

IMPACT ASSESSMENT PROJECT

Capacity building of organisations on addressing developmental disabilities

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Project details

Project number:	10366
Project title:	Capacity building of organisations on addressing developmental disabilities
Project duration:	1 st April 2019 to 31 st July 2021
Approved budget:	INR 100 lakhs
Major stakeholders:	Persons with developmental disabilities
Location:	Mumbai, Maharashtra
Implementation agency:	Ummeed Child Development Center
Assessment agency:	Thinkthrough Consulting Private Limited

Developmental disabilities include limitations in function resulting from disorders of the developing nervous system. These limitations manifest during infancy or childhood as delays in reaching developmental milestones or as lack of function in one or multiple domains, including cognition, motor performance, vision, hearing and speech, and behaviour¹.

Children with disabilities are vulnerable to health disparities due to lack of access to adequate medical care, poor social determinants of health, and exclusion from public health and preventive care, all of which contribute to poor health outcomes. Central to these multilevel barriers is the lack of awareness and training among healthcare providers about the varied experiences and needs of children with disabilities, compounded by negative attitudes and assumptions.

The project 'Capacity building of organisations on addressing developmental disabilities' is a CSR endeavour by Bajaj Housing Finance Ltd. (BHFL) in partnership with Ummeed Child Development Center (UCDC). The project's overarching objective was to create in-depth awareness on children developmental disabilities, capacitate organisations and professionals working in this domain.

¹ National Institutes of Health (NIH), Developmental disabilities – Neurological, Psychiatric, and Developmental Disorders. Available at: <https://www.ncbi.nlm.nih.gov/books/NBK223473/>

Curriculum design	<ul style="list-style-type: none"> ▪ Designing training curriculum and put together a training calendar
Training and capacity building	<ul style="list-style-type: none"> ▪ Delivering short term trainings (sensitization and skill buildings) to long term training programs (involving supervision and mentoring) to interested participants ▪ Train 1500 participants and sensitize 3500 participants per year ▪ Deliver 100 to 125 short and long term trainings in Y2 and Y3
Assessment	<ul style="list-style-type: none"> ▪ Identifying local organizations willing to engage more deeply; where relevant, conduct training needs assessment ▪ Engage with identified organizations in at least 3 geographies
Local network of organizations	<ul style="list-style-type: none"> ▪ Supporting organizations (nodes) that are ready in building and influencing local networks, through training, supervision, and mentoring ▪ Creating opportunities through stakeholder interactions (e.g., conduct 1 meet yearly)

The impact assessment is based on the Development Assistance Committee (DAC) criteria developed by Organization for Economic Cooperation and Development (OECD), with a focus on **five key** components:

Relevance

The project's relevance was assessed based on its alignment with international mandates, national priorities, and beneficiary needs.

- The project strengthened capacity-building for caregivers and professionals, addressing the critical gap in developmental disability support through structured training programs.
- It aligned with SDG 3 and SDG 10 by providing free or low-cost training, ensuring equitable access to disability care services.

Effectiveness and Efficiency

Effectiveness and efficiency of the project was assessed by examining the project's achievements against the set targets.

- A total of **482 training programs** were conducted, including **212 sensitization sessions** and **270 skill-building/engagement programs**.
 - The project trained **5,356 individuals** in skill-building and engagement programs and sensitized **13,449 participants**.
 - Due to the pandemic, **57.5%** of sensitization trainings and **44.4%** of skill-building programs were conducted online.
 - **63%** of participants attended training for free, ensuring accessibility for caregivers and professionals from underprivileged backgrounds.
 - **37%** of respondents paid a nominal fee, ranging from INR 50 to INR 2,500, depending on the training duration and format.
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Impact

The impact of the project was assessed by evaluating the positive changes brought about by the project, as outlined in its design objectives.

- **97%** reported that training programs enhanced their knowledge of child development and disabilities.
 - **Caregivers shared training insights** with family members, enhancing disability awareness within households.
 - **97%** reported changing their approach to handling children with developmental disabilities after attending training sessions.
 - Training programs were free for most participants or offered at a minimal cost, reducing financial barriers for low-income caregivers.
 - Parents learned **effective strategies to connect with their children**, which became especially crucial during the COVID-19 pandemic.
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Sustainability

Sustainability of the project was assessed by examining the extent to which the project's activities, results, and effects continue beyond its completion.

- **90%** of the respondents reported being likely to recommend the training programs.
- Several participants attended multiple training sessions, indicating a continued interest in capacity-building initiatives.
- Respondents reported that hybrid (online + offline) training models have enhanced accessibility for those unable to travel for in-person sessions.