

**CAMBODIA**

## **Interim Report (Action Plan)**

**Title: SMILE HANDICRAFTS**

To provide handicraft skill training and  
continue employment for persons with  
physical and intellectual disabilities

*"An independent cooperative of Cambodian handicraft producers with disabilities"*

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# CAMBODIA

## Interim Report (Action Plan)

### 1. Title: **SMILE HANDICRAFTS**

The project is focused on providing handicraft skill training (*gift, household, and fashion items made of recycle and local materials*) and continuing employment for persons with physical and intellectual disabilities. It is also aims to create a possibility of sustainable income generation, and capacity building of people with ensuring the continuity of training programs and employment.

There are some difficult situations as such: PWDs are discriminated, unemployment, no or less income and bad health condition. Although, there is no support policy and law to promote the right of PWD, unfriendly environment, less or no chance to develop skills (abilities), and bad health condition will result in more and more vulnerable. Yes, this is must need a mediate help, and some things we can do.

Because PWDs them-selves want to work. But what kinds of skill are capable for them? We think! The above skill, because it requires no educational background, regardless of the person. It is a popular skill and product for this modern generation. The Cambodian government policy is now to promote SME and handicraft is suited, industry is growing, rich culture heritage brings more and more tourists (source of handicraft revenue), buyers and users from advanced countries support this work. Watthan Artisans – Cambodia has started and succeeded with handicrafts production to rehabilitate persons with disabilities. WAC is now one of the more sustainable and successful export outlets for Cambodian handicrafts. And it is ready to use their knowledge, skills and experiences gained from the former center and current studies & works to carry this project if there a help.

### 2. Knowledge and experience acquired during the Training in Japan:

Within 45days training of Vocational Rehabilitation and Employment Promotion of Persons with Disabilities –Workshop Management in Japan by lecturing and field visits, I have obtained lots of knowledge, experiences and new ideas to support this project as following:

- ☞ OVOP (Oita) concept is the best sample of promoting local products, using local recourses with also support of techniques and equipments from out sides. (*GNP and GNS*) To reach global markets we have to improve production capacity and quality standard. (“*Think globally, Act locally*”; *quality, productivity, marketing, social economic development*).
- ☞ Sun Industries (Oita), *just add new things on*: start up with small (handicraft production, bamboo...), keep continue our commitment, “Not a charity but a chance” and the variety of jobs were created with good continuously managing. These two above make me thinking about the right strategies, processes, and the commitment of the stakeholders.

- ☞ Individual and group trainings as such: JHC Itabashi, KOYU – KAI (Light Friend Association), Saori weaving, Tokyo Vocational Ability Development School for PWDs, ... had provided lots of lessons and ideas of running businesses, managing sheltered workshops for preparation of this project.
- ☞ Facilitating skill, Introducing to Business Plan, and this Action Plan have provided skill to plan and manage workshop and business and dealing with people in effective manner especially with PWDs.
- ☞ Lectures and field visits to the National and Prefecture Rehabilitation Centers and Vocational Rehabilitation Centers, Special School, Sheltered Workshops, Private Workshops, Yokogawa corporations, Home of persons with disabilities, and Others have made me understood more about the abilities and the needs of PWDs, facilities for PWDs, important of quality of lives for PWD, and many other topics pertaining disabilities; and also gained more creative ideas for creating new skills and jobs.
- ☞ Time management is very important to every works. Experienced in Japan makes me more punctual. This will apply to my work in organization, mainly to the time to deliver products to customers.
- \* A side from these brief knowledge and experiences above, my self have 9 years experiencing with handicraft sector as a trainee, producer, instructor/ trainer, running workshop and a gift shop for local and international markets.

All of these will make more possibilities of success for this project.

### **3. Background (issues, direction of policy ect)**

#### **a.)Brief background of organisation:**

Watthan Artisans Cambodia (WAC) is a cooperative of Cambodian handicraft producers with disabilities. WAC Aims to ensure the continuity of quality training programs and employment, sustainable income generation, capacity building and financially independent of people with disabilities. WAC's goal is to improve the living standard of persons with disabilities in Cambodia and to participate in the development of our country.

WAC produces high quality and unique silk, cotton, bamboo and wooden products promoting Cambodia's rich cultural heritage and handicraft traditions.

Since the last three years WAC has continued the handicraft on-the-job training and production, it goes smoothly toward success (*sustainable income generation*). The centre is one of the more sustainable and successful export outlets for Cambodian handicrafts.

#### **B.) General Background:**

Cambodia has more than 750,000 persons with disabilities (*5% of total population*). PWDs is the most vulnerable group amount the country. The law to promote right of persons with disabilities has just been drafted. There is no barrier free. Some PWDs have skills but may not be well matched to the job market requirements, or they can not compete in the free markets if they are self-employed. Employment opportunity for PWD is very limited.

Communities are still thinking that having a person with disabilities as a family member or working them with is a symbol of bad luck. There is still discrimination and many

PWDs are beggars, bad health condition, illiterate or low education, unemployed, have no or low income from their self employment, some depend on parents or family member.

To against the discrimination and to get good income for better live, PWDs are eagerly looking for employment that matching to their knowledge and skill or abilities. Thus an in trend and capable skill training is immediate need for them to reach the employment step.

However, handcraft production skill requires no educational background, regardless of the person's abilities. So this will be a suitable way to start with.

In the last five years handicraft industry has been growing rapidly. As Cambodia has rich culture heritage (*Angkor Wat with very beautiful arts and motifs*); it is a value added for its handicrafts. Cambodian handicrafts now are exported to US, Australia, France, Japan, Singapore, UK, Italy, Norway and Korea amongst a few popular countries. The Tourism market is expanding rapidly providing good sources of revenues. And also the government policy now is promoting small and medium businesses to be able to export and compete with international markets especially handcraft industry in very suited to export.

By the above situation, Handicraft training and production has been chosen to start capability building of PWD and also to ensure the continuity of quality training programs and employment, sustainable income generation, and financially independent of people with disabilities.

*(For more detail see appendix 1)*

#### **4. Pre-conditions and possible obstacles to your action, if any.**

- Although, WAC has one step success to generate enough income to cover institutional running costs, to run this new project, financial support is needed to cover training costs (equipment, materials and staff and some pre marketing activities and product development before the course is completed).
- There is a lack of experienced staff working with severe physically and mentally disabled persons. Four new staff will be needed for this project.
- Currently, WAC has two spare rooms. These rooms will need repairing and decorating for training rooms.
- Need allowances for trainees otherwise they can not complete the course.
- PWDs are in the provinces therefore they need accommodation (mainly for severely disabled persons). There is no attendance system as in Japan.
- PWDs have low confidence, need counselling support or self development skill.
- PWDs generally have low productivity, and this will result in high cost production. This needs to be re-solved (*unique or special products or special support*).
- Electricity goes off 2 – 3 times per day. An electric generator will be helpful.

#### **5. Overarching Goals:**

- To increase employment and improve quality of life of persons with disabilities in Cambodia as well as to participate in the development of our country.

## **6. Concrete Objectives:**

- 1) To provide quality handicraft skill trainings and stable employment for at least 80% of the 20 graduates to persons with physically and intellectual disabilities within two years.
- 2) Graduates could earn at least minimum income standard (\$45) after three months employment so that they can become financially independent in the next year.
- 3) To increase handicraft employment for PWDs within WAC as well as to increase production capacity within this 2 years project so that large quantity of orders can be fulfilled.

## **7. Expected Outcomes:**

- To get 10 trainees with physical and intellectual disabilities to be trained in each two years.
- 80% of the graduates will be employed with in WAC or work at their homes or employment in the open labor markets.
- After 3 months employment, employees (graduates) are able to earn income at least the minimum rate (\$45/m).

### ***Possible Impact of the project:***

- By joining this project trainees will become qualified and productive producers, more self esteem, integrated into communities, earn enough income for their living and will be living independently.
- Once PWDs are in trend skill trained and employed, at the same time self-advocacy will be promote; a reflection to social awareness of the abilities and contributions of PWD is automatically made or is more effective to conduct.
- PWDs are capable to join the social economic developments.
- If this project is success it will lead as the sample for others.
- Employers will have qualified employees with disabilities.
- When WAC is known as quality training center, more free and charged services will be required so that employment is increased. (*new services*)
- WAC customers will more satisfy with WAC products and activities (*marketing*).
- Once WAC business is prosperous there will be more employment opportunities as well as training opportunities for PWDs.

## **8. Target audience/ Beneficiaries:**

Persons with physical and intellectual disabilities, both genders, ages from 18 years old and above mainly in provinces, in rural areas.

## **9. Implementing agency and collaborative partners:**

WAC has knowledge and experiences with handicraft training and production and also business management that will be an important asset to lead the project success. WAC will also generate its production capacity by employing the graduates of the project. So **WAC is chosen to implement this project** with support from new 4 staffs and the following collaborative partners:

- JSRPD staffs and JICA Japan – will assist technical support, give advice, follow up with the progress reports, and if possible the start up costs.

- Artisans Association of Cambodia (AAC), a project of WRF, a member of IFAT and also working in collaboration with ILO informal economic project, Trade Craft UK aims to create opportunities for Cambodia's most vulnerable socio-economic groups to gain training, employment and market access through handicraft sector. It is a grouping association made up of 33 Cambodian handicraft groups (*including WAC*). This effective Association has recently increased overseas fair trade clients for their members.

The AAC Design Co-ordinator and Marketing Manager with three international volunteers (*design and marketing*) have professional experience and will be available for support and advice to assist the implementation of the project (*training, product development, and marketing implementation of the sustainability of the project*).

- Business Advisory Council (BAC) and the National Centre of Disabled Persons (NCDP, IRS) – both of these organisations assist people with disabilities find employment and training opportunities. They will be assisting with announcing the training opportunities to PWD, pre selection, and also provide counselling service to trainee and suggestions or feedback to the project. WAC has employed trainees from these organisations during the past 3 years. BAC also provides small grant (*\$60/employee*) to employers who hire the graduates (PWD)s.

- Village Focus International organization will provide technical support regarding fair trade implementation and sourcing for regular fair trading customers for its 6 group members (*including WAC*).

- AAR Japan, JCS (training center for PWDs), and other 32 handicraft groups of AAC members

- Cambodian Silk Forum

- Advertisers, Yellow Pages, Lonely Planet, Heritage Watch, Khmer Products website, Tourist Guide ... etc (Social businesses),

- Wat Than pagoda (Landowner) will continue to provide the existing space and buildings for WAC to operate its activities at the contribution rate.  
(*For more detail see appendix 2*)

## **10. Budget needed, how to raise funds:**

This budget below will need grants to run the project. I have no experience or knowledge about fund raising. So after coming back to my country (Cambodia), I will do some research for courses of grants and donations. I will edit this action plan into a proposal then apply for grants and donations. Process is as following:

- 1.) Asking NGO partners and friends for courses of grant.
- 2.) Sending introduction email before apply for grants.
- 3.) Submit proposals
- 4.) Follow up

Raise fund from University students and INGOs or NGO staffs might be an option, but possibility of success maybe very small.

| No                        | Descriptions   | Unit cost | QTY / months | Total cost      | contributions | Requested for grants | Remarks  |
|---------------------------|--|-----------|--------------|-----------------|---------------|----------------------|----------|
| 1                         | Project pre-setup: research and proposal costs ( <i>internet, telephone, transportation, printing and postages</i> ) | \$ 60     | 1            | \$ 60           | \$ 60         | \$ -                 | WAC      |
| <b>Set up costs</b>       |  |           |              |                 |               |                      |          |
| 2                         | Collaboration agencies ( <i>communication and transportation and paper works</i> )                                   | \$ 40     | 1            | \$ 40           |               | \$ 40                | WAC      |
| 3                         | Recruiting trainees and staff.   | \$ 80     | 1            | \$ 80           |               | \$ 80                |          |
| 4                         | Renovating building for training rooms   | \$ 400    | 1            | \$ 400          |               | \$ 400               |          |
| 5                         | Pre paperwork's ( <i>curriculum, policy...</i> )   | \$ 50     | 1            | \$ 50           |               | \$ 50                |          |
| 6                         | Training equipments and materials ( <i>sewing machine is set, table, chair, white board, and other tools</i> )       | \$ 300    | 20           | \$ 6,000        |               | \$ 6,000             |          |
| <b>Total Set up costs</b> |  |           |              | <b>\$ 6,570</b> |               | <b>\$ 6,570</b>      |          |
| <b>Training Costs</b>     |  |           |              |                 |               |                      |          |
| 7                         | Computer sets and telephone and maintenance  | \$ 720    | 1            | \$ 720          | \$ 400        | \$ 320               | donation |
| 8                         | Office supplies  | \$ 20     | 25           | \$ 500          |               | \$ 500               |          |
| 9                         | Telephone, email , utilities exp.  | \$ 50     | 25           | \$ 1,250        |               | \$ 1,250             |          |
| 10                        | Contribution to rental   | \$ 20     | 25           | \$ 500          |               | \$ 500               |          |
| 11                        | Open day and Closing day of the course   | \$ 150    | 2            | \$ 300          |               | \$ 300               |          |
| 12                        | Trainers x 2 (25m salary, 4m bonus)  | \$ 240    | 29           | \$ 6,960        |               | \$ 6,960             |          |
| 13                        | Coordinator, part times volunteer, security guard, and a cleaner x 4 (25m salary, 4m bonus)                          | \$ 370    | 29           | \$ 10,730       | \$ 3,770      | \$ 6,960             |          |

|                              |   |        |    |                  |                   |                  |     |
|------------------------------|---|--------|----|------------------|-------------------|------------------|-----|
| 14                           | Training materials<br>(stationery, raw materials: fabric, paper, rice bag, silk...) | \$ 50  | 24 | \$ 1,200         |                   | \$ 1,200         | WAC |
| 15                           | Allowances trainees ( 10P x \$30)   | \$ 300 | 24 | \$ 7,200         |                   | \$ 7,200         |     |
| 16                           | Severe trainees w/ disabilities (5P X \$30) (travel, accommodation)                 | \$ 150 | 24 | \$ 3,600         |                   | \$ 3,600         |     |
| 17                           | Medical support and other (10 trainees x \$5)                                       | \$ 25  | 24 | \$ 600           |                   | \$ 600           |     |
| 18                           | 10. Study tours   | \$ 100 | 4  | \$ 400           |                   | \$ 400           |     |
| 19                           | 11. Marketing & products development.   | \$ 300 | 2  | \$ 600           |                   | \$ 600           |     |
| 20                           | Miscellaneous Costs   | \$ 15  | 25 | \$ 375           |                   | \$ 375           |     |
| 21                           | 13 Monitoring costs ( traveling, interview, printing reports....)                   | \$ 200 | 2  | \$ 400           |                   | \$ 400           |     |
| <b>Total Training Costs:</b> |   |        |    | <b>\$ 35,335</b> | <b>\$ 4,170</b>   | <b>\$ 31,165</b> |     |
| <b>Totals:</b>               |   |        |    | <b>\$ 41,965</b> | <b>\$4,230</b>    | <b>\$ 37,735</b> |     |
| <b>Revenues:</b>             |   |        |    | <b>QTY</b>       | <b>Unit price</b> | <b>Total</b>     |     |
| 22                           | Grant   |        |    |                  |                   |                  |     |
| 23                           | Other donation (create a donation box at the center)                                |        |    |                  | \$235             | \$235            |     |
| <b>Total Revenue:</b>        |   |        |    |                  |                   |                  |     |
| <b>Difference</b>            |   |        |    |                  |                   | <b>\$ 37,500</b> |     |

Note: these costs are for the training only. The employment activities will be covered by WAC.

### 11. Monitoring and evaluation:

In order to achieve the above expected outcomes monitoring and evaluation process are set and will be conducted as following:

#### a.) Monitoring

To ensuring the project is going smoothly toward success below monitoring process will be put into action:

- ♣ Monthly progress reports (base on training curriculum trainees will have monthly test, daily observation and records, bi-monthly meeting training coordinator (TC) with trainees).
- ♣ Monthly interview one-to-one with trainees (select 5 trainees for every month) conducted by TC. (base on syllabus to trainees' level of understanding, result of items they have made (quality and quantity)).
- ♣ Observing training class for some times (how active the class participating is) by TC.

- ♣ Weekly trainers and TC meeting to assess the training progress, any meters involved, problem solving, and next week preparation.
- ♣ Quarter and semester reports conducted by trainers and TC (*including interview, assessment and tests by quarterly and semesterly*).
- ♣ Final test and report by the end of the training course conducted by trainer and TC.

**b.) Evaluation:**

To measure the accomplishments the project will have carried out an evaluation form will be set to assess main pions as such: training could complete and follow the curriculum, quality of skills trainees received, capability of trainees to use the skill (quality and productivity), self confident, level of trainee’s satisfaction, employment rate, satisfaction of their employment, income rate, capability of their works, feedback from employers, and any problem and feedback within their employment etc.

- ☉ By the end of each training course (one year) evaluation will be conducted by survey and interviewing with group of trainees, one-to-one basis with selected trainees, staffs, trainers; for employment outcome will interview WAC staffs and trainee’s employers if there is any. This should be conducted by volunteer from outside.
- ☉ By the end of third and sixth month after completion of the training course follow up evaluations will also be conducted by survey and interviewing with group of trainees and one-to-one basis with selected trainees, staffs, and trainee employers to assess the use of the trained skills (quality and productivity), self confident, employment rate, income rate, satisfaction of their employment or unemployment, how trainees applied for jobs, how trainees cope with their works, feedback from employers, job placement and follow up services of the centre, and any problem, feedback within their employment, how communities behave to them etc.

**12. Timetable – Program method / step by step outline of steps you will take. (year 1)**

**Pre-project set up**

To ensure the project with well prepared and run smoothly, pre-project set up will be taken as follow:

After coming back to my country (Cambodia), I will do some research for:-

- 1.) The education and skills available, job opportunities matching to PWD’s skills and abilities. What in trend skills that PWDs capable to do? What are potential skills?
- 2.) Find courses of grants and donations. I will edit this action plan into a proposal then apply for grants and donations. Process is as following:
  - Asking NGO partners and friends for courses of grant.
  - Sending introduction email before apply for grants.
  - Submit proposals
  - Follow up

**Project set up:**

Once there is a possibility of grant approval for this project, careful preparations are needed before the training start as below:

- 1-) communication with collaboration agencies for actions as stated in “*No 9. Implementing agency and collaborative partners:*”

- 2.) Recruiting staff (prepare selection criteria, process, selectors, job description and contract for each staff,)
- 3.) Renovating building for training rooms
- 4.) Prepare curriculum & syllabus, school policy, time tables, and other documents needed
- 5.) Train staff for needed skills
- 6.) Purchasing equipments, materials, and office materials
- 7.) Recruiting trainees (prepare selection criteria, process, selectors, and agreements).

Hard copy of the training materials in Khmer language covering the topics with exercises to be completed and handed out to trainees during the training program.

### **Start Training program**

An open training day will be celebrated and participated by trainees, staff, and relevant collaboration partners. Trainees will be oriented to school purpose and policy.

Monitoring form and processes as mentioned in the monitoring section are produced and implemented.

A detail budget breakdown with financial policies and forms are produced and put into practice seriously and carefully monitored.

As the training course starts, the monitoring and following up procedures as stated above is carry along together.

Also marketing activity, publication for employment and selling products will be developed and place in month 9<sup>th</sup> and month 12<sup>th</sup>.

Products development will be carry on along the training starting from month 3rd and more focus on the last 3 months of the course. The activity will improve designs and quality of products and address design challenges before going to production. It includes technical training in a range of tools for developing new product lines, incorporating all aspects of product development from colour usage to costing development. It will also discuss the concept of 'differentiation' as a marketing tool and the role of Khmer design in differentiating Cambodian made products from other regional products. The activity will introduce the world of trade fairs, and the steps necessary for successful attendance at those fairs.

The ten trainees will be divided into two groups for each of the two trainers accept similar topics as such: drawing, product development, Self development skill, safety and healthy of work, literacy, and English are continue introducing and other common skills. These skills will be assisted by volunteer and collaboration partners.

As Job Descriptions and tasks will be clearly set and assigned to each staff so they will focus seriously on their responsibilities. School Coordinator will also coordinate study tours, job placement and follow up.

Trainees will be seriously trained and followed every step by the trainers and school coordinator (TC). Problems and feedbacks will be carefully listened and find solution and improvement.

Through regular meeting between trainees and TC, Staff/ trainers and TC; training progress is followed up and well monitored. So the possibility of success is high.

**Potential Skills for the training program:**

Bellow are potentials Handicraft skills that will be edited the training coordinator:

1.) Using paper and recycle paper

- Note book, note paper with design in print, stamp, drawing... (with silk, fabric, rice bag, and paper cover) in variety of designs and sizes.
- Greeting cards and postcards with design in print, stamp, drawing, cut and filled with silk, fabric, rice bag, and other recycle materials.
- Envelop, with design in print, stamp, drawing, cut and filled with silk, fabric, rice bag, and other recycle materials.
- Drawing using mixed design of drawing, painting, cut and filled with silk and other materials.

2.) Using recycle rice bags mixed with hand woven kroma and other fabric.

- Packing bag in many design and sizes.
- Shopping bag in many design and sizes.
- Hand bag, fashion bag, wallet, and gift gifts.

3.) Using Bamboo, Coconut, Palm wood, Wooden, Metal and others mixed with Silk, paper, and other fabric.

- Lamps
- Clocks
- Mirror and Pictures frames.
- Pen, Business card holders ...

4.) Weaving skill with new techniques and designs.

**Training syllabus:**

The following drafted lesson and syllabus will also be edited with trainers and comment from experienced staff and NGOs or training centers base on specific skills:

*Month One*

- Basic skills such as instruction of drawing - draw the basic shape of products
- Theory of how to use the equipment properly, straight lining, using glue and other materials.
- Some practice on how to use equipments for particular items such as bags, purses or cloths. This also includes how to sew in straight lining, cutting paper and fabric using pattern, stamping, and assembling the inner products such as using glue, cardboard cotton, leather and cotton fabric.
- Self development skill, safety and healthy of work, live skills, literacy, and English will be introduced.

*Month Two*

- Training will move toward to a higher level where trainee will learn to produce the simple products

- Trainee learning to develop the sample for them selves
- Drawing many shapes of the products and their parts.
- Keep focus on the products quality aspects
- Continue practicing to produce simple products include using snap, Velcro, and some other materials.
- Trainee will focused more on using pattern and cutting concentrate on consistency made.
- Self development skill, safety and healthy of work, live skills, literacy, and English are continue introducing.

The training program will focus more on practice as on-the-job training during the last six months of the course. So that trainees will feel more confident to work in the open employment or be ready to compete with ordinary persons as self employed.

*(For more detail see appendix 3)*

**Timetable – Program method**

| Main Activities  | Time / months |                    |     |     |     |          | Persons Responsible                                   |
|--|---------------|--------------------|-----|-----|-----|----------|---|
|  | Set up        | Sept 07-<br>May 08 | Jun | Jul | Aug | Sept ... |   |
| Project set-up 1<br>- Research: education and skill available job opportunities matching to PWD's skills. how PWDs access to these ? opportunities? is the proposed training skills work?<br>-Create and Completing the Action Plan<br>- Submitting for grant and equipment donation | X             |                    |     |     |     |          | Project director                                      |
| Project set-up 2<br>- communication collaboration agencies<br>- renovating building<br>- Prepare trainee and trainer criteria<br>- recruit training coordina.<br>- Training and staff opportunity announcement<br>- Set up selection process<br>- Prepare application forms          | X             |                    |     |     |     |          | Project director<br><br>&<br><br>Training coordinator |

|  |  |   |   |   |   |   |   |   |
|--|--|---|---|---|---|---|---|---|
| - Selecting and contract trainees and staff<br>- prepare and editing curriculum and syllabus<br>- Purchasing equipments<br>- Purchasing materials<br>- setting time tables, internal policy...<br>- train staff and trainers |  |   |   |   |   |   |   | &<br><br>Trainers                       |
| - open training day, orientation to school purpose and policy<br>- start training course<br>- monitoring & follow up   |  | X | X | X | X | X |   | Training coordinator                    |
| - marketing, publication for open employment and selling products<br>- products development  |  |   |   | X | X | X | X | Training coordinator & Volunteers       |
| - study tours  |  |   | X |   |   | X |   | Training coordinator & Trainers         |
| - job placement and follow up (get 50% out side employment for graduates)  |  |   |   | X | X | X | X | Project director & Training coordinator |
| - launch graduation days, showcase of products and skills of people with disabilities  |  |   |   |   |   | X |   | Project director & staffs & trainees    |
| - evaluation and follow up evaluation  |  |   |   |   |   | X | X | Project director & volunteer            |
| - new course   |  |   |   |   |   |   | X | Project director & staffs & trainees    |

**\* Concluding statements:**

You may agree that PWDs is the most vulnerable group amount the country. A side from no support policy and law to promote the right of PWD, there is no barriers free, discrimination, unemployment, less or no chance to develop skills (abilities), unfriendly environment, no or less income and bad health condition will result in more and more vulnerable. This must need a mediate help! But how?

Base on the above situation, handicraft skill training is being proposed as it is capable to PWD to carry with. Because it requires no educational background, regardless of the person. I can say it is a popular skill and product for this modern generation. As mentioned above there is a government policy to promote SME and handicraft is suited, industry is growing, rich culture heritage brings more and more tourists (source of handicraft revenue), buyers and users from advanced countries support this work. Many countries around the world include Japan (*Sun Industries*) and Cambodia (*Wathan Artisans – Cambodia and National Center for Persons with Disabilities*) have started and succeed with handicrafts production to rehabilitate persons with disabilities.

Let take WAC case as example: WAC was formed by handicraft producers when the former center closed (financial difficulty), It is three years since WAC has continued the handicraft on-the-job training and production, it goes smoothly toward success (*sustainable income generation*). WAC is now one of the more sustainable and successful export outlets for Cambodian handicrafts. And it is ready to use their knowledge, skills and experiences gained from the former center and current works to help other PWDs.

I believe that PWD may not like to beg or always want charity but might be there was no other chance to get money to survive. Really, they are friendly, honest, and hardworking and they have ambition. **They are looking for employment matching to their knowledge and skill . An in trend and capable skill that they can use/ apply for their daily live after graduation.**

**I also strongly believe that this project will lead a another new group of cooperative that will contribute to the economic grow. Once it strong enough it will help others.**

**Thank you!**