graduated and is working at a motorbike shop. However, he has no toilet in his home. All his family must use his grandparents' toilet nearby. Since his foot surgery (funded by World Vision) he has not been able to walk that far yet. Therefore, WCDO chose to fund the construction of a new toilet at his house, which will be finished by the end of October.

**Quang Nam**

During this quarter, WCDO staff and Mr. Tuan from the Habitat for Humanity Program visited the homes of two mobility-impaired girls in Dai Loc district (Nguyen Hoang Linh and Nguyen Thi Dieu Oanh). This visit was part of the planning for site improvements during next quarter. After an initial review, there seems to be about seven cases of AWDs whose homes should be further surveyed for possible site improvements. The Red Cross of Tien Phuoc, together with the support of the district People's Committees, have prepared a proposal for the construction of a Disability Support Center, in order to develop a model where a variety of services and counseling can be supplied to PWDs and that community disability awareness can be raised.

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

The training course in the Women Union's Job Service Center continues as usual, except for three AWDs in Hai Duong city who were removed from the program due to disruptive behavior. Teachers, CSWs, and CBSWs had talked with them many times individually and at group meetings but there had been no improvement in their behavior. Next, an official meeting with these AWDs and their families was conducted at the training center, and these three made promises to be more responsible in their behavior. But when they returned to the training, they did not improve, therefore they were released from the training program in August.

District	Currently in Formal Training			Graduate 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	3	1	4	8		8
Kim Thanh				1		1
Kinh Mon				5	7	12
Ninh Giang				2	1	3
Thanh Mien				2	2	4
Gia Loc						
Nam Sach						
Tu Ky						
Thanh Ha	1		1			
<b>TOTAL</b>	<b>10</b>	<b>8</b>	<b>18</b>	<b>22</b>	<b>15</b>	<b>37</b>

**DaNang**

No Formal Training is being done in Da Nang.

### Quang Nam

District	Currently in 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>

Eighteen students finished six months of formal training in sewing, electricity and motorcycle repairs at Quang Nam Job Service Center (JSC) in January 2003. After graduation they returned to their home villages and the CSWs in seven districts visited all of them to help arrange for a four-month community-based training. Fourteen of the AWDs are now working. Two are involved in additional informal training, and one still has not found work.

Case story: Vo Thi Thuy, born in 1983, lives in the remote mountainous village of Tam Phuoc commune of Tam Ky, Quang Nam province. She is mobility impaired in her left leg due to polio. After a six-month formal training course in sewing at Quang Nam JSC, the CSWs found her a four-month informal training opportunity at the shop of Ms. Bui Thi Man of Tam Dan, Tam Ky. She completed her training last month and now enjoys working at Ms. Man's with a stable job and income. She has improved her social skills through regular participation in peer group meetings and other project activities.

#### Informal Training

#### **Hai Duong**

Most of the newest participants have been enrolled with new good businesses. In general, the AWDs are working hard at learning, and the business owners show enthusiasm towards these "students." Some businesses have even contributed their training allowance to help out the AWDs. However, there have been several cases of an AWD being dishonest and causing troubles for the business owner, and as a result being removed from the training.

District	Currently in Informal Training			Graduate from Informal Training		
	Female	Male	Total	Female	Male	Total
Binh Giang	4	4	8	2	4	6
Cam Giang	5	5	10	3	3	6
Chi Linh	10	7	17	1	5	6
Hai Duong	0	1	1	0	1	1
Kim Thanh	8	5	13	8	2	10
Kinh Mon	3	3	6	3	3	6
Ninh Giang	4	1	5	5	1	6
Thanh Mien	2	0	2	5	5	10
Gia Loc	5	1	6	7	7	14
Nam Sach	1	5	6	4	6	10
Tu Ky	9	2	11	6	7	13
Thanh Ha	7	4	11	10	8	18
<b>TOTAL</b>	<b>58</b>	<b>38</b>	<b>96</b>	<b>54</b>	<b>52</b>	<b>106</b>

**Case story:**
***Truong Dat business – Gia Loc District***

This medium-sized electronics business is now employing nine AWD in a third cycle of training. In addition the business is employing more than ten AWDs who graduated from the previous two courses. Not long ago, the business was just a small workshop within a family home, manufacturing antennas, electric stabilizers and other electronic accessories. After just one and a half years, Truong Dat Ltd. Company has doubled its workshop area, invested in more machines and facilities, and is going to open another workshop to meet the demands from the increasing number of orders. Their expert knowledge of some unique technology and a talent for knowing the market is what clients know Mr. Tuyen, the business owner, for. But more important than that, he is known to be very kind, and have a desire to help disabled youth. He has been willing to train and employ many AWDs, as well as create a good environment for learning and living in his business (many AWDs whose homes are far from the business stay there during the week). According to Mr. Tuyen, he felt glad that he cannot only help the AWDs, but also is thankful that his business benefits from this arrangement. Many of the AWDs working for him are very hard-working and patient, and therefore produce high quality products at a competitive price, which is important for this kind of work.

However, in August there was a serious incident. Two of the workers were found to be stealing some expensive materials in the workshop, and selling for quick money to spend on

personal things. This has been a sad lesson for the two workers and Mr. Tuyen. The two workers lost their jobs and got in trouble with the police. And Mr. Tuyen learned about how to better manage his inventory and facilities to reduce the temptation to steal. Fortunately, Mr. Tuyen's business has not been too negatively affected. The remaining AWDs are still learning and working very well in an active and friendly atmosphere. And Mr. Tuyen remains committed to being a business that works with disabled people. In fact, he is now proposing to the provincial DELISA that they need to enroll more AWDs in the government's vocational training programs, because he needs more workers for his new workshop to open. He said in a site visit by WCDO staff and local provincial and district officials recently, *"I must say thank you a lot to this project of WCDO and Gia Loc district. You have opened a new direction for my business of training and employing AWDs. Your support, though financially small in comparison to the investment I have to put in them, has been of great significance for the development of my business, in the sense of being a good help in a time of need."*

### DaNang

The selection of AWDs for training will be finished by the end of this quarter with a final total of 86, as follows:

District	Doing Informal Training			Graduated from Informal Training		
	Female	Male	Total	Female	Male	Total
Hai Chau	5	7	12	4	1	5
Hoa Vang	1	6	7	2		2
Lien Chieu	1	3	4	2	3	5
Ngu Hanh Son	9	8	17	1	1	2
Son Tra	14	3	17		2	2
Thanh Khe	5	5	10	1	3	4
<b>TOTAL</b>	<b>35</b>	<b>32</b>	<b>67</b>	<b>10</b>	<b>10</b>	<b>20</b>

Case story:



**Le Thi Bich Hien** was born with paralyzed legs into a poor family. In spite of her difficulty, she is a gentle, active and hard working girl. To help her family, after finishing grade level five she stopped studying and sold balloons, paper repellents, animals, etc. on the streets. Then WCDO recommended her to a sewing shop for informal training. Even in the first days of training, she pleased the trainer with her manner and her progress. Her father said, "Before, I never thought that she could learn skills. If it was not for this project, my daughter could never have learned how to make such nice clothes and have a good future. Since she joined the training, she has been very happy. WCDO's assistance has changed her life." Now Hien has many friends who encourage her a lot. Last quarter, WCDO also repaired her bathroom to make it more suitable to her needs.

**Quang Nam**

District	Currently in Informal Training			Graduated from Informal Training		
	Female	Male	Total	Female	Male	Total
Thang Binh	8	4	12	6	10	16
Dien Ban	7	6	13	6	6	12
Nui Thanh	5	5	10	7	3	10
Tien Phuoc	4	5	9	4	5	9
Que Son	5	5	10	6	8	14
Dai Loc	5	10	15	12	7	19
Tam Ky	5	6	11	3	6	9
<b>TOTAL</b>	<b>39</b>	<b>41</b>	<b>80</b>	<b>44</b>	<b>45</b>	<b>89</b>

During this quarter the CSWs in Quang Nam, working together with WCDO staff, helped 21 AWDs (13 female, 8 male) in seven districts to start community-based training. Most of the AWDs come from remote or mountainous villages of Quang Nam province. Visits to AWDs and businesses are regularly made by the CSWs, CBSWs and WCDO staff to ascertain the success and needs for improvement of the training or conditions. Mr. Gia has been a wonderful help. He often accompanies staff in their visits and talks to the AWDs. This has been a great help in improving their social skills and interaction.

**Case story:** Alang Thi Van, of the Katu ethnic minority, was born in 1988, and lives in a remote village of the Dai Lanh District. She is mobility impaired in both legs and her family is very poor, being dependent upon farming. She started training in domestic sewing with Mrs. Truong at Ha Tan market. However, because she was lacking in several basic life skills, she received additional help from daily CSW visits. She also gained social skills through regular peer group meetings and activities with other AWDs and friends.



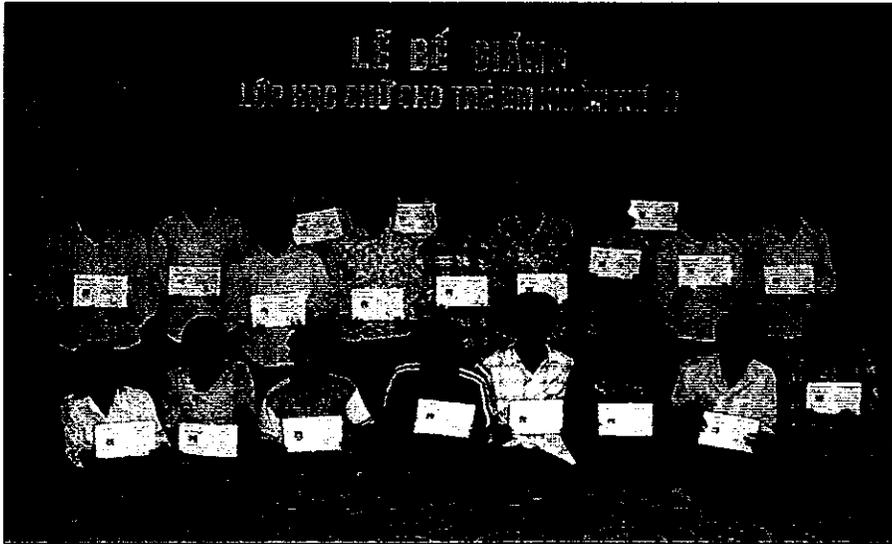
*Mr. Gia, PWD, visits Alang Thi Van  
in Dai Loc, Quang Nam*

### Alternative Basic Education

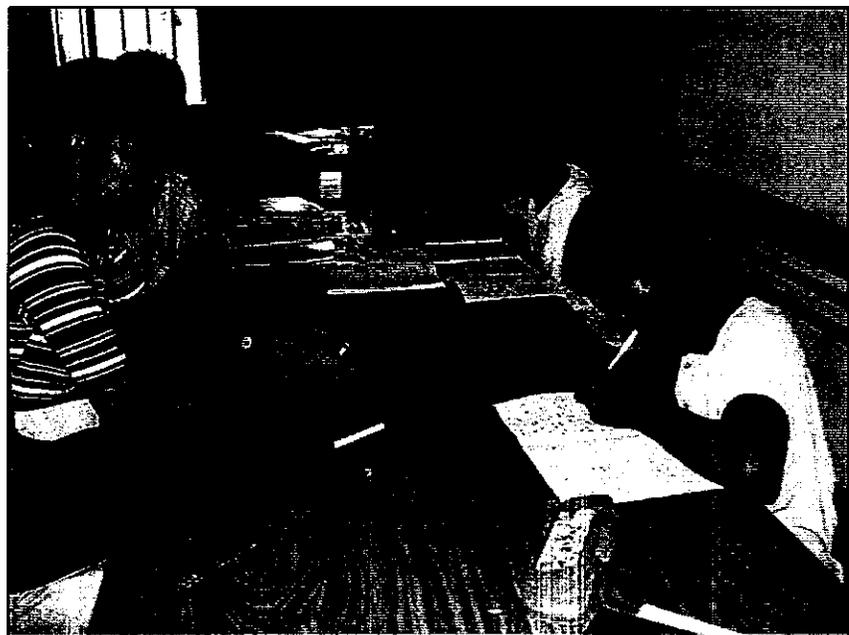
#### **Hai Duong**



The ABE class for the deaf in the Hai Duong Social Protection Center finished successfully at the end of August. Some interested business owners attended the closing ceremony, and the deaf students have begun their vocational training at businesses in Hai Duong City and in Tu Ky district. In the meantime, ABE for the AWD in the other districts continues with the students making good progress.



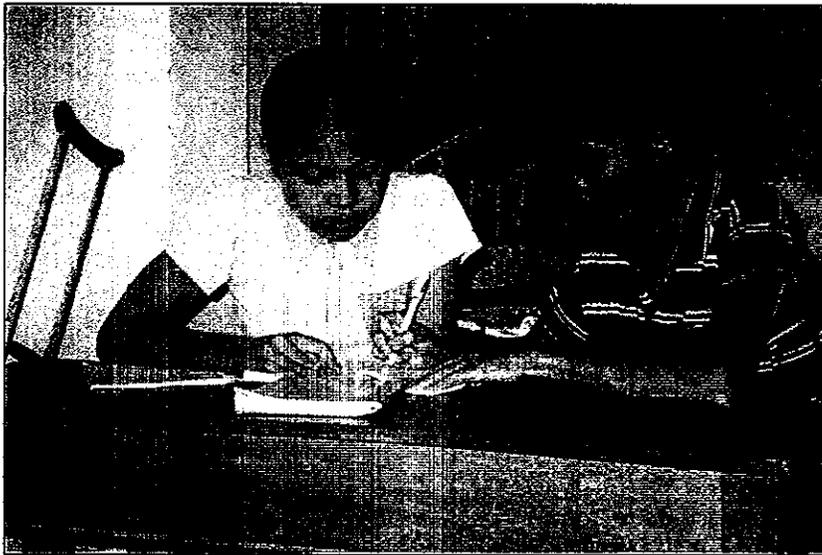
*ABE for the deaf class graduation*



*Alternative Basic Education class in Tu Ky*

## **DaNang**

There are two ABE classes being conducted in DaNang. Five students currently attend the classes held at the Chi Lang School. One of the students, Vu, dropped out because he was often sick and came back late from his vocational training. He does not presently have time for studies. Also, this quarter the teacher had appendicitis surgery and could not teach for two weeks.



*Alternative Basic Education class*

The second ABE class is held at the Tran Quoc Toan School and currently there are seven students attending. The students study well and are hardworking. However, Kim Phuong was often absent during the last two weeks, because her family did not bring her to class regularly. But the teacher and the CSW are talking with the family about this and encouraging them to take her to class. Also, WCDO just provided one bicycle for Mrs. Mai, the ABE teacher. She is very happy because now with the new bicycle she can visit the kids more often.

Hanh is 18 years old but only weighs 18 kg. One of her classmates takes her to the ABE class by bicycle because she is so weak. Hanh likes to study very much and also wishes to learn some new skills as well. But because of her health she cannot sit long or walk far, but she can study well. Her family is very poor and crowded, and she does not receive enough calories for her body. WCDO took her to have a health examination, blood test, and worm test. No intestinal parasites were found. The doctors said her main problem is probably malnutrition and anemia. WCDO has agreed to provide her with vitamins and high protein food (milk, meat, fish etc.) for five months, and her family will provide her with additional staple foods like rice, vegetables, fruit, etc. The CSW near her house will take care of the food purchasing and teach the family about nutrition.

## **Quang Nam**

In Dien Ban District, the ABE class of 11 students (four female, seven male) has progressed very well. The students seem happy studying and improving both their educational and communication skills. Ms. Nhung, the teacher has worked very hard and has helped the

AWDs develop their skills. The three partners in Dien Ban are the Red Cross, DeLISA, and the Committee for Population, Family & Children Protection. They all cooperate closely to help run this ABE class.

In Tam Ky, the ABE class of 11 students (eight female, three male), which started in July 2003, has progressed very well. Ms. Huong, the teacher, is devoted and applies good teaching methods, which helps the students improve their reading, writing and math skills. It is encouraging that some AWDs who never before attended school can now read, write and do basic math. Even one girl with cerebral palsy named Giao, who came only to observe, to the surprise of the teacher, has begun to read basic words. After the ABE classes in Dien Ban and Tam Ky finish, the students will receive training and help for two more months. The eight-month training should help the AWDs greatly in gaining needed educational and social skills.

### *Sign Language Training*

#### **Hai Duong**

Due to personal issues, one of the two Sign Language Mobile Trainers has not been able to work on a full-time basis anymore. Therefore, WCDO and this trainer have agreed to cancel their working contract as of September 2003. However, a working cooperation of WCDO and this trainer will be maintained for any training course or group meetings for the deaf in the future. Son is doing very well on his training for the deaf in Hai Duong, Gia Loc and Cam Giang. Son has shown his ability to apply excellent teaching methods and style. This quality is much appreciated by students and observers.

#### **DaNang**

No sign language training occurred in Da Nang this quarter.

#### **Quang Nam**

The three Sign Language Mobile Trainers in Quang Nam (one man - Chuong, and two women - Thuy and Tinh) traveled over four districts across Quang Nam (Dien Ban, Thang Binh, Que Son and Dai Loc) to teach sign language to 15 AWDs. The kids enjoyed learning sign language and have made significant progress.

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

More graduates of formal training obtained work this quarter, though the rate of employment for graduates of formal training was still under target (69%).

75% of the informal training graduates are working in the businesses where they were trained, or in some cases, businesses far from their homes. These AWD and their families feel encouraged and proud of their ability to earn income, even though it may be small. The businesses are also confident in these AWDs' ability to in time earn good income. Some AWDs are planning to set up their own businesses. WCDO, PMT and the DSCs are planning to discuss the best way we can support the equipment needs for AWDs that wish to start up their own business. The income ranges are from 150,000 to 500,000 VND per month (\$9.64 to \$32.15).

District	Formal Graduation					Informal Graduation				
	Female		Male		Total	Female		Male		Total
	employed	not employed	employed	not employed	% employed	employed	not employed	employed	not employed	% employed
Binh Giang	1	2	1	1	40	2	0	2	2	67
Cam Giang	1				100	2	1	3	0	83
Chi Linh				3	0	0	1	5	0	83
Hai Duong	5	2			71			1		100
Kim Thanh	1				100	8	0	2	0	100
Kinh Mon	5	0	6	1	92	1	2	2	1	50
Ninh Giang	2	0		1	67	4	1	1	0	83
Thanh Mien	3	0		1	75	2	3	2	3	40
Gia Loc						7	0	5	2	86
Nam Sach						4	0	3	3	70
Tu Ky						1	5	7	0	62
Thanh Ha						8	2	8	0	89
<b>TOTAL</b>	<b>18</b>	<b>4</b>	<b>7</b>	<b>7</b>	<b>69</b>	<b>39</b>	<b>15</b>	<b>41</b>	<b>11</b>	<b>75</b>

**Case story:**
***Son – Chi Linh District***

Nobody could imagine the progress or impact that Son's training could have on his family. He suffers from mobility impairment in both legs (moving is very difficult) and mental problems. His younger brother also has the same disabilities. His father abandoned the family and re-married, leaving their mother unemployed. Therefore Son's family's economic situation is dismal. Son used to stay home and do nothing except wander around and had become a heavy burden to his mother. His mother always looked sad and tired of living which made his home atmosphere cold and hopeless.

However, the vocational training project brought new hope for him and his family. Son was provided six months of training in animal husbandry. This was not long but he has been able to learn and apply the skills he learned from a local animal husbandry trainer that he studied under. Using his new skills, Son is currently raising six pigs, five dogs and ten chickens. This achievement has helped him to mature, have a more normal life, be better integrated, and even help out his family. His neighbors are pleased for him. And his mother (Sen) has hope again. She said, *"Because of the project, my son gained this skill, my family has been improved. My son has had clear improvement in communication, behavior and work. And in a few days, we will sell some pigs and dogs. I officially invite you all come to my house to share this happiness with us."* Son told us, *"As soon as I get the money from selling pigs and chickens, I will buy some more animals to raise."*

**DaNang**

Income range of the graduates is from 100,000 VND to 800,000VND. The one person who is not shown as employed (Ngoc Yen, a deaf girl) had, after several months of work, moved to another shop in order to study more advanced skills.

District	Formal Graduates					Informal Graduates				
	Female		Male		Total	Female		Male		Total
	empl oy	not empl oy	empl oy	not empl oy		% empl oy	empl oy	not empl oy	empl oy	
Hai Chau						4		1		100%
Hoa Vang						2				100%
Lien Chieu						1	1	3		80%
Ngu Hanh Son						1		1		100%



Son Tra								2		100%
Thanh Khe						1		3		100%
<b>TOTAL</b>						<b>9</b>	<b>1</b>	<b>10</b>		<b>90.5%</b>

**Quang Nam**

District	Formal Graduates					Informal Graduates				
	Female		Male		Total	Female		Male		Total
	employ ed	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%	6		10	1	93.8%
Dien Ban	0		1	1	50%	6		6	1	91.7%
Nui Thanh	1		0		100%	7		3	1	90.0%
Tien Phuoc	1		1		100%	4		5	1	88.9%
Que Son	1		1		100%	6	1	8		92.9%
Dai Loc	0		2		100%	12	1	7	1	89.5%
Tam Ky	1		2		100%	3	1	6		88.9%
<b>TOTAL</b>	<b>7</b>		<b>11</b>	<b>1</b>	<b>94.4%</b>	<b>44</b>	<b>3</b>	<b>45</b>	<b>5</b>	<b>91.0%</b>

\* NOTE: 15/18 formal graduates did a further four-month informal training to upgrade their skills.

Income earned by the AWD graduates ranges on average from \$5 to \$52.

**Case story:** Le Thi Bich Thao, born in 1984, is mobility impaired in her legs due to polio. She received informal sewing training from Ms. Nam at Dien Phuong commune, Dien Ban district. After completing the training she started her own business close to her home and has many regular customers. She is very proud of her shop and desires to share her working experience with other AWDs in the province.

**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***

Although all the job service centers for formal training and businesses for informal training had committed to helping with job placement of the AWDs, there are still a number of unemployed AWDs, especially those who graduated from formal training. Reasons for this situation vary, such as not enough work at the businesses, not enough skills, poor health conditions, or undisciplined behavior in a few cases. The DSCs and CSWs are trying to address the above reasons with appropriate solutions to help out these AWDs. For example, some AWDs have been introduced to businesses with more available work, or the CSWs work with the business to provide an extended free training period until the AWD can make good enough products to get paid.

The CBSW training was cancelled because the trainers were not available. The training has been rescheduled for November. The field trip of WCDO sign language trainer, Ms. Cuc, to DaNang was cancelled due to scheduling conflicts. We are seeing if Ms. Cuc can arrange time to come to DaNang once a quarter to help the project coordinator and social worker monitor the sign language component here better. This is because we lack the needed technical knowledge in DaNang and Quang Nam. The mobile sign language trainers also need additional training and her advice.

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

The vocational training activities have turned into a "harvesting" period, with very encouraging successes of many of the graduate AWDs getting jobs. The other activities that are done in parallel with vocational training seem to have helped greatly in improving the success and well being of the AWDs.

The health examinations have proved to be a valuable component of the program, as some kids only need to have a simple medical intervention to become normal or significantly improve their ability to learn skills well. These examinations also help us to plan out an intervention strategy to prioritize who needs help the most so that we can seek funds and assistance.

Occasionally bringing AWDs to interesting places for peer group meetings has been good for the AWDs to open their mind, to enjoy nature, and to participate in an excursion far from their home. This also seemed to make the life skills training more effective.

The PWDs actively participated in project activities and visited the AWDs regularly: Mr. Binh from Hoi An, Ms. Anh and Ms. Tuyet from Nui Thanh, and especially Mr. Gia from Dien Ban. Mr. Gia participated in outdoor activities with the AWDs on the beach, talked to them and to the students and teachers at a painting contest at two different schools in Dien Ban and Dai Loc district. He volunteered to visit the AWDs and businesses and helped the AWDs with social skills as well as participating in disability awareness raising in the local communities. The painting contests on disability issues at two schools in Dien Ban and Dai Loc district seemed to be very effective awareness-raising activities in the community.

### *Unintended results*

In Hai Duong, due to storm warnings and the on-duty status of the local officers, the quarterly meeting between PMT and DSCs had to be cancelled. It was agreed between the PMT and WCDO that the regular meeting would be conducted in October, but during that time they would overview the past two years of project implementation (from the beginning of the second phase up to now), and plan for the next period.

Also due to stormy weather in Hai Duong, the planned picnics for four districts had to be canceled. The planned outing will be attempted in October. The staff retreat in Bangkok was really a great opportunity for staff to go abroad. Many of the local staff had never been to Thailand. Thanks to the good preparation and arrangement of Mr. Warwick Browne and the Hanoi WCDO staff, the trip was very successful. WCDO staff spent good time together exploring Bangkok, said good bye to Perry Sakai (WCDO Southeast Asia Director), visited the WCDO office and saw some good projects focused on helping the disabled in Thailand.

Through the site visit in Bangkok WCDO staff members learned that:

- Life skills training is useful for the youths in training.
- Volunteerism is essential in the implementation of a project of this type.
- The project can be better managed when there are qualified project staff. During the trip we saw good projects with excellent staff. WCDO plans to provide more opportunities for local staff members to visit other projects and attend more training courses to build their capacity.

Through outdoor activities for the AWDs of Dai Loc and Dien Ban at Ha My Beach, WCDO staff developed relationships and trust with Mr. Gia, the PWD. From that time, he volunteered to be involved in various project planning and management activities, especially to help improve life skills of the AWDs through visits to villages. The outdoor activities also had the surprising effect of raising disability awareness of the fishermen and villagers.

### *Lessons learned and adjustments to the program*

Given the various and continually changing situations in the vocational training and job placement for the AWD, regular supervision and flexibility in the implementation of activities appeared to be very useful for the project to move towards expected results.

So far, the project stakeholders have reached a satisfactory level of their awareness of goals and features of the project activities, and skills to implement the steps of action. However, there is still a lack of thorough professional knowledge on nearly every issue of disabilities among those working with the disabled. From now on, focus should be put on this aspect to strengthen the achievements.