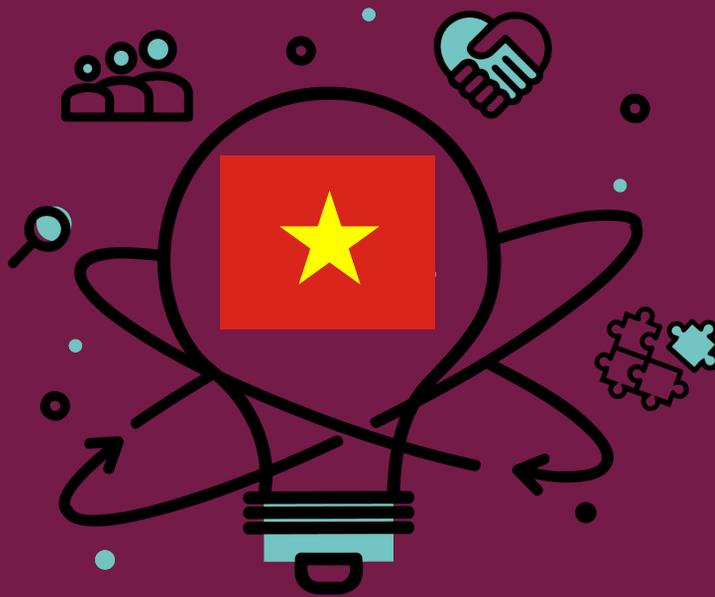


# HOW CAN WE ASSIST THE PROFESSIONAL INCLUSION OF EXCLUDED YOUNG WOMEN IN VIETNAM?



FORUM  
LIFE PROJECT 4 YOUTH  
&



CENTER FOR WOMEN AND DEVELOPMENT  
JULY 19, 2019 • 2PM - 5PM • HANOI

# INTRODUCTION

Since 3 years, the [Center for Women and Development](#) (CWD - institution organized under the Vietnam Women's Union -) is organizing the Friday Forum and has launched this year many meaningful activities and forums with various topics on how to support **women**.

In order to develop the Inclusion of Excluded Young Women in Vietnam, [CWD](#) and [LP4Y](#) co-organized a forum on the following topic: **“How can we assist the professional inclusion of excluded young women in Vietnam?”**

This report summarizes the exchanges that took place during this forum in Hanoi, as well as the key points to keep in mind for the future.



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# FORUM LP4Y / CWD

## HANOI - JULY 19, 2019

For the first time in Hanoi, it has been decided to organize a forum in order to **gather several actors of the Youth inclusion ecosystem**, for them to share their best practices on how they are working towards the professional and social inclusion of excluded young women.

- **Governmental organizations**, working closely towards the development of several NGOs in Vietnam
- **NGOs**, working directly with the young women by helping them to develop their own strengths to be able to find a job
- **Companies**, which are developing more and more inclusion programs for the youth to be able to join the professional world
- **Youths**, who are the main actors of their own development.

*In the planning?*

- **The testimonies** of two inspiring young women
- A **group discussion** with the sharing of our guest speakers working for the excluded young women development

# YOUTHS TESTIMONIES

We were lucky to welcome two inspiring young women during this forum. Cuc Thi Trang and Tran Thi Vuong accepted to share with us their journey towards inclusion.



**Cuc Thi Trang**  
[Life Project 4 Youth](#) - Vietnam

“ I come from Lao Cai and I have been studying in LP4Y in Hanoi since 10 months; I am going to graduate soon.

Before joining LP4Y, I graduated from high school but had no plan for my life. I accidentally heard about LP4Y from my father's friend. He told me that it was a very **meaningful project** and that I should try. Here I have **many interesting experiences** and joined many activities and event. I learned English, IT, entrepreneurs skills and teamwork, selling skills or how to organize an event... I **feel now more confident** to communicate with the customers.

As my task in LP4Y is about **marketing and communication**, I really want to work in this field. Soon, I am going to graduate and I will start to work: I applied to a company that is selling wooden floors. I am going to work in the marketing department, **following my dream!**”



**Tran Thi Vuong**  
[KOTO](#) - Vietnam

“ KOTO is a social organization for youth from extreme poverty or excluded youth. There, we learn many skills such as professional skills, life skills and how to become a good person. I graduated last year, and I am now studying in a course for **women leaders**. I learn IT, English and all skills related to business: we learn a lot.

Because I'm too busy with my studies - I study about cooking -, I am not doing an internship. I just do a part-time job in the morning. Currently, I'm working for a dental international clinic to book the reservation. I also work with the marketing department. Thanks to that I can learn more **knowledge** about marketing.

**I am so lucky** to know KOTO. In the past, my family was a poor family. But all the children in my family studied really well. My mother still let me study in the university, but it was far away from my house and I couldn't follow it. I started to work, and someone introduced KOTO to me. And today, KOTO introduced me to come here and listen to the stories of everyone and to **build up my confidence.**”

# GROUP DISCUSSION

## PRESENTATION OF THE SPEAKERS

The group discussion was animated by Roxane Durand.



**Roxane Durand**  
Country Coordinator  
Life Project 4 Youth

**Hoàng Thị Hạnh**  
Manager of Trainees & Alumni Services  
KOTO



**Alexia Blot**  
Support Coordinator  
Life Project 4 Youth



**Yen Nguyen**  
HR Chief Executive Officer  
Expeditors

**Le Thi Tuong Vi**  
Peace House Shelter



**Quitterie Campagne**  
Members Coordinator  
Youth 4 Change Network





know one, teach one

## Hoàng Thị Hạnh KOTO



**Roxane Durand**  
Country Coordinator  
Life Project 4 Youth

KOTO is a social enterprise in the catering and hospitality sector. Its purpose is to “end the circle of poverty by empowering and helping” disadvantaged youth. Over 700 students have already been trained.

*Ms. Hanh, can you introduce KOTO briefly?*

“KOTO (“Know One Teach One”) is the first **social enterprise** of Vietnam, focused on the fields of hotel and restaurant services.

We also teach English, life skills and extracurricular activities such as volunteering, green projects... All these skills aim to help the student to **balance between professional skills and life skills**. Our main program lasts 2 years for Youth from 16 to 22 years old, both boys and girls. After finishing, we make sure that 100% of the students have a job in restaurants, hotels or in the big resorts in Vietnam.

*How do you encourage the Youths to join the program?*

The most difficult part is at the beginning when they just arrived: sometimes they have **never slept on a bed before** or they **don't dare to cross the street because the traffic is terrible**: there are many challenging situations for them.

That's why the most important thing is **integration**. If you have a chance to visit KOTO, ask the youth there, “for you, what is KOTO?” They will answer “ This is a family”.

When they come to KOTO, they have a right to get the **opportunities** they should have, choose the job they want. They can join in many activities, meet foreigners to experience the international environment. They go to NGO community, nursery homes, mountainous areas to do volunteer work, because that is **a necessary condition to let them know they are still luckier than other youths**.

However, after graduating, KOTO never asks them to work in any chosen place. They can work wherever they want.

*How do you keep the link with the alumni?*

Besides supporting the students in KOTO (health care, accommodation...), my work is also to **develop** and **support** them after graduating. We have over **1000 alumni** working around the world. We usually contact them through Facebook. If there is any event of KOTO, they will come back to join in. We receive **a lot of support from the alumni in the projects we launch**.

Beside contributing, they are still supported by KOTO. KOTO is leading a project, only for women, **"Future Leaders"**. After graduating from KOTO, the girls can apply to join this for a year.

We also send **4 students to study abroad** every year in Australia or other countries. Normally, they have a **scholarship** for 2 to 3 years or they work abroad. We will continue supporting if they want to study further. ”





## Alexia Blot

### Life Project 4 Youth (LP4Y)

Life Project 4 Youth is working towards the professional and social inclusion of excluded young and the *Bread & Smiles program* here in Hanoi is directly focused on supporting young women from Northern Provinces (Sapa, Lao Cai...) to develop their own personal skills and be able to find a job at the end of the program.

*Can you tell us a little bit more about the LP4Y pedagogy ?*



### Alexia Blot

Support Coordinator  
Life Project 4 Youth

“ In LP4Y, through a **training of 9 months**, the Youths are managing a small activity by themselves. They learn many skills like management, communication, teamwork: they develop their **soft skills**.

The Youths are also learning English, basic IT. The last part of their training is about **personal development**, to help them to find a **Life Project Plan**, and support them towards their dream job.

The program is for the youth to develop themselves, to be **more confident and autonomous**. They also receive an allowance during the training to allow them to learn how to manage a budget.

One year ago, thanks to a very supportive partner, we created a **house** to welcome

women from **ethnic minorities** from the northern provinces of Vietnam to join LP4Y. Thanks to this house, some young women who can not join the educational system can come to Hanoi and join in the training.

*How did you manage to make the young women come to Hanoi?*

The strength of LP4Y is to develop a strong **ecosystem of integration**. The important thing is that we can not do it alone.

It is very important to have **the trust** of the Youth when we want to recruit. Through a **Community Mobilization Plan**, we go to the Northern Provinces to get to know them; we meet the community there with some Youths who are already following the training: they take time to share and create a link of trust. ”



Founded in 1979, Expeditors is now one of the top logistic companies based in more than 100 countries. Over the years, Expeditors has developed a new program, willing to give access to a decent career plan to everyone, with equal opportunities : the OK program.

*How do you manage to encourage the integration of excluded young adults?*



**Yen Nguyen**  
HR Chief Executive  
Officer  
Expeditors

“ Those who founded Expeditors started their careers with very simple jobs; they did not have any advanced degrees. After 40 years of establishment, Expeditors has more than **300 branches worldwide**.

These leaders are very interested in people in difficult circumstances, and that's why Expeditors created programs to help these young people.

The **OK program** is for both **disadvantaged men and women** who want to have more opportunities for their future. Expeditors pays the costs and facilitate these young people to practice some skills such as **time management or effective communication**.

We have **professional mentors** who will observe and assist the Youth during the program.

After graduation, these young people will be more confident and will easily find a more stable job thanks to the skills learned.

When they have achieved the required objectives, they have the opportunity to become official employees.

*What are your expectations for the Youth?*

The company's requirements are very simple. The Youth only need to have **professional working attitude**, always have a high **spirit of learning** and try to improve their English and other soft skills. To **evaluate and improve yourself** after receiving feedback, even if some feedback are not really positive, is important.

*What could be today your message to the youths present here ?*

Expeditors would like to **support the society**, for those who have difficulties in life, and desire to have opportunities in the future.

You are young, it is important that you have confidence in yourself and try to catch the opportunity to grow. Do not be timid when entering company tours. Even though you may not be eligible at the present time, the company may have other positions for people like you! ”



## Le Thi Tuong Vi *Peace House Shelter*

Peace House shelter is a shelter under CWD's management, providing health and legal support to excluded young women.

What kind of project do you exactly develop in favor of the young people?

“ In the Peace House Shelter, we are also helping the youth to get jobs, to earn money and to be independent. Our target Youth are **women from many backgrounds**, such as victims of human trafficking or people from mountainous ethnic groups.



**Le Thi Tuong Vi**  
Peace House  
Shelter

Actually, we are the **bridge** to connect the Youth to other supporting services such as vocational training centers. Our center was established since 2007. We helped about 360 victims of human trafficking and more than 800 women - victims of domestic violence.

As KOTO said, **the young women have their rights to choose where they want to work.**

But most of victims of human trafficking do not want to go back and work in their hometown. They usually receive negative perspectives from local people, even from their own family.



For example, a Youth came from Hoa Binh province and after learning in Ha Noi, she wanted to work there. It is necessary to have a **network** that can recruit them after finishing their training. I really hope that we can connect better and may have this kind of network as soon as possible to help our young people. ”



## Quitterie Campagne Youth 4 Change Network (Y4CN)

Y4CN is an international network that develops and shares operational practices, and advocates in favor of the social & professional integration of vulnerable and excluded young adults.

*Can you tell us more about what you are doing?*

“ Created in 2012, the network gathers today around **40 organizations of various sizes**.

With Y4CN we have three main missions :

- To **connect** the organisations closer one to another
- To **act together** - this one is more of an advocacy mission - by leading collective actions such as forums in several cities
- To be a **support** for them by improving the ecosystem of the young adults inclusion and by facilitating their actions on the field



**Quitterie Campagne**  
Members Coordinator  
Youth 4 Change  
Network

*Do you have any impactful input from one of your members that you'll like to share today ?*

**Simplon** is - for example - a network of social digital factories, in France and abroad. They offer free and intensive training related to the digital.

They developed a program targeting women (#hackeuses) with the objectives of helping them to **gain confidence, avoid censorship and enhance their public communication**. This 6 weeks training, 100% female, focus on **learning about digital technology and discovering the digital jobs**.

They are also willing to develop here in **Vietnam!**

**Rêv'elles** is a French NGO working with young women between 14 and 20 years old, and focusing on **women empowerment** through a 5 days insertion program, 1 year of follow-up and a strong Alumnae.

They create an exclusively female space with participative methods, a great **professional exposure** by working a lot of partners, and the importance of testimonials of women **Roles Models** to inspire! ”



# CONCLUSION

## *Forum Hanoi*

For this first forum in Hanoi, we had the chance to welcome **various local actors** who came to **share** all their inputs for a better professional and social inclusion; as well as to **listen** from the testimonies of two Youths about their journey towards inclusion.

We definitely understood that being able to **join forces** to work together to make the professional and social inclusion of excluded young women was the **key** to lead them to success.





# THANK YOU ALL FOR YOUR PARTICIPATION!

## With the participation & support of:

