

QUANG NGAI RURAL DEVELOPMENT  
PROGRAM (RUDEP) - PHASE 2

Training Needs Assessment Report 2004-2005



**VIETNAM-AUSTRALIA**

*Prepared for*

**AusAID**

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8 Dao Tan Street  
Ba Dinh District,  
Hanoi, VIET NAM

9 September 2004

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*Prepared by*

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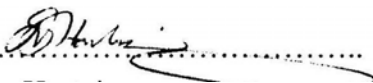
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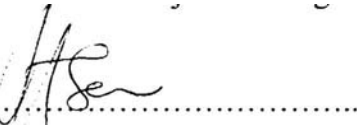
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## Acronyms

ATL	Australia Team Leader
CBS	Capacity Building System
CBT	Competency Based Training
CCG	Commune Contact Group
CP	Capacity Profile
DCG	District Commune Group
DDO	District Development Officer
ODA	Official Development Assistance
PMU	Program Management Unit
PDA	Participatory Development Adviser
RUDEP	Quang Ngai Rural Development Program
TNA	Training Needs Analysis
TNI	Training Needs Identification
VSCF	Village Saving And Credit Funds

# 1 Introduction

## 1.1 RUDEP

The Quang Ngai Rural Development Program (RUDEP) started implementation in Quang Ngai in 2001 and will finish in 2011. Capacity building is one of four components of the program, which aims to increase awareness and the capacity of all stakeholders and possible service providers to support the program activities more effectively and efficiently. Activities of the Capacity Building component include training, workshops, study tours and the supply of audiovisual materials.

## 1.2 Training Need Assessment

The RUDEP training program uses competency- based training that includes processes for Training Need Assessment (TNA), training design, delivery and evaluation.

## 1.3 Purpose of this Report

1. Summary result of 2004-2005 TNA
2. Lessons learned

# 2 Contents

## 2.1 How to Assess Training Needs?

Training Needs Assessment is a process for identifying who needs training and in what. The 2004 – 05 TNA used a similar process to the 2003-2004 TNA. RUDEP focused on the needs of District Contact Group (DCG), Commune Contact Group (CCG) and Provincial Management Unit (PMU) staff. TNA was conducted with 7 DCGs, 9 CCGs and PMU staff (Specialists, DDOs and Counterpart) in June and July 2004 (see annex 3). Based on the relevant Capacity Profiles (from 13 October 2003), the CBOs worked with each DCG, CCG, District Development Officer (DDO) and PMU staff member:

- To request them to revise where not relevant or add to if there is any thing missing in CPs, and the Capacity Profiles (CPs) will be updated.
- At that time, they used the CPs to find where staff gaps were and what additional skills and knowledge they needed, then they filled in Training Needs Identification form to list 5 priority performance areas from the Capacity Profile where training might be needed.
- Most staff agreed with CPs, but some staff from the CCGs wanted to revise the CPs to be simpler. One training officer of Viet Nam- Australia monitoring and evaluation strengthening project- Phase II (VAMESP-II) recommended in order to understand them more easily, CPs should be divided into 2 parts:
  - Part 1 includes some necessary and important knowledge and skills first.
  - Then use the full CPs a few years later.

Some people of CCGs did not understand much about the CPs. They did not remember the TNA that they completed last year. However, the DCGs can understand the CPs better.

## 2.2 Results of TNA and Training Program

The TNA was conducted with 7 DGCs, CCGs and PMU staff. The summary of the TNA is in *annex 1*. The results show that:

- With functions, responsibilities as stated, DCGs are interested mainly in the following skills: general management, supervising activities, monitoring and assisting VSCFs and developing their position related (DCG) work knowledge and skills.
- CCGs are the people who have a very close relationship with the program, assisting the program to work directly with farmers. They need many skills to strengthen their work and assist the program activities such as management, finance, infrastructure, issues related to rural development, livestock production and marketing principles, computer training etc.
- Specialists and counterparts are interested in the following skills and knowledge: gender and development, rural /community development, writing technical handouts and training modules, dealing with stress, training delivery, analysing potential problems and presentation skills.
- DDOs focused on project proposal preparation skills, basic crop production and marketing principles, dealing with stress, decision making skills, presentation skills and, planning and using extension methods.

In the 2004-2005 TNA there are some changes. They (the staff) still focus on the sections that they raised last year. Moreover, DCGs have shown greater concern for supervising activities, monitoring and assisting VSCFs, Supporting CCGs in program implementation and in promoting RUDEP and participatory planning. CCGs are interested in participatory planning, demonstrations, how to engage very poor households and PRA. This showed their awareness about RUDEP and community development has increased.

The RUDEP plan 2004-2005 training program (see annex 2) is based on the TNA results. The training program included training courses, study tours, workshops and the supply of audiovisual materials. It includes training courses, that are requested by many people and/or focused on implementation. Based on the level of trainees, these courses are divided for CCGs, DCGs, PMU staff and/or service provider. Study tours are also identified based on requirement of the trainees, trainers or advisers and focused on implementation too.

## 2.3 Lesson Learned

1. TNA is a new and good method that is used in RUDEP and some other ODA projects. We need to make sure staff know about CPs clearly; so that CPs are presented in a more simple way.
2. TNA is the professional way to identify training needs. Agencies and organizations should use this way to plan training program or employ staff.
3. Improve and simplify Capacity Profile, add some additional capacities such as environment issues.

4. The Training Needs Identification form needs to be revised. Maybe it will still include a list of 5 priority performance areas only. However, it is suggested that the answers to the questions from parts A, B, be cut because staff usually chose C or D (similar with C). It mean they always choose structured training or structured training and counseling for the 5 nominated priority performance areas only.

## **Annex 1**

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### **Summary of TNA Results**

## Annex 1: Summary of TNA Results

### PMU STAFF

<i>Training needs identification</i>	Bùi Thị Lệ Hà	Đỗ Đăng Tèo	Hồ Minh Hoa	Nguyễn Lê Trường Ph	Ngô Hữu Phước	Ngô Thị Thu Nga	Nguyễn Thị Hành Đứ	Phạm Ngọc Huy	Phạm Ngọc Quang	Grand Total
Deal with stress		1		1					1	3
Decision making skills				1		1				2
Develop position knowledge and skills					1					1
Gender and development		1	1		1	1	1	1	1	7
Identify training & development needs					1	1		1		3
Locate and assess service providers					1					1
Management of training and development			1							1
Implement and maintain Program admin procedures	1									1
Negotiation and contract with service providers								1		1
Office management skills	1									1
Potential problem analysis skills		1		1			1			3
Presentation skills	1						1		1	3
Rural/community development					1	1	1	1		4
Self directed learning skills							1			1
Situation appraisal skills									1	1
Technical issues (Environment, construction)				1						1
Time management						1				1
Training delivery skills	1		1					1		3
Training evaluation skill			1							1
Trouble shoot common software problems	1									1
Write report skill		1								1
Write technical handouts and training modules		1	1	1					1	4
Grand Total	5	5	5	5	5	5	5	5	5	45

## DDOs

Training needs identification	Đình Kim Cương	Huỳnh Thị Hồng Thái	Nguyễn Thị Bích Thu	Nguyễn Thị Bích Thủy	Nguyễn Thị Mai Hoa	Nguyễn Thị Thương	Tôn Nguyễn Nữ An	Trần Thị Bé	Trịnh Công Vũ	Từ Thanh Phong	Grand Total
PRA								1			1
Auditing skills							1				1
Basic financial recording skills					1						1
Deal with stress			1	1						1	3
Decision making skills		1							1		2
Describe basic livestock production & marketing principle						1					1
Describe Program financial admin requirements	1										1
Develop locality and job knowledge and skills								1			1
Describe basic crop production and marketing principles		1			1	1			1	1	5
Guide and monitor VSCFs activities	1										1
Institutional analysis skills			1			1					2
Interpret technical specifications									1		1
Locate and assess service providers				1	1						2
Manage network and relationships										1	1
Marketing analysis skills			1								1
Negotiation skills				1						1	2
Neegotiate with service providers					1						1
Office management skills	1										1
Plan and use extension methods		1				1	1				3
Prepare & implement training program	1	1									2
Presentation skills				1			1	1			3
Problem solving skills							1				1
Project proposal preparation skills	1	1	1		1	1			1		6
Promote and support VSCFs				1							1
Read technical drawings									1		1
Rural/community development							1	1			2
TOT								1			1
Trouble shoot common software problems (blank)										1	1
Grand Total	5	5	4	5	5	5	5	5	5	5	49

## CCGs, DCGs

TT	No.	Training needs identification	Mo Duc	Son Tinh	Son Ha	Duc Pho	Tu Nghia	Nghia Hanh	Binh Son	Total DCGs	Duc Phong	Tinh Tho	Son Hai	Pho Chau	Nghia Tho	Hanh Phuoc	Binh Minh	Son Giang	Son Trung	Total CCGs
I	1	Decision making skills		1				1		2										0
	2	Negotiation skills	2		1			1		4										0
	3	Leadership skills	1					1	1	3		2		1	1		1	1	5	11
	4	Problem solving skills	2	1	2	1	3	1		10				2				1	2	5
	5	Presentation skills			2			1		3				1	2					3
	6	Time management skills	1		1					2		1			1				3	4
	7	Conflict resolution skills	1		1		3	3		8	1				1	1	1	1	1	5
	8	Situation appraisal skills		1				1		2	1			1						1
		<b>Subtotal</b>							<b>34</b>											<b>29</b>
II	1	Governmental and administration management	1	1						2							1			1
	2	Implement and maintain program CCG and CPC admin procedures	1						1	2	2			2	3		2	6	6	21
		<b>Subtotal</b>							<b>4</b>											<b>22</b>
III	1	Use and maintain computer and programs			2					2	1			1	4	1	3	4	3	17
	2	Use telephone, internet, emails		1					1	2	1								1	2
		<b>Subtotal</b>							<b>4</b>											<b>19</b>
IV	1	Project proposal preparation skills	2	2	4		2	1	1	12		5	5	7	1	3	2	3	2	28
	2	Supervise infrastructure activities, water, electricity, roads, buildings ...		1		1				2		1	2	4	5	2	2	2	3	21
	3	Contract supervision skills					1		1	2		1	3	4			1			9
	4	Supervise service providers										1		1		1				3
	5	Supervise Generation income										2		2	3	2				9
		<b>Subtotal</b>							<b>16</b>											<b>70</b>
V	1	Business planning skills	1				1			2		1	1	3	1	1	2	1		10

TT	No.	Training needs identification	Mo Duc	Son Tinh	Son Ha	Duc Pho	Tu Nghia	Nghia Hanh	Binh Son	Total DCGs	Duc Phong	Tinh Tho	Son Hai	Pho Chau	Nghia Tho	Hanh Phuoc	Binh Minh	Son Giang	Son Trung	Total CCGs
	2	Implement CCG financial administration, record keeping									2		1		1	1	5	4	3	17
	3	Business plan analysis skills		1						1		1	1		1	3				6
	4	Support business plan preparation																1		1
	5	Monitor and assist in all VSCF procedures				1			1	2		1	3	2	1		1	2	1	11
			<b>Subtotal</b>							5										
VI	1	Talk about rural development	1	1			1	1	1	5	2		4		2		3		1	10
	2	Talk about gender issues in rural development						1		1				1	1		1	1		4
	3	Describe how adults learn																		
	4	Talk about how to engage very poor hhs											2	2	2	2	2	3	1	14
	5	Establish conditions for adults learn													1					1
	5	Talk about participation										3	1		1					5
		<b>Subtotal</b>							6											34
VII	1	Explain demonstration on packages										1	1		2					4
	2	Describe basic livestock product, marketing principles									1		2	2	1	1	1	5		13
	3	Describe basic crop production, marketing principles				1				1		1				1		1		4
			<b>Subtotal</b>							1										
VIII	1	PRA									1	1	1	2	2			1	1	9
	1	Help communities to use PC/PA/PS					1			1		1								2
			<b>Subtotal</b>							1										
IX	1	Report analysis skills					1	1	1	3		2	1	1		1				3
	2	Arrange pre-planning awareness program				1	1			2	1	3	2		3	2		4		15
	3	Develop DCG work knowledge and skills		2	2		1	2	2	9	2	1				5	2	9	12	31
	4	Know how to ask for what	2	2						4			1	1						2

## **Annex 2**

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### **2004-2005 Training Program**

## Annex 2: 2004-2005 Training Program

Type	Target group	Service providers/ Location	Output	Time frame												Budget estimation (VND Mil)
				Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Capacity Building																921
Training Course																
Rural /Commune Development Issues (3 days)	DCGs/CCGs,DDOs,PMU	Ms Ha (Hue Uni)	1													15
Livestock production(pig and poultry) 2 day	CCGs(8) District extension center, DDO	Hue Uni	1													12
Management skill (part 1) 3 days	DCGs/CCGs,DDOs,PMU	Rural DevelopCenter/Ngan Ha	1													25
Management skill (part 2) 3 days	DCGs/CCGs,DDOs,PMU	Rural DevelopCenter/Ngan Ha	1													25
Gender and Development	PMU staff, DDOs	Ha Noi/Rural Develop Center	1													15
Gender and Development	DCGs/CCGs	Rural Develop Center/ PWU	1													20
Induction for new DDOs	DDOs/PMU staff	CBO	1													5
Project proposal preparation skills (1 day)	DCGs11/CCGs(26)DDOs(6)	IEOs	1													
Supervise infrastructure activities (1 day)	DCGs/CCGs	IEOs	1													7
EIA training	CCG/DCG/PMU/DDOs	IEOs	1													7
Supervise Generation income	DCGs2/CCGs(14)	RUDEP	1													7
Computer training for users (9-10 days)	CCGs(16)DCGs 2	DQ IT center in Q Ngai	1													37
Computer training for managers (2 days)		Dung Quat IT/MEGO														5
Develop work knowledge and skills (1 day)		RUDEP	1													6
Business planning and analysis skills (3 days)	DCGs(2)/CCGs(19)	BPSC	1													30
Promote and support VSCF implementation by CCG	DCGs(2)CCGs(11)	FCO	1													5
Training of Trainers (2 days)	DDOs/PMU staff/possible service providers	Rural DevelopCenter/Ngan Ha	1													15
Project Monitoring and Evaluation	MEGO	AICTV	1													8
Micro-Finance for Poverty Alleviation	FCOs	AICTV	1													8
Management of Training and Development	CBOs	AICTV	1													8
Office Administration (Advanced)	Admin	AICTV	1													6

Type	Target group	Service providers/ Location	Output	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Budget estimation (VND Mil)
<b>Capacity Building</b>																921
<b>Training Course</b>																
TOT for Rural Entrepreneurs	PMU staff	BPSC	1													20
Participatory working approach & facilitation skills	PMU staff	Unknown	1													4
market research & marketing	PMU staff	BPSC /Hue Uni	1													10
Extension for sustainable rural livelihoods	DCG/CCG/PMU staff/DDOs	Unknown	1													10
Extension for sustainable rural livelihoods	PMU staff/DDOs	Unknown	1													5
VSCF TOT (3 days)	Province/District/Commune W U	FCO	1													10
VSCF Advanced bookkeeping	Womens Union	FCO	1													10
TOT for Rural Entrepreneurs	Womens Union/Dist Ext Staff	BPSC	1													15
Market Research and marketing	Prov/District Ext Staff/WU	BPSC	1													15
Participatory Agricultural Extension methods	Prov/District Extension Staff	Rural DevelopCenter/	1													10
TOT Commercial Awareness	Womens Union/DDOs	Unknown	1													15
time management and conflict resolution skill	PMU staff	Community college /Qngai	Done													3
Infrastructure guidelines	new DDOs, CCGs, DCGs	IEOs/ Quang Ngai	Done													3
Livestock production(cattle) and marketing principle 2 days	CCGs, District extension center	Hue Uni/Qngai	Done													14
<b>Workshop</b>																
LUPLA workshop																5
Review and planning workshop	CCG/DCG/PMU		1													6
PPP Review	CCG/DCG/PMU		1													6
Communications Review	CCG/DCG/PMU		1													6
Livestock Demonstrations review	CCG/DCG/PMU/Contractors		1													6
Six Monthly VSCF Review	CCG/DCG/PMU/WU/MB		2													6
Pro-Poor Participatory Planning Workshop	National/Provincial		1													40
M & A workshop	CCG/DCG/PMU/other		1													7
Management/Planning (various)	CCG/DCG/PMU		12													12

Type	Target group	Service providers/ Location	Output	Time frame												Budget estimation (VND Mil)	
				Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun		
<b>Capacity Building</b>																	921
<b>Training Course</b>																	
Quarter meeting with DCG/CCG	CCG/DCG/PMU		4														12
Monthly meeting	PMU		12														10
<b>Study tour</b>			<b>7</b>														
Livestock feed study tour (5-7 days)	Province, District and Commune authorities	Ha Noi, Ha Tay															30
Process food for cattle, pig, goat from cassava leaves	district extension center, CCGs, PMU staff	Hue															20
Agro-processing study tour (5-7 days)	Province, District and Commune authorities, farmers	Ha Noi and surrounding provinces															30
Bamboo plant along rivers	CCG/DCG/PMU	My Duc, Ha Tay															30
Non-conventional livestock (5-7 days)	Province, district and commune officers	Ha Noi															30
IFAD project (5-7 days)	CCG/DCG/PMU	Tuyen Quang															30
PPP	CCG/DCG/PMU	Son La	2														30
Environment issues	CCG/DCG/PMU		2														30
Gender issues	CCG/DCG/PMU		1														30
M&E System	CCG/DCG/PMU		2														30
IPM	CCG/DCG/PMU / protection plants Branch	Bac Giang															
Ha Tinh Rural Development Project	CCG/DCG/PMU	Ha Tinh															25
<b>Audio Visual Materials</b>																	
Quarterly RUDEP newsletters			4														20
Web site hosting/registration			1														3
Monthly TV segment			12														6
Two Monthly Radio segments (9 districts)			6														6
Two Monthly newspaper segments (QN)			6														2

Type	Target group	Service providers/ Location	Output	Time frame												Budget estimation (VND Mil)	
				Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun		
Capacity Building																	921
Training Course																	
PPP Information Campaign			1														3
Celebrations and openings			4														4
Comms Materials (posters etc) (9 communes)																	26
Event Sponsorship																	10

## **Annex 3**

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### **TNA Contacted People**

### Annex 3: TNA People Contacted

No.	Name	Unit	Position
1.	Le Van Mui	Duc Pho DCG	Vice chairman of Duc Pho DPC
2.	Duong Van To	Mo Duc DCG	Vice chairman of Mo Duc DPC
3.	Pham Ngoc Lan	Mo Duc DCG	Engineer - Industry & Trade Division
4.	Tra Xuan Chau	Mo Duc DCG	Head of Finance & Planning Division
5.	Pham Cao Tran	Tu Nghia DCG	Vice Chairman of Tu Nghia DPC
6.	Bui Van Vang	Tu Nghia DCG	Engineer - Industry & Trade Division
7.	Huynh Ngoc Quan	Tu Nghia DCG	Specialist - Finance & Planning Division
8.	Bui Binh	Son Tinh DCG	Vice chairman of Son Tinh DPC
9.	Le Van Thoang	Son Tinh DCG	Head of Finance & Planning Division
10.	Tran Duc Hung	Son Tinh DCG	Engineer - Industry & Trade Division
11.	Nguyen Thi Thuy Nga	Nghia Hanh DCG	Chairwoman of Nghia Hanh DPC
12.	Nguyen Tan Hai	Nghia Hanh DCG	Head of Finance & Planning Division
13.	Tran Quoc Viet	Nghia Hanh DCG	Specialist
14.	Dinh Van Ai	Son Ha DCG	Vice chairman of Son Ha DPC
15.	Truong Ngoc Quang	Son Ha DCG	Specialist - Rural Development Division
16.	Pham Hong Luc	Son Ha DCG	Specialist - Finance & Planning Division
17.	Nguyen Duy Lam	Binh Son DCG	Vice of Finance & Planning Division
18.	Nguyen Ngoc Duc	Binh Son DCG	Engineer - Industry & Trade Division
19.	Nguyen Chanh	Pho Chau CCG	Chairman of Pho Chau CPC
20.	Huynh Van Quang	Pho Chau CCG	Accountant
21.	Lam Thanh Tien	Pho Chau CCG	CCG member
22.	Vo Thanh Long	Pho Chau CCG	Chairman of VN fatherland front
23.	Nguyen Ngoc Chau	Pho Chau CCG	Member of People' council
24.	Le Van Tiep	Pho Chau CCG	Chairman of Pho Chau FU
25.	Vo Thi Thu Hien	Pho Chau CCG	Chairwoman of Commune WU
26.	Nguyen Hong Loan	Pho Chau CPC	Land survey, transport, irrigation
27.	Nguyen Dinh Long	Duc Phong CCG	Vice chairman of Duc Phong CPC
28.	Dinh Van Be	Duc Phong CCG	Accountant
29.	Le Thi Kim Sang	Duc Phong CCG	Vice Chairwoman of Commune WU
30.	Pham Van Lai	Nghia Tho CCG	Chairman of Nghia Tho CPC
31.	Pham Uu	Nghia Tho CCG	Member of CCG
32.	Pham Thang	Nghia Tho CCG	Chairman of People' council
33.	Dinh Van Tri	Nghia Tho CCG	Member of CCG
34.	Pham Doi	Nghia Tho CCG	Member of CCG
35.	Pham Thi Nga	Nghia Tho CCG	Chairwoman of Commune WU
36.	Pham Bu	Nghia Tho CCG	Member of CCG
37.	Dang Thi Chung	Nghia Tho CCG	Member of CCG
38.	Nguyen Minh Thong	Tinh Tho CCG	Chairman of CPC

No.	Name	Unit	Position
39.	Le Van Thanh	Tinh Tho CCG	Commune Officer
40.	Nguyen Cong Chin	Tinh Tho CCG	Accountant
41.	Lâm Thị Bích Hợp	Tinh Tho CCG	Chairwoman of Commune WU
42.	Nguyễn Hữu Thọ	Tinh Tho CCG	Chairman of FU
43.	Nguyễn Hùng Cường	Tinh Tho CCG	Member of CCG
44.	Pham Ngoc Anh	Hanh Phuoc CCG	Chairman of Hanh Phuoc CPC
45.	Le Van Doat	Hanh Phuoc CCG	Commune Officer
46.	Nguyen The Su	Hanh Phuoc CCG	Accountant
47.	Đoàn Văn Tháo	Hanh Phuoc CCG	Vice chairman of FU
48.	Trần Thị Thuý Vân	Hanh Phuoc CCG	Vice chairwoman of WU
49.	Le Thành Trung	Hanh Phuoc CCG	Secretary of youth union
50.	Dinh Van Hai	Son Hai CCG	Chairman of Son Hai CPC
51.	Tran Ngoc Son	Son Hai CCG	Land survey
52.	Nguyen Nu Han Sinh	Son Hai CCG	Member of CCG
53.	Đình Tấn Nhảy	Son Hai CCG	Member of CCG
54.	Đình Thị Nhèo	Son Hai CCG	chairwoman of WU
55.	Đình Xuân Nghị	Son Hai CCG	chairman of FU
56.	Đình Văn Chi	Son Giang CCG	Vice chairman of Duc Phong CPC
57.	Nguyễn Văn Đức	Son Giang CCG	Land survey
58.	Đình Thị Loan	Son Giang CCG	Accountant
59.	Nguyễn Thành Hưng	Son Giang CCG	Chairman of FU
60.	Đình A Mông	Son Giang CCG	Vice Chairman of fatherland front
61.	Phạm Thanh Tâm	Son Giang CCG	Member of CCG
62.	Đình Văn Hồ	Son Giang CCG	Secretary of youth union
63.	Đình Thị Tâm	Son Giang CCG	Vice Chairwoman of Commune WU
64.	Nguyễn Thị Thu Nguyệt	Son Giang CCG	Chairwoman of Commune WU
65.	Đình Văn Dẻo (CT)	Son Giang CCG	chairman of CPC
66.	Đình Công Bôn	Son Trung CCG	chairman of CPC
67.	Nguyễn Hùng Quang	Son Trung CCG	Member of CCG
68.	Nguyễn Vũ H. Anh	Son Trung CCG	Accountant
69.	Đình Trọng Nể	Son Trung CCG	Vice Chairman of fatherland front
70.	Đình Văn Huỳnh	Son Trung CCG	Chairman of fatherland front
71.	Dinh K Reo	Son Trung CCG	Chairman of People' council
72.	Dinh Thi Hong	Son Trung CCG	Vice Chairwoman of Commune WU
73.	Le Ngoc Anh	Son Trung CCG	Secretary
74.	Lê Công Cuộc	Binh Minh CCG	chairman of CPC
75.	Trương Quang Vương	Binh Minh CCG	Officer
76.	Đào Ngọc Anh	Binh Minh CCG	Vice Chairman of fatherland front
77.	Vo Thị Thuý	Binh Minh CCG	Vice Chairwoman of Commune WU
78.	Nguyen Thi Lich	Binh Minh CCG	Chairwoman of Commune WU
79.	Từ Thanh Phong	Son Hai	DDO
80.	Đình Kim Cương	Son Trung	DDO

<b>No.</b>	<b>Name</b>	<b>Unit</b>	<b>Position</b>
81.	Huynh Thị Hồng Thai	Son Giang	DDO
82.	Trịnh Công Vũ	Pho Chau	DDO
83.	Tôn Nguyễn Nữ An Khang	Duc Phong	DDO
84.	Nguyễn Thị Thương Huyền	Tinh Tho	DDO
85.	Nguyễn Thị Mai Hoa	Hanh Phuoc	DDO
86.	Nguyễn Thị Bích Thu	Nghia Tho	DDO
87.	Nguyễn Thị BíchThuy	Binh Minh	DDO
88.	Trần Thị Bé		DDO
89.	Đỗ Đăng Tèo		Specialist
90.	Huỳnh Lê Trường Phú		Specialist
91.	Phạm Ngọc Quang		Specialist
92.	Nguyễn Thị Hành Đức		Secretary
93.	Ngô Hữu Phước		Counterpart
94.	Phạm Ngọc Huy		Counterpart
95.	Hồ Minh Hoa		Counterpart
96.	Bùi Thị Lệ Hà		Counterpart
97.	Ngô Thị Thu Nga		Counterpart

### **Limitations**

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