



Overview of Strategic Plan 2016 - 2020

Vision

UXO survivors, family members and people with disabilities (PWD) in Xieng Khouang Province have access to the medical and rehabilitative treatment they need and all of QLA's target group members have a new quality of life from full and equal inclusion in their communities. The QLA is a sustainable organisation that is responsive to the needs of its target group and is continuously improving.

Mission

To advocate for the empowerment of UXO survivors and PWD and to co-ordinate medical, psychosocial, rehabilitative, education and livelihood & development programs to achieve social and economic inclusion of QLA's target group and their quality of life.

QLA's Values

Lao people help Lao people.

Peer to peer support (UXO survivors help UXO survivors, PWD help PWD).

Listen to, appreciate and respect our target group.

Our focus is on the person, not the impairment.

No discrimination due to the cause of disability or marginalization.

We provide help for self-help.

Sustainable results from our activities.

Continuous improvement of our ways of working.

Good governance.



Overview of Strategic Plan 2016 - 2020

Strategic Objectives

1. Advocate for disability rights and the inclusion of PWD and UXO survivors in their communities.

Goals	
a	Advocate for non discriminatory, community based development that focuses on meeting the inclusion needs of QLA's target group.
b	Provide participatory training in disability rights and equality.
c	Work with leaders at district and village levels to facilitate removal of barriers to inclusion and to mainstream disability.
d	Facilitate implementation of inclusion plans at the village level and individual level.
e	Operate QLA's visitors' centre to inform the public about UXO impacts and the rights of PWD.
f	Utilise popular forms of media to promote awareness of UXO impacts, the rights of PWD, QLA's role and available services.
g	Host periodic gatherings of QLA's Social Club for social inclusion, empowerment and peer to peer support for QLA's target group.
h	Co-ordinate meetings and training for QLA's membership group.
i	Strengthen links with sector organisations and increase QLA's participation in technical working groups and sector related events.

2. Increase the access to medical and rehabilitative treatment/services for UXO survivors and people with disabilities.

Goals	
a	Provide funding for initial (emergency) and ongoing medical treatment of UXO survivors.
b	Provide funding for general medical and rehabilitative treatment of UXO survivors and PWD.
c	Establish a case management system to enable a more responsive and comprehensive focus on the inclusion needs of each person in QLA's target group.
d	Strengthen links with specialist service providers and develop a referral process.
e	Provide simple assistive devices to improve daily functioning.
f	Increase awareness by QLA's target group of the services available to assist them.
g	Facilitate peer to peer support for UXO survivors/PWD/family members/care givers with similar challenges and barriers to inclusion.

3. Provide support for access to education for QLA's target group members.

Goals	
a	Provide training for teachers and vocational trainers in disability rights and communication and sensitization towards PWD and work with them to remove barriers to education.
b	Facilitate physical access to buildings, schools, toilets etc.
c	Pay annual education costs (needs based) for continuing education for impoverished target group members.

4. Implement livelihood and development programs for poverty eradication for QLA's target group members.

Goals	
a	Develop vocational skills of QLA's target group through individual and village based training programs relevant to their environment, their wants, needs and capabilities.
b	Create opportunities to increase the income of QLA's target group according to their ability: - Co-ordinate vocation specific support groups for increased market knowledge, skills development and productivity. - Increase access to markets and job opportunities. - Sell handicrafts made by QLA's producers and provide alternative means of selling QLA's products.
c	Facilitate small business development through financial literacy training, business planning, start-up funding and periodic mentoring.
d	Co-ordinate construction/repair of infrastructure or houses of high priority target group members or villages to improve their living environment and quality of life.

5. Continue to build the capacity of QLA to become a sustainable not for profit association.

Goals	
a	Further develop QLA's governance structure.
b	Develop the skills of QLA's Board members and operational staff, in particular, those at the client face.
c	Continue to improve QLA's ways of working, through further development of policies, procedures etc. to improve service delivery and enable better performance and knowledge management.
d	Further develop QLA's client database to enable case management and more comprehensive data capture, analysis and sharing (where relevant).
e	Issue an Annual Report to inform stakeholders of QLA's achievements and impacts.
f	Peer to peer knowledge exchange with other NPA's, sector organisations and service providers.
g	Ensure all roles and functions are aligned with QLA's strategic direction.
h	Focus on community outreach through greater stakeholder networking, marketing and communication.
i	Implement an organisational risk management strategy.

6. Secure the necessary funding for QLA to operate.

Goals	
a	Develop a fund raising plan for the appropriate and timely provision of funding.
b	Seek long term core funding to facilitate business planning and certainty of service provision to QLA's target group.
c	Seek diversification in funding sources.
d	Strengthen links with potential donors and partners.
e	Create QLA income streams to reduce reliance on donors.