

## PROJECT DESCRIPTION

## UNAD Resource and Training Center of the Deaf Community in Uganda

## I. Introduction

This appendix describes the activities to be undertaken and the results to be achieved with the funds obligated under this agreement. Nothing in this Appendix A shall be construed as amending any of the definitions, conditions, or terms of the Agreement.

## II. Background

Deaf persons are among the marginalized and underserved in Uganda. They are subjected to negative attitudes and generally are denied access to basic education and employment. Consequently, the lives of most deaf persons are characterized by economic and social deprivation and disease.

The Uganda National Association of the Deaf (UNAD) is a registered non-profit organization that represents deaf communities in Uganda. UNAD seeks to help deaf people empower themselves, primarily through skills acquisition and participation in income generating activities. However, UNAD has reached only a small percentage of the deaf population. UNAD lacks the financial and technical capacity to respond to the large unmet need for its services. In addition, UNAD's ability to improve its outreach and service delivery is constrained by its dependency on donor funding.

## III. Funding

## A. ADF Contribution

The financial plan for ADF's contribution is set forth in Appendix A-1 to this Agreement. The Parties may make changes to the financial plan without formal amendment, if such changes are made in accordance with Article 7 of the Agreement and do not cause ADF's contribution to exceed the obligated amount specified in Article 4, Section 4.1 of the Agreement.

## B. UNAD Contribution

UNAD has invested UGX 30,000,000 in land for the Project's training site and to secure title and other legal documents. In addition, UNAD has spent UGX 3,000,000 to develop an architectural plan for the site and secure approval for use from the appropriate local and central government authorities.

UNAD will devote some of its staff to the implementation the Project, including the Executive Director, Sign Language Officer, Information Officer, and Accountant. UNAD will continue the payment of salaries to these four staff members, which is valued at UGX 48,072,492 per year. UNAD will cover all recurrent costs, including water and electricity for the Project's Resource Center. It will also allocate funds for a comprehensive marketing plan to be developed during the life of the Project and for annual or other evaluations of the training programs.

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Page 1 of 4

Investment No. 1817-UGA

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**IV. Project Goal**

The goal of the project is to raise the standard of living of deaf persons in Uganda.

**V. Project Purpose**

The purpose of this Project is to increase the incomes of UNAD trained deaf persons. By the end of the Project:

- 820 graduates of UNAD's training programs will have meaningful jobs that pay higher salaries than their pre-training income; and
- 1,000 graduates of UNAD's training programs will start or improve their own businesses.

**VI. Outputs**

The major output of the Project is UNAD's improved capacity to deliver services that improve the livelihoods of deaf persons in Uganda. By the end of the Project, UNAD will achieve the following:

- an expansion in its outreach from the current 45 districts to include the remaining 36 districts in Uganda;
- a significant increase in membership and improvement in collection of membership fees;
- measurable improvement in awareness among the general public of the specialized issues and contributions of deaf persons; and
- the Project's Resource Center will generate enough revenue from fees and the sale of products such as dictionaries, t-shirts and items made at the Center to support at least 80% of the Center's operational costs.

**VII. Activities****A. Resource Center**

UNAD will establish and operate a Resource Center that will help deaf persons improve their abilities to participation in local economies. The Center will offer the services described below.

**1. Training:**

UNAD's training activities will be designed to help Project participants acquire marketable skills and business acumen. Course offerings will include the following:

- sign language training for 400 individuals;

- information, communication and technology (ICT) training for 400 individuals;
- "Start Your Business" and "Improve Your Business" courses for 600 individuals;
- knitting and tailoring training for 200 individuals; and
- carpentry training for 200 individuals.

UNAD, including its staff and Board, and selected volunteers from Uganda Sign Language Instructors Association, in conjunction with Kyambogo University, will review and update the sign language curriculum used at the Center. Sign language trainers will be identified from National Association of Sign Language Instructors of Uganda, Uganda National Institute for Special Education (UNISE) and Excel in Uganda Sign Language (EUSL).

UNAD will network with different stakeholders involved in ICT training and other training programs for people with disabilities for support in providing appropriate training curriculums and methodologies. These stakeholders include UNISE, Government of Uganda Ministries, International Labor Office (ILO), Norwegian Association of the Disabled (NAD) and certified professional ICT consultants.

The design of all training will begin with a training needs assessment. UNAD will develop or adapt appropriate curriculum and teaching methodology.

In addition, UNAD will carefully monitor and evaluate the training and modify courses, as needed. To ensure maximum effectiveness, UNAD will:

- conduct pre- and post tests for measurement of participant learning;
- conduct course evaluations with participants;
- develop training reports detailing curriculum objectives covered, performance measurements of participants, and analysis of best and worst practices; and
- complete annual evaluations of training programs.

## 2. Job Placement:

UNAD will facilitate and track job placement for training participants. Specifically, UNAD will:

- network with existing partners for potential jobs;
- advocate and lobby with government, public and private sector institutions for job placements; and
- develop a plan to follow-up graduates in the field and assess the relevance of their training to their work environment.

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UNAD will use all groups within its existing network including, UNISE, Ministries, Federation of Uganda Employers (FUE), Makerere University, and Ngora High School and others to source job opportunities for the graduates.

3. Facilitate Development of Entrepreneurs:

UNAD will link the graduates to existing micro credit facilities for loans to initiate new businesses or expand existing ones. UNAD will manage the Center as an enterprise so that it serves as a model for mentoring and guiding future business operations of the trainees.

B. Outreach

UNAD will produce pamphlets, brochures and other materials to increase knowledge of UNAD's service and promote greater awareness of deaf individuals' issues among the general public.

C. Sales

The Center will generate income for UNAD on a sustainable basis through the sale of products created by trainees in their production units.

**VIII. Roles and Responsibilities of the Parties**

ADF's Partner, UDET, will provide UNAD standard ADF training in bookkeeping, monitoring and assessment. UNAD will be responsible for ensuring that there is proper management and implementation of the project. UDET will provide UNAD with the technical and management assistance during the implementation of the Project.

**IX. Monitoring and Evaluation**

ADF's Partner in Uganda will closely monitor the activities of UNAD to ensure proper reporting, adherence to the project implementation plan by the client and movement towards the achievement of project objectives. The Partner will continuously assess the project risk and take remedial actions as needed. Monitoring by the Partner will be an important aspect of the ongoing coaching and advisory service. The Partner will review UNAD's quarterly reports and will submit comments and observations to the management of UNAD's as a part of the on-going performance assessment.

Midway through the Project, UNAD will commission an evaluation of its training programs to assess their efficiency and effectiveness. A final evaluation will also be conducted. Both evaluations will be conducted by independent evaluators.

**X. Other Implementation Issues**

UNAD will use other donor funds to offset some of the operational costs during the life of the Project; however, UNAD will aim over the long term to have the Resource Center generate enough revenue to cover its operational costs.

ADF Ed UNAD Alex Page 4 of 4

Investment No. 1817-UGA

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