



W.C.D.O.

World Concern Development Organization

VIETNAM:

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

QUARTERLY REPORT

1 JANUARY 2004 THROUGH 31 MARCH 2004

for

**THE UNITED STATES AGENCY
FOR INTERNATIONAL DEVELOPMENT**

**Displaced Children and Orphan's Fund
GRANT NO. 492-G-00-98-00042-00**

Submitted by:

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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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The Adaptive Vocational Training Program for Adolescents with Disabilities

QUARTERLY PROGRESS REPORT

REPORTING PERIOD:

1 January 2004 through 31 March 2004

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: April 23, 2004

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

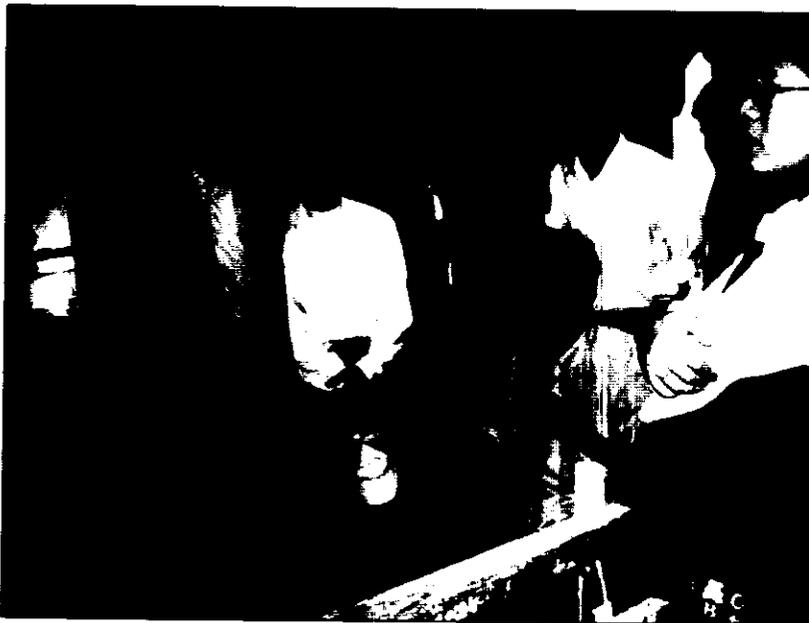
Consisting of the following activities: *Activity 1.1:* Program Management and Coordination, *Activity 1.2:* Strengthen Cooperative Relationships, *Activity 1.3:* Baseline Situational Analysis, and *Activity 1.4:* Training Needs Assessment.

Activity 1.1: Program Management and Coordination

Hai Duong

In the last week of February, a delegation of 34 people from Hai Duong, including 28 CSWs and DSC members, three PMT members, and three WCDO staff visited project sites in DaNang and Quang Nam. The site visits aimed to provide participants comprehensive and real-life learning and sharing experiences. Quang Nam and DaNang

have had very unique experiences in project implementation. Some specific successes are the effectiveness of the CSW network, excellent rate of AWD's job placement, and good income of AWDs, which are important examples for Hai Duong. Therefore, these project sites were very suitable for our Hai Duong partners to visit, so that they could improve the quality of their work activities upon their return home. Furthermore, the visit was an excellent opportunity to build practical understanding of work and culture between these different regions. It was also a time to build new relationships and encourage the partners in all three of the project locations.



Visit of Hai Duong partners to DaNang and Quang Nam

The excellent preparation and effort made by the World Concern staff and partners in DaNang and Quang Nam to help their Hai Duong counterparts was greatly appreciated by the visitors from Hai Duong. All considered the visiting tour a success, and responded well to the experience. Post-visit evaluation sheets showed a range of lessons learned, but perhaps the highlight of the trip was seeing the effective volunteer network in DaNang and Quang Nam in action. A visit to a PWD's business in Hoi An also had a strong impact on the visitors. It

reminded them of the ability and desire of most PWD for self-reliance, and it showed several active ways that PWDs integrate into the society.

DaNang

The provincial level MOU was signed by our local partners in March. Thus, our agreement to work in DaNang is still valid.

We had the opportunity to combine the first field visit to Vietnam of the new WCDO Regional Director with the traditional Tet (Vietnamese New Year) visits to our local partners. Our partners highly appreciated the visit from both the WCDO Regional

Director and the Country Program Coordinator. This was seen as a confirmation of the positive relationship between WCDO and our partners.

Quang Nam

Our partners in the seven districts of Quang Nam worked cooperatively on the program activities to assist AWDs. For example, DeLISA, Red Cross and DET in Tam Ky District worked together to organize the ABE class there very successfully, and Nui Thanh District DSC members cooperated well to carry out the sign language training component. The DSC members of Dien Ban District also worked together to help AWDs participate in the ABE program.

There have been continuing challenges in working with the Provincial Management Team. However, there will be some changes in the PMT next quarter that we hope will lead to a greater desire on their part to get more involved in assisting AWDs.

Activity 1.2: Strengthen Cooperative Relationships

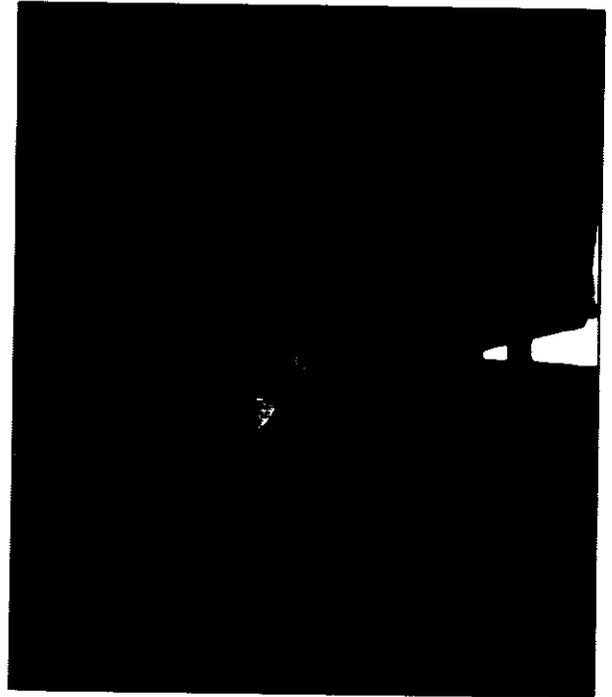
Hai Duong

The bench worker students have continued their training with no difficulties. They are improving their performance and showing great ability in doing their jobs in the workshop. In fact, VNAH is so pleased with their progress that they desire to give the bench workers an additional three to six months of specialized training. This training would be in how to build and fit prosthetics for children. VNAH is again offering to pay for the training, and is only asking WCDO to cover the additional living costs for the extended training. We are presently discussing how to ensure that the training is completed before December 31, 2004, the end date of this project.

Two AWDs were successfully operated on during this quarter. First, was Hoan (Chi Linh District) who has suffered all his life from deformity in his reproductive organs. This is the second surgery to correct this deformity, and was done at the Hanoi Vietnamese-French hospital, just like his first surgery. The operation was a success, and restored his reproductive organs to normal function. This surgery has brought a great change to Hoan's personal life. He is extremely happy to finally be normal and have a chance at marriage and normal marital relations. As a result, he wrote a letter to WCDO showing his deep appreciation. Second, was another AWD who had surgery on her leg at the Bach Mai hospital in Hanoi. She will be undergoing rehabilitation and hopes to be well soon. The INGO VVAF and two private donors committed to fund operations on eight more of the AWDs in our program this year.

The young people that have received hearing aids are using these devices and adjusting very well. As one parent said, "now that they can hear the sound comfortably, they wear the device all the time, and enjoy their life and work much more." Many of them have even begun learning to speak. This has been a great joy to their parents. We are encouraging the parents to teach their children how to talk, and help them with some basic education.

In this quarter, WCDO also took further steps toward sharing and learning with other organizations. These steps included the presentation of the WCDO program in the plenary meeting at the Disability Forum, and the mini-workshop on the WCDO program at the 17-18 March Community-Based Rehabilitation Workshop organized by World Vision. The workshop was a great chance for many INGOs to have an overview of CBR work, and discuss the holistic approach and sustainability of the programs, and how to do better in strategic planning for future projects. Also, there were a number of INGOs that were not aware of the vocational training methods being used by WCDO. Several organizations showed interest in finding out how to apply what we are doing in their situations.



AWD Lan with her hearing aid

DaNang

On the 5th and 11th of January, two different delegations from the U.S. Congress and USAID visited the WCDO project in DaNang. These visitors were an encouragement to the AWDs and businesses they visited. Also, their clear appreciation for the impact of the approach to vocational training was impressive. Hopefully, these visits helped to raise their awareness of the value of this type of work, and perhaps that will benefit future USAID funding for working with the disabled.

On February 19th, Mr. Ken Kimball, from Plesion International, together with two people (Mr. Tran Van Thanh and Mr. Dinh Minh Chuyen) from Hue Protection and Care for Disabled People and Orphans visited the WCDO project. Plesion International is an NGO working on a Community Health Project in Phu Vang, Hue City. They are in the

survey stage of beginning a vocational training project for PWD in Hue. They are very interested in the informal vocational model.



Hai Duong visitors at the embroidery training shop

Staff and partners from Hai Duong visited the DaNang project on 24th April. We had the opportunity to meet the Hai Duong CSWs, and to share about the unique experiences we have had over the years. This meeting between the DaNang and Hai Duong CSWs was the first significant time of exchange between the partners in both locations. All of them learned a great deal and wished that this visit had occurred earlier on in the program.

The DaNang Project Coordinator had the opportunity to attend a workshop sponsored by VNAH in Hanoi about Job Accommodation

for PWDs. They discussed not only the needs of the mobility impaired, but also how to assist the hearing, speaking and mentally impaired. This intensive applied course lasted for four days, from 16 to 19 March 2004. During the workshop, we learned about the modification of the physical environment, equipment, policy, and work to meet the needs of PWD workers. In the role-playing sessions, we explored ways of negotiating with employers to accept PWD for work, as well as how to tailor the workplace adjustments to the unique needs of each person. The training was well organized, well presented and extremely practical. We were especially impressed to see and hear blind people using computers, and other devices designed to aid the blind. From the testimony of one blind man, we were made more aware of the challenges the blind must meet just to perform seemingly simple tasks, and it became clear that often changing or adjusting a few small things would help them a great deal in their work and lives.

As a follow up to the first reproductive health check that occurred last quarter, we brought 12 AWDs to the doctor for reexamination. This was done at the Community Reproductive Health Consultation Center. Of the 12 that were reexamined, seven were deemed healthy, three girls needed further treatment for infections, and two girls with other problems needed special treatment. The five remaining girls will be examined again in two months. During the first health check, 40% of the girls had problems. Now these five girls need further treatment. This improvement in their health is due largely to the excellent treatment and advice from the staff and doctor from "The Light Center."



Le Quang Phi Ho is a boy we reported on as a special case study in the second quarter of 2003. He had surgery done on his jaw last year in Ho Chi Minh City. The surgery was a success; after the operation last year, he could fully open and use his mouth. However, in December 2003, the left side of his jaw came out of the joint. Thus, we looked for and were able to get some additional surgery done on his jaw. The operation was done by Dr. Kaban of Face the Challenge Organization, the same doctor who operated on Ho last year. The operation went well, and after two weeks in recovery at the hospital, Ho was able to return home to his family and work.

Several equipment donations were made to beneficiaries of our program this quarter. VVAF in Hanoi kindly gave a wheelchair to Nga, a polio victim who is studying hairdressing and cosmetology. Also, VNAH of DaNang donated four wheelchairs to beneficiaries of our project. They are Hong, Ha, Hien, and Loc. These wheelchairs enable them to get to their work or training.

WCDO was also invited to attend the opening ceremony of the Anh Duong craft shop, which is now selling products made by local PWDs. Anh Duong's establishment was funded by VNAH as part of the services provided at the facility of the DaNang Rehabilitation Center. We are considering how to cooperate and support this opportunity for the disabled to sell and advertise the products that they make.

Quang Nam

During January, two U.S. Congressional Delegations and several USAID staff visited the WCDO office and several project sites in DaNang. There was also an opportunity for the Quang Nam Project Coordinator to share about the challenges of implementing this project in a poor rural environment, as compared to a relatively wealthy city location like DaNang. The U.S. Congressional Delegation and USAID seemed pleased with the visit, and were impressed to see how effective this model of vocational training was for



Congressional Delegation and USAID personnel sharing program information on DaNang and Quang Nam

assisting the disabled to obtain meaningful employment.

During the final week of February, WCDO's Quang Nam project received two different groups of visitors to the Que Son District: The first group was our partners and CSWs from the Hai Duong program who had also visited the work in DaNang. The second group was Mr. Ken Kimball (from Plesion International) and two staff from the Hue Center for Protection and Care for Children With Disabilities and orphans. During these visits, there were many opportunities for sharing experiences and ideas on how to effectively assist AWDs. Both delegations appreciated WCDO Quang Nam's approach very much, and they were especially impressed by the quality of work and caring hearts of the Quang Nam CSWs and workers.

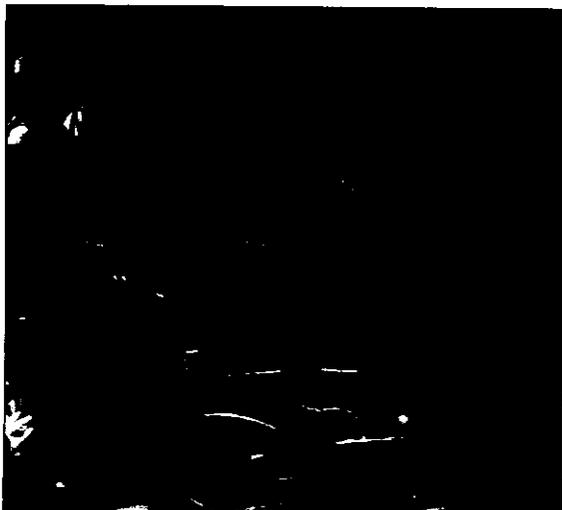
Activity 1.3 and Activity 1.4: Baseline Situational Analysis / TNA

No major activity occurred in this area during this quarter, although all locations are always on the lookout for businesses that would be willing to train and employ AWDs.

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

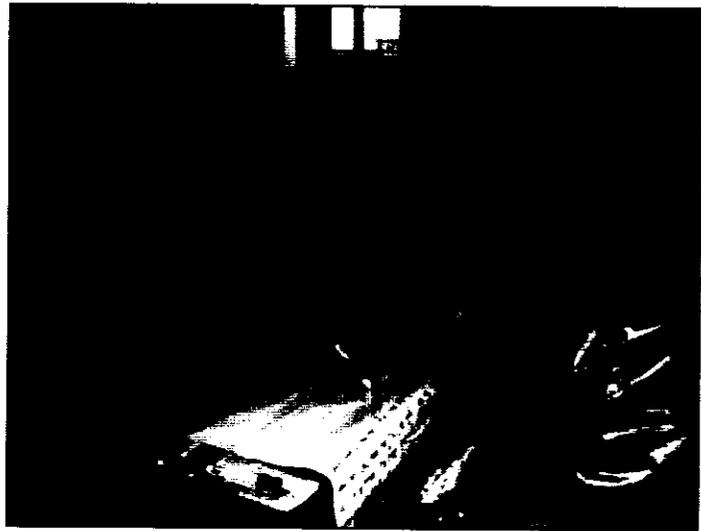
PWD's involvement has been motivated by, and showed the strength of, awareness raising effects in this quarter. On February 9th, a workshop titled "Talks on job training and employment for the disabled" was conducted in Hai Duong City, targeting business owners from all project sites in Hai Duong province. The main facilitator, Mr. Trung, is a successful PWD who owns a family-run company. He works as a consultant for several organizations, and currently works as the Vice-Director of Vocational Training and Job Placement for Hoa Sua School. Mr. Trung's rich experience and knowledge, his appealing communication style,

Mr. Trung gives a talk to business owners in Hai Duong



and his good relationship with WCDO staff allowed him to facilitate some interesting and insightful discussions among the more than 30 business owners who attended the workshop. A DeLISA official was also invited at the workshop to help provide answers to the business owners' questions. Also, an informative video concerning PWD's capacity for jobs was shown between the talks. The video was provided by the International Labor Organization. This workshop raised understanding to a new level for the attendees regarding relevant practical issues. Participants also shared their experiences and opinions on how businesses should balance between "charity or subsidizing support" and "cold business profit." Many agreed that they should invest in and subsidize PWDs' work to help them over the difficult post-graduation working period, but they should also consider how to maximize the long-term development of the PWDs' abilities.

From March 22-26, a series of one-day awareness raising talks with AWD families took place in the districts. In the past there has been awareness-raising training for the families and businesses; however, it only focused on basic knowledge of the abilities and psychology of AWDs. The original training was only the first attempt to "break the ice" in understanding the situation of disabled young people. Based on our continuing work experience and informal feedback from the CSWs, business owners, and families, WCDO staff decided that additional awareness-raising



Awareness Raising talks with families

training was needed. We wanted this training to have a deeper impact. Thus, we felt that it would be best to have the training led by an experienced PWD. Ms. Oanh was invited to share and facilitate the training. She is a member of a mature PWD self-help group, and has experience in working with families and AWDs. Her life story conveyed a special and powerful message that touched many of the participants. The participants also studied and discussed AWDs' physical and social situations, family responsibilities toward AWDs, and methods of helping AWDs. There was also time to share experiences of good practices by families, and exchange opinions with some representative business owners.

During March, WCDO also supported the preparation for a number of April 18th (Vietnam Day for the Disabled) events at both the district and provincial level. As reported last quarter, we had a very successful experience in the Thanh Ha district on International PWD Day in December 2003. This model of a high impact awareness-raising school became a source of ideas for other districts to prepare for the Vietnam Day for the Disabled on April 18th. In order to allow time for the districts to develop some more creative ideas, WCDO sent an "Open Letter" to the PMT and DSCs. This letter emphasized our preference of providing support for only the most creative of activities, both in form and breadth of content, and we would only support activities that successfully mobilized contributions from the local community. This letter received enthusiastic response from the DSCs and the PMT. We look forward to telling you more about the various activities that resulted from this "Open Letter" during the next quarterly report.

Quang Nam

On the occasion of Vietnamese New Year (Tet), the new WCDO Asia Director, Country Manager and Provincial Project Coordinator paid several visits to partners and leaders at both the provincial and district levels. During these visits, WCDO shared ideas on disability issues with the partners for awareness raising purposes, as well as maintaining our relationships with our local partners.

Disability Awareness Raising this quarter was primarily through the on-going activities of the WCDO staff and CBSWs during our site visits to the communes, businesses and families. At the local level, the living examples of successful AWDs still continue to be our greatest tool to change peoples' thoughts and feelings toward the disabled in all locations.

Activity 2.2: Community Support Worker Training and Group Formation

Hai Duong

Excursion for AWDs on February 18, 2004

Sixty-five participants, including AWDs, CSWs, CBSWs of Binh Giang, Cam Giang, Ninh Giang, Chi Linh, and Thanh Mien went on a trip to Hanoi on February 18th. They visited Ho Chi Minh's Mausoleum, his home and workplace, the Ho Chi Minh Museum, and the Museum of Ethnology. The young people were given a brief introduction to these historical sites and participated in a question and answer game to improve their understanding of historical and social issues. They were also provided with information about the 54 ethnic groups that reside in Vietnam. All of them were delighted to see the models of homes, costumes, and scenes from daily life of those people groups. During

the trip, the young people from Hai Duong also had the chance to meet other AWDs in Hanoi. This was a first step toward leading them into relationships with disabled young people from other locations, with broader experiences. This trip helped them to become exposed to the world outside their province and perhaps to be a bit better integrated into Vietnamese society.



Young people on an excursion

DaNang

In February 2004 two of the DaNang CSWs had to resign from volunteering with the project. The first, Hien, went to HCMC to do further study. The second, Thai, had become extremely busy with his business and needed more time to put into it. They will be missed, but we are thankful for the help they have provided to us during their time as volunteers. Minh, our Social Worker has been on maternity leave most of this quarter. Therefore, to make up for the shortage of people in the field, Hang the CSW in Son Tra was asked to help us full-time for five months from February to June. Hang is hard working, enthusiastic and has a lot of experience.

Sign language training and workers:

Ten hearing-impaired young people are being taught sign language at this time. Five are in Son Tra District studying at home. In the beginning they knew no sign language, and now they are able to calculate and communicate with some basic signs. Two youths are



in Ngu Hanh Son District. They just started studying last quarter, but are eager and learning quickly. This quarter, besides the regular students, the MSLTs took on two new girls from Hai Chau and one girl from Lien Chieu. Also, the second, more in-depth, sign language training for CSWs, parents and businesses was arranged to occur on April 1-2. A report on it will be in the next quarterly report.

Sign language training for Binh and Ty

Peer group meeting and activities:

All the districts held their meetings regularly. The main life skill topics this quarter were focused on personal health care. Part of the meeting was also focused on planning for special peer group activities on Vietnamese Day for the Disabled. The peer group meetings continue to encourage the young people to be more active, self-disciplined and make realistic plans for the groups so that they can develop into independent self-help groups. The portable library has been very popular and generated significant interest in reading. Therefore, we plan to provide more books for them next quarter.



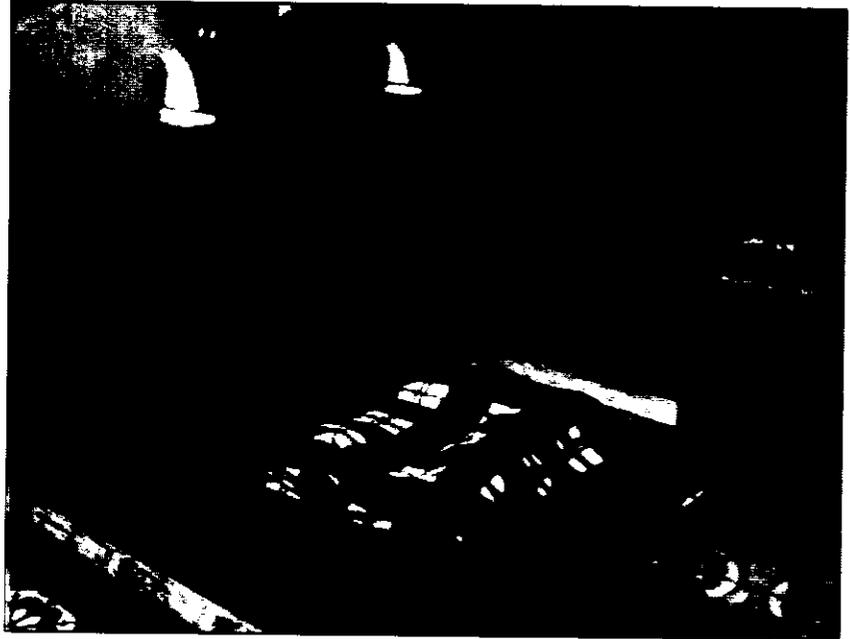
Hai Chau peer group meeting

Quang Nam

Monthly peer group meetings for the AWDs were carried out in all seven districts of Quang Nam. With the help of CBSWs and CSWs, the young adults learned about personal hygiene, dental care, reproductive health and prevention of HIV/AIDS. The meetings also continued to assist them with life skills training and building confidence. In recognition of the outstanding work she has done, we want to thank Ms. Tham, our CSW in Nui Thanh District for her dedication and heart for the AWDs in her district.

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

The Hai Duong City Blind Association is progressing well on the next stage of the USAID-funded renovation work. This stage is focused on providing some key equipment for income generation, and on upgrading the toilet and bathing areas. With the new equipment, they have been able to about double the number of clients they can serve, and according to the center staff, many clients have asked about the sauna service that they hope will soon be available. This is



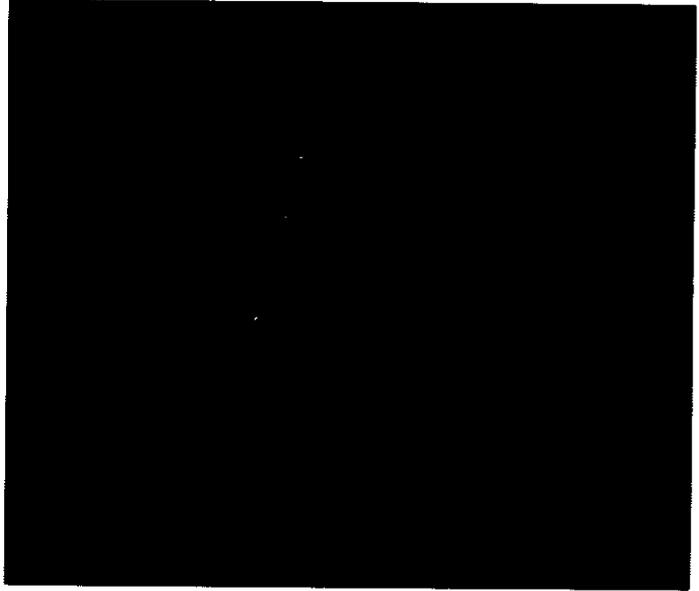
The upgraded massage center at Hai Duong City Blind Association

because it was made public that many of the blind associations would add sauna services to their massage facilities. Some of the clients mistakenly thought that the toilet and bathing area upgrades were going to be a sauna.

Several household bathroom upgrades are in process. In Nam Sach district, Hang and Han's families completed the construction of their new accessible bathroom. For these two mobility-impaired young people (whose father is a war veteran), this is a wonderful way to ease the difficulties of their daily lives. Khiem's new bathroom will be finished in May, and with only partial USAID support, several businesses have started construction of site modifications to aid the AWDs who work at their locations. Two examples of these businesses are Cu Thu Wood Carving in Cam Giang district, and Mr. Tu's enterprise in Thanh Ha district.

DaNang

USAID has also helped to build a new toilet at the embroidery training center and shop attached to a Catholic Church in DaNang. Four mobility-impaired young people from our program are studying and working there. In addition, there are eight other workers (one on crutches) who will benefit from this site improvement. Before, they had to use the church's toilet which is too old and too far away, and is unsuitable for the mobility-impaired. In fact, several of the young women were unable to even use the original bathroom. Now all the girls in the embroidery shop have a new bathroom with a proper toilet, strong hand rails, and non-skid floors.



Site improvement at the embroidery shop

Quang Nam

AWD Nga in Que Son, Quang Nam

During this quarter, the CBSWs worked with the CSWs and district DSC members to complete site improvements at three AWDs' homes: Nguyen Thi Dieu Oanh from Dai Loc District, Nguyen Thi Nga from Que Son District and Tran Thi Lanh from Tam Ky Town. These toilets should make good examples for the local authorities and villagers of how to build accessible toilets. These improvements were greatly appreciated by the families and local villagers.



WCDO staff and the CBSWs also worked with the Que Son District Red Cross to complete a site improvement at the district Blind Association. A bedroom for women, a kitchen, a bathroom and a covered open air living and working area were constructed for the blind people who live and work there. The district Peoples' Council and community around the Blind Association were very excited to witness the site improvement. Hopefully, the needs of the blind in the local community were also brought more to the forefront through this activity.

*Site improvement at the Blind Association of
Quang Nam*

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

Formal Training

Hai Duong

District	Doing Formal Training			Graduates from Formal Training		
	Female	Male	Total	Female	Male	Total
Binh Giang				3	2	5
Cam Giang				1		1
Chi Linh	6	6	12		3	3
Hai Duong	1	1	2	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	2		2			
TOTAL	9	7	16	22	15	37

DaNang

There is no formal training occurring in DaNang.

Quang Nam
Formal Training

District	Graduated from Formal Training		
	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
TOTAL	7	11	18

Eighteen students finished a six-month formal training on sewing, electricity and motorcycle repairs at Quang Nam Job Service Center in January 2003. Upon graduation, they returned to their home villages and the CSWs in the seven districts visited all of them to help arrange an additional four or five-month community-based training. As a result, 17 out of the 18 graduates have been offered opportunities to work close to home.

Informal Training
Hai Duong

District	Doing Informal Training			Graduates from Informal Training		
	Female	Male	Total	Female	Male	Total
Binh Giang	3	3	6	2	6	8
Cam Giang	5	0	5	3	7	10
Chi Linh	3	4	7	8	9	17
Hai Duong	0	1	1	0	2	2
Kim Thanh	4	2	6	15	6	21
Kinh Mon	3	1	4	3	4	7

Ninh Giang	3	0	3	6	2	8
Thanh Mien	0	0	0	7	5	12
Gia Loc	5	1	6	7	7	14
Nam Sach	0	1	1	5	11	16
Tu Ky	3	3	6	11	9	20
Thanh Ha	3	3	6	16	9	25
TOTAL	32	19	51	83	77	160

DaNang

District	Doing Informal Training			Graduated from Informal Training		
	Female	Male	Total	Female	Male	Total
Hai Chau	6	5	11	4	2	6
Hoa Vang	1	3	4	2	3	5
Lien Chieu	1	2	3	2	4	6
Ngu Hanh Son	4	6	10	4	3	7
Son Tra	2	12	14	2	2	4
Thanh Khe	4	4	8	2	4	6
TOTAL	18	32	50	16	18	34



Huyen Ngoc Hung

This quarter we provided supporting equipment for one business, three bicycles for AWDs, crutches for one AWD, and start-up assistance equipment for one graduate. Next quarter we do not have plans to provide any additional supporting equipment and bicycles.

Case story:

Huynh Ngoc Hung is a 19-year-old man with a shriveled leg. The only income in his family comes from his father's work as a cyclo (pedicab) driver. After completing grade nine in school, he had to stop, due to lack of funds for the school fees. When the CSW met him for the first time, he only stayed at home and did household chores. Hung is hardworking and has studied sewing for 11 months. As a result of his desire to learn, he can now sew very well. Initially his parents used to take him to the shop where he trains. But in October 2003 WCDO supported the cost of an operation on his leg. Now he is able to ride a bicycle to



the shop, and he can travel more freely around his community. USAID funds have provided him with a sewing machine and a bicycle.

Quang Nam

District	Doing Informal Training			Graduated from Informal Training		
	Female	Male	Total	Female	Male	Total
Thang Binh	4	0	4	10	14	24
Dien Ban	4	4	8	9	8	17
Nui Thanh	2	1	3	9	8	17
Tien Phuoc	2	1	3	6	9	15
Que Son	3	1	4	8	12	20
Dai Loc	3	7	10	14	9	23
Tam Ky	3	5	8	5	7	12
TOTAL	21	19	40	61	67	128

Alternative Basic Education

Hai Duong

Except for one AWD in Chi Linh, there are no additional ABE courses occurring this quarter. The results from the AWDs who already received ABE showed low literacy levels. Most still have only the most basic literacy, often equivalent to level one or two out of 12 class levels. Though an improvement, this is still very limited. Therefore, they should be encouraged by the CSWs to continue reviewing and practicing at home and work to gain skills and avoid falling back into illiteracy.

DaNang

There are presently two classes. One class is at Chi Lang School where there are four students studying to complete grade five. Three of the students attended the second semester mid-term exam and all of them passed. A second class at Tran Quoc Toan School has four students who are studying in grade three. The students are progressing well and remain diligent. All the students have reached basic literacy and mathematics levels, and all of them passed their second semester mid-term examination. The DET has requested us to support the class for three more months, so that the students will be able

to sit for the final examination. We also invited the ABE teachers to study sign language during the training in April.

Quang Nam

In Tam Ky, the ABE class was completed in February 2004 with a touching ceremony. The WCDO Project Coordinator, Red Cross, DET, Commune Peoples Committee, the AWDs and their parents were present at the ceremony. All the participants seemed very pleased with the good results of the young people. The teacher (Ms. Huong), along with the CSWs have begun interviewing candidates to prepare for the second ABE class in Tam Ky.



Graduation ceremony of the ABE class in Tam Ky, Quang Nam

The second ABE class in Dien Ban includes 13 AWDs (five male, eight female) who started the 11th of March, 2004. The district DeLISA offered the use of their office facilities for the class. The DSC members and CSWs often visit and take time to assist the students and teacher (Ms. Nhung).

Sign Language Training

Hai Duong

This quarter the Hai Duong Deaf Club began meeting. This group was intended from the beginning to function as a self-help group. They have now been meeting once a week since February. They have chosen leadership and agreed to charge a small fee to the members in order to cover the costs of group activities. WCDO has committed to work with them and help them to communicate with other deaf clubs and build their capacity to become a full-fledged self-help group. Ms. Cuc, our part-time sign language trainer, has agreed to meet with them twice a month to aid them with planning and group development, while the SLMTs will provide them help with expanding their vocabulary in sign language.

DaNang

Sign Language training occurred the first week of April in conjunction with the training in Quang Nam. A full report of it will be in the next quarterly report.

Quang Nam*Sign Language Training in Hoi An: 30 and 31 March:*

Thirty-two persons (23 female, nine male) including CSWs, SLMTs, ABE teachers, business owners and parents of AWDs participated in the two-day Sign Language Training. The trainers were three hearing-impaired students from Dong Nai Teachers' Training College. Trainees learned a variety of basic signs relating to names of skills, time, fruits and family members, and they enjoyed the training very much. They were excited to learn sign language and practice their new



Sign Language training in Hoi An, Quang Nam

communication skills with the hearing-impaired young people. The training also helped raise awareness on disability issues for the participants. The benefits of this training can already be seen. In several districts the members of the DSC are enjoying taking every opportunity to communicate with the hearing-impaired in their location.

The three Sign Language Mobile Trainers in Quang Nam (one man, Chuong, and two women, Thuy and Tinh) traveled to five different districts in Quang Nam (Dien Ban, Thang Binh, Que Son, Dai Loc and Nui Thanh) to teach sign language to 28 hearing-impaired adolescents (15 female, 13 male). The three hearing-impaired teachers have been working devotedly to serve AWDs although they had to travel far distances. They also had a chance to hone their skills by participating in the sign language training in Hoi An. The partners, business owners and parents of AWDs and the community as a whole seem to greatly appreciate the sign language classes.

Activity 2.5: Employment and Income Generation
Hai Duong

There is little change in the employment situation since last quarter. Most of the past graduates have found or are continuing in their jobs and earn from 90,000 to 300,000 VND per month. However, Tet and several other holidays occurred during the first quarter. As a result, many of the seasonal workers were idle during this period of time. It is likely that more AWDs will be able to find jobs during the next few months, especially as the harvest times approach.


Hang Sewing

Dist.	Formal Graduation					Informal Graduation				
	Female		Male		Total	Female		Male		Total
	employ	not employ	Employ	not employ	% employ	employ	not employ	employ	not employ	% employ
B/Giang	0	3	1	1	20	1	0	5	2	75
C/Giang	1				100	3	0	3	0	100
C/Linh				3	0	7	1	8	0	94
H/Duong	6	2			75			2		100
K/Thanh	1				100	10	1	4	1	88
K/Mon	1	4	4	3	42	1	2	1	2	33
N/Giang	2	0	1	0	100	5	1	2	0	88
T/Mien	3	0		1	75	6	2	4	1	77
Gia Loc						7	0	4	2	85
N/Sach						5	0	9	1	93
Tu Ky						5	3	7	0	80
T/Ha						7	2	5	0	86
TOTAL	14	9	6	8	64	57	12	54	9	83

Luong Carving**Case story: Huong – From Thanh Ha District, Hai Duong Province***Huong at work - helping
her friend learn to sew*

Born in 1982, Vu Thi Huong is from a poor four-child family in Dong Ha village near the bank of the river in Thanh Ha district. Electric service has not yet been provided to the majority of local villagers, and small boats are their primary means of transportation. Walking for Huong used to be difficult and painful, due to severe bowing in her legs. As she stated "she feels miserable trying to walk in an O-shaped manner." She had tremendous difficulty in doing even simple tasks at home and at school. Due to lack of resources, she had to stop school after class seven, and start working at the age of 14. However, so as not to be a burden to her family, she moved to southern Vietnam. There she lived with her sister's family and worked on a coffee plantation in the highlands. However, after toiling four years on the farm, Huong was no closer to becoming self-sufficient. Therefore, she returned home to Hai Duong. She then used all her money to pay for two different leg operations over two years. But when every last penny was gone, she was not significantly better off. Fortunately, during her



stay in the hospital, Huong met a person who had a strong influence on her. Her roommate, who was also mobility impaired, encouraged Huong to attend a sewing course, seek a suitable job, be strong, and maintain hope in having a better future. Huong, with this personal encouragement and support, succeeded. With support through this program she has not only gained the skills to earn a living, but she has also found dignity and hope in the future.

“I have become a whole person now,” she said proudly with a big smile. Her life has dramatically changed. She has studied advanced sewing skills, found a job, and participates in peer group meetings as well as other social activities. She is now well equipped with knowledge of reproductive health, HIV/AIDS and social skills. She has new friends, and has become confident and cheerful. Unlike before her job, she not only covers all her own expenses, but even helps to support her family. “I am grateful for WCDO’s tremendous assistance. I have learned so much, and have grown up.” she says. Huong now has a beautiful dream: to have a happy family of her own, and a job that allows her to help other AWDs. When she gave her testimony at the national workshop on CBR in Hanoi in March 2004 as a representative beneficiary from our program. Huong expressed her sincere wish that we would expand the work further, so that many more AWDs like her can enjoy the benefit of having a future. Life has not been easy for Huong, but she has made something of it, with some help from others.

Case story: (Mai Hong cooperative – Kim Thanh District, Hai Duong Province)

A GOLDEN HEART TOWARD AWDs.

At the age of 60, Ms. Mai has been the head of a successful garment and embroidery cooperative in Kim Thanh district for over 20 years. She is a talented manager and a kind-hearted and generous woman. She has, on her own, provided vocational training and job placement to disadvantaged young people, including AWDs for many years. She not only helps and teaches them with care and passion, but she also considers these AWDs as members of her own family. The disabled young people in the cooperative are able to earn the same salary as their non-disabled co-workers. This way of aiding AWDs is Ms. Mai’s way to encourage and support them. Her business acumen does a lot towards helping the cooperative to run smoothly. It is not uncommon for villagers to see Ms. Mai working well into the evening teaching her AWD students.



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	2		83%
Hoa Vang						1	1	3		80%
Lien Chieu						2		4		100%
Ngu Hanh Son						4		3		100%
Son Tra						2		2		100%
Thanh Khe						2		4		100%
TOTAL						14	2	18		94%

As a note on the two unemployed, they are likely to be working again soon. **Nguyen Thi Thanh Tam** temporarily stopped working because she was busy helping her mother with the family business. Also, **Ho Anh Kim** temporarily stopped working to study advanced skills at another shop. Of 34 AWD graduates, five have opened their own shops with the income from 400,000 VND to 800,000 VND. The CSWs have helped teach them how to make business plans, track expenses and income, and assisted them in searching out potential clients.



Tran Thi Phuong Lan

Case story:

Tran Thi Phuong Lan is a 19-year-old woman with scoliosis. Lan studied to be a beautician for one year, after which she worked for the trainer for several months. In October 2003 Lan decided to open her own business. Her family helped her build a small shop in front of their home. WCDO was able to provide hairdressing tools as her start-up assistance. Her business has done well right from the beginning. Because of her nice personality and excellent work, she has already developed a good number of regular customers. She earns



about 800,000 VND per month, and she has begun training another disabled girl in the neighborhood for no charge. She said, "My success is due to receiving help from many people, and I just want to help others who are in the same situation as me."

Quang Nam

District	Formal Graduates					Informal Graduates				
	Female		Male		Total	Female		Male		Total
	empl oyed	not empl oyed	empl oyed	not empl oyed	% emplo yed	em plo yed	not empl oyed	empl oyed	not empl oyed	% emplo yed
Thang Binh	3		3		100%	10		12	2	91.7%
Dien Ban	0		1	1	50%	8	1	7	1	88.2%
Nui Thanh	1		0		100%	8	1	7	1	88.2%
Tien Phuoc	1		1		100%	5	1	8	1	88.7%
Que Son	1		1		100%	7	1	11	1	90.0%
Dai Loc	0		2		100%	13	1	7	2	87.0%
Tam Ky	1		2		100%	4	1	6	1	83.3%
TOTAL	7		11	1	94.4%	55	6	58	9	88.3%

** NOTE: 15/18 formal graduates did a further four or five-month informal training to upgrade skills*



Duong Dinh Hai

Income of the graduates from training ranges from 80,000 to 800,000 VND per month. The income is often low, but compared to the previous state of being a burden on their families with no hope of any income, they are all far better off.

Case story: Duong Dinh Hai was born in 1984; he is hearing impaired, and lives in Binh Dao Commune, Thang Binh District. His father died when he was very young and he lives with his mother. Hai studied carpentry with Mr. Giang from May 2002 until March 2003. Since graduation, he has worked with Mr. Giang, earning about 400,000 VND per month. Hai has studied sign language from Mr. Chuong (the hearing impaired SLMT), since the summer of 2003 and has improved immensely. He also actively participates in, and enjoys the regular peer group meetings and outdoor activities with other AWDs.



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.*

Difficulties:

The distances and poor roads between communes in Quang Nam and remote parts of Hai Duong have often been a big challenge for our partners, CSWs and the young people. Therefore, sometimes it can be difficult or impossible to organize activities that involve AWDs from different communes. This also requires the CSWs to spend more time on communicating carefully with the AWDs and families from far distances, as in several cases they have to travel to their homes or the businesses where they work.

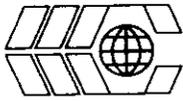
Why intended results were not achieved

The struggle to find employment for all the graduates from formal training is still a struggle for us. Connecting them up with businesses that are willing to hire them can be difficult. Often their training is not adequate for securing employment. Hopefully, with more diligent efforts we will be able to help those who are unemployed to find meaningful work before the end of the project.

Also, it will always be difficult to find paying jobs for the disabled in the more rural areas of Quang Nam and Hai Duong. There are so few businesses and the economies of the villages can only support a limited number of workers. As we have already discovered, few of the AWDs want to move away from home to find work. Therefore, it has been suggested by some of our partners and staff that more opportunities in training focused on animal husbandry, farming, fish raising and traditional crafts could have been done in those locations, although it is too late at this time to introduce those types of training. If this type of program continues we should build those types of opportunities into it, if appropriate.

Lessons learned and adjustments to the program

The various activities of awareness-raising training with the involvement of PWD (Mr. Trung and Ms Oanh) have turned out to be a tremendous success. Their presence as real examples of successful PWDs striving for social integration, growth and development was a real testimony to others. All the AWDs, businesses, local staffs and officials found their talks really useful and practical, and challenged them to reevaluate their own



attitudes and actions towards people with disabilities. Many parents were very touched and thankful for having the chance to attend those talks. As a result, we are going to be even more purposeful at including PWDs in awareness-raising activities in the community, and not just as “visual aids” but as active key facilitators of activities. This will hopefully not only encourage disabled young people and their families, but it should also be a way to open peoples’ eyes and move them towards taking action to make life better for the disabled. Our biggest regret is that we had not tried hard enough to include successful PWDs in our awareness-raising activities sooner. Now, after more than five years of working with the disabled, we have many good examples of successful PWDs from all three of our project locations.

Another ongoing lesson that we are learning is the need for clear, direct and timely communication. We often hear from our CSWs that they did not receive a letter or communication from us on time, or that they received nothing at all. This likely has several causes. One, the Provincial and/or District level partners are not forwarding information from us to the CSWs. Two, we have only verbally or casually informed our partners of what activities and plans are underway. Three, we are communicating unclearly or too late to our partners. Four, some individuals are using poor communication as an excuse to avoid participation in work and activities.

However, there are a few steps we can take to reduce the communication problems to a minimum. First, we can always send hard copies of important communications to all the stakeholders from the Provincial down to the District level. All communications should be dated and sent out as soon as possible. All communications should contain our full contact information and possibly even the name of the project and donor, depending on the context. We should acknowledge and respond to our partners’ communications as quickly and clearly as possible. This all seems like a small detail, but as communication and relationships are the core of our work and success, it never hurts to take all reasonable measures to reduce the risk of miscommunication.

Results achieved and contribution of activities to results

The large number of visitors and discussions that have occurred during the last quarter have been both a challenge and a blessing. It has become clear through discussions that the model of vocational training used in this project is very applicable in the Vietnamese context. As we look toward the future we see how this approach could be expanded to impact an even greater number of people for a much lower cost per beneficiary. The challenge of having visitors and meetings is of course related to the preparation time needed. However, this has also forced us to look at what we are doing more closely and find answers to some of the tough questions brought up by our visitors. The many positive comments on our work have been a great encouragement to both our partners and us.



World Concern Development Organization

The Adaptive Vocational Training Program for Adolescents with Disabilities

The training in Sign Language and work with the deaf has continued to be a strong point in the program, even though there was little money allocated to the special needs of the deaf in the original USAID proposal. In Quang Nam, the devotion of the three SLMTs has paid off, and as a result the local authorities, parents of AWDs and the local communities in Dai Loc, Dien Ban, Thang Binh, Nui Thanh and Que Son are far more aware of the needs of the deaf. Most importantly, the hearing-impaired young people are finally learning the joy of communication through sign language, which most of them had never had access to before.