

Evaluation of OneSky's Training Programme for Home-Based Care Providers in Vietnam



Since 2018, in partnership with the Vietnamese government, OneSky's Home-Based Childcare (HBC) training programme has reached **950 HBC providers serving over 24,000 marginalized children in Vietnam.**

Access to affordable, quality childcare is essential for an estimated 3.5 million migrant workers, 80% of whom are women, employed in factories across Vietnam's industrial zones. Many rely on home-based childcare (HBC) for their children in the crucial first six years of life.

To ensure more young children are safe, nourished, and stimulated in their formative early years, **OneSky's programme is advancing early childhood development by training HBC providers to improve childcare quality.** HBC workforce development also promotes gender equity by supporting women as skilled and empowered frontline childcare workers.

This study is the first of its kind to formally evaluate a childcare training program in Asia and the largest outside of high-income countries.

Research Partners



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Key Findings

- » The impact evaluation study indicates that OneSky's training programme **improves the quality of childcare and early childhood development** in Vietnam's industrial zones.
- » OneSky's programme had a positive, sustained impact on HBC quality, including the physical environment, caregiver-child interactions, inclusiveness, and support for early development and learning.
- » OneSky's programme uniquely contributed to positive improvements in the fine motor skills, visual perception, and early learning composite scores of children attending HBCs in the medium-term.
- » OneSky-trained HBC providers reported greater knowledge about children's developmental milestones in the short-term.
- » HBC providers trained by OneSky reported high satisfaction with the programme.
- » There is promising evidence for training spillover effects to other childcare staff who were not trained directly by OneSky but still benefitted with knowledge gain and improved quality of caregiver-child interactions.
- » Interviewed stakeholders highlighted high-quality implementation features, such as hiring local trainers familiar with the community context and creating a professional learning community that fosters a sense of belonging.
- » Stakeholders saw a clear link between OneSky training content and delivery with the perception of HBC quality.

THE CHALLENGE

Over the last decade, millions of Vietnamese have migrated from rural to urban areas in search of economic opportunity and as climate change decreases agricultural productivity. An estimated 3.5 million migrant workers, 80% of whom are women, find employment in factories in industrial zones (UNICEF 2017)¹. Vietnam has no public childcare system for children under the age of 3 years. For children aged 3 to 6 living in industrial zones, public kindergartens are often out of reach due to lack of residency status and limited capacity, as are private preschools due to cost.

In response to high demand for and limited supply of childcare in industrial zones, a home-based care (HBC) industry has emerged. HBC providers are predominantly local women entrepreneurs and caregivers. With limited supports for providers, HBCs across industrial zones are often of variable quality. 52% of children in the poorest quintile in Vietnam, including children in industrial zones, are not receiving the early learning and stimulation they need to thrive (UNICEF 2019)².

ONESKY'S RESPONSE

In 2018, OneSky launched an 11-month HBC provider training programme in the Hoa Khanh Industrial Zone in Da Nang, a growing city in central Vietnam. The HBC providers undergo an 11-month programme focused on responsive caregiving and fostering a safe, nurturing learning environment that supports the developmental needs of young children from birth to the age of 6.

The curriculum draws from over 20 years of OneSky's training experience in low-resource settings with frontline caregivers that have varying literacy levels. The curriculum is informed by the global evidence base on early childhood development and adapted to serve the specific needs of children and caregivers in Vietnam. It centres on **establishing responsive relationships between caregivers and children**, promoting age-appropriate communication, and stimulating healthy cognitive, physical, language and social-emotional development of young children from birth to the age of 6.

OneSky's Home-Based Care (HBC) Training Programme



20 Class Sessions

Delivered **every two weeks** in-person and online via Zoom during recurring COVID-19 restrictions.



HBC Visits One-on-One and Group

Visits by trainers to coach providers, both in-person and virtually.



1 Big Family OneSky's Mobile-friendly, Online Platform

Supports **blended learning** during the training and **on-going digital learning** throughout recurring COVID-19 restrictions and after the training.

GOVERNMENT PARTNERSHIP

HBC providers are invited to participate by their provincial Department of Education and Training and receive a certificate, signed by the Department and OneSky, on completing the training.



From my observation, almost all caregivers are very excited when finishing sessions."

- A government stakeholder

The programme's success so far has led Vietnam's Ministry of Education and Training (MOET) to invite OneSky to scale up the HBC provider training nationally. OneSky is now working with MOET to co-design and pilot a new government-led implementation model.

The Evidence

The mixed-methods, quasi-experimental evaluation took place in two different provinces within Vietnam: Da Nang and Quang Nam, with 3 assessed Cohorts:

- 1 **Medium-Term Training Exposure**
1.5 years after training
- 2 **Short-Term Training Exposure**
6 months after training
- 3 **No Training Exposure**
Control Group

Totalling 418 HBCs and 1,689 children.

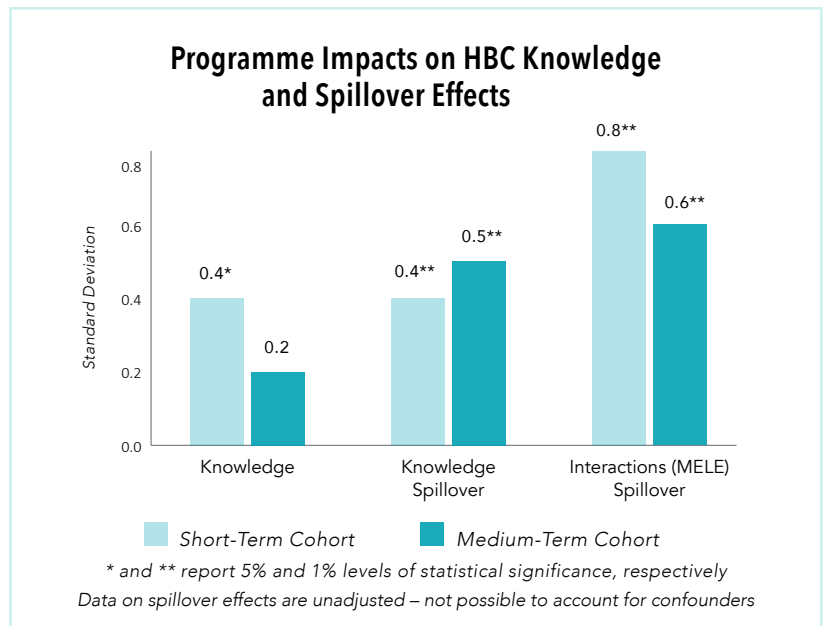
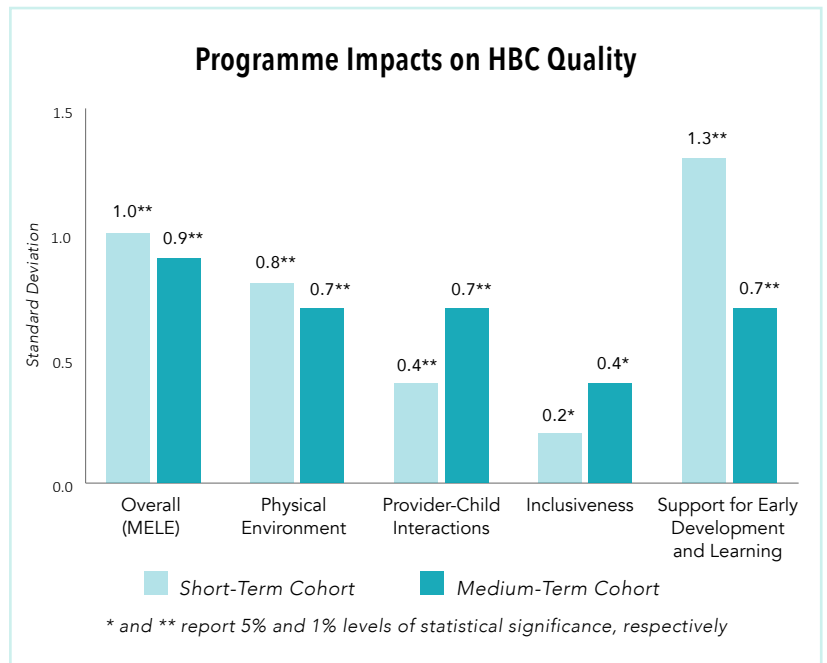
Due to disruptions caused by the COVID-19 pandemic, data collection was extended for five months.

The Tools

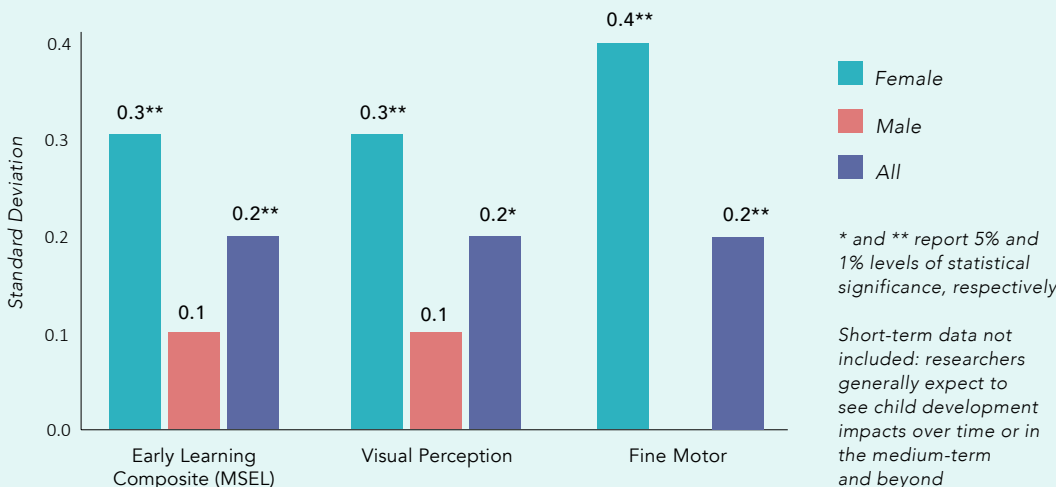
- » **Training Satisfaction Survey** Assessed HBC provider satisfaction (only among OneSky-trained HBC providers)
- » **ECD Milestones Knowledge Questionnaire**
HBC provider knowledge of young children's ECD milestones (Ertem et al. 2007)
- » **Measure of Early Learning Environments (MELE) Module of Measuring Early Learning Quality and Outcomes (MELQO) Tool**
HBC quality including physical environment, interactions, inclusiveness, support for early learning (Raikes et al. 2019)
- » **Mullen Scales of Early Learning (MSEL)**
Early learning composite score including gross motor, visual perception, fine motor, receptive language, and expressive language development (Shank 2011)

EVALUATION RESULTS

- » **The OneSky HBC provider training programme has a positive impact on HBC quality** based on the MELE (physical environment, interactions, inclusiveness, support for early development and learning) and the effect was sustained over time. The largest impact was on the “support for early learning and development” domain. On average, OneSky-trained HBC providers scored approximately 1 and 0.9 standard deviations (SD) higher, in the short-term and medium-term respectively, on HBC quality than those in the control group.
- » The self-reported satisfaction among OneSky-trained HBC providers was also rated highly in both the short-term and the medium-term, with the highest satisfaction in response to the prompt “I felt supported by my trainer.”
- » On average, HBC providers who participated in OneSky’s programme in the short-term scored approximately 0.4 SD higher on knowledge about child development milestones than those in the control group. In the medium-term, this was 0.2 SD but the relationship was not found to be statistically significant.
- » The spillover effects were measured by analysing the impact of the OneSky training on other caregivers at the HBC who were not trained or intended to be trained by OneSky. Based on unadjusted results, there is promising evidence of spillover effects on improved, sustained knowledge and interaction scores of other HBC staff.



Programme Impacts on Child Development in the Medium-Term



- » On average, receiving OneSky’s programme in the medium-term is associated with an approximately 0.2 SD increase in a child’s overall early learning composite score on the MSEL compared to those in the control group. The effects were driven by impacts on girls who on average, in the medium-term saw a 0.3 and 0.4 SD increase in visual perception and fine motor scores respectively.



- » In the qualitative findings, interviewed stakeholders generally saw a clear link between OneSky training content and delivery with the perception of HBC quality. Stakeholders highlighted high-quality implementation features such as the hiring of local trainers familiar with the community context, regular visits by trainers to HBCs to coach and improve on skills learned in classroom training, and creation of a professional learning community that fosters a sense of belonging.



Each provider [in the training cohort] has her own solution in certain circumstances. And I will follow the one I find most suitable and then share it with my colleagues.”

- OneSky-trained HBC provider

- » HBC providers largely maintained motivation, information sharing and support during COVID-19 pandemic lockdowns through use of digital platforms including 1BigFamily. Based on the study's recommendations, OneSky has now improved the user-friendliness of 1BigFamily, introduced trainer HBC visit assessments, and offered new post-training supports for HBC providers.



I really want other providers to participate to know more about the programme.”

- OneSky-trained HBC provider

CONCLUSION

Overall, the research findings suggest that the OneSky HBC training programme is effective in improving the quality of home-based childcare as well as early childhood development outcomes in the industrial zones of Vietnam. While many early childhood development programmes are implemented in formal pre-primary educational contexts, what makes this programme unique is its **focus on the professional development of home-based childcare providers**. Training and supportive supervision are critical to programme benefits for providers. HBC workforce development also makes progress towards the goals of both early childhood development and gender equity more broadly.

The initial roll-out of the OneSky training programme for HBC providers has demonstrated relevance to the local context in Vietnam and impact on sustained HBC quality, which translates to improved child development over time. The spillover effects imply broader reach to other childcare staff beyond the HBC providers trained. OneSky is implementing many of the recommendations from this study to maintain and build upon this strong foundation in the transition-to-scale with the Vietnamese government. It is important to recognize the value of this evidence not only to advance childcare in Vietnam, but also to support quality in childcare settings globally where limited evidence-based programming is implemented.

References

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¹ UNICEF (2017). *The Apparel and Footwear Sector and Children in Vietnam*.

² UNICEF (2019). *The State of the World's Children 2019 Statistical Tables for Vietnam*.

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