

ORIENTATION MEETING FOR NODAL OFFICERS DEALING WITH THE TRAINING OF ICDS FUNCTIONARIES

17-18 May, 2012

A Report



National Institute of Public Cooperation and Child Development
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Contents

| | |
|--|------------|
| Glossary | i |
| Executive Summary | ii-vii |
| Background | 1 |
| Objectives of the Workshop | 2 |
| Participants | 2 |
| Inaugural Address by Joint Secretary, MWCD | 3 |
| Thematic Sessions (Day – 1, May 17th, 2012) | 4 |
| • Review of Training of ICDS Functionaries with Special Reference to STRAP | 4 |
| State Presentations (Day – 2, May 18th, 2012) | 5-9 |
| • Andhra Pradesh | 5 |
| • Arunachal Pradesh | 6 |
| • Assam | 6 |
| • Himachal Pradesh | 7 |
| • Jharkhand | 7 |
| • Karnataka | 7 |
| • Kerala | 8 |
| • Madhya Pradesh | 8 |
| • Maharashtra | 8 |
| • Manipur | 9 |
| • Nagaland | 9 |
| • Odisha | 9 |
| • Sikkim | 9 |
| • Tamil Nadu | 9 |
| • Current Status of AWTCs/MLTCs (Based on the data of CMU and NIPCCD's Faculty Visits) | 10 |
| • Modalities of ICDS Training in Restructured ICDS Programme | 11 |
| Recommendations and Operational Modalities | 11 |
| • Deployment of Human Resources and Personnel Management | 12 |
| • Establishment of ICT Lab | 13 |
| • Strengthening Infrastructure and Availability of Training Learning Equipment /Material | 13 |
| • Revision of ICDS Training Curriculum | 13 |
| • Revision of Financial Norms of ICDS Training | 15 |
| • Preparation of State Training Action Plans(STRAPs) | 16 |

| | |
|--|-----------|
| • Periodic Meeting of ICDS Training Officials | 16 |
| • Monitoring of Functional Assessment of ICDS Training Centres | 16 |
| • Development of Textual Material | 17 |
| • Opening and Closing of MLTCs/AWTCs | 17 |
| • Endorsement of all ICDS Circulars to MLTC/AWTC | 17 |
| • ICDS Training Policy | 17 |
| • Inter Changeability of MLTC and AWTC | 17 |
| Concluding Session | 18 |
| Annexures | |
| Annex-1: List of Participants | i-iv |
| Annex-2: Agenda of the Workshop | v |
| Annex-3: Power Point presentations | |

GLOSSARY

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| AWC | : | Anganwadi Centre |
| AWW | : | Anganwadi Worker |
| AWTC | : | Anganwadi Training Centre |
| CTS | : | Comprehensive Training Strategy |
| CTC | : | Communication and Training Centre |
| DPO | : | District Programme Officer |
| ECCE | : | Early Childhood Care and Education |
| ECD | : | Early Childhood Development |
| GOI | : | Government of India |
| GM | : | Growth Monitoring |
| ICDS | : | Integrated Child Development Services |
| IGMSY | : | Indira Gandhi Matritva Sahayog Yojana |
| IYCF | : | Infant & Young Child Feeding |
| IGNOU | : | Indira Gandhi National Open University |
| ICT | : | Information, Communication Technology |
| JTC | : | Job Training Course |
| MIS | : | Management Information System |
| MLTC | : | Middle Level Training Centers |
| MWCD | : | Ministry of Women and Child Development |
| M. Phil | : | Master of Philosophy |
| MPO | : | Master Plan of Operation |
| NIPCCD | : | National Institute of Public Cooperation and Child Development |
| NAC | : | National Advisory Council |
| NGOs | : | Non-Government Organizations |
| NIOS | : | National Institute of Open Schooling |
| OHP | : | Over Head Projector |
| Ph. D | : | Doctor of Philosophy |
| SCERT | : | State Council of Educational Research and Training |
| STRAPs | : | State Training Action Plans |
| SOE | : | Statement of Expenditure |
| UNICEF | : | United Nations Children's Fund |

Executive Summary

An orientation meeting of State ICDS Training Nodal Officials was conducted by NIPCCD from 17th -18th May 2012 with the broad objectives of providing a common platform for exchange of ideas concerning ICDS training; sharing innovative training courses/methodologies being adopted by different States; reviewing the State Training Action Plans (STRAPs); Identifying the training gaps, discussing the repositioning of ICDS training in restructured ICDS Programme and exploring the problems and constraints related to ICDS training. The meeting was attended by **thirty nine** senior officials dealing with ICDS training in **nineteen States/Union Territories** namely Andhra Pradesh, Arunachal Pradesh, Chandigarh, Delhi, Gujarat, Haryana, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Nagaland, Odisha, Rajasthan, Sikkim and Tamil Nadu. The meeting was also attended by officials of Ministry of Women and Child Development (MWCD) Government of India and NIPCCD.

In the meeting, the STRAPs of the States were reviewed under the Chairmanship of Joint Secretary (Nutrition and Child Development), MWCD, GOI. The review of the STRAPs was followed up by State Specific Presentations on Status of ICDS Training. This includes assessment of backlog of ICDS training, state specific best practices concerning training, training need assessment, status of operationalization of MLTCs and AWTCs etc. During the meeting, the participants were also enlightened about the current status of MLTCs/AWTCs based on CMU data.

Recommendations and Operational Modalities (Short and Long Term)

During the course of two days meeting, the participants discussed in detail the various possibilities, which can enhance the effectiveness of ICDS Training. Some of the cardinal recommendations (classified in terms of short and long term actions) are as under ;

(Short Term Recommendations)

Deployment of Human Resources and Personnel Management

- There is a need to fill the vacant positions of ICDS instructors on priority basis.
- The minimum eligibility criteria to become Instructors of AWTCs and MLTCs needs revision. In this connection, it was recommended by the house that a minimum of fifty per cent marks at the Post Graduate level in the concerned subjects should be made mandatory. In order to promote the feeling of advanced learning, the house was of the view that there is a need to make provision of providing additional honorarium of at least 10 per cent and 5 per cent to those instructors who have Doctor of Philosophy (Ph. D) and Master of Philosophy (M. Phil) degree respectively.

- The house was of the view that since the trainers are the major single factor in fostering the desired training outcomes, it is desirable that they should be suitably trained to discharge their responsibilities effectively. Therefore, orientation and in-service courses both should be simultaneously updated and intensified. Training strategies should be designed in such a way that the trainees are adequately prepared to handle the syllabus. In service programmes should be organized on a continuous basis to help the trainers update their knowledge in content as well as in transactional mechanism. However, it may take a very long time to provide in service training to trainers through regular contact programmes. Trainers' guides or handbooks should be made available to all the trainers.
- It was noticed by the house that there has been a provision of Best AWW Award. In the restructured ICDS Programme, the scope of the award mechanism is proposed to be extended to ICDS Supervisors, CDPOs, DPOs and District Collectors as well. Deliberating upon the contribution being made by ICDS trainers in quality improvement of ICDS, it was recommended to extend the scope of award scheme to Best ICDS Instructor also
- The house was of the view that there is a need to periodically revise the honorarium of ICDS Instructors keeping in view the inflation rate.
- The Instructors may be provided with the defined facilities of paid leave and contributory pension benefits on the analogy of AWWs. They may be provided the facilities of Group Insurance in the line of AWWs along with Medical insurance.
- The application of varied forms of Information, Communication Technologies (ICT) forms an vital component of national building. Keeping in view the expanded scope of usage of ICT in ICDS, it was recommended by the house to amend the recruitment rules of ICDS Instructors by incorporating ICT literacy as an essential requirement. It was also recommended by the house to hone the ICT skills of currently serving ICDS Instructors by organizing special skill training programme on ICT to them.
- The house was of the view that Instructors of MLTCs and AWTCs have no career prospects and thus in due course of time, they lose interest. In order to ensure the up keeping of motivational level of Instructors of MLTCs/AWTCs, it was further recommended to consider the candidature of ICDS trainers for the post of Supervisors. It was clarified that though MWCD instructions are there in this regard, however, a need was felt to again draft the guidelines in right spirit so as to increase the motivation level of Instructors of MLTCs/AWTCs.
- Currently, as per instructions of MWCD, GOI, the honorarium to ICDS Instructors are paid for complete year in case they are involved in organization of training for 300 days in a year. The participants were of the view that keeping in mind the local State specific holidays, most of the time, it is difficult to run the training centre for 300 days in a year. Participants were also of the view that in the absence of deputation of trainees for whole year, the ICDS trainers finds it difficult to run the AWTC/MLTC for 300 days in a year. It was recommended by the house to reduce the minimum days of the ICDS training centre from 300 days to 260 days. Further, District Programme Officer should be made responsible for maximum occupancy of the MLTC/AWTC. It was also recommended by the house to delink the payment of honorarium of Instructors of AWTCs and MLTCs from whole year utilization of AWTCs and MLTCs as the optimum utilization of AWTCs/MLTCs lies on the part of the State Government.

Strengthening Infrastructure and Availability of Training Learning Equipments /Material

- Keeping in view the need of stimulating environment in providing training, it was recommended that there is a need to upgrade the physical infrastructural facilities of ICDS Training Centres. The house was of the view that location of those ICDS Training Centres which are running from dilapidated buildings needs to be progressively replaced by permanent and pucca buildings.
- Providing basic training learning equipments by giving one time capital grant (Computer with Internet connectivity, fax machine, LCD projector and Screen, OHP, White Board, Flannel Cards etc) was recommended.

Revision of ICDS Training Curriculum

- The house stressed that ICDS training curriculum of various ICDS functionaries was last time revised by NIPCCD in the year of 2005. Since then many new initiatives have been infused in ICDS but the training curriculum does not address these issues. In view of this, it was recommended to revise the ICDS training curriculum of all ICDS functionaries. It was also recommended that the syllabus of different training courses of ICDS functionaries should be evaluated periodically and recast in its totality.
- Keeping in view the diversity of the ICDS programme as per localized needs of the State, it was felt that revised ICDS training curriculum though should be evolved at the national level; however, it should have the space for accommodating State specific needs. The concerned Regional Centres of NIPCCD should be assigned the job of identifying the State specific needs of ICDS training and of ensuring that these topics have been included in the training curricula of the concerned State.
- The house felt that major contents of the currently practiced ICDS training curriculum are same for all type of ICDS functionaries. It was recommended to design training contents as per job responsibilities of the concerned ICDS functionaries.
- At the initial phase of implementation of ICDS, the duration of JTC of ICDS functionaries was 72 working days. It was subsequently reduced to 45 working days and finally to 26 working days. The reduction in working days has been made without compromising of content areas to be delivered during institutional setting. The imbalance between quantum of course content and the time availability compels the ICDS trainers to use such transactional strategies, which are undesirable to use. The house was of the view that this suppression of training duration has drastically reduced the opportunities for hands on experiences of skills from initial sixteen days of field placement to 3-4 working days of supervised practice. It was recommended by the house to suitably review the training duration of all types of ICDS training.
- It was reportedly pointed out by ICDS Training Nodal Officials that major part of the syllabus of ICDS functionaries is knowledge based allocating very small part for taking

care of skill development. Whenever the opportunities are available during the institutional setting, the same is overtaken by imparting knowledge due to its wider canvass of content coverage. It was recommended that in the revised curriculum of ICDS functionaries, more emphasis is required to be given on Skill Development concerning Growth Monitoring, MCPC Card, IMNCI , Maintaining records and Registers, Organisation of PSE activities etc. . It was reiterated by the house that revised syllabus of ICDS training should present a happy blend of skill and attitudinal transformational strategies besides increasing the knowledge aspect of women and child development in general and ICDS in particular.

- The house was of the view that some of the topics included in the syllabi of job training of all types of ICDS functionaries are too lengthy to be completed in the recommended time limit. It was recommended that NIPCCD may either delete or edit such topics while revising the training curriculum. It was also recommended that quality of ICDS training should not be equated with quantum of content load. It is better to cover relevant topics intensively rather than providing superficial knowledge of too many things.
- The house was of the view that syllabus of training of ICDS functionaries has been developed on the basis of certain assumptions. For instance, it is quite natural for the syllabus designer to assume that a minimum essential level of physical facilities, adequate instructional time, well qualified trainers in adequate number and suitable curriculum material are available in all the MLTCs/AWTC's. However, the failure of having these pre requisites, most of the time leads to the situation of marginal skill development among trainee ICDS functionaries. It was recommended by the house to keep in mind the actual conditions of ICDS training centres while designing the training contents.
- It was recommended by the house that the syllabus of ICDS training should be developed keeping in view the educational and professional background of ICDS trainees , trainers of MLTCs/AWTC's , infrastructure and process based facilities available at AWTC's. There seems to be a pressing need to check unnecessary disparities and elitism from the syllabus.
- It was suggested that in the syllabus of job training course, knowledge load should be kept at minimum and skill development at the maximum side. It was recommended that about 15 days' time should be kept for hands on experiences in the AWCs.

Revision of Financial Norms of ICDS Training

- It was reported by several State Nodal Officers of ICDS training that the trainers of AWTC's works under tremendous managerial and financial constraints which prevents them from imparting quality inputs in JTC. The budgetary requirements made available for conducting JTC was not reported to be enough, due to which the trainee AWWs did not avail the opportunities as envisaged in the guidelines of JTC. The situation was reported of having further complications due to untimely availability of funds for conducting JTC.

The AWTCs were reported running on loan basis for prolonged duration of three to four months.

- The house was of the view that under World Bank assisted ICDS training Project UDISHA, a onetime grant of Rs 50,000/- was provided to ICDS training Centres (MLTCs/AWTCs) for enhancing the training infrastructure and for equipping with all basic essential teaching learning aids. It was recommended by the house to provide a one-time financial assistance on the similar pattern of UDISHA periodically and preferably after every ten years.
- In order to keep updates on the recent developments in ICDS and its allied fields, there is a need to equip the library with latest reference material/guide books, journals, CDs/Videos, books ,leaflets, pamphlets, magazines etc. in order to either purchase or to subscribe these reading material, it was recommended by the house to provide a Library Grant of Rs 10,000/- per annum to all AWTCs and MLTCs.
- The house took note of the fact that before launching the World Bank Assisted ICDS Training Project UDISHA, providing financial assistance of MLTCs was the job of NIPCCD. The NIPCCD was doing this job by designing Master Plan of Operation (MPO). However; this practice has now been dismantled. It was emphasized by the house that keeping in view the technical credentials of NIPCCD, the same practice of funding of MLTCs through NIPCCD needs to be reactivated as they are presently facing a lot of problems in getting timely grants for training center.

Preparation of State Training Action Plans(STRAPs)

- The participants were of the view that though STRAPs have to be submitted by the concerned State to the Ministry of Women and Child Development (MWCD), Government of India at the beginning of the financial year, however, sometimes due to procedural delays, the submission of STRAPs to MWCD, GOI are delayed. However, in order to carry out the task of ICDS training further, MWCD, GOI may like to consider the release of the first installment on provisional basis before the second week of April every year. The amount of provisional release may be adjusted in the subsequent releases of the financial year.
- The involvement of ICDS Training Centres in preparation of STRAPs was recommended.

Periodic Meeting of ICDS Training Officials

- All the participants were of the view that preparation of STRAP and acting as State ICDS Training Officer is a job requiring technical skills. These skills includes maintenance of training data bank, conceptualization of innovative ICDS training programmes, computation of training back log, designing of operational strategies, monitoring of ICDS training centres, review of ICDS training calendar, ensuring flow of funds etc., Keeping in view the technicalities of the job, it was recommended to conduct review and orientation meetings of State ICDS Training Nodal Officials periodically at the intervals of six months. The first such meeting may be conducted in the middle of the year sometimes in the

month of September and the second meeting may be convened in the month of February. While the inputs of September meeting may be beneficial in taking mid-course correction in ICDS training, the inputs of February meeting would be beneficial in preparation of State Specific STRAP. NIPCCD was requested to do the needful.

Monitoring of Functional Assessment of ICDS Training Centres

- The participating ICDS Training nodal officials were of the view that ICDS trainer's effectiveness of imparting training is always judged by depth of knowledge and awareness of trainee ICDS functionaries. Who so ever visits the MLTC/AWTC, they only interact with the trainee Supervisors/ AWWs. Only on the basis of this interaction, they used to judge the effectiveness of the programme. Therefore, the trainers adopt only those strategies that are likely to yield better results on knowledge gain and awareness. It was recommended by the house to monitor the effective functioning of MLTCs/AWTCs on the basis of the professional skill development of trainees rather than knowledge enhancement alone.

Development of Textual Material

- The textual material (trainers and trainee guides, handbooks, source books, leaflets etc) are said to be the main source of learning not only for ICDS trainers but for ICDS trainees as well. During the course of past few years, though umpteen developments have taken place in ICDS, but the textual material has not been developed and disseminated. They need to be developed and disseminated to all ICDS training centres by NIPCCD. The language and writing style adopted in the textual material meant for ICDS trainers should be easily intelligible for them. NIPCCD is required to develop the material in simple language so as to understand the things better and in less time.

Opening and Closing of MLTCs/AWTCs

- The house took note of the fact that most of the ICDS training centres are being run by NGOs. In some cases, these NGOs shut down the AWTCs to take up new assignments. Keeping in view the involvement of long process of opening of ICDS training centres (MLTCs/AWTCs, it was recommended by the house that no State or the NGO would be allowed to close down the AWTC/MLTC without the recommendation of NIPCCD and final approval from MWCD, GOI.

.Endorsement of all ICDS Circulars to MLTC/AWTC

- Participants were of the view that though Supervisors and AWWs are being trained in MLTCs and AWTCs, however, the Instructors of these centers, most of the times are not aware about recent developments in scheme. Keeping this in view, it was recommended to endorse a copy of all circulars and guidelines issued from time to time to MLTCs and AWTCs for reference and use.

(Long Term Recommendations)

Deployment of Human Resources and Personnel Management

- The house was of the view that various organizations of repute like IGNOU, NIOS and State Specific Open Universities are running large number of Certificate/Diploma/PG Diploma courses on various aspects of ECCD. Keeping in view of the enriched contents included in these courses, it was recommended to institute monetary benefits and/or career progression incentives to those ICDS Instructors who obtains Certificate/Diploma/PG Diploma in any of the specialized subjects of ECCD.

Establishment of ICT Lab

- The house was of the view that in order to promote the use of ICT in imparting training to ICDS functionaries, there is a need to establish ICT lab in each ICDS Training Centre (MLTCs and AWTCs)

ICDS Training Policy

- The house was of the view that though various measures have been taken by MWCD, GOI for strengthening ICDS training, however, these have been adopted in a piecemeal basis resulting in absence of holistically designed provisions. Keeping in view of importance of ICDS training, it was recommended by the house to formulate ICDS Training Policy. The policy may delineate in detail the vision, operational strategies, funding, human resources etc.

Inter Changeability of MLTC and AWTC

- It was recommended by the house to come out with the guidelines on use of MLTC as AWTC and the use of AWTC as MLTC. In case of non-availability of trainees for MLTCs, the Instructors of MLTCs may be allowed to conduct the training programmes of AWTCs. Similarly, if the infrastructure of AWTC is at par with MLTC, then in case of non-availability of trainees to AWTCs, the Instructors of AWTCs may be allowed to conduct the courses of MLTCs. Here, it was also recommended that MLTCs may act as AWTCs by their own but conducting the courses of MLTCs by AWTCs should only be done with the recommendation of NIPCCD and final approval of MWCD, GOI.

Background

Integrated Child Development Services Scheme, popularly known as ICDS, is a centrally sponsored scheme of Government of India that is being implemented through the State Governments/ Union Territory Administrations. The scheme has been globally recognised as one of the World's largest initiative focusing on holistic development of child by adopting integrated and synergetic approach. The programme symbolizes a renewed commitment with a right perspective for making provisions of an appropriate child care and early education experiences to ensure survival, growth and development of the young children. The programme is being operationalized at the micro level utilizing multi-pronged content enriched strategy encompassing child centered, family focused and community based interventions all over the country through 13.71 lakhs Anganwadi Centres located in 7075 ICDS projects.

After universalization of the programme, the benefit of the scheme currently reaches to 79 million young children in the age group of 0-6 years and 18.2 million pregnant women and lactating mothers. ICDS is highly contextualized programme attempting to fulfill nutritional, primary health care and developmental needs of young children belonging to different spectrum of society, especially underserved and vulnerable sections.

The importance of training and continuous capacity building of the ICDS functionaries for improving the quality of service delivery in ICDS has always been recognized to be vital for the success of the programme. The aim of ICDS Training is to develop the field functionaries into agents of social change. Recognizing the crucial importance of training, from the inception of the ICDS Scheme, the GOI has formulated a Comprehensive Training Strategy (CTS) for training and capacity building of different functionaries involved in implementation of the scheme such as AWW, Supervisor and CDPOs. Besides this, the training needs of Anganwadi helpers and ICDS trainers (instructors of AWTCs and MLTCs) have also been adequately addressed in comprehensive Training Strategy of ICDS functionaries.

In order to streamline the training process , Ministry of Women and Child Development, Government of India vide its **letter no. 15/2/85-CD dated 19 February 85**, has directed all State Governments/UT Administration to nominate one of the officer of state level ICDS cell as ICDS Training Nodal Officer . The officer is responsible for finalizing, guiding, funding and directing the entire ICDS training programme in the State/U.T

In order for effective discharging of these responsibilities, the State level ICDS Training Nodal Officer is required to convene meetings of the representatives of ICDS training institutions and make a complete review of various activities like, preparation of a schedule of training courses for the whole year; its proper implementation; deputation of trainees by the project/state authorities ; readjustment of the schedule of training courses ; optimum utilization of training centres (by way of several activities like refresher course, workshops, visits to projects etc.); timely and regular flow of funds to the training centres, submission of statements of expenditure by the ICDS training centres; availability of training aids and materials in the training centres etc.

In order to assist these Nodal Officers of State ICDS Training cell, in preparation and in implementation of an effective ICDS training action plan and to identify the procedural difficulties being experienced by them, a need was felt to organize an national level orientation meeting of all the concerned officials by providing them a common platform for discussing their problems, undertaking in-depth analysis of the field situation, sharing the good practices and to initiate participatory dialogue for comprehending the feasibility of innovative strategies for effective implementation of ICDS training.

In view of the above, NIPCCD organized a two days **Orientation Meeting of Nodal Officers dealing with the Training of ICDS Functionaries from 17-18 May, 2012 at its campus located at New Delhi.**

The broad objectives of the orientation meeting were to;

- **Provide** a common platform for exchange of ideas concerning ICDS training ;
- **Share** innovative training courses/methodologies being adopted by different States;
- **Review** the State Training Action Plans (STRAPs) ;
- **Identify** the training gaps;
- **Discuss** the repositioning of ICDS training in restructured ICDS Programme and
- **Explore** the problems and constraints related to ICDS training.

Participants

The orientation meeting was attended by **thirty nine** senior officials dealing with ICDS training in the States of Andhra Pradesh, Arunachal Pradesh, Chandigarh, Delhi, Gujarat, Haryana, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Nagaland, Odisha, Rajasthan, Sikkim and Tamil Nadu. The meeting was also attended by officials of Ministry of Women and Child Development (MWCD)



Government of India and NIPCCD. The list of participants is placed at **Annexure- 1** .

Inaugural Address

The programme was inaugurated by *Dr Shreeranjana, Joint Secretary (Nutrition and Child Development) MWCD, GOI*. At the outset, *Mr S.K. Srivastava, AD (TC), NIPCCD* extended a warm welcome to the Joint Secretary, MWCD, Nodal Officers of ICDS Training of various participating State Governments and other officials participated in the meeting. He briefed about the agenda of meeting and highlighted the salient objectives of the meeting. While inaugurating the meeting, Dr. Shreeranjana emphatically stated that in view of high expectations from ICDS in improving the child malnutrition level in the country, the office of the Hon'ble Prime Minister of India and Planning Commission have endorsed the need for strengthening and restructuring of the ICDS scheme so as to make it more effective. Dr Shreeranjana further shared with the participants that the National Advisory Council has also deliberated upon the issue and has made several recommendations for strengthening of ICDS. While highlighting the initiatives taken up by MWCD, GOI for strengthening of ICDS, Dr Shreeranjana shared with the participants that during the recent past, the programme has not only been universalized but several new



initiatives have been infused into it. Some of these includes introduction of New WHO Child Growth Standards, Mother and Child Protection Card, revision of MIS, Introduction of five tier monitoring system etc. Two new schemes namely Rajiv Gandhi Scheme for Empowerment of Adolescent Girls-SABLA

and Indira Gandhi Matritva Sahayog Yojana (IGMSY)- A Conditional Maternity Benefit Scheme are also being implemented using ICDS platform. In order to strengthen the ECCE component, draft national policy, curriculum and minimum standards have also been uploaded on the website of the Ministry Dr Shreeranjana further opined that Ministry of Women and Child Development (MWCD), GOI, has taken significant steps in 12th Five Year Plan to provide strategic interventions to reduce neonatal, infant and maternal mortality and also to curb the dreadful instances of child malnutrition in the country.

While delivering the inaugural address, Dr Shreeranjana lamented that despite all these attempts to strengthen ICDS, the country has not yet been able to achieve the desired results on core indicators of maternal and child health and nutrition. The disproportionate figures on these indicators in various States illustrate the lack of commitment and dedication in implementation of ICDS. Highlighting the importance of training, Dr Shreeranjana exhorted that the glaring gaps in implementation of the scheme can only be bridged through frequent, constant and continuous training of not only ICDS functionaries but its stakeholders as well. At

last, he shared with the participants, a proposed model of restructuring and strengthening of ICDS in Mission mode in 12th Five Year Plan period and emphasized on repackaging of ECCD services such as IYCF, maternal & child health, institutionalization and management of severely underweight children by making provision of additional AWWs and ECCE coordinator in 200 high burden districts of our country etc.

Thematic Sessions (Day – 1, May 17th, 2012)

Review of Training of ICDS Functionaries with Special Reference to STRAP

After the inaugural address, Dr. Shreeranjana, Joint Secretary (Nutrition and Child Development), MWCD, GOI along with other senior officials of Ministry of Women and Child Development (Sh. H.S. Nanda, Deputy Secretary, Sh. Rajesh Sharma, Under Secretary and Dr. Saroj K. Adhikari, Assistant Director) held detailed discussions with the State Nodal Officials about STRAP.



After reviewing the STRAPs of the year 2012-13 of all Participating States, the following action points were emerged;

- Most of the State Governments are not submitting the Statement of Expenditure (SOE) within stipulated time. The untimely submission of Statement of Expenditure leads difficulty in releasing the financial assistance to the concerned State Governments.
- It was noticed that most of the State Governments are not maintaining the data bank of ICDS training. In the absence of such data bank, there has been adhocism in deputation of trainees. Mr S.K.Srivastava, AD(TC) ,NIPCCD enlightened the participants about the initiative taken up by NIPCCD in maintaining such training data bank of all ICDS trainers working in MLTCs and AWTCs of the country. While applauding the efforts taken up by NIPCCD in maintaining training data bank of all ICDS trainers, , Dr Shreeranjana urged all the Nodal Officers of ICDS Training to maintain ICDS training data bank in excel sheet of all ICDS functionaries and to share the same with MWCD, GOI from time to time. It will not only facilitate in eliminating the training backlog but will also facilitate in projecting the ICDS training needs in the forthcoming years.
- It was observed during the discussions on the STRAPs that some of the NGOs shut down the AWTCs without the concurrence of concerned State Government. All State ICDS Training Nodal Officers were informed that opening and closing of AWTCs and MLTCs should not be performed without the formal approval of MWCD, GOI.

- All of the State Governments, particularly those where training backlog was noticed very high, were requested to identify some more training institutes similar to the AWTCs/MLTCs so as to clear the backlog of untrained ICDS functionaries. Requests were also made to all Nodal Officials present, to initiate discussions and negotiate with various sister organisations of ICDS training (like State Institutes of Rural Development, Extension Training Centres, State Institutes of Health and Family Welfare, Administrative Training Institutes Colleges of Home Science, Schools of Social Work etc) in order to collaborate training activities for ICDS functionaries. The complete proposal of establishing partnership with other Institutes in ICDS training may be sent to MWCD, GOI for approval.
- All State Governments were requested to first conduct the Training Need Assessment exercise of ICDS functionaries. Based upon such feed-back, the need for establishing additional AWTCs/MLTCs may be carried out and the proposal may be sent to MWCD, GOI for financial assistance.

Thematic Sessions (Day-2 , May 18th 2012)

Shri S.K. Srivastava, Additional Director (TC) chaired the first session of day-2 in which the ICDS Training State nodal officials made their State specific presentation on issues pertaining to the status training of the ICDS functionaries. The Joint Director (Trg) and other faculty members of the Training Division were present during the discussion.



Andhra Pradesh *

It was informed that based upon training need assessment of ICDS functionaries, Directorate of women Development and Child Welfare, Government of AP prepares STRAPs each year .Quoting the experience of organizing innovative training programme, it was opined that three days specially designed training on pre-school education and other social issues are being organized in the State. 50 per cent of AWWs were covered during the year 2010-11 and 40 per cent of them were covered during 2011-12. The State has started imparting refresher training in IYCF module to all ICDS functionaries.

The training of all AWWs on IYCF is set to begin from May 2012. After reviewing the training status of ICDS functionaries, it was noticed that huge backlog of job training is set to emerge during the current year (2012-13) due to recruitment of 218 CDPOs, 715 Supervisors , 4453 AWWs, 6270 AWHs and 4891 AWWs of Mini AWCs. While analyzing the training targets as mentioned in STRAPs of the year 2011-12, it was noticed that the same have not been

achieved to the desired extent. The targets in respect of Job Training Courses of AWWs have only been achieved to the extent of 39 percent, while the training targets in respect of orientation course for AWHs have been achieved to the extent of 55 per cent only. No job training course was organized for supervisors though the target fixed was 225.

The State has 63 sanctioned AWTCS and 2 MLTCs. All sanctioned AWTCS and MLTCs are functional. A need was highlighted to open two more AWTCS and two MLTCs in the State. The State is in process of developing computerized roster to keep training data bank of ICDS functionaries. For this purpose, all AWTCS and MLTCs have been given computers. It was suggested to review the existing guidelines regarding the infrastructure of AWTCS. A



quick appraisal of meeting for the infrastructural guidelines by existing AWTCS was also suggested. Emphasizing the involvement of NGOs in ICDS, it was suggested that those NGOs which have considerable experience in ICDS should be involved in developing training modules and providing training to ICDS functionaries. It was also suggested that 5 per cent of AWTCS should be monitored by officials of MWCD every year.

*A copy of Power point Presentation is attached at Annexure III

Arunachal Pradesh*

The State of Arunachal Pradesh has 56 per cent job training backlog of AWWs and 70 per cent job training backlog of ICDS Supervisors. Under the head of innovative training in the STRAP of 2012-13, it has been proposed by the State to organize awareness/sensitization training of AWWs and joint training of Supervisors with medical staff. The State has five AWTCS and one MLTC located at Itanagar. The building of the MLTC needs up gradation. It was suggested by the State to organize mobile training and audio visual demonstration to reduce the job training backlog. Timely release of training funds from the MWCD, GOI and also from Finance department of the State was emphasized. It was also recommended by the State to revise the ICDS curriculum and financial norms of ICDS training.

*A copy of Power point Presentation is attached at Annexure III

Assam*

The State has 25 AWTCS and One MLTC. Two more AWTCS and one more MLTC has been sanctioned by MWCD, GOI. These newly sanctioned ICDS training centres would be operationalized soon. Nine AWTCS are being run by ICCW and remaining 16 AWTCS are being run by other NGOs. It was informed to the house that all operational 25 AWTCS are being reallocated so as to ensure the presence of at least one AWTCS in each district of the State. The State has done accreditation of all AWTCS. Two AWTCS have been rated as A, while nine AWTCS were rated B+. Seven AWTCS have been categorized in B category similarly; two AWTCS were in C+ category and three AWTCS in C rating. It was also observed that two AWTCS were not given any rating due to unavoidable reasons.

*A copy of Power point Presentation is attached at Annexure III

Himachal Pradesh*

There are five AWTCs in the State. Four AWTCs are being run by the NGOs and one AWTC is being run by the Government. The state has considerable backlog of Job training of ACDPOs (39%) and AWWs (34%). Two Instructors working in AWTCs are also not trained. The State has tie up with MLTC located at Rai (Haryana) for training of Supervisors. The State has developed STRAP for the next five years.



*A copy of Power point Presentation is attached at Annexure III

Jharkhand*

It was informed that 40 per cent of CDPOs and 76 per cent of Supervisors are untrained in the State. The State has 15 AWTCs located in 13 districts. All AWTCs are regularly monitored by the nodal officers of ICDS training. During presentation, the State proposed a need for establishing one MLTC to clear the backlog. The need for timely approval of STRAP and funds was highlighted by the state. Setting up of State level Training Task Force , revision of ICDS syllabus , quarterly review of training status, regular monitoring of AWTCs by officials of Government of India, regular upgrading of skills of Instructors and Principals of AWTCs, ensuring regular and active supervision of CDPOs and Supervisors in ICDS training, preparation of documentary /short film on various subjects of ICDS , up gradation of infrastructural facilities of ICDS training centres were some of the recommendations made by the state for imparting effective and meaningful training to ICDS functionaries

*A copy of Power point Presentation is attached at Annexure III

Karnataka*

The State has considerable backlog of job training of AWWs. Though, the state has sanctioned strengths of 24 AWTCs and 4 MLTCs, however, only 21 AWTCs and 2 MLTCs are functional. Irregular flow of training funds from MWCD, reluctance of NGOs and other private partners to run AWTCs, lack of permanent staff, cancellation of training schedules due to local festivals were presented as the major reasons for poor implementation of STRAP. Framing of suitable rules of maternity leave for Instructors, up gradation of infrastructure and other training facilities including audio visual aids, providing copies of all important circulars to MLTCs and AWTCs, absorption of Instructors as regular Government employees, revision of ICDS curriculum to accommodate state specific needs, updating guidebook of MLTCS and AWTCs, revision of training financial norms were recommended by the State for effective implementation

of ICDS training. A need was also highlighted for making a provision of State share of 10 per cent to total cost of ICDS training in the particular State.

*A copy of Power point Presentation is attached at Annexure III

Kerala *

The State has huge quantum of backlog (47%) of JTC for CDPOs. Not much backlog was reported in respect of job training of Supervisors and AWWs. Irregular flow of funds to AWTCs, no preparatory space between organization of training courses, irregular supply of new training material, insufficient provision of rent for AWTCs, no increase in honorarium of Instructors of AWTCs, non-functional condition of OHPs and other audio visual aids were presented as the potential reasons for poor functioning of AWTCs in the State. Insufficiency of financial provision on account of TA/DA to trainees and trainers and on account of kit material was also highlighted by the State. It was suggested to appoint regular CDPOs and Supervisors as Principals and Instructors of AWTCs. The suggestions for contributory pension scheme to Instructors and financial provision for purchase of audio visual aids was also given by the State.

*A copy of Power point Presentation is attached at Annexure III

Madhya Pradesh*

It was informed that the State has not provided job training to any of the 11522 mini AWWs. The State has prepared STRAP based on the yearly calendar of training received from MLTCS and AWTCs. Ten AWTCs are Government run while 15 are being run by the NGOs. The State put in demand for sanctioning of more number of AWTCs to clear the backlog. Non attractive training pattern, inconsistent staff in NGO run AWTCs and delay in release of funds by MWCD were identified by the state for poor implementation of STRAP.

*A copy of Power point Presentation is attached at Annexure III

Maharashtra*

It was informed that though the State has strength of four sanctioned MLTCs and 35 sanctioned AWTCs, however, only two MLTCs and 33 AWTCs are functional. The State has huge backlog of job training course. It is proposed in STRAP 2012-13 to organize JTC for 300 Supervisors, 4900 AWWs and Orientation Training to 10500 AWHs. While delineating plan of action to reduce backlog, the State has a plan of arranging periodical meetings to review the training status. In order to maintain training data bank, the State has developed software to upload all fundamental details including training of ICDS functionaries. It was suggested by the State to sanction an AWTC and MLTC in Mumbai. It was also informed that all AWTCs are frequently being visited by officials of ICDS commission rate. Regular workshop is being organized in the State with collaboration of UNICEF and SCERT to upgrade the knowledge and skills of ICDS Instructors. A need for strengthening MLTCs and AWTCs by providing one time capital grant for repairing of building and providing audio visual aids was made.

*A copy of Power point Presentation is attached at Annexure III

Manipur*

It was informed that due to non-availability of MLTC, about 60 per cent of Supervisors are untrained in the State. The State has already requested NIPCCD, RC (G) to organize job training for these untrained Supervisors. The State has four AWTCs out of which three are being run by NGOs and one by State Government. It was suggested by the State to equip all the four AWTCs with necessary audio visual equipment's and infrastructure. The need for regular flow of funds from MWCD to State Government and State Government to AWTCs was reiterated.

*A copy of Power point Presentation is attached at Annexure III

Nagaland*

The State has only one AWTC located at Dimapur. The AWTC is located in Pucca building and has all the audio visual aids. Delay in release of funds by the State Government hampers proper implementation of STRAP. The state expressed the need for one MLTC. It was recommended by the state to increase the working days duration of job course to 35 days instead of current practice of 26 days. Request was made by the State for supply of short documentary films on various aspects of ICDS either by MWCD, GOI or by UNICEF and WFP.

*A copy of Power point Presentation is attached at Annexure III

Odisha*

It was informed that apart from regular ICDS training, the State also imparts training through video conferencing to ICDS functionaries and PRI members. 22 per cent of Supervisors and 19 per cent of AWWs are untrained in the State. The State has developed *Arunima* booklet for use in Pre Schooling. All CDPOs and Supervisors have been trained in use of *Arunima* booklet through video conferencing. CDs of *Arunima* booklet have been provided to all AWWs. Using cascade model, the State has imparted induction training to Supervisors and training on community management of Acute Malnourished Children. All instructors of AWTCs have been provided computer training also. Inadequate infrastructural facilities, vacancies of Instructors, delay in receipt of funds from the State Department of Social Welfare, Shortage of appropriate resources were reported as major obstacles in ICDS training. Request was made for sanctioning of five Anganwadi Helpers training centres, provision of computers in all AWTCs, timely release of funds.

*A copy of Power point Presentation is attached at Annexure III

Sikkim*

The State has 39 per cent of job training backlog of Supervisor's. Timely release of training funds from MWCD, GOI was requested.

*A copy of Power point Presentation is attached at Annexure III

Tamil Nadu*

The State has decentralized pattern of ICDS Training. The State has no AWTCs. The AWWs and AWHs are being trained in the ICDS Project office. The Supervisors, CDPOs and DPOs of the State are being trained at Communication and Training Centre (CTC) located at Chennai. The CTC has been identified as State Training Institute. The trainers of the CTC are Government employees. The State does not have much training backlog of any category of ICDS functionaries. It was suggested by the State to give flexibility in utilizing the funds provided

under ICDS Training as per State needs. It was also suggested by the State that in order to avoid the financial hardship due to delay in release of funds, the State may be given a revolving fund of Rs. One Crore which can be adjusted in the subsequent regular funding on account of ICDS Training. Revision of financial norms of ICDS training was also recommended by the State. Under STRAP of 2012-13, the State has proposed organization of sensitization workshop on early detection of disabilities, workshop on convergence and coordination, training on MIS in ICDS and parenting training.

*A copy of Power point Presentation is attached at Annexure III

Interaction with Director, NIPCCD

On 17th May, 2012 at 3.00p.m, Dr. Dinesh Paul, Director, NIPCCD interacted with the participants and took their feedback of the orientation meeting. At the initial stage of interaction with the State nodal officers of ICDS Training, Dr Paul first of all highlighted the achievements made by the country with regard to reduction in infant, child and maternal mortality. Deliberating upon new initiatives for strengthening ICDS, Dr Paul appreciated the efforts made by the State Governments in implementing new WHO Growth Standards and Mother and Child Protection Card. He held his expectation that very soon the day would come when AWWs of the country would be measuring the heights along with the weight like in other developed countries to correctly assess the nutritional status of children. He also urged the nodal officers of ICDS training to use MCP package as training support materials for the mothers and caregivers at village level. Having highlighted the significant steps taken by MWCD in strengthening and restricting ICDS through mission mode, Director, NIPCCD stated about rolling out of MIS and its implementation very soon. He urged participants to come up with new ideas and suggestions by consulting all stakeholders for quality improvement in ICDS training programmes.



Current Status of AWTCs/MLTCs (Based on the data of CMU and NIPCCD's Faculty Visits)



In the post lunch session of day-2, Dr. D. D. Pandey, Deputy Director, Training Division and Officer In Charge CMU, NIPCCD made a presentation on the status of ICDS training centre based on the data collected by the Faculty Members of the Institute and the Consultants of Central

Monitoring Unit. The presentation dealt with issues such as recruitment policy, infrastructure facility, programme calendar, release of funds, non-availability of communication materials in the training centre, monitoring by the nodal officers of the States and opening and closing of training centers by whims of NGOs. He also highlighted the status of training received by the instructors of AWTCs and MLTCs, educational qualifications and less emphasis on conducting induction training programmes etc. During the course of presentation, Dr Pandey reiterated that the ICDS training centers are in habit of transacting the Syllabus prepared by NIPCCD in *toto* without any inclusion of State/ region specific contents, which in turn degrade the quality of training. In this regard, Dr Pandey referred about the provisions contained in the draft restructuring of ICDS to improve the quality of the training.

Modalities of ICDS Training in Restructured ICDS Programme:

In order to discuss the repositioning of ICDS training in restructured ICDS Programme, Dr. D.D. Pandey , Dy Director , Training and officer In Charge of CMU,NIPCCD first of all enlightened the participants about the salient features of restructuring of ICDS programme and also the training of the ICDS functionaries. He emphasized that the ICDS platform is viewed as a base for providing a continuum of care in a life-cycle approach aimed towards impacting holistic mother and child development. In order to achieve this, there is consensus on the need to restructure and strengthen ICDS both programmatically and structurally, establishing and ensuring standards of quality and grass roots coverage as well as flexibility in operations. The restructured ICDS will also work towards renewing its focus on under- **3S**; strengthening the AWC platform; augmenting nutrition & health education; monitoring supplementary nutrition; strengthening ICDS Management Information System (MIS) and the use of ICT; conducting regular surveys & impact evaluation studies; and promoting the increased participation of women and their communities. While elaborating the proposed strengthening of ICDS training, Dr Pandey informed the house that emphasis is being laid on decentralization of training with strong operational partnership with local sister institutions like State Institute of Rural Development, State institutes of Health and Family Welfare, Extension Training Centres, Colleges of Home Science and Schools of Social Work, State Academies of Administration etc. Dr Pandey shared with the house that financial norms concerning ICDS training are also proposed to be upgraded with operational flexibility suiting to the needs and requirements of the States.

The presentation was followed by an open house discussion. The house strongly recommended the following points which were emerged out of the discussion to bridge the existing gaps in the current training format of ICDS functionaries and to enhance the quality of ICDS training.

Recommendations and Operational Modalities

During the course of two days meeting, the participants discussed in detail the various possibilities which can enhance the effectiveness of ICDS Training. The recommendations and operational strategies as emerged during the discussions were as under;

Deployment of Human Resources and Personnel Management

- There is a need to fill the vacant positions of ICDS instructors on priority basis.
- The minimum eligibility criteria to become Instructors of AWTCs and MLTCs needs revision. In this connection, it was recommended by the house that a minimum of fifty per cent marks at the Post Graduate level in the concerned subjects should be made mandatory. In order to promote the feeling of advanced learning, the house was of the view that there is a need to make provision of providing additional honorarium of at least 10 per cent and 5 per cent to those instructors who have Doctor of Philosophy (Ph. D) and Master of Philosophy (M. Phil) degree respectively.
- The house was of the view that various organizations of repute like IGNOU, NIOS and State Specific Open Universities are running large number of Certificate/Diploma/PG Diploma courses on various aspects of ECCD. Keeping in view of the enriched contents included in these courses, it was recommended to institute monetary benefits and/or career progression incentives to those ICDS Instructors who obtains Certificate/Diploma/PG Diploma in any of the specialized subjects of ECCD.
- The house was of the view that since the trainers are the major single factor in fostering the desired training outcomes, it is desirable that they should be suitably trained to discharge their responsibilities effectively. Therefore, orientation and in-service courses both should be simultaneously updated and intensified. Training strategies should be designed in such a way that the trainees are adequately prepared to handle the syllabus. In service programmes should be organized on a continuous basis to help the trainers update their knowledge in content as well as in transactional mechanism. However, it may take a very long time to provide in service training to trainers through regular contact programmes. Trainers' guides or handbooks should be made available to all the trainers.
- It was noticed by the house that there has been a provision of Best AWW Award. In the restructured ICDS Programme, the scope of the award mechanism is proposed to be extended to ICDS Supervisors, CDPOs, DPOs and District Collectors as well. Deliberating upon the contribution being made by ICDS trainers in quality improvement of ICDS, it was recommended to extend the scope of award scheme to Best ICDS Instructor also
- The house was of the view that there is a need to periodically revise the honorarium of ICDS Instructors keeping in view the inflation rate.
- The Instructors may be provided with the defined facilities of paid leave and contributory pension benefits on the analogy of AWWs. They may be provided the facilities of Group Insurance in the line of AWWs along with Medical insurance.
- The application of varied forms of Information, Communication Technologies (ICT) forms an vital component of national building. Keeping in view the expanded scope of usage of ICT in ICDS, it was recommended by the house to amend the recruitment rules of ICDS Instructors by incorporating ICT literacy as an essential requirement. It was also recommended by the house to hone the ICT skills of currently serving ICDS Instructors by organizing special skill training programme on ICT to them.

- The house was of the view that Instructors of MLTCs and AWTCs have no career prospects and thus in due course of time, they lose interest. In order to ensure the up keeping of motivational level of Instructors of MLTCs/AWTCs, it was further recommended to consider the candidature of ICDS trainers for the post of Supervisors. It was clarified that though MWCD instructions are there in this regard, however, a need was felt to again draft the guidelines in right spirit so as to increase the motivation level of Instructors of MLTCs/AWTCs.
- Currently, as per instructions of MWCD, GOI, the honorarium to ICDS Instructors are paid for whole year in case training center organizes the training programme for 300 days in a year. The participants were of the view that keeping in mind the local State specific holidays, most of the time; it is difficult to run the training centre for 300 days in a year. Participants were also of the view that in the absence of deputation of trainees for whole year, the ICDS trainers finds it difficult to run the AWTC/MLTC for 300 days in a year. It was recommended by the house to reduce the minimum days of the ICDS training centre from 300 days to 260 days. Further, District Programme Officer should be made responsible for maximum occupancy of the MLTC/AWTC. It was also recommended by the house to delink the payment of honorarium of Instructors of AWTCs and MLTCs from whole year utilization of AWTCs and MLTCs.

Establishment of ICT Lab

- The house was of the view that in order to promote the use of ICT in imparting training to ICDS functionaries, there is a need to establish ICT lab in each ICDS Training Centre (MLTCs and AWTCs).

Strengthening Infrastructure and Availability of Training Learning Equipments /Material

- Keeping in view the need of stimulating environment in providing training, it was recommended that there is a need to upgrade the physical infrastructural facilities of ICDS Training Centres. The house was of the view that location of those ICDS Training Centres which are running from dilapidated buildings needs to be progressively replaced by permanent and pucca buildings.
- Providing basic training learning equipments by providing one time capital grant (Computer with Internet connectivity, fax machine, LCD projector and Screen, OHP, White Board, Flannel Cards etc) was recommended.

Revision of ICDS Training Curriculum

- The house stressed that ICDS training curriculum of various ICDS functionaries was last time revised by NIPCCD in the year of 2005. Since then many new initiatives have been infused in ICDS but the training curriculum does not address these issues. In view of this, it was recommended to revise the ICDS training curriculum of all ICDS functionaries. It was also recommended that the syllabus of different training courses of ICDS functionaries should be evaluated periodically and recast in its totality.

- Keeping in view the diversity of the ICDS programme as per localized needs of the State, it was felt that revised ICDS training curriculum though should be evolved at the national level; however, it should have the space for accommodating State specific needs. The concerned Regional Centres of NIPCCD should be assigned the job of identifying the State specific needs of ICDS training and of ensuring that these topics have been included in the training curricula of the concerned State.
- The house felt that major contents of the currently practiced ICDS training curriculum are same for all type of ICDS functionaries. It was recommended to design training contents as per job responsibilities of the concerned ICDS functionaries.
- At the initial phase of implementation of ICDS, the duration of JTC of ICDS functionaries was 72 working days. It was subsequently reduced to 45 working days and finally to 26 working days. The reduction in working days has been made without compromising of content areas to be delivered during institutional setting. The imbalance between quantum of course content and the time availability compels the ICDS trainers to use such transactional strategies, which are undesirable to use. The house was of the view that this suppression of training duration has drastically reduced the opportunities for hands on experiences of skills from initial sixteen days of field placement to 3-4 working days of supervised practice. It was recommended by the house to suitably review the training duration of all types of ICDS training.
- It was reportedly pointed out by ICDS Training Nodal Officials that major part of the syllabus of ICDS functionaries is knowledge based allocating very small part for taking care of skill development. Whenever the opportunities are available during the institutional setting, the same is overtaken by imparting knowledge due to its wider canvass of content coverage. It was recommended that in the revised curriculum of ICDS functionaries, more emphasis is required to be given on Skill Development concerning Growth Monitoring, MCPC Card, IMNCI , Maintaining records and Registers, Organisation of PSE activities etc. . It was reiterated by the house that revised syllabus of ICDS training should present a happy blend of skill and attitudinal transformational strategies besides increasing the knowledge aspect of women and child development in general and ICDS in particular.
- The house was of the view that some of the topics included in the syllabi of job training of all types of ICDS functionaries are too lengthy to be completed in the recommended time limit . It was recommended that NIPCCD may either delete or edit such topics while revising the training curriculum. It was also recommended that quality of ICDS training should not be equated with quantum of content load. It is better to cover relevant topics intensively rather than providing superficial knowledge of too many things.
- The house was of the view that syllabus of training of ICDS functionaries has been developed on the basis of certain assumptions. For instance, it is quite natural for the syllabus designer to assume that a minimum essential level of physical facilities, adequate instructional time, well qualified trainers in adequate number and suitable curriculum material are available in all the MLTCs/AWTC's. However, the failure of having these pre

requisites, most of the time leads to the situation of marginal skill development among trainee ICDS functionaries. It was recommended by the house to keep in mind the actual conditions of ICDS training centres while designing the training contents.

- It was recommended by the house that the syllabus of ICDS training should be developed keeping in view the educational and professional background of ICDS trainees , trainers of MLTCs/AWTC's , infrastructure and process based facilities available at AWTC's. There seems to be a pressing need to check unnecessary disparities and elitism from the syllabus.
- It was suggested that in the syllabus of job training course, knowledge load should be kept at minimum and skill development at the maximum side. It was recommended that about 15 days time should be kept for hands on experiences in the AWCs.

• Revision of Financial Norms of ICDS Training

- It was reported by several State Nodal Officers of ICDS training that the trainers of AWTC's works under tremendous managerial and financial constraints which prevents them from imparting quality inputs in JTC. The budgetary requirements made available for conducting JTC was not reported to be enough, due to which the trainee AWWs did not avail the opportunities as envisaged in the guidelines of JTC. The situation was reported of having further complications due to untimely availability of funds for conducting JTC. The AWTCs were reported running on loan basis for prolonged duration of three to four months.
- The house was of the view that under World Bank assisted ICDS training Project UDISHA, a onetime grant of Rs 50,000/- was provided to ICDS training Centres (MLTCs/AWTCs) for enhancing the training infrastructure and for equipping with all basic essential teaching learning aids. It was recommended by the house to provide a one-time financial assistance on the similar pattern of UDISHA periodically and preferably after every ten years.
- In order to keep updates on the recent developments in ICDS and its allied fields, there is a need to equip the library with latest reference material/guide books, journals,CDs/Videos, books ,leaflets, pamphlets, magazines etc. in order to either purchase or to subscribe these reading material, it was recommended by the house to provide a Library Grant of Rs 10,000/- per annum to all AWTCs and MLTCs .
- The house took note of the fact that before launching the World Bank Assisted ICDS Training Project UDISHA, providing financial assistance of MLTCs was the job of NIPCCD. The NIPCCD was doing this job by designing Master Plan of Operation (MPO) .However, this practice has now been dismantled. It was emphasized by the house that keeping in view the technical credentials of NIPCCD, the same practice of funding of MLTCS through NIPCCD needs to be reactivated.

Preparation of State Training Action Plans (STRAPs)

- The participants were of the view that though STRAPs have to be submitted by the concerned State to the Ministry of Women and Child Development (MWCD), Government of India at the beginning of the financial year, however, sometimes due to procedural delays, the submission of STRAPs to MWCD, GOI are delayed. However, in order to carry out the task of ICDS training further, MWCD, GOI may like to consider the release of the first installment on provisional basis before the second week of April every year. The amount of provisional release may be adjusted in the subsequent releases of the financial year.
- The involvement of ICDS Training Centres in preparation of STRAPs was recommended.

Periodic Meeting of ICDS Training Officials

- All the participants were of the view that preparation of STRAP and acting as State ICDS Training Officer is a job requiring technical skills. These skills includes maintenance of training data bank, conceptualization of innovative ICDS training programmes, computation of training back log, designing of operational strategies, monitoring of ICDS training centres, review of ICDS training calendar, ensuring flow of funds etc., Keeping in view the technicalities of the job, it was recommended to conduct review and orientation meetings of State ICDS Training Nodal Officials periodically at the intervals of six months. The first such meeting may be conducted in the middle of the year sometimes in the month of September and the second meeting may be convened in the month of February. While the inputs of September meeting may be beneficial in taking mid course correction in ICDS training, the inputs of February meeting would be beneficial in preparation of State Specific STRAP. NIPCCD was requested to do the needful.

Monitoring of Functional Assessment of ICDS Training Centres

- The participating ICDS Training nodal officials were of the view that ICDS trainer's effectiveness of imparting training is always judged by depth of knowledge and awareness of trainee ICDS functionaries. Who so ever visits the MLTC/AWTC, they only interact with the trainee AWWs. Only on the basis of this interaction, they used to judge the effectiveness of the programme. Therefore, the trainers adopt only those strategies that are likely to yield better results on knowledge gain and awareness. It was recommended by the house to monitor the effective functioning of MLTCs/AWTCs on the basis of the professional skill development of trainees rather than knowledge enhancement alone.

Development of Textual Material

- The textual material (trainers and trainee guides, handbooks, source books, leaflets etc) are said to be the main source of learning not only for ICDS trainers but for ICDS trainees as well. During the course of past few years, though umpteen developments have taken place in ICDS, but the textual material has not been developed and disseminated. They need to be developed and disseminated to all ICDS training centres by NIPCCD. The language and writing style adopted in the textual material meant for ICDS trainers should be easily intelligible for them. NIPCCD is required to develop the material in simple language so as to understand the things better and in less time.

Opening and Closing of MLTCs/AWTCs

- The house took note of the fact that most of the ICDS training centres are being run by NGOs. In some cases, these NGOs shut down the AWTCs to take up new assignments. Keeping in view the involvement of long process of opening of ICDS training centres (MLTCs/AWTCs, it was recommended by the house that no State or the NGO would be allowed to close down the AWTC/MLTC without the recommendation of NIPCCD and final approval from MWCD, GOI.

Endorsement of all ICDS Circulars to MLTC/AWTC

- Participants were of the view that though AWWs and Supervisors are being trained in MLTCs and AWTCs, however, the Instructors of these centers, most of the times are not aware about recent developments in scheme. Keeping this in view, it was recommended to endorse a copy of all circulars and guidelines issued from time to time to MLTCs and AWTCs for reference and use.

ICDS Training Policy

- The house was of the view that though various measures have been taken by MWCD, GOI for strengthening ICDS training, however, these have been adopted in a piecemeal basis resulting in absence of holistically designed provisions. Keeping in view of importance of ICDS training, it was recommended by the house to formulate ICDS Training Policy. The policy may delineate in detail the vision, operational strategies, funding, human resources etc.

Inter Changeability of MLTC and AWTC

- It was recommended by the house to come out with the guidelines on use of MLTC as AWTC and the use of AWTC as MLTC. In case of non availability of trainees for MLTCs, the Instructors of MLTCs may be allowed to conduct the training programmes of AWTCs. Similarly, if the infrastructure of AWTC is at par with MLTC, then in case of non availability of trainees to AWTCs, the Instructors of AWTCs may be allowed to conduct the courses of MLTCs. Here, it was also recommended that MLTCs may act as AWTCs

by their own but conducting the courses of MLTCs by AWTCs should only be done with the recommendation of NIPCCD and final approval of MWCD, GOI.

Concluding Session:

The concluding session of the workshop was presided over by Dr Dinesh Paul, Director, NIPCCD on 18th May 2012 at 3.30p.m. During the course of delivering concluding address, first of all Dr Dinesh Paul applauded the efforts put in by different States in strengthening training component of ICDS. He said that State Governments are always keen to extend their whole hearted cooperation to NIPCCD. Dr Paul urged the State Governments to remain proactive not only in preparation of



STRAPs but for its submission within stipulated time so as to avoid delay in release of funds. While highlighting the need for monitoring of ICDS training centres, Dr Paul said that though CMU consultants are visiting the ICDS training centres, however, it is the prime responsibility of all concerned State Nodal officers of ICDS training to occasionally visit and inspect the ICDS training centres so as to take corrective measures. During their visits to ICDS training centres, the Nodal Officers of the State Government should primarily check whether funds are being made available to the concerned training centre regularly and in time and whether statements of expenditure on training for every batch of Anganwadi workers' training centres are being sent regularly and promptly to the concerned Department of WCD of the State. Towards the end of the concluding session, Dr. Dinesh Paul, Director, NIPCCD distributed the certificate of attendance and appreciated the suggestions given by the nodal officers for strengthening the Training component of ICDS. Shri S.C. Srivastava, Joint Director (Trg) proposed vote of thanks to all concerned.

**Orientation Meeting for Nodal Officers dealing with
Training of ICDS Functionaries
17-18 May, 2012**

List of Participants

Andhra Pradesh

1. Sh. S. Sathaiah,
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**Orientation Meeting for Nodal Officers Dealing with Training of ICDS
Functionaries**

17-18 May, 2012

AGENDA

| Date, Day and Time | Topics |
|---|---|
| 17th May 2012, Thursday | |
| 9.30 a.m. – 10.00 a.m. | Registration |
| 10.00 a.m. – 11.15 a.m. | Inaugural Session – Dr. Shreerajan Joint Secretary, MWCD |
| 11.15 a.m. – 11.30 a.m. | Tea Break |
| 11.30 a.m. – 2.00 p.m. | Review of Training of ICDS Functionaries with special reference to STRAPs - MWCD, GOI |
| 2.00 p.m. – 3.00 p.m. | Lunch |
| 3.00 p.m. – 3.30 p.m. | Training of ICDS Functionaries : Current Scenario and Future Perspectives |
| 3.30 p.m.- 5.00 p.m. | Assessment of Training Requirements |
| 18th May 2012, Friday | |
| 9.30 a.m. – 11.00 a.m. | Current Status of AWTCs/MLTCs (Based on CMU and NIPCCD Faculty visit Data) |
| 11.00 a.m. – 11.15 a.m. | Tea Break |
| 11.15 a.m. – 1.15 p.m. | Modalities of ICDS Training in Restructured ICDS Programme Open Discussions |
| 1.15 p.m. – 2.15 p.m. | Lunch |
| 2.15 p.m. – 3.15 p.m. | Finalization of Recommendations |
| 3.15 p.m. – 4.15 p.m. | Presentation of Recommendations |
| 4.15 p.m. | Concluding Remark and Vote of Thanks |



Govt. Of Andhra Pradesh

- Every year Training wing in the Directorate of WD&CW Dept, Hyderabad prepare State Training Action Plan (STRAP) basing on the Project Directors reports on status of functionaries and need based Refresher Trainings to Supervisors, Anganwadi Workers and Anganwadi Helpers. Other trainings proposal for Departmental Officials and staff also prepared and sent to GOI for approval. After approval of funds by GOI, trainings will be conducted to the departmental functionaries.

Assessment of functionaries to be trained

| | CDPOs / ACDPOs | Supervisors | Anganwadi Workers | Helpers | Mini - AWWs |
|--|-------------------|-------------|----------------------|---------|-------------|
| Sanctioned | 663 | 3001 | 80481 | 80481 | 10826 |
| In-position | 445 | 2286 | 76028 | 74211 | 5935 |
| Vacancies (i - ii) | 218 | 715 | 4453 | 6270 | 4891 |
| Anticipated recruitment during the year 2012-13 | 218 | 715 | 4453 | 6270 | 4891 |

Status of Training during 2011-12 (31.03.2012):

| Name of the Functionary | Name of the Training | STRAP – Target 2011-12 | Total trained as on 31.03.12 |
|----------------------------|-------------------------|---------------------------|---------------------------------|
| AWWs | JCT | 10493 | 4130 |
| | RC | 27925 | 32611 |
| AWHs | OC | 5771 | 3176 |
| | RC | 21048 | 19580 |
| Supervisors | JCT | 225 | 0 |
| | RC | 495 | 424 |
| CDPOs / Supervisors | ECE | 0 | 613 |
| AWWs | Pre-school | 0 | 413 |
| Total | | 65957 | 60947 |

II). Formulation of Yearly Training Calendar for the Training Centers

Anganwadi Training Centers (AWTCs)

| 63 AWTCs | Type of Training | | | | | | | | | | |
|--------------|------------------|-----------------|-------------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|---------------------|
| | AWWS JTC | | AWWS JTC expected | | RC-AWWS | | OC-AWWS | | RC-AWWS | | No. of working days |
| | No. of batches | No. of trainees | No. of batches | No. of trainees | No. of batches | No. of trainees | No. of batches | No. of trainees | No. of batches | No. of trainees | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| TOTAL | 117 | 4095 | 60 | 2100 | 1031 | 41240 | 79 | 3950 | 634 | 31700 | |

Middle Level Training Centers (MLTCs)

| NAME OF THE MLTCs | DISTRICT | Type of Training | | | | | | | | | | |
|-------------------|-----------|------------------|-----------------|--------------------------|-----------------|----------------|-----------------|----------------|-----------------|-----------------|-----------------|---------------------|
| | | Supervisors JTC | | Supervisors Expected JTC | | RC-Supervisors | | OC Instructors | | TOT Instructors | | No. of working days |
| | | No. of batches | No. of trainees | No. of batches | No. of trainees | No. of batches | No. of trainees | No. of batches | No. of trainees | No. of batches | No. of trainees | |
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| MLTC - SVU | Chittoor | 0 | 0 | 6 | 150 | 23 | 575 | 0 | 0 | 0 | 0 | 311 |
| MLTC - SWATI | Hyderabad | 0 | 0 | 6 | 150 | 23 | 575 | 0 | 0 | 0 | 0 | 311 |
| TOTAL | | 0 | 0 | 12 | 300 | 46 | 1150 | 0 | 0 | 0 | 0 | |

Master Trainers Training Centers (MTTCs)

| NAME OF THE MTTCs | DISTRICT | Type of Training | | |
|--------------------------------|--------------|---|-----------------|---------------------|
| | | Special training on ECE to CDPOs/Supervisors/AWWS | | No. of working days |
| | | No. of batches | No. of trainees | |
| SODHANA, VZM (only for AWWS) | Vizianagaram | 19 | 475 | 285 |
| AMS, HYD (Supervisors & CDPOs) | Hyderabad | 49 | 1225 | 245 |
| TOTAL | | 68 | 1700 | |


Note: Master Trainers Training center namely SODHANA to AWWS is calculated basing on GOI norms for 3 Refresher Course cost - as Training days for one MTTCs is 15 days - working days are 17 days. Hence 19 batches to 475 AWWS costed to 57 batches amount @ Rs.37,500/- i.e Rs.21,37,500/- + AMS - MTT for 49 batches for an amount of Rs.37,500 i.e Rs.18,37,500/- Total = Rs.39,75,000/-.

Details of functionaries requiring Job, Refresher and Orientation Training During 2012 - 13

| Name of the Training | CDPOs/ACDPOs | Supervisors | Anganwadi Workers + Mini AWWS | Anganwadi Helpers | Instructors of AWTCs | Remarks |
|---------------------------------------|--------------|-------------|-------------------------------|-------------------|----------------------|-------------------|
| Job Course | 218 | 300 | 6195 | 0 | 0 | |
| Refresher Trg | 122 | 1150 | 41240 | 31700 | 0 | |
| Refresher Trg (ECE to CDPOs/Sup/AWWS) | 245 | 980 | 475 | 0 | 0 | RC at MTTCs in AP |
| Orientation Trg | 0 | 0 | 0 | 3950 | 20 | |
| Expected recruitment Training | 10 | 314 | 9344 | 6270 | 22 | |
| Total | 595 | 2744 | 57254 | 41920 | 42 | |


III). Requirement of Training Infrastructure and Training Facilities to 2 MLTCs & 21 DMSVKs

| S.No | Name of the Training Center | Item | Remarks |
|------|-----------------------------|--|--|
| 1. | MLTC – SWATI, Hyderabad | LCD Projector | Under STRAP 2012 - 13 we requested the GOI for one LCD & Printer to all AWTCs, MLTCs & MTTCs |
| 2. | | Panel Boards | |
| 3. | | Photo Exhibition Boards | |
| 4. | | Xerox machine cum printer | |
| 5. | | Chart Roller | |
| 6. | | Almairahs | |
| 7. | | Emergency Lights | |
| 8. | | Bed linen (2 sets of bed sheets & Pillow covers) | |
| 1. | AWTC – SWATI, Hyderabad | Almairahs | |
| 2. | | Iron racks | |
| 3. | | T.V.Stand | |
| 4. | | Black Board with stand | |
| 5. | | Emergency Lights | |
| 6. | | Printer | |
| 7. | | Bed linen (2 sets of bed sheets & Pillow covers) | |
| 1. | 21 DMSVKs | Cots & Beds | |
| 2. | | Bed linen (2 sets of bed sheets & Pillow covers) | |
| 3. | | Almirah (double door model) | |
| 4. | | Library (replenishment) | |

 Women Development and Child Welfare Department

IV). Present position of Sanctioned & Operational Training Centers


| Training Centers | No. sanctioned by GOI | Run by NGOs | Run by Govt | Total |
|------------------|-----------------------|-----------------------------------|-------------|-----------|
| AWTCs | 63 | 41 | 22 | 63 |
| MLTCs | 2 | 1 S.V. University, Tirupati | 1 | 2 |
| MTTCs | 2 | 2 | – | 2 |
| TOTAL | 67 | 44 | 23 | 67 |

 Women Development and Child Welfare Department

V. Suggestive Methodology to reduce the Backlog of training


Reasons of Backlog:

- In generally backlog will arise due to non filling of vacancies and other like strike, bandhs and agitations – not giving scope to conduct trainings.
- Vacancies of AWWs & AWHs have to be filled by the committee consisting of Collector & Project Director and 2nd level magistrate.
- Absenteeism should be dealt with disciplinary action.
- Vacancies of Supervisors should be filled regularly by APPSC.
- A.P. requires two more AWTCs to reduce backlog. Proposals are being sent separately i.e., DMSVK at Medak and DMSVK at Mahaboobnagar Districts.

 Women Development and Child Welfare Department

VI. Identify lacunae in implementation of approved STRAP

- Generally we are implementing the approved “STRAP” whenever the AWWs & AWHs are not available (recruitment delay) Refresher Courses are offered to other AWWs & AWHs.
- 67 Computers have been purchased and supplied to 63 AWTCs and 2 MLTC and 2 MTTCs. In order to prepare computerized rosters on the training.
- Status and updated information to be placed on website regarding the training status. Profile of the trainees (especially AWWs & AWHs) should be developed to homogeneity in training batches.
- An assessment of the ICDS training institutes vis-à-vis their infrastructure should be undertaken periodically.
- Review of existing guidelines on standard infrastructure should be maintained by the training centers.

 Women Development and Child Welfare Department

VII. Identify the gaps and problems which are creating hindrance in the successful implementation of ICDS and gaps to be addressed.

Infrastructure

- Majority of AWC buildings are rented.
- Lack of toilets and safe drinking water facilities
- Inadequate of vehicles
- Need for mobility support for Supervisors.
- Non-availability of Government buildings need to be addressed urgently to fill the gap in universalizing services for slum populations
- Majority of the existing ICDS in urban areas lack basic amenities like drinking water, toilets etc, this need to be addressed on priority.

Recruitment – Large number

- Large number of vacancies of AWWs and Supervisors to be filled up urgently and regularly.

SNP

- Interruptions in supply of food in Local Food Model due to purchase procedures, interference transportation problems etc.
- Delay in allotment of food grains by Civil Supplies Department.

Health & Nutrition

- Need for better convergence and co-ordination with Medical and Health Department especially seasonal diseases and prone areas.
- Problems of migration leading to failure in regular health checkups, distribution of IFA tabs, immunization etc.
- Regular follow up of the Health-checkups for Pregnant women, particularly during nutrition and health days.

Pre-school Education

The timings at AWCs do not coincide with school timings, to ensure access and presence of children of working parents particularly agricultural labourers daily wage workers.

- Mid-day meal programme to be introduced by enhancing the nutrition budget.
- Need for early detection and early intervention strategies for children with special needs.
- Appropriate special facilities i.e., annual screening for early detection of diseases and early intervention strategies for children with special needs as mandate under “Right to Education Act” (sec 8. the appropriate Government shall – a) Provide free and compulsory elementary education to every child Sec 8.
- Getting educated women for ICDS in tribal areas is found difficult; special drive for selection and training in these areas with additional incentives to be taken up.
- Supreme Court orders to cover migrant children at worksites should be implemented immediately.
- Increase outreach activities.
- NGOs with experience in health, child care should be involved in designing training modules, material and in providing training to AWWs & AWHs.

VIII. Role of State Government vis-à-vis Central Government to make the ICDS training more comprehensive.

- Prompt release of funds is absolutely necessary.
- It is suggested that 5% of the training centers may be monitored by the Central Government once in a year randomly.
- State Government has to fill up gaps and solve the problems automatically ICDS scheme will be strengthened.
- Generally monitoring evaluation – effective supervision and follow up action are keenly observed, the scheme (training) will be more fruitful.

NEED BASED TRAININGS

- In 2010-11 AP WD & CW Dept, has started a need-based Refresher Course on Pre-School syllabus and developed. 3 days and 2 days at field level awareness to Mother beneficiaries and families on ICDS activities on social issues. 50% of AWWs covered in 2010-11 and 40% covered in 2011-12.
- Special Training modules developed for Instructors of AWTCs, MLTCs & MTTCs, Supervisors, AWWs and AWHs to impart the skill and knowledge on ECCE and on Infant Young Child Feeding Practices & implementing since April 2011.

- All Instructors of AWTCs are trained in pre-school Education, Community Participation, Health & Nutrition components basing on the modules developed during May – June 2011 to improve their teaching skills and subject knowledge.
- Infant Young Child Feeding Practices, Refresher Training to CDPOs, Supervisors, Instructors & AWWs started as a Special Module in Vizianagaram, Srikakulam, Guntur, Prakasam, West Godavari & Nizamabad Districts. From May 2012 onwards RC training to AWWs on IYCF is going to be implemented in all other districts.



*Government of Andhra Pradesh
Profusely thanks to Government of India*

THANK YOU

- Sri. Sattaiah, Joint Director (Trgs)

PRESENTATION
ON
STATUS OF ICDS TRAINING
IN
ARUNACHAL PRADESH.

(i) Training status of in-position ICDS functionaries & assessment of training backlog;

| Category | In position | Job trg. | | Refresher Trg. | | Orientation Trg. | |
|------------|-------------|----------|------------|----------------|------------|------------------|------------|
| | | Trained | Un-trained | Trained | Un-trained | Trained | Un-trained |
| AWW | 6028 | 2543 | 3485 | 2603 | 3425 | -- | -- |
| AWH | 6028 | 2850 | 3178 | 3127 | 2901 | -- | -- |
| Supervisor | 258 | 228 | 30 | 77 | 181 | -- | -- |

STRAP FOR 2012-13 SUBMITTED TO THE MINISTRY

| Category | Type of trg. | No. of participants per batch | Total batch | Total participants |
|------------|--------------|-------------------------------|-------------|--------------------|
| Supervisor | Job | 25 | 1 | 25 |
| AWW | Job | 35 | 35 | 12253 |
| AWW | Ref. | 40 | 18 | 720 |
| AWH | Ornt. | 50 | 12 | 600 |
| AWH | Ref. | 50 | 18 | 900 |

INNOVATIVE/INDUCTION TRAINING CALENDER DURING 2012-2013.

| Name of training | Participants | No. of participants per batch | No. of batch | Total participant |
|--------------------------------------|--|-------------------------------|--------------|-------------------|
| Awareness and Sensitization training | AWW/AWH | 75 | 23 | 1725 |
| Orientation Training | AWW/AWH | 75 | 23 | 1725 |
| Joint Orientation Training Programme | LHV, ANM, Gramsevika, Supervisor, Anganwadi Worker, ASHA workers | 75 | 23 | 1725 |
| Pre-School Education | Balwadi Teachers, Day Care Centre officials and selected AWW | 150 | 17 | 2580 |

FINANCIAL IMPLICATION FOR CONDUCTING REGULAR AND INNOVATIVE TRAININGS AS PROPOSED IN STRAP 2012-2013.

| Sl. No. | Activity | Amount proposed |
|---------|---|--------------------------|
| 01 | Regular trainings (Job, Refresher, Orientation) | Rs 80,20,500.00 |
| 02 | Innovative Trainings | Rs 41,41,000.00 |
| 03 | Honorarium of staff of one MLTC. | Rs 08,10,000.00 |
| 04 | Honorarium of staff of 5 AWTCs | Rs 36,30,000.00 |
| | Total | Rs 1,66,01,500.00 |
| 05 | 2 % administrative charges | Rs 3,32,030.00 |
| | Grand total | Rs 1,69,33,530.00 |

There are 5 AWTCs in the State which are being run in the private building on rental basis. But the building of 1 MLTC, Itanagar is not in good condition and needs special attention. Also the basic amenities, like cot, desk-bench, cooking pots and others need to be given special attention to replace immediately. Accordingly the proposal as under has also been submitted to the Ministry.

| Name of item | No. of item per Centre | Total quantity for 6 centres | Rate per unit | Total amount |
|--------------|------------------------|------------------------------|---------------|----------------|
| Wooden cot | 25 | 150 | Rs 3,000.00 | Rs 4,50,000.00 |
| Mattress | 25 | 150 | Rs 1,000.00 | Rs 1,50,000.00 |
| Bed-Sheet | 25 | 150 | 250 | Rs 37,500.00 |
| Pillow | 50 | 300 | 150 | Rs 45,000.00 |
| Mosquito net | 25 | 150 | 250 | Rs 37,500.00 |
| Steel plate | 50 | 300 | 50 | Rs 15,000.00 |
| Steel glass | 50 | 300 | 35 | Rs 10,500.00 |
| Spoon | 50 | 300 | 20 | Rs 6,000.00 |
| Pan | 2 | 12 | 850 | Rs 10,200.00 |

| Name of item | No. of item per Centre | Total quantity for 6 centres | Rate per unit | Total amount |
|--|------------------------|------------------------------|---------------|----------------|
| Saucepan (aluminium) | 2 | 12 | Rs 1,500.00 | Rs 18,000.00 |
| Spoon - Big size | 2 | 12 | Rs 75.00 | Rs 900.00 |
| Bucket with mug | 2 | 12 | Rs 450.00 | Rs 5,400.00 |
| Syntex (Water tank for storage)-1000 ltrs. | 1 | 6 | Rs 12,000.00 | Rs 72,000.00 |
| LCD projector with screen and CPU | 1 | 6 | Rs 30,000.00 | Rs 1,80,000.00 |

DETAILS OF EXISTING AWTCs .

| Sl. | Name of district | Name and Address of AWTC/MLTC | Name of Deptt. running the AWTC | Date on which started |
|-----|---------------------|-------------------------------|---------------------------------|-----------------------|
| 1 | Papumpare | MLTC, Vivek Vihar, Itanagar. | Social Welfare, WCD Deptt. | 1999-2000 |
| 2 | West Kameng | AWTC, Bomdila | Social Welfare, WCD Deptt. | 1999-2000 |
| 3. | West Siang | AWTC, Along | Social Welfare, WCD Deptt. | 2001-2002 |
| 4. | Lower Dibang Valley | AWTC, Roing | Social Welfare, WCD Deptt. | 1999-2000 |
| 5. | Lohit | AWTC, Tezu | Social Welfare, WCD Deptt. | 1999-2000 |
| 6. | Tirap | AWTC, Khonsa | Social Welfare, WCD Deptt. | 1999-2000 |

Suggestive methodology to reduce the backlog of training

It is suggested that in order to reduce the backlog of training for Anganwadi Workers and Helpers, there should be provision of mobile training programme, observational visits, audio visual demonstration, participatory method and home visit and survey.

Lacunae in implementation of approved STRAPs

There is no lacunae in implementation of approved STRAPs as such, but the released of fund by the Ministry, GOI should be in time so as to go for conducting the trainings as per slots proposed in STRAP. It may be mentioned herewith that after receipt of fund, there is some formalities / procedure to get released the fund from the State Govt. of the administrative deptt. and there-after, for obtaining concurrence of the State Finance Deptt. after thorough scrutiny there at, which ultimately takes considerable time.

Gaps and problems which are creating hindrance in the successful implementation of ICDS

The State of Arunachal Pradesh is mostly hilly terrain and thus 6 months in a year remains rainy season. This results communication bottleneck due to frequent road blockage and land sliding. Now, the release of fund from the Central and State govt. has been streamlined. It may also be stated that due to lack of infrastructure like; own office buildings at the district and project level, sometimes it becomes difficult for the ladies officials to discharge their duties with fully spirit and dedication. Also, the project vehicle is not available in some projects which creates problems in conducting the regular monitoring and evaluation in order to ensure proper and effective implementation of the ICDS and other allied schemes.

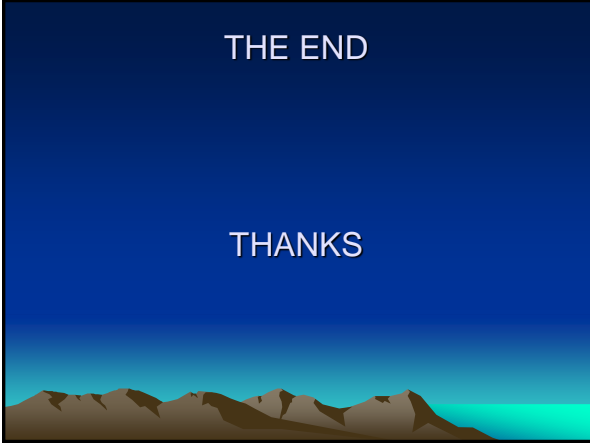
Role of State government vis-à-vis Central govt. to make the ICDS training more comprehensive.

The role of Central Govt. to release funds in time as per STRAP submitted by the deptt. and to amend the methodology and syllabus of training as per revised guidelines on implementation of ICDS and its allied schemes, and revising the cost norms in view of the continuous price escalation in all sectors

The role of State govt. is to release the fund to the administrative department immediately for conducting various training programmes, being released by the Central govt. as per approved State Training Action Plan (STRAP).

THE END

THANKS



STATUS OF TRAINING OF ICDS FUNCTIONARIES IN ASSAM

**SOCIAL WELFARE DEPARTMENT,
GOVT. OF ASSAM**

IMPORTANCE OF TRAINING IN ICDS

- The successful delivery of ICDS services depends, to a large extent, upon the **knowledge and skills** of the functionaries implementing it.
- There is inbuilt provisions in the scheme itself for various training program for its functionaries from district, projects, cluster/sector up to Anganwadi Centre level.
- Training courses are induction, refresher and on special program and scheme.

PROVISION OF ICDS TRAININGS IN ASSAM

- NIPCCD (an autonomous Regional organisation under the MWCD, GOI) as the nodal organization of ICDS trainings for the region also functioning as MLTC in Assam for training of CDPOs.
- Sadou Asom Grammya Puthibharal Santha, Nagaon is **Middle Level Training Centre** (MLTC) imparting training to the Supervisors and Instructors of Anganwadi Training Centres (AWTCs) in Assam.
- There are 25 AWTCs in Assam imparting trainings to the Anganwadi Workers and Helpers. Out of these nine AWTCs are running under ICCW and 16 of them are run by other NGOs.

STATUS OF TRAINING OF ICDS FUNCTIONARIES IN ASSAM

| JOB / ORIENTATION TRAINING | | | | |
|----------------------------|------------|-------------|---------|----------|
| Functionaries | Sanctioned | In position | Trained | Backlog* |
| CDPO | 230 | 219 | 208 | 22 |
| Supervisor | 2280 | 1370 | 1119 | 1161 |
| AWWs | 62153 | 58118 | 43912 | 18241 |
| AWHs | 56728 | 55261 | 31018 | 25710 |

*= including vacant positions

STATUS OF TRAINING OF ICDS FUNCTIONARIES IN ASSAM

REFRESHER TRAINING

| Functionaries | In position | Trained | Backlog* |
|---------------|-------------|---------|----------|
| CDPO | 208 | 122 | 86 |
| Supervisor | 1370 | 387 | 983 |
| AWWs | 58118 | 10795 | 47323 |

*= including vacant positions

STATUS OF TRAINING CENTRES IN ASSAM

| Sanctioned by GOI. | In position | Functioning |
|--------------------|-------------|-------------|
| AWTC | 27* | 25 |
| MLTC | 2* | 1 |

- 2 (two) new AWTCs are now sanctioned by GOI and the process of deputing training batches is going on.
- One MLTC is also sanctioned for the state.

LIST OF NGOs RUNNING AWTCs (27 NOS.) IN ASSAM

Under ICCW :

1. AWTC-I, Dibrugarh-ICCW
2. AWTC-II, Dibrugarh-ICCW
3. AWTC-I, Rupnagar, Guwahati-ICCW
4. AWTC-II, R.K Mission Road, Guwahati-ICCW
5. AWTC-III, Rupnagar, Guwahati-ICCW
6. AWTC-I, Tezpur-ICCW
7. AWTC-II, Tezpur-ICCW
8. AWTC-III, Tezpur-ICCW
9. AWTC-Sivsagar-ICCW

Guwahati

1. Sadou Asom Grammya Puthibharal Santha, Panjabari, Guwahati
2. Manikuntala Mahila Unnayan Kendra, Guwahati

Darrang

1. Rural Organization for Agro Devt. Service (ROADS), Mangaldoi.

Lakhimpur

1. Jagriti Sanmilita Unnayan Kendra, North Lakhimpur
2. Kharapathar Samnlita Yubak Samaj, Sandakhowa, Lakhimpur

Nagaon

1. Sreemanta Sankar Mission, Nagaon
2. Global Health Immunization & Population Control Organization, Rangaloo, Nagaon
3. Gram Vikash Parishad, Rangloo, Nagaon
4. Sankar Madhab Kristi Bikash Kendra, Nagaon
5. Rampur Manab Kalyan Samity, Nagaon
6. Sadou Asom Grammya Puthibharal Santha, Nagaon

Morigaon

1. Morigaon Mahila Mehfil, Morigaon
2. Rural Organization for Agro Devt. Service (ROADS), Morigaon

Golaghat

1. Sadou Asom Grammya Puthibharal Santha, Golaghat
2. Golaghat Nirman Mohila Gut (NGO), Golaghat

Nalbari

1. Bahumukhi Pragati Samity, Tihu

Cachar

1. Nibedita Nari Sangtha, Silchar.
2. Deshabandhu Club, Behera Bazar.



FORMULATION OF YEARLY TRAINING CALENDAR FOR THE TRAINING CENTRES

- Directorate of Social Welfare, Assam made action calendar for all 25 AWCs and one MLTC every year.
- Action calendar for the year 2012-13 is also prepared.
- As per calendar each AWTC has to complete 9 (nine) Job Training Courses, 3 (three) Refresher Training Courses and 3 (three) Orientation Training courses for the Helper this year.



- As per calendar the MLTC will also have to completed 9 job courses this year.

Target for 2012-13:

AWW :- Job Training : 7875
Refresher Training : 3000

AWH :- Orientation Training : 3750

Supervisor :- Job Training : 225



ACHIEVEMENT OF TRAINING TARGET FIXED AGAINST EACH TRAINING CENTER ; 2011-2012



STATUS OF TRAINING BATCHES AS PER PROGRAMME CALENDER AS ON MARCH, 2012

| Sl. No | Name of AWTC | No. and Name of Training Courses allotted | Total allotted | No. and Name of Training Courses completed | Total Courses completed |
|--------|---|---|----------------|--|-------------------------|
| 1. | AWTC-I Naliapool, Dibrugarh | ✓9 Job ✓3 Refresher ✓3 Orientation | 15 | ✓6 Job ✓1 Refresher ✓2 Orientation | 9 |
| 2. | AWTC-II Naliapool, Dibrugarh | ✓9 Job ✓3 Refresher ✓3 Orientation | 15 | ✓5 Job ✓0 Refresher ✓2 Orientation | 7 |
| 3. | AWTC-I, Rupnagar, Guwahati | ✓9 Job ✓3 Refresher ✓3 Orientation | 15 | ✓8 Job ✓1 Refresher ✓2 Orientation | 11 |
| 4 | AWTC-II, R.K Mission Rd, Guwahati | ✓9 Job ✓3 Refresher ✓3 Orientation | 15 | ✓7 Job ✓3 Refresher ✓2 Orientation | 12 |
| 5. | AWTC-III, Rupnagar, Guwahati | ✓9 Job ✓3 Refresher ✓3 Orientation | 15 | ✓7 Job ✓2 Refresher ✓2 Orientation | 11 |

| Sl. No | Name of AWTC | No. and Name of Training Courses allotted | Total allotted | No. and Name of Training Courses completed | Total Courses completed |
|--------|---|---|----------------|--|-------------------------|
| 6. | AWTC-I Tezpur | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓8 Job ✓2 Refresher ✓2 Orientation | 12 |
| 7. | AWTC-II, Tezpur | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓6 Job ✓2 Refresher ✓1 Orientation | 9 |
| 8. | AWTC-III, Tezpur | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓4 Job ✓3 Refresher ✓4 Orientation | 11 |
| 9. | AWTC- Nikunjalata Chaliha Memorial, Sibsagar | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓8 Job ✓2 Refresher ✓2 Orientation | 12 |
| 10. | AWTC-Sadou Asom Grammya Puthibharal, Panjabari, Ghy | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓7 Job ✓2 Refresher ✓5 Orientation | 14 |
| 11. | Manikuntala Mahila Unnayan Kendra, Guwahati | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓7 Job ✓1 Refresher ✓0 Orientation | 8 |

| Sl. No. | Name of AWTC | No. and Name of Training Courses allotted | Total allotted | No. and Name of Training Courses completed | Total Courses completed |
|---------|---|---|----------------|--|-------------------------|
| 12 | AWTC- Jagriti Sanmlita Kendra, Lakhimpur | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓9 Job ✓4 Refresher ✓2 Orientation | 15 |
| 13 | Kharapathar Samnlita Yubak Samaj, Sandakhowa, Lakhimpur | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓9 Job ✓3 Refresher ✓3 Orientation | 15 |
| 14 | Morigaon Mahila Mehfil, Morigaon | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓9 Job ✓3 Refresher ✓3 Orientation | 15 |
| 15 | Rural Organization for Agro Devt. Service (ROADS), Morigaon | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓8 Job ✓1 Refresher ✓5 Orientation | 14 |
| 16 | Bahumukhi Pragati Samity, Tihu | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓8 Job ✓4 Refresher ✓3 Orientation | 15 |
| 17 | Nibedita Nari Sangtha, Silchar | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓8 Job ✓2 Refresher ✓3 Orientation | 13 |

| Sl. No. | Name of AWTC Under ICCW/NGO | No. and Name of Training Courses allotted | Total allotted | No. and Name of Training Courses completed | Total Courses completed |
|---------|--|---|----------------|--|-------------------------|
| 18 | Sreemanta Shankar Mission, Nagaon | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓5 Job ✓5 Refresher ✓3 Orientation | 13 |
| 19 | Global Health Immunization & Population Control Organization, Rangaloo, Nagaon | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓9 Job ✓3 Refresher ✓3 Orientation | 15 |
| 20 | Gram Vikash Parishad, Rangloo, Nagaon | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓9 Job ✓3 Refresher ✓3 Orientation | 15 |
| 21 | Sankar Madhab Kristi Bikash Kendra, Nagaon | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓9 Job ✓3 Refresher ✓3 Orientation | 15 |
| 22 | Rampur Manab Kalyan Samity, Nagaon | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓8 Job ✓5 Refresher ✓3 Orientation | 16 |
| 23 | Sadou Asom Grammya Puthibharal Santha, Nagaon | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓6 Job ✓2 Refresher ✓3 Orientation | 11 |

| SL NO | Name of AWTC | No. and Name of Training Courses allotted | Total allotted | No. and Name of Training Courses completed | Total Courses completed |
|-------------|--|---|----------------|--|-------------------------|
| 24 | Sadou Asom Grammya Puthibharal Santha, Golaghat | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓9 Job ✓3 Refresher ✓3 Orientation | 15 |
| 25 | Golaghat Nirman Mohila Gut (NGO), Golaghat | ✿9 Job ✿3 Refresher ✿3 Orientation | 15 | ✓6 Job ✓7 Refresher ✓3 Orientation | 16 |
| MLTC | | | | | |
| 1 | Sadou Asom Grammya Puthibharal Santha, Nagaon (MLTC) | ✿6 Job | 6 | ✓6 Job | 6 |



SUGGESTIVE METHODOLOGY TO REDUCE THE BACKLOG OF TRAINING

- In 2008-09 under ICDS universalization around 35,000 new AWCs sanctioned and made functional in short span of time.
- This led to a large backlog in training.
- Further, 25 AWCs are not spread across the state, hence state is planning to select and operational at least one AWC per district.
- Although NIPCCD is working as MLTC for the state but they could only accommodate CDPOs and AWC/MLTC instructor training.
- For training of supervisors, state is proposing two more MLTC in the state.



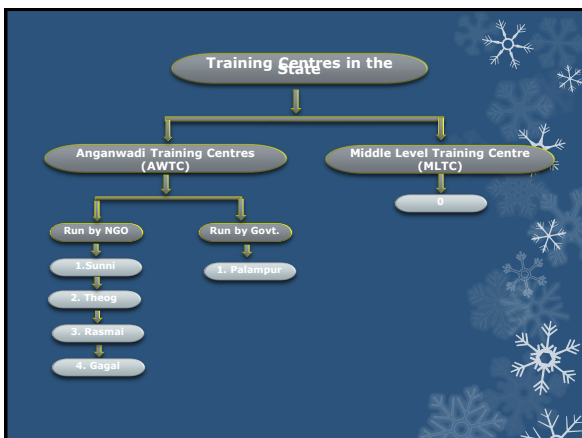
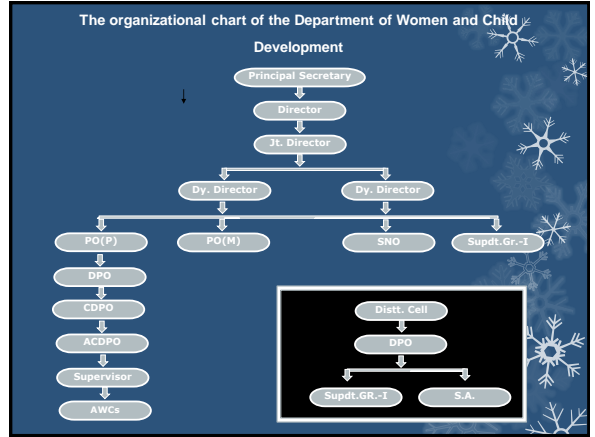
The results derived from the accreditation in the year 2011 of the AWCs is shown below.

| Sl. No. | NAME OF AWC | GRADE |
|---------|--|-------|
| 1 | AWTC- Marigaon Mahila Mehfil, Morigaon | A |
| 2 | AWTC-I, Tezpur | A |
| 3 | AWTC-II, ICCW Tezpur | B+ |
| 4 | AWTC-I, ICCW Rupnagar Guwahati-32 | B+ |
| 5 | AWTC- Khorapothar Sanmilita Yuvak Samaj, Lakhimpur | B+ |
| 6 | AWTC-II ICCW Guwahati-7 | B+ |
| 7 | AWTC- Rampur Manabkalyan Samity, Nagaon | B+ |
| 8 | AWTC, Sankar Madhab Krishti Bikash Kendra, Nagaon | B+ |
| 9 | AWTC- Gram Vikash Parishad, Nagaon | B+ |
| 10 | AWTC-III, ICCW Rupnagar Guwahati-32 | B+ |
| 11 | AWTC-Jagriti Sanmilita Unnayan Kendra, Lakhimpur | B+ |
| 12 | AWTC-II ICCW Naliapool, Dibrugarh | B |



| Sl. No. | NAME OF AWC | GRADE |
|---------|---|-------------|
| 13 | AWTC, Nivedita Nari Sangstha, Silchar | B |
| 14 | AWTC- SAGPS Nagaon | B |
| 15 | AWTC-I ICCW Naliapool, Dibrugarh | B |
| 16 | AWTC, Golaghat Nirman Mohila Gut, Golaghat | B |
| 17 | AWTC-III, ICCW Tezpur, | B |
| 18 | AWTC-Rural Organization for Agro-Development Services, Morigaon | B |
| 19 | AWTC- GHIPCO | C+ |
| 20 | AWTC-SAGPS Bokakhat | C+ |
| 21 | AWTC, Srimanta Sankar Mission, Nagaon | C |
| 22 | AWTC-Sadau Asom Gramya Puhibhoral Sanstha (SAGPS), Panjabari | C |
| 23 | AWTC-Bahumukhi Pragati Samity, Tihu | C |
| 24 | AWTC-Nikunjolata Chaliha Memorial, Sivsagar | Not graded* |
| 25 | AWTC- Manikuntala Mohila Unnayan Kendra, Guwahati | Not graded* |

Thanks



Post-wise detail of Sanctioned, Filled and Vacant posts of various categories in the Department

CLASS-I : Details of Posts.

| Sr. No. | Name of the Post, category-wise | Sanctioned Posts | Filled in Posts | Vacant Posts |
|---------|---------------------------------|------------------|-----------------|--------------|
| 1 | Director | 1 | 1 | - |
| 2 | Joint Director | 2 | 1 | 1 |
| 3 | Deputy Director | 2 | - | 2 |
| 4 | Assistant Controller | 1 | 1 | - |
| 5 | Superintendent Gr.-I | 13 | 13 | -- |
| | Total | 19 | 16 | 3 |

CLASS-II : Details of Posts.

| Sr. No. | Name of the Post, category-wise | Sanctioned Posts | Filled in Posts | Vacant Posts |
|---------|-----------------------------------|------------------|-----------------|--------------|
| 1 | District Programme Officer | 14 | 14 | -- |
| 2 | Special Nutrition Officer | 1 | 1 | -- |
| 3 | Child Development Project Officer | 78 | 42 | 36 |
| 4 | Supdt. Gr.-II | 1 | 1 | - |
| 5 | Supdt (Home) | 6 | 3 | 3 |
| | Total | 100 | 61 | 39 |

CLASS-III : Details of Posts.

| Sr. No. | Name of the Post, category-wise | Sanctioned Posts | Filled in Posts | Vacant Posts |
|---------|--|------------------|-----------------|--------------|
| 1 | Assistant Child Dev. Project Officers. | 31 | 31 | 0 |
| 2 | Assistant Supdt. (Home) | 3 | 1 | 2 |
| 3 | Statistical Assistant | 91 | 76 | 15 |
| 4 | Sr. Assistant | 84 | 84 | - |
| 5 | P.A. | 1 | 1 | - |
| 6 | Legal Assistant | 1 | -- | 1 |
| 7 | Supervisors | 808 | 344 | 464 |
| 8 | Junior Scale Steno | 3 | 1 | 2 |
| 9 | Craft Teacher | 4 | 2 | 2 |
| 10 | JBT | 1 | 1 | -- |
| 11 | Driver | 84 | 66 | 18 |
| 12 | Clerk | 140 | 95 | 45 |
| 13 | Data Entry Operator | 1 | -- | 1 |
| 14 | Warden | 2 | 2 | - |
| | Total | 1254 | 704 | 550 |
| 1 | Warder | 12 | 12 | -- |
| 2 | Cook | 12 | 11 | 1 |
| 3 | Aaya | 5 | 4 | 1 |
| 4 | Peon | 135 | 124 | 11 |
| 5 | Sweeper | 6 | 6 | -- |
| 6 | Chowkidar | 8 | 8 | - |
| | Total | 1432 | 872 | 560 |

**State Training Action Plan
(STRAP)
for the year 2012-13**

Assessment of Functionaries to be Trained during the 2012-13

| | CDPO | ACDP | Supervisor | AWWs+Mini AWWs | AWHs |
|--|------|------|------------|----------------|------|
| Sanctioned | 78 | 31 | 808 | 18386 + 539 | 1346 |
| In position | 42 | 31 | 344 | 18096 + 174 | 1796 |
| Vacancies | 36 | 0 | 464 | 290 + 365 | 425 |
| Anticipated Recruitment | 36 | 0 | 464 | 290 + 365 | 425 |
| Trained (upto 1.4.12) | 42 | 19 | 337 | 12007 | NA |
| Job Refresher | 37 | 13 | 337 | 13091 | - |
| Orientation | - | - | - | - | 1576 |
| Balance after including anticipated trainees after | | | | | |

Assessment of Functionaries to be Trained during the 2012-13

Instructor of AWTCs

| | |
|-------------------------|----|
| Sanctioned | 12 |
| In position | 12 |
| Vacant | - |
| Anticipated recruitment | - |
| Trained | 10 |

Training Calendar for the period 1.4.11 to 31.3.2012

| Name of functionaries | April-June | July-Sept. | Oct.-Dec | Jan-March | Total |
|--|--|-------------------|--------------------|-------------------|----------------------|
| CDPO/ACDP O Job Ref | Trainees will be deputed as per Training Programme of NIPCCD | | | | |
| Supervisors Job Ref | Trainees will be deputed as per Training Programme of Department of Women & Child Development, Govt. of Haryana. | | | | |
| Anganwadi Workers Job Refresher Helper (Orientation) | 350 600 - | 350 600 500 | 140 1000 500 | 350 600 500 | 1190 2890 1500 |

Requirement of Funds for the period 1.4.12 to 31.3.2013

| Functionaries/Type of trg. | Cost Per Batch (Rs.) | April-June | | July-Sept. | | Oct.-Dec. | | Jan.-March | | Total No. of Batches | Total Cost (Rs. in Lakh) |
|----------------------------|----------------------|----------------|----------------|----------------|----------------|----------------|----------------|------------|-------|----------------------|--------------------------|
| | | No. of Batches | Cost (in lakh) | No. of Batches | Cost (in lakh) | No. of Batches | Cost (in lakh) | | | | |
| AWW | | | | | | | | | | | |
| Job | 125500 | 10 | 12.55 | 10 | 12.55 | 4 | 5.02 | 10 | 12.55 | 34 | 42.67 |
| Ref. | 37500 | 15 | 5.62 | 15 | 5.63 | 25 | 9.38 | 15 | 5.62 | 70 | 26.25 |
| Helper | 50750 | 0 | 0 | 10 | 5.07 | 10 | 5.08 | 10 | 5.08 | 30 | 15.23 |
| Total | | | | | | | | | | | 84.15 |

State Training Action Plan (STRAP) for the next 5 Years

Trainings being imparted to the Anganwadi Workers at present

| Sr. No. | Type of training | Duration | Institute where trainings are imparted. |
|---------|---|---------------------------|---|
| 1 | Job Training (once after entry in the service) | 1 month (26 working days) | Anganwari Training Centre (AWTC):- 1. Theog (Distt Shimla) 2. Gaggal (Distt. Kangra) 3. Sunni (Distt. Shimla) 4. Rasmai (Distt. Mandi) 5. CSK, HP Agriculture University Palampur. |
| 2 | Refresher Training (AWWs becomes due for refresher trainings 2 years after getting Job/ Ref./ Trg.) | 1 week (5 working days) | ----- do ----- |

Training Module: AWWs

○ A. Introduction of ICDS Programme

- ✓ Job/ responsibilities of Anganwadi Workers and helpers
- ✓ Role and responsibilities of other ICDS functionaries.
- ✓ Counseling skills required by Anganwadi Workers and role play.

Training Module: AWWs

○ B. Early Childhood Care and Development

- ✓ Child development definition, concept and need for child development.
- ✓ Importance of Pre-School Education
- ✓ Organization and arrangement of Anganwadi Centre for Pre-School Education.
- ✓ Planning and organizing Pre-School Education Programme at Anganwadi Centres.
- ✓ Preparation and use of low cost Pre-School Education material.
- ✓ Activities for psycho-social development of children in pre-school.

Training Module: AWWs

C. Nutrition & Health Education

- ✓ Importance of healthy living and good nutrition.
- ✓ Micro nutrient deficiency among children- causes, symptom, prevention and management.
- ✓ Assessment, classification and treatment of childhood illness.
- ✓ Nutrition and health care of adolescent girls.
- ✓ Personal hygiene and safe drinking water.

Training Module: AWWs

D. Communication, Advocacy and Community Participation.

- ✓ Role of community in ICDS Programme.
- ✓ Role of Panchayats in implementation and supervision of ICDS.
- ✓ Techniques for mobilizing community and eliciting community participation.
- ✓ Information, Education and Communication (IEC) in ICDS.
- ✓ Planning and organizing Bal Mela, Exhibition, awareness campaign for issues concerning children and women.

Trainings to be imparted to Anganwadi Workers during next 5 years w.e.f. 2012-13.

| Sr | Level of Training | Topics to be covered | Batch-size | Duration | Trainers | No. of AWWs to be trained | | | | |
|----|------------------------|--|--|--|--|---------------------------|---------|---------|---------|---------|
| | | | | | | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 |
| 1 | Cluster / Circle Level | Pre-school education, record maintenance | 20-30, depending upon the number of AWCs in the circle | 3 days, twice a year in April & September. | Supervisors / Medical Officers, SSA Officers | All | All | All | All | All |
| 2 | Block Level | Health related issues and Pre-School Education | 60 | 3 days, once in every quarter | BMO/ CDPO/ Block Coordinator or (SAA) | All | All | All | All | All |
| 3 | District Level | Convergence, | 60 | 3 days, once in | MOH / DPO / | 2880 | 2880 | 2880 | 2880 | 2880 |

Training Module: AWWs

- ✓ Pre-School Education – latest techniques of teaching, use of teaching aids etc.
- ✓ Record Maintenance-Entries & Changes.
- ✓ Early detection of disability.
- ✓ Detection of Malnutrition in children, adolescent girls and women.
- ✓ Environment building - creating conducive and child friendly environment in Anganwadi Centres.
- ✓ Nutrition and Health Education
- ✓ Convergence of departmental schemes with other departments.
- ✓ Sanitation and hygiene among adolescent girls and women.
- ✓ Latest developments in the field of women and child development

Trainings being imparted to the Supervisors at present are as under

| Sr. No. | Type of training | Duration | Institute where trainings are imparted. |
|---------|---------------------|---------------------------|--|
| 1 | Job Training | 1 month (26 working days) | Middle Level Training Centre, RAI, District Sonipat, Haryana |
| 2 | Refresher Trainings | 1 week (5 working days) | ----- do ----- |

Training Module: Supervisors

- ✓ Introduction of ICDS and other women and children related programmes.
- ✓ Early Childhood Care and Education.
- ✓ Pre-School Education.
- ✓ Nutrition and Health Education.
- ✓ Latest developments on the field of women and child development.

Trainings to be imparted to Supervisors during next 5 years w.e.f. 2012-13.

| Sr | Level of Training | Topics to be covered | Batch-size | Duration | Trainers | No. of Supervisors to be trained | | | | |
|----|-----------------------|---|--|---------------------------|---|----------------------------------|---------|---------|---------|---------|
| | | | | | | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 |
| 1 | Project Level | Pre-school education, nutrition & health issues. | 10-20 depending upon the number of filled up posts of Supervisors in the Project | 2 days, twice a year | MOH / CDPO / Block Coordinator (SAA) | All | All | All | All | All |
| 2 | District Level | Convergence, Pre-School Education, Nutrition, New Schemes of the Department, New Growth Charts (as per new WHO standards) & Convergence | 30 | 3 days, twice a year | MOH / DPO / District Panchayat Officer, etc./ | All | All | All | All | All |
| 3 | State Level (at HIPA) | Qualitative Improvement in Pre-School Education (PSE), New Growth Charts (new WHG standards), Domestic Violence Act, 2005 and RTI Act. | 50 | 5 days, four times a year | To be arranged by HIPA | 200 | 200 | 200 | 200 | 200 |

Training Module: Supervisors

- ✓ Record Maintenance;- Stock, Store, Nutrition, etc.
- ✓ Convergence – Strategy for convergence of departmental schemes with other departments.
- ✓ Growth Charts as per new WHO standards- Drawing and reading and maintenance of the charts.
- ✓ Domestic Violence Act, 2005-provisions of the Act, as per module of HIPA.
- ✓ Right to Information Act, 2005, as per module of HIPA

Existing Training Programmes for CDPOs / ACDPOs:

| Sr. No. | Type of training | Duration | Institute where trainings are imparted. |
|---------|---------------------|---------------------------|--|
| 1 | Job Training | 1 month (26 working days) | National Institute of Public Co-operation and Child Development (NIPCCD), New Delhi and Regional Centre Lucknow. |
| 2 | Refresher Trainings | 1 week (5 days) | ----- do ----- |

Training Module: CDPO/ACDPO

- ✓ Introduction of ICDS and other women and children related programmes.
- ✓ Early Childhood Care and Education.
- ✓ Pre-School Education.
- ✓ Nutrition and Health Education.
- ✓ Convergence of schemes of WCD with schemes of other departments.
- ✓ Concept of Self Help Groups.
- ✓ Office Procedure and Record Maintenance.
- ✓ Latest developments on the field of women and child development

Trainings to be imparted to CDPOs / ACDPOs during next 5 years w.e.f. 2012-13.

| Sr. No. | Level of Training | Topics to be covered | Batch size | Duration | Trainers | No. of CDPOs/ACDPOs to be trained | | | | |
|---------|---------------------------|--|------------|-------------------------|---|-----------------------------------|---------|---------|---------|---------|
| | | | | | | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 |
| 1 | District / Regional Level | Health related issues and Pre-School Education, Nutrition, New Schemes of the Department & Convergence | 20 | 2 days, once in a year. | MOH / DPO / District Panchayat Officer, etc./ | All | All | All | All | All |
| 2 | State Level (at HIPA) | Disciplinary Proceedings, Office Procedures and Financial Administration, RTI Act, 2005, Tendering Process, ICPS, Implementation of Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (SABLA), Implementation of Indira Gandhi Matritva Sahyog | 50 | 5 days, twice a year. | To be arranged by HIPA, as per their Module | 10 | 10 | 10 | 10 | 10 |

Training Module: CDPO/ACDPO

A. Introduction of Departmental Schemes/ Social Legislations

- ✓ ICDS
- ✓ ICPS
- ✓ SABLA
- ✓ Indira Gandhi Matritva Sahyog Yojana
- ✓ JJ Act
- ✓ Protection of Women from Domestic Violence Act, 2006.
- ✓ HP Registration of Marriages Act, 2006.
- ✓ Dowry Prohibition Act, 2005.
- ✓ Child Marriage Prohibition Act.

Training Module: CDPO/ACDPO

▪ B. Office Procedure

- ✓ Pay fixation;
- ✓ Pension cases;
- ✓ Leave Rules;
- ✓ Disciplinary Proceedings;
- ✓ Constitutional Safe guard in Services
- ✓ General conditions Governing Service
- ✓ General provisions for Service Rules
- ✓ Joining Time Rules.
- ✓ Tendering Process

Training Module: CDPO/ACDPO

▪ C. Establishment Matters

- ✓ Maintenance of Personal Files and record to be kept permanently.
- ✓ Sanction of various kinds of leave & recording of entries thereof.
- ✓ General provision of conduct rules.
- ✓ CCS, CCA

Training Module: CDPO/ACDPO

▪ D. Cash & Accounts

- ✓ Scrutiny, compilation and consolidation of Receipt & Expenditure.
- ✓ Preparation of various kinds of Pay Bills, TA Bills, LTC Bills, MC Claims and Office Expenses and other bills.
- ✓ Writing of Cash book and its maintenance.
- ✓ Procedure for effecting purchase of store, stationery articles, issue and accounting thereof.
- ✓ Procedure for declaring Dead Stock articles unserviceable & disposal thereof.
- ✓ Calculation of Income Tax at source.
- ✓ Himachal Pradesh Financial Rules.

Training Module: CDPO/ACDPO

▪ E. Computer

- ✓ Computer Basics with special reference to WINDOWS;
- ✓ Working with Windows with reference to mouse handling
- ✓ Working with MS-Word
- ✓ Creating a File
- ✓ Editing
- ✓ Saving a document
- ✓ Inserting Bullets
- ✓ Internet
- ✓ Net working
- ✓ Managing file & folders
- ✓ Hands on computers

Trainings to be imparted to Joint Directors/ Deputy Directors/ Assistant Controller / Programme Officers / Special Nutrition Officer during next 5 years w.e.f. 2012-13.

| Sr. No | Level of Training | Topics to be covered | Batch size | Duration | Trainers | No. of Officers to be trained | | | | |
|--------|-----------------------|---|-----------------------------------|----------|----------------------------|-------------------------------|----------------------|----------------------|----------------------|----------------------|
| | | | | | | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 |
| 1 | State Level (at HIPA) | Disciplinary Proceedings, Office Procedures and Financial Administration, RTI Act, 2005 | As and when organized by the HIPA | -- | -- | As per HIPA schedule | As per HIPA schedule | As per HIPA schedule | As per HIPA schedule | As per HIPA schedule |
| 2 | State Level (at HIPA) | Protection of Women from Domestic Violence Act, Tendering Process, Integrated Child Protection Scheme (ICPS), | 10, twice a year. | -- | In collaboration with HIPA | All | All | All | All | All |

Module for Trainings of Joint Directors/ Deputy Directors/ Assistant Controller / Programme Officers / Special Nutrition Officer

▪ **A. Introduction of Departmental Schemes/ Social Legislations**

- ✓ ICDS
- ✓ ICPS
- ✓ SABLA
- ✓ JJ Act
- ✓ Protection of Women from Domestic Violence Act, 2006.
- ✓ HP Registration of Marriages Act, 2006.
- ✓ Dowry Prohibition Act, 2005.
- ✓ Child Marriage Prohibition Act.

Module for Trainings of Joint Directors/ Deputy Directors/ Assistant Controller / Programme Officers / Special Nutrition Officer

▪ **B. Office Procedure**

- ✓ Pay fixation;
- ✓ Pension cases;
- ✓ Leave Rules;
- ✓ Disciplinary Proceedings;
- ✓ Constitutional Safe guard in Services
- ✓ General conditions Governing Service
- ✓ General provisions for Service Rules
- ✓ Joining Time Rules.
- ✓ Tendering Process

Module for Trainings of Joint Directors/ Deputy Directors/ Assistant Controller / Programme Officers / Special Nutrition Officer

▪ **C. Establishment Matters**

- ✓ Maintenance of Personal Files and record to be kept permanently.
- ✓ Sanction of various kinds of leave & recording of entries thereof.
- ✓ General provision of conduct rules.
- ✓ CCS,CCA

Module for Trainings of Joint Directors/ Deputy Directors/ Assistant Controller / Programme Officers / Special Nutrition Officer

D. Cash & Accounts

- ✓ Scrutiny, compilation and consolidation of Receipt & Expenditure.
- ✓ Preparation of various kinds of Pay Bills, TA Bills, LTC Bills, MC Claims and Office Expenses and other bills.
- ✓ Writing of Cash book and its maintenance.
- ✓ Procedure for effecting purchase of store, stationery articles, issue and accounting thereof.
- ✓ Procedure for declaring Dead Stock articles unserviceable & disposal thereof.
- ✓ Calculation of Income Tax at source.
- ✓ Himachal Pradesh Financial Rules

Module for Trainings of Joint Directors/ Deputy Directors/ Assistant Controller / Programme Officers / Special Nutrition Officer

E. Computer Application

- ✓ Computer Basics with special reference to WINDOWS;
- ✓ Working with Windows with reference to mouse handling
- ✓ Working with MS-Word
- ✓ Creating a File
- ✓ Editing
- ✓ Saving a document
- ✓ Inserting Bullets
- ✓ Internet
- ✓ Net working
- ✓ Managing file & folders

Induction Training to all Newly Recruited / Promoted Joint Directors / Deputy Directors / DPOs / CDPOs.

| Sr. No. | Level of Training | Topics to be covered | Batch size | Duration | Trainers | No. of Officers to be trained | | | | |
|---------|-------------------|--|------------|---------------------|------------------------|-------------------------------|---------|---------|---------|---------|
| | | | | | | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 |
| 1 | State Level | Course of Induction Training for Gazetted Officers developed by HIPA | 20 | One Month/ One year | To be arranged by HIPA | 20 | 20 | 20 | 20 | 20 |

Induction Training to all newly recruited / promoted Joint Directors / Deputy Directors / DPOs / CDPOs.

- ✓ As per Module of Himachal Pradesh Institute of Public Administration (HIPA)

Trainings to be imparted to the employees of State Home, Bal / Balika Ashrams, Homes under JJ Act during next 5 years w.e.f. 2012-13.

| Sr. No. | Level of Training | Topics to be covered | Batch size | Duration | Trainers | No. of Officials to be trained | | | | |
|---------|------------------------------|--|------------|----------------------|---|--------------------------------|---------|---------|---------|---------|
| | | | | | | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 |
| 1 | District / Institution level | Integrated Child Protection Scheme (ICPS), child rights, human rights, respect & dignity of child, principles of physical, emotional, intellectual, social development, etc. | 15 | 2 days | Eminent social workers, lawyers, police officers and departmental officers. | All | All | All | All | All |
| 2 | District / Regional Level | Training on Computer Application (Basic and Advanced trj.. Programmes) | 25 | 3 days, twice a year | To be arranged by IT Deptt./ HIPA | All | All | All | All | All |
| 3 | --do-- | Refresher Trainings on Computer Applications | 25 | 3 days, twice a year | To be arranged by IT Deptt./ | All | All | All | All | All |

Module for Training of State Home, Bal / Balika Ashrams, Homes under JJ Act

A. Introduction of Departmental Schemes/ Acts

- ✓ ICPS - child rights, human rights, principals of physical, emotional, social and intellectual development
- ✓ JJ Act - Provisions
- ✓ State Homes - Provisions.

Module for Training of State Home, Bal / Balika Ashrams, Homes under JJ Act

B. Office Procedure

- ✓ Duties and functions of staff
- ✓ Receipt and Dak and distribution thereof
- ✓ Maintenance of Diary and Dispatch Registers/Stamp Registers.
- ✓ Filing System and Dealing of file.
- ✓ Noting & Drafting
- ✓ Weeding out of old record
- ✓ Preparation and submission of various types of returns.
- ✓ Constitutional Safe guard in Services.

Module for Training of State Home, Bal / Balika Ashrams, Homes under JJ Act

C. Computer Application

- ✓ Computer Basics with special reference to WINDOWS;
- ✓ Working with Windows with reference to mouse handling
- ✓ Working with MS-Word
- ✓ Creating a File
- ✓ Editing
- ✓ Saving a document
- ✓ Inserting Bullets
- ✓ Internet
- ✓ Net working
- ✓ Managing file & folders
- ✓ Hands on computers

| Trainings to be imparted to the Ministerial Staff during next 5 years w.e.f. 2012-13. | | | | | | |
|---|--|--|------------|-------------------------------|------------------------------------|---|
| Sr. No. | Level of Training | Topics to be covered | Batch-size | Duration | Trainers | No. of officials to be trained |
| | | | | | | 2012-13 2013-14 2014-15 2015-16 2016-17 |
| 1 | District / regional level | Office procedure, record maintenance, office note, disciplinary proceedings, tendering process, JJ Act, RTI, ICPS etc. | 30 | 2 days, once in every quarter | To be arranged by HIPA | All All All All All |
| 2 | --do-- | Training on Computer Application (Basic and Advanced trg.. Programmes) | 25 | 3 days, twice a year | To be arranged by IT Deptt. | All All All All All |
| 3 | State Level (at HIPA) (for staff of directorate & Supdts.) | --do-- | --do-- | --do-- | To be arranged by IT Deptt. / HIPA | All All All All All |
| 4 | --do-- | Refresher Trainings on Computer Applications | 25 | 3 days, twice a year | To be arranged by IT Deptt. / HIPA | All All All All All |
| 5 | --do-- | Office procedure, record | 40 | 2 days | To be arranged by HIPA | All All All All All |

Module for Training of Ministerial staff.

- **A. Office Procedure**
 - ✓ Duties and functions of Ministerial staff
 - ✓ Receipt and Dak and distribution thereof
 - ✓ Maintenance of Diary and Dispatch Registers/Stamp Registers.
 - ✓ Filing System and Dealing of file.
 - ✓ Noting & Drafting
 - ✓ How to prepare communications vis-à-vis, letter, DO letters, UO Notes, FAX and Telegrams etc.
 - ✓ Weeding out of old record

Module for Training of Ministerial staff.

- **B. Establishment Matters**
 - ✓ Maintenance of Personal Files and record to be kept permanently.
 - ✓ Sanction of various kinds of leave & recording of entries thereof.
 - ✓ General provision of conduct rules.
 - ✓ CCS,CCA

Module for Training of Ministerial staff.

- **C. Cash & Accounts**
 - ✓ Preparation and submission of various types of returns.
 - ✓ Pay fixation;
 - ✓ Pension cases;
 - ✓ Leave Rules;
 - ✓ Sanction of GPF & other advances;
 - ✓ Disciplinary Proceedings;
 - ✓ Constitutional Safe guard in Services
 - ✓ General conditions Governing Service
 - ✓ Maintenance of Service Books & other service records
 - ✓ General provisions for Service Rules
 - ✓ Joining Time Rules.

D. Computer Application Ministerial staff.

- ✓ Computer Basics with special reference to WINDOWS;
- ✓ Working with Windows with reference to mouse handling
- ✓ Working with MS-Word
- ✓ Creating a File
- ✓ Editing
- ✓ Saving a document
- ✓ Inserting Bullets
- ✓ Internet
- ✓ Net working
- ✓ Managing file & folders

Trainings to be imparted to the members of Child Welfare Committees/ Juvenile Justice Boards / Special Juvenile Police Units (SJPU) / Social Workers/ NGOs w.e.f. 2012-13.

| Sr. No. | Level of Training | Topics to be covered | Batch size | Duration | Trainers | No. of members / officials to be trained | | | | |
|---------|-----------------------|--|------------|---|--------------------------------------|--|---------|---------|---------|---------|
| | | | | | | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 |
| 1 | State Level (at HIPA) | Role / responsibilities of members of Child Welfare Committees / Juvenile Justice Boards / Special Juvenile Police Units (SJPU) under JJ Act | 30 | 2 days, bimonthly (6 courses in a year) | To be arranged by HIPA | All | All | All | All | All |
| 2 | State Level Workshop | Aims / objectives of ICPS and review of implementation of the scheme (ICPS) | 50 | Twice in a year | Govt. Officer s/ Judicial Officer s/ | 100 | 100 | 100 | 100 | 100 |

Module for trainings of members of Child Welfare Committees/ Juvenile Justice Boards / Special Juvenile Police Units (SJPU) / Social Workers/ NGOs

Introduction to JJ Act and ICPS

- ✓ Roles and responsibilities of members of Child Welfare Committees
- ✓ Roles and responsibilities of Juvenile Justice Boards.
- ✓ Roles and responsibilities of Special Juvenile Police Units (SJPU)
- ✓ Provisions of JJ Act.
- ✓ Aims and objectives of ICPS
- ✓ Provisions of ICPS

2 days training programmes to Drivers and Class-IV employees including daily paid and part-time workers

| Category | Course Contents/ Modules | Trainings to be conducted by | District to be covered. |
|----------|---|------------------------------|----------------------------------|
| Drivers | Conduct Rules, protocol, relevant provisions of office manual, leave rules, GPF rules, disaster management, driving etiquettes, maintenance of log book, proper maintenance/ minor repairs, proper behavior, punctuality and discipline, etc. | 1. DPO Kangra at Dharamshala | Kangra, Chamba, Una, Hamirpur |
| | | 2. DPO Mandi | Mandi, Kullu, L&S, Bilaspur |
| | | 3. DPO Shimla | Shimla, Solan, Sirmour, Kinnaur. |
| Class-IV | Conduct Rules, protocol, relevant provisions of office manual, conduct rules, leave rules, GPF rules, disaster management, proper movement of files, cleanliness of tables/ chairs in the office, proper behavior, punctuality | To be organized by each DPO | Concerned District |



**Orientation Meeting for Nodal Officers
dealing with
Training of ICDS Functionaries
17-18 May 2012, New Delhi**

*Directorate of Social Welfare
Govt. of Jharkhand*

*Sanjay Kumar
Assistant Director*

Jharkhand: Challenges

- Geographical: Hills and dense forests – difficult to access
- Population: A mixed population – 26 per cent tribals – over 30 different tribes inhabit the state
- Social & economic: a variety of cultures , customs , traditions & superstitions
- Primitive Tribes – extremely backward
- Extremism
- A society in transition with respect to modernization

Training Status of In Position Functionaries

| Designation | Sanctioned | Trained | Remarks |
|-------------------------|------------|---|--|
| CDPOs | 204 | 126 | Received Job Training in 2007-08. Receive training from NIPCCD from time to time. |
| ACDPOs | Nil | - - - | There are no ACDPOs in the state |
| Supervisors | 1345 | 329 365* (117-other depts & 248 contractual) | * Have not received either Job or Refresher Training. Also need training on reporting, monitoring, motivation. |
| Statistical Assistants | 108(215) | - | Have not received formal training |
| Anganwadi Workers (AWW) | 38432 | 38432 | Given Job Training and Refresher Training periodically as stipulated by GoI. Need for regular theme-based training (on Growth Chart, Pre-school, Reporting, accounting, etc) |
| Anganwadi Helpers (AWH) | 35800 | 35800 | Given Job Training and Refresher Training periodically as stipulated by GoI. Need for regular theme-based training (on Growth Chart, Pre-school, Reporting, etc). |

Formulation of Annual Training Calendar for AWTCs

- Annual Training Calendar is prepared on the basis of reports received from AWTCs of scheduled trainings of the previous year
- Department assesses the training needs of the ICDS functionaries & accordingly prepares training calendar
- Efforts are made to ensure ICDS functionaries receive job/refresher trainings as per Govt. of India norms and 'other trainings' as per requirement

Existing Training Infrastructure & Facilities

- The state has 15 AWTCs spread across 13 districts of the state
- 04 AWTCs sanctioned in 2012 – in Simdega, Chatra, Godda and Hazaribagh districts. Process for their operationalization has been initiated by Directorate of Social Welfare
- These AWTCs have the required number of Instructors as per terms specified and reports submitted
- They have adequate training infrastructure as per norms
- All the AWTCs have the basic infrastructure for residential training such as accommodation, electricity, generator, water supply, etc
- Training materials as provided by Govt. of India like syllabus, other policy matters which is announced by Central & State govt. from time to time
- The AWTCs are monitored by designated Nodal Officers such as District Social Welfare Officers (DSWO) and state level officials



Status of AWTCs:

| Sl. No. | Name of the District | Name and precise address of the AWTCs | Date on which AWTC started |
|---------|----------------------|---|----------------------------|
| 1 | Ranchi | Mahila Dakshari Vidyalaya, Shamimabad, Bki. | 1984 |
| 2 | Ranchi | Holy Cross Balshikha Prashikshan Kendra, | 1986 |
| 3 | Gumla | Vikas Bharti, Bishunpur, Gumla | 20.6.2005 |
| 4 | Jamshedpur | Institute of Labour Studies, Kadma, (Unit I) | 1984 |
| 5 | Jamshedpur | Institute of Labour Studies, Kadma, (Unit II) | 1984 |
| 6 | Ramgarh | Tata Steel Rural Development Society, Ghatotand, Ramgarh | 20.6.2005 |
| 7 | Bokaro | Shree Amar Sanskar Kalyan Kendra, Jainra More, Bokaro | 20.6.2005 |
| 8 | Dhanbad | Samajik Kalyan Sansthan, Dhanbad | 20.06.2005 |
| 9 | Jamtara | Baidao Ffoundation, Jamtara | 20.06.2005 |
| 10 | Dumka | Santhal Pargana Gramodyog Samiti, Dadhani. | 20.06.2005 |
| 11 | Sahebganj | Gram Praadyogik Vikas Sansthan. | 20.06.2005 |
| 12 | West Singhbhum | Shahed Devedra Manjhi AWTC, Ckp | June 2008 |
| 13 | Lohardaga | Chotanagpur Craft Development Society | June 2008 |
| 14 | Koderma | Samantway Sansthan, Mariyampur | June 2008 |
| 15 | Deoghar | Peoples Institute for Development and Training, Jagdishpur-via-Madhapur | June 2008 |
| 16 | Chatra | Ankaran | 2012 |
| 17 | Hazaribagh | Jan Jagran Kendra, Barhi | 2012 |
| 18 | Godda | New Yuva Trust, Satsang Nagar | 2012 |
| 19 | Simdega | Advaita Mahala Samaj sewa Kendra, Biru | 2012 |

Reduction of Training Backlogs

- Training backlogs may vary every year
- Establish a Middle Level Training Center in the state on priority basis – will lessen training backlogs
- Set up AWTCs in the remaining districts of the state
- Availability of AWTC in each district will ensure easy accessibility for trainees, conduct of standard/need based/ short/other courses on a regular basis, thereby save time and resources

Lacunae in STRAP Implementation

- Timely approval of STRAP & availability of funds from GoI
- Need to strengthen capacity of Instructors: conduct training for regular upgradation of knowledge & skills
- Training modules and curriculum of AWTC instructors require evaluation and revision
- Need to Involve DSWO/CDPO/LS/AWW/AWH in preparation of the above regarding their need for training such as on New WHO Growth Chart, reporting, pre-school activities, etc
- Need for providing quality training & use of innovative methodology; emphasis on participatory learning, group task, practical work, use of audio-visual training aids
- Ensuring full participation of ICDS functionaries deputed for training to AWTCs
- Need for upgradation of infrastructure at AWTCs (furniture, projector, LCD, whiteboard, TV, etc; revision of govt. norms for the same)

ICDS: Obstacles & Gaps in Implementation

- Acute shortage of staff: CDPOs, Supervisors, Statistical Assistants
- Recruitment has not taken place since Jharkhand was formed
- Consequently staff overburdened; program quality adversely affected
- Untrained Supervisors: hinders monitoring & program service delivery
- Need for quality regular and need-based training of functionaries on program and related issues as well as upgradation of managerial skills
- Fill gaps in infrastructure: maintenance, building, power supply, computerization of offices
- Transport: Mobility vital for ICDS program. Vehicles either obsolete and a burden on the dept. or are not available. Need to provide vehicles for all projects
- Fix age limit for AWWs so that efficiency is maintained
- Ensure fully equipped AWCs: weighing scales, toilet, drinking water, etc.
- To maintain quality of foodgrains review process of purchase of rations for SNP (obtain from govt institutions)
- Low level of awareness among beneficiaries/community about services of AWC
- Actively involve and progressively promote a sense of ownership of AWC among community

Making Training Comprehensive: Role of Central & State Govts. (in context of Jharkhand)

- Set up Middle Level Training Center in the state on a priority basis
- Form Task Force to review current training modules & monitor AWTCs
- Task Force to comprise representatives from state, NIPCCD, etc; may also be formed at regional level
- Suggestion: Revise and upgrade training curriculum every five years in consultation with states
- Quarterly Review of trainings by State level Task Force
- Monthly monitoring of AWTCs by DSWOs and release of funds on the basis of the report
- Regularly upgrade training skills of AWTC Principals and Instructors
- Assistance by Central Govt. to improve training infrastructure in AWTCs

Making Training Comprehensive: Role of Central & State Govts (contd.)

- AWTCs to prepare and submit their respective schedule and Lesson Plan of trainings to Directorate prior to commencement of a batch
- Ensure regular and active participation of CDPOs and Lady Supervisors in training of AWWs/AWHs
- Preparation of documentary/short film on subjects/topics such as pre-school activities, malnutrition, growth monitoring, etc
- Sensitization of ICDS functionaries in delivery of services to Primitive Tribes and Hard to Reach areas of the state



Thank you!

WELCOME

1

Orientation Meeting for Nodal Officers
On 17/5/2012 and 18/5/2012 at NIPCCD

2

I) Training status of ICDS functionaries as on 31-03-2012

| ICDS Functionaries | Sanct-ioned | Filled | To be filled | Job Training | | Refresher Training | |
|--------------------|-----------------|-----------------|---------------|--------------|------------|--------------------|-----------|
| | | | | Trained | Un trained | Trained | Untrained |
| CDPO/ACDPO | 185+221 =406 | 155+151 =306 | 30+70 =100 | 291 | 15 | 211 | 80 |
| Supervisor | 2402 | 2000 | 402 | 1988 | 12 | 263 | 1725 |
| AWW | 63377 | 61224 | 2153 | 49839 | 11385 | 52270 | 8337 |
| AWHs | 60046 | 55578 | 4468 | 46437 | 9141 | 44433 | 8884 |

***If Supervisors/AWW/AWH are filled in 2012-13 then job training course will be conducted.

3

ii) 2012-13 Yearly training calender for the training centers. a) Regular training

| Sl. No | Month | Supervisors | | Anganwadi Workers | | Anganawadi Helpers | |
|--------|-----------|-------------|-----|-------------------|------|--------------------|------|
| | | JTC | RC | JTC | RC | OC | RC |
| 1 | Apr2012 | 0 | 100 | 0 | 3360 | 0 | 0 |
| 2 | May 2012 | 0 | 100 | 0 | 3360 | 0 | 0 |
| 3 | June 2012 | 0 | 75 | 0 | 2520 | 0 | 0 |
| 4 | July 2012 | 0 | 100 | 0 | 0 | 0 | 5250 |
| 5 | Aug 2012 | 0 | 125 | 0 | 0 | 0 | 5250 |
| 6 | Sept 2012 | 0 | 75 | 0 | 0 | 3150 | 0 |
| 7 | Oct 2012 | 0 | 100 | 0 | 0 | 3150 | 0 |

4

...contd

| Sl No | Month | Supervisors | | Anganawadi Workers | | Anganawadi Helpers | |
|-------|--------------|-------------|-------------|--------------------|-------------|--------------------|--------------|
| | | JTC | RC | JTC | RC | OC | RC |
| 8 | Nov 2012 | 0 | 75 | 0 | 0 | 2100 | 0 |
| 9 | Dec 2012 | 0 | 100 | 735 | 0 | 0 | 0 |
| 10 | Jan 2013 | 0 | 75 | 735 | 0 | 0 | 0 |
| 11 | Feb 2013 | 0 | 100 | 735 | 0 | 0 | 0 |
| 12 | Mar 2013 | 0 | 50 | 0 | 0 | 0 | 0 |
| | Total | 0 | 1075 | 2205 | 9240 | 8400 | 10500 |

5

Abstract for Regular Training 2012-13

| Sl No | ICDS Functionaries | Training Courses | No. of Batches | No. of personnel to be trained before March 2013 |
|-------|--------------------|------------------|----------------|--|
| 1 | Supervisors | RC | 43 | 1075 |
| 2 | AWWs | JTC | 63 | 2205 |
| 3 | AWWs | RC | 231 | 9240 |
| 4 | AWHs | OC | 168 | 8400 |
| 5 | AWHs | RC | 210 | 10500 |

Note: At present 21 AWTCs and 1 MLTC are functioning in the State

6

b) Abstract of other training programme

| | | |
|--|-------|--------------|
| 1) Review meeting of MLTC/AWTC Instructors at NIPCCD/Directorate (2 meetings) | ----- | 1.66 |
| 2) Inter state study tour-2 batches. | ----- | 7.00 |
| 3) Inter District study tour-02 batches | ----- | 0.86 |
| 4) Divisional –level review meeting on the Implementation of ICDS –twice in a year. | ----- | 5.24 |
| 5) One day Review meet on Accreditation System And implementation of IYCF in Karnataka at NIPCCD/Directorate | ----- | 2.12 |
| 6) Orientation of Balavikas Samithi on Initiation and ICDS activities (One day) | ----- | 19.99 |
| 7) One day Orientation about Child Progress card (CPC), Infrastructure and Balavikas Samithi | ----- | 0.52 |
| Total for "Other Training Programmes | | 37.39 |

iii and iv) Present position of number of sanctioned & operational training centers and Available training infrastructure and training facilities.

| Type of training centers | Sanctioned | Operational | Number of centers run in own buildings by NGOs | Number of centers run in Rented buildings by NGOs |
|-------------------------------------|------------|-------------|--|---|
| Anganawadi Workers Training Centers | 24 | 21 | 06 | 15 |
| Middle Level Training Centers | 04 | 01 | 01 | ----- |
| Total | 28 | 22 | 07 | 15 |

v) Suggestive methodology to reduce the backlog of training.

- Update the eligible trainees of ICDS functionaries with the help of District officers.
- Plan the yearly training calendar well in advance.
- Conduct the training programme according to yearly training calendar.
- Avoid the cancellation of scheduled training batches.

vi) Identify lacunae in implementation of approved STRAPS

- 1) All the training centers run by NGOs/Private educational Institutions not showing much interest in running of training centers.
- 2) All deputed staff do not report for training due to personal/ local problems.
- 3) Funds not released in time.
- 4) Lack of trained and permanent instructors
- 5) Local festivals / Programme leads to cancellation of scheduled training batches.

vii) Identify the gaps and problems which are creating hindrance in the successful implementation of ICDS.

- Funds not released on quarterly basis inspite of submission of SOE by States. (Training centers demand advance grants)
- Prior to WB assisted UDISHA project the a/c of training centers were audited by CAs & during UDISHA by AGs. Hence method of audit under ICDS training programme to be specified.
- Revised formats and time schedule required regarding submission of course reports, unaudited statement of accounts & displaying course contents of current training in AWTCs.
- Suitable guidelines required about payment of honorarium if there is a service break eg: parent NGO temporarily closing training center, or batches not deputed to AWTC on complaints / due to admin problem.
- 300 working days (inclusive of Sundays) mandatory for all training centers and staff.

- Leave rules including maternity leave rules for female staff not specified by GOI
- Funds for up gradation of training facilities should be provided once in 5 yrs.
- Copies all important GOI /GOK circulars/GOs, guidelines to be marked to NIPCCD, STI, MLTC & AWTCs.
- All training centers should be provided with medicine kit, as and when supplied to AWCs.
- Training center staff demanding absorption as Govt employees.
- State Govt has so far amended C&R rules permitting lady staff to apply whenever vacant posts in the cadre of supervisors are filled.

viii) Role of state government vis-à-vis central government to make the ICDS training more comprehensive.

- Revision/ up gradation of state specific syllabus is essential according to today's requirement.
- Budget provision of state share 10% of total estimate
- Guide book for MLTC/AWTCs needs to be updated by NIPCCD/GOI
- Amount of honorarium and training cost should be revised.
- All the training centers should be provided with preschool kit material including computer, projector, screen, internet and Fax facilities.

Thank You

SOCIAL WELFARE DEPARTMENT

GOVERNMENT OF KERALA

Dr.P.Prathapan, Additional Director



Anganwadi centre

- Anganwai worker
Sanctioned = 33115
In Position = 33017

- Anganwadi Helper
Sanctioned = 32986
In position = 32843

SUPERVISORS

1123

Child Development Project Officers

258

MLTC- 1

Middle Level Training Centre,
Kalamassery, Ernakulam

Rajagiri College of
Social Sciences,
Kalamassery

Anganwadi TRAINING CENTRES-13

| Sl. No. | Name of AWTC | Name of NGO running the Training Centre |
|---------|--|--|
| 1 | Anganwadi Training Centre, Kallattumukku, Thiruvananthapuram | Community Welfare Centre, Thiruvananthapuram |
| 2 | Anganwadi Training Centre, Thiruvalla, Pathanamthitta | Kerala Sociologist Forum, Kollam |
| 3 | Anganwadi Training Centre, Perumbavoor, Ernakulam | Kunnathunadu Taluk N.S.S. Karayaga Union, Perumbavoor |
| 4 | Anganwadi Training Centre, Amaravilla, Thiruvananthapuram | Kerala State Council for Child Welfare, Thiruvananthapuram |
| 5 | Anganwadi Training Centre, Thycaud, Thiruvananthapuram | Kerala State Council for Child Welfare |
| 6 | Anganwadi Training Centre, Kootikkada, Kollam | Kerala State Council for Child Welfare |
| 7 | Anganwadi Training Centre, Vettiathukavala, Puthupally, Kottayam | Kerala State Council for Child Welfare |
| 8 | Anganwadi Training Centre, Gandhinagar, Kochi-20, Ernakulam | Kerala State Council for Child Welfare |
| 9 | Anganwadi Training Centre, Dilakkara, Thrissur | Kerala State Council for Child Welfare |
| 10 | Anganwadi Training Centre, Peruvampa, Palakkad | Kerala State Council for Child Welfare |
| 11 | Anganwadi Training Centre, Chevayoor, Kozhikkode | Kerala State Council for Child Welfare |
| 12 | Anganwadi Training Centre, Pinarayi, Kannur | Kerala State Council for Child Welfare |
| 13 | Anganwadi Training Centre, Neelawaram, Kasargode | Kerala State Council for Child Welfare |

Training status of ICDS Functionaries (April 9 to May 8)

| | Sanctioned | In position | Trained | Remarks |
|-------------------|------------|-------------|---------|---------|
| CDPO | 258 | 203 | 108 | |
| ACDPO | 38 | 12 | 12 | |
| Supervisor | 1310 | 1137 | 1136 | |
| Anganwadi Worker | 33115 | 33017 | 31415 | 1029 |
| Anganwadi Helpers | 32986 | 32843 | 30636 | 1387 |



| | | |
|-------------------|---|---|
| Backlog | Untrained (Eligible for job Training) | |
| CDPO | 95-24=71 (Undergone refresher from 9 th April to 8 th May 2012 | 33-28 =5 (Deputed for refresher training from 7 th to 11 th May 2012 (15 CDPO) and 21 st to 25 th May (13 CDPO) |
| ACDPO | 0 | |
| Supervisor | 1 | |
| Anganwadi Worker | 573 | |
| Anganwadi Helpers | 820 | |

District level Committee

| | | |
|---|---|-------------|
| 1 | District Social Welfare Officer | Chairperson |
| 2 | Programme Officers | Member |
| 3 | Child Development Project Officer Concerned | Member |

TRAINING CALENDAR

31-7-2012 – COMPLETED AND PUBLISHED

CONTINUING THE TRAINING

ISSUES AND PROBLEMS

- ❑ No gap between trainings courses
- ❑ Grant-in-aid ATCs not regular
- ❑ Local Holidays not considered- eg Attukal
Ponkala
- ❑ New Training materials not given to ATC
- ❑ Refresher course not in the same institute
- ❑ Rent not sufficient (Rs 4000/-)
- ❑ Salary of trainers - no increase after 15 years

- ❑ Medicine kit not supplied as study material
- ❑ New growth chart not given as study material
- ❑ OHP given by Unicef 10 years ago.
- ❑ Rs 7500/- as TA/DA to 35 trainees and a Trainer for 5 days is no sufficient
- ❑ Cost of training material as Rs50/trainee and Rs 100/trainee is not adequate
- ❑ Duration of induction course insufficient

Suggestions

- ❑ Quality of PSE be improved
- ❑ Inspection on PSE by ATC Trainers
- ❑ Theme Charts be supplied all AWC
- ❑ Theme activity Weekly Calender be supplied
- ❑ VCR, OHP, Computers and Projector ATC
- ❑ Reservation of seats for selection of CDPO/Supervisor for Instructors of ATC
- ❑ Pension to Instructors of ATC
- ❑ Duration of Induction course be increased

Thanks





Orientation Meeting for Nodal Officers

Date : 17-18 May 2012

Presentation
by
WCD, Madhya Pradesh

Training status

| Post | sanctioned | In position | Job | | refresher | |
|------------|------------|-------------|---------|---------|-----------|---------|
| | | | trained | backlog | trained | backlog |
| CDPO | 453 | 367 | 343 | 24 | 232 | 111 |
| Supervisor | 3164 | 2842 | 2472 | 370 | 1171 | 633 |
| AWW | 78929 | 77545 | 67403 | 10142 | 50336 | 27209 |
| AWH | 78929 | 76258 | 74244 | 2014 | 46476 | 29782 |
| Mini AWW | 12070 | 11522 | 00 | 11522 | 00 | 00 |

Present status of Training Centers

| S.No. | Training Centre | | |
|-------|-------------------------|------------|-------------|
| | Type of training centre | Sanctioned | Operational |
| 1. | MLTC | 2 | 2 |
| 2. | Govt run AWTC | 10 | 10 |
| 3. | NGO run AWTC | 16 | 15 |

* Received approval for New AWTC by GOI vide letter No. 11-1/2010-TR dated 02-04-2012, it is in process

Preparation of Yearly Training Calendar - Process

- The data of the last year training is compiled at the State vis-à-vis training centers
- The training load of the districts assigned to the AWTC/MLTC is analyzed and backlog is identified
- The AWTC/MLTC prepares their yearly training calendar for various training.

Preparation of Yearly Training Calendar - Process

- MLTCs and AWTCs submit their training plans
- Training plan of the centers is analyzed in terms of achievement for last year and plan for the next year
- Training plan of the centers is compiled at the state level known as STRAP

Training Plan under STRAP 2012-13

| Type of training Centres | No | Type of training | | | |
|--------------------------|----|------------------|----------------|----------------|----------------|
| | | Job | | Refresher | |
| | | No. of Batches | Total Trainees | No. of Batches | Total Trainees |
| Govt. Training Centres | 10 | 20 | 700 | 240 | 9600 |
| NGO run Training Centres | 15 | 30 | 1050 | 360 | 14400 |
| MLTCs | 02 | 14 | 350 | 20 | 500 |

Review of available training infrastructure and training facilities

| Type of TC | No | Training Staff | | Own Building | Utensils and Equipments etc | Comp & LCD proje |
|---------------|----|----------------|-----|--------------|-----------------------------|------------------|
| | | Sanc | Vac | | | |
| Govt run AWTC | 10 | 30 | 6 | 4 | Needs replacement | 10 |
| NGO run AWTC | 15 | 45 | 45 | 0 | Needs replacement | 00 |
| MLTC | 02 | 6 | 5 | 0 | Needs replacement | 02 |

Lacunae in Implementation of approved STRAP

- Delay in release of funds by Gol
- Non attractive training pattern
- Inconsistent staff of NGO run AWTCs.

Gaps and Problems

- Turn out of participants
- Poor facilities of training and staying
- Old pattern of training
- Random nominations of instructors by NIPCCD
- Less number of MLTC and AWTC

Thank You

ICDS TRAINING MAHARASHTRA

Training

Subject :-
Progressive action, being taken regarding training
To Anganwadi Sevika, Helpers and Supervisors.

ICDS Functionaries

| Sl. no | Particulars | Sanctioned | Functioning |
|--------|--------------------|------------|-------------|
| 1 | Number of projects | 553 | 553 |
| 2 | Number of AWCs | 97462 | 95335 |
| 3 | CDPOs | 553 | 446 |
| 4 | ACDPOs | 102 | 102 |
| 5 | Supervisors | 3898 | 3345 |
| 6 | AWWs | 97462 | 93125 |
| 7 | AWHs | 97462 | 89618 |
| 8 | Mini AWCs | 10901 | 9894 |
| 9 | Mini AWWs | 10901 | 8719 |

STRAP 2012-2013

| Sl. no | Designation | Job Training | Refresher Training |
|--------|-------------------|--------------|--------------------|
| 1 | Supervisors | 300 | 583 |
| 2 | Anganwadi Workers | 4900 | 9240 |
| 3 | Anganwadi Helpers | 10500 | 8750 |

Formulation of training calendar

- Job training applicable only once after appointment
- Refresher training is applicable after every 2 years
- Training schedule gives to AWTCs for April to March duration to implement as per norms & backlog in the State
- Change in schedule fulfill at Commissionerate if require
- Follow up with training centers for proper implementation

Present position of training centers

| Sl. no. | Type of training center | Sanctioned | Operational |
|---------|----------------------------------|------------|-------------|
| 1 | Middle Level Training Center | 4 | 2 |
| 2 | Anganwadi Worker Training Center | 35 | 33 |

Training centers as per designations

| Sl. no | Designation | Training Centers |
|--------|--|------------------|
| 1 | CDPO / ACDPO / Training Center Instructors | NIPCCD |
| 2 | Supervisors | MLTC |
| 3 | Anganwadi Workers | AWTC |
| 4 | Anganwadi Helpers | AWTC |

To reduce backlog

- To plan maximum possible training programmes in a year
- Need to create awareness amongst officials for the essentiality of training as well as participants need to willingly attend training programmes
- To arrange periodical & regular conferences with officials for proper implementation of training schedules
- Every State Review meeting should have topic of present training status
- Training Software; Data Entry process is ongoing. Made available on State ICDS website. Entire details including biodata of AWW, AWH & CDPO are updating in the same.
- Exclusive need of sanction of AWTC & MLTC in MUMBAI

6.Action taken to improve the qualitative level of training :-

- Instructors and Principals of the training institutions are deputed for training to NIPCCO, New Delhi, Indore & other regional centers time to time,
- Training centres are repeatedly visited and necessary instructions are given, during inspection, by the Officers of Commissionerate & DPOs
- Instructions are issued to the DPOs/ Dy.C.E.O.(C.W.), Z.P. and C.D.P.O.s to pay regular visits to training institutions and to submit inspection reports to the Commissionerate regularly
- Instructions are also issued to provide one set of articles, to the training institutions (out of the articles supplied to Anganwadi centres,)and a training as to how to make expertised use of those articles, is to be imparted to the trainees of the training centres
- Work-shops are occasionally organised for the instructors and principals of the training institutions with a view to uphold the qualitative level of the training with collaboration of UNICEF, SCERT.

Difficulties & Recommendations

- Administrative Difficulties; Rural/Tribal administrative control is with Rural Development Dept and division level control is unavailable.
- Beat of Tribal supervisor was 17 previously which is increased upto 25 now. Covering entire beat is major difficulty considering remote area and scarcity of AWCs.
- Accountant post is abolished at project level. There is need of regenerate the same post considering of budget & expenses of project.
- Educational qualification for Supervisors from AWW should be graduation
- Post of data entry operators for Distric Cell and State Cell for MIS only
- To increase honorarium of AWW & AWH (after completion of 5 years of service)

Recommendation

- Non recurring grant for old AWCs & project offices (Rs.5000/- per AWC & Rs.1.5/-laks per project) – one time grant
- Increase in budgetary norms of contingency of AWCs
- Revised budgetary norms to be applicable for mini AWCs also i.e. PSE, contingency, M & E, medicine kits etc. as applicable for flexi fund

Recommendations

- Conversion of Rural AWCs into Urban AWCs
- Recruitment norms for AWWs & AWHs has to be decided by GOI for uniformity.
- Present Job Training period of a month is needed to be break up in two periods as three weeks and then practical experience at job. After certain period to recall the same trainees for a week for review training.
- Strengthening of AWTC/MLTC: Provision of grant for construct or repairing of buildings and provide equipments like xerox machines, computers, LCDs, TVs



THANK YOU

ORIENTATION MEETING FOR NODAL OFFICERS
DEALING WITH TRAINING OF ICDS
FUNCTIONERIES

17th to 18th May, 2012
NIPCCD, New Delhi

L. Shyama Devi
Dy. Director (ICDS)
S. W. Department,
Government of Manipur

INTRODUCTION

- Launched in Manipur on 2nd Oct., 1975 at Ukhrul TD Block
- Expanded covering 41 CD/TD Blocks (includes 1 Urban Project, 1 State ICDS Cell, 8 District ICDS Cells)

ACTIVITIES

- Regular health check-up, immunization, pre-school education, supplementary nutrition, IEC. Etc.

STATUS OF ICDS PROJECTS AS ON 31.3.2012

- State ICDS Cell (Hd. Qtr.) – 1
- District ICDS Cells – 8
- ICDS Projects – 42
- Anganwadi Centres – 9,496
- Mini Anganwadi Centres – 298

STATUS OF ICDS PROJECTS AS ON 31.3.2012 – contd.

| No. of ICDS Project | Valley | | Hill | Total |
|---------------------|--------|-------|------|-------|
| | Rural | Urban | | |
| Project sanctioned | 10 | 1 | 32 | 43 |
| Project operational | 9 | 1 | 32 | 42 |

TRAINING PROGRAMME

Aim – To impart training of untrained functionaries
 - to facilitate successful implementation of ICDS Scheme particularly to children and women of weaker and vulnerable community

TRAINING PROGRAMME – contd.

Training status

| Category of post | Sanctioned post | In position | Trained upto 31.3.2012 | | No. of untrained | | Vacant |
|------------------|-----------------|-------------|------------------------|------|------------------|------|--------|
| | | | Job | Ref. | Job | Ref. | |
| CDPO | 43 | 42 | 35 | 29 | 7 | 9 | 1 |
| ACDPO | 10 | 10 | 10 | 10 | - | - | - |
| Supervisors | 391 | 362 | 142 | 142 | 220 | 220 | 29 |
| AWWs | 9976 | 9496 | 8985 | 2900 | 511 | 7076 | 480 |
| AWHs | 9976 | 9496 | 5150 | 4810 | 4928 | 4686 | 480 |
| Mini AWWs | 1552 | 298 | - | - | 298 | 298 | 1254 |

SANCTIONED AND OPERATIONAL TRAINING CENTRE

4 Anganwadi Training Centres

- 3 run by NGOs (a. Anganwadi Training Centre, Unit 1, Moirangkhom; b. Anganwadi Training Centre, Unit 2, Moirangkhom and c. Anganwadi Training Centre, Sangaiprou)
- 1 run by Deptt. Of S.W., Govt. of Manipur (Anganwadi Training Centre, Takyelpat)

FORMULATION OF YEARLY TRAINING CALENDER FOR TRAINING CENTRES

- Planned and prepared under the guidance of Director, Social Welfare

FORMULATION OF YEARLY TRAINING CALENDER FOR TRAINING CENTRES – contd.

| Category of Trg. Programme | Period | No. per course | Total no. of course | Total participants | Remarks |
|----------------------------|---|----------------|---------------------|--------------------|--|
| Job (AWWs) | 2.4 to 3.5.2012 5.5 to 5.6.2012 7.6 to 8.7.2012 | 35 | 12 | 420 | JTC for AWW to be conducted simultaneously by 4 Training Centres |

FORMULATION OF YEARLY TRAINING CALENDER FOR TRAINING CENTRES – contd.

| Category of Trg. Programme | Period | No. per course | Total no. of course | Total participants | Remarks |
|----------------------------|--|----------------|---------------------|--------------------|---|
| R.T.C. (AWWs) | 19 – 24.7.2012 26 – 31.7.2012 03 – 8.8.2012 13 – 18.8.2012 22 – 27.8.2012 30.8 – 4.9.2012 06 – 11.9.2012 13 – 18.9.2012 21 – 26.9.2012 28.9 – 3.10.2012 | 40 | 40 | 1600 | RC for AWW to be conducted simultaneously by 4 Training Centres |

FORMULATION OF YEARLY TRAINING CALENDER FOR TRAINING CENTRES – contd.

| Category of Trg. Programme | Period | No. per course | Total no. of course | Total participants | Remarks |
|----------------------------------|--|----------------|---------------------|--------------------|--|
| Orientation Trg. Course for AWHs | 11 – 18.10.2012 23 – 30.10.2012 02 – 9.11.2012 12 – 20.11.2012 23 – 30.11.2012 03 – 10.12.2012 13 – 20.12.2012 24 – 31.12.2012 03 – 11.1.2013 14 – 21.1.2013 23 – 30.1.2013 01 – 08.2.2013 11 – 18.2.2013 21 – 28.2.2013 4 – 11.3.2013 14 – 21.3.2013 23 – 30.3.2013 | 50 | 68 | 3400 | Orientation Trg course for AWHs to be conducted simultaneously by 4 Training Centres |

FORMULATION OF YEARLY TRAINING CALENDER FOR TRAINING CENTRES – contd.

| Category of Trg. Programme | Period | No. per course | Total no. of course | Total participants | Remarks |
|----------------------------|--------|----------------|---------------------|--------------------|--|
| Induction Trg. Of AWWs | | 20 | 36 | 720 | Project level with regular Mobile Training Staff |
| Job (CDPOs) | | | | 7 | NIPCCD |
| Job (Supervisors) | | | 6 | 220 | NIPCCD |
| Ref. (Supervisors) | | | 5 | 220 | NIPCCD |

TRAINING INFRASTRUCTURE AND FACILITIES

- Infrastructure and logistics for all the 4 Training Centers need to be replaced

GAPS AND PROBLEMS CREATING HINDERANCE IN IMPLEMENTATION OF ICDS SCHEME

- Training backlog of Supervisor due to non-availability of MLTC
- Non-availability of permanent office building and quarter for CDPO, Supervisors and other staff

SUGGESTIVE METHODOLOGY TO REDUCE BACKLOG OF TRAINING

- To establish a Middle Level Training Centre (MLTC) in addition to the existing Anganwadi Training Centres in Manipur to reduce training backlog of key functionaries of ICDS Scheme



LACUNAE IN IMPLEMENTATION OF APPROVED STRAPS

- Financial problem – regular flow of fund for timely release to the Anganwadi Training Centres



ROLE OF STATE GOVT. VIS-À-VIS CENTRAL GOVT. TO MAKE ICDS TRAINING MORE COMPREHENSIVE

- Necessary service should be provided to conduct all types of training for all functionaries of ICDS
- To ensure any untrained functionary not be left out
- To request to GOI for timely release of fund

ANGANWADI Workers TRAINING CENTERS – STATUS REPORT

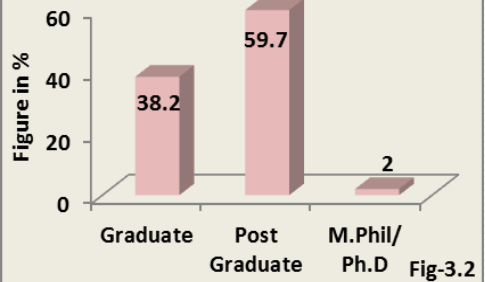
Dr D. D. Pandey
Deputy Director & Office In-charge of CMU
Mob: +91-98109 83615
Email: pandey_ecc@yaho.co.in,
ddpandey.1161@gmail.com

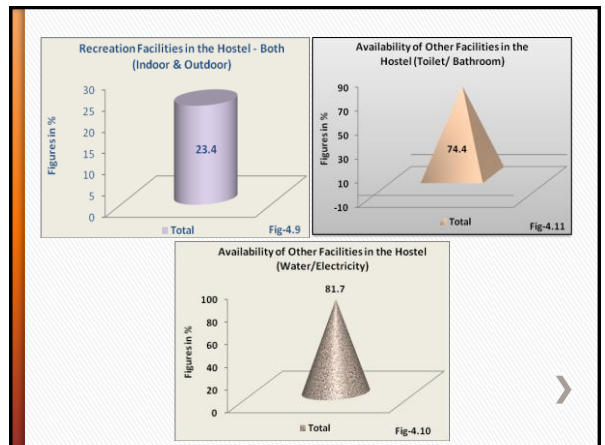
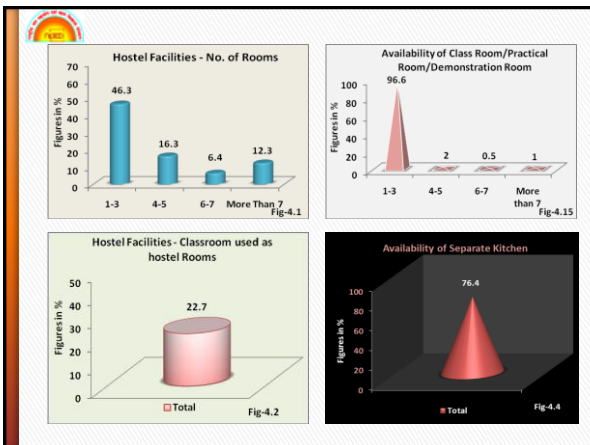
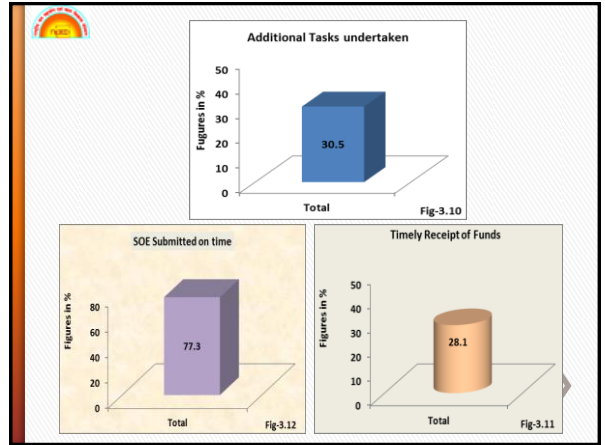
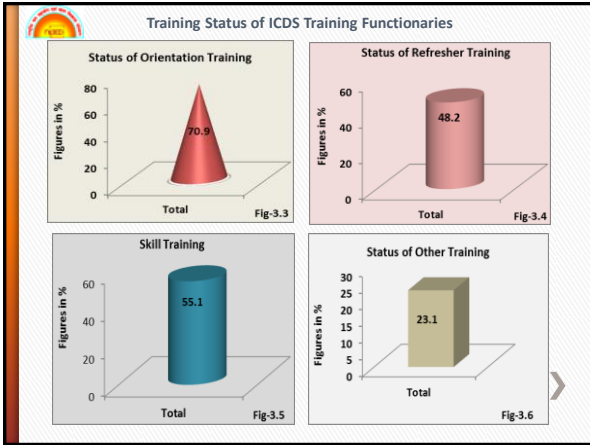
| State | Total No. of AWTCs |
|----------------|--------------------|
| Haryana | 2 |
| H.P. | 2 |
| J & K | 2 |
| Punjab | 3 |
| Rajasthan | 4 |
| Uttar Pradesh | 23 |
| Uttarakhand | 1 |
| Delhi | 2 |
| Bihar | 32 |
| Jharkhand | 7 |
| Orissa | 4 |
| West Bengal | 18 |
| Assam | 12 |
| Manipur | 2 |
| Meghalaya | 1 |
| Tripura | 1 |
| Goa | 2 |
| Gujarat | 10 |
| Maharashtra | 15 |
| Andhra Pradesh | 7 |
| Karnataka | 32 |
| Kerala | 5 |
| Tamil Nadu | 1 |
| Chhattisgarh | 2 |
| MP | 13 |
| Total | 203 |

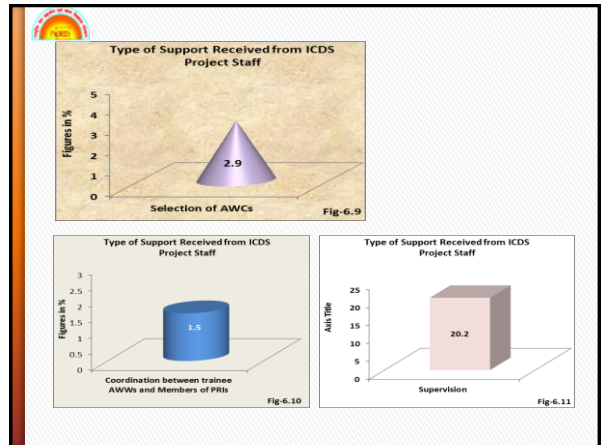
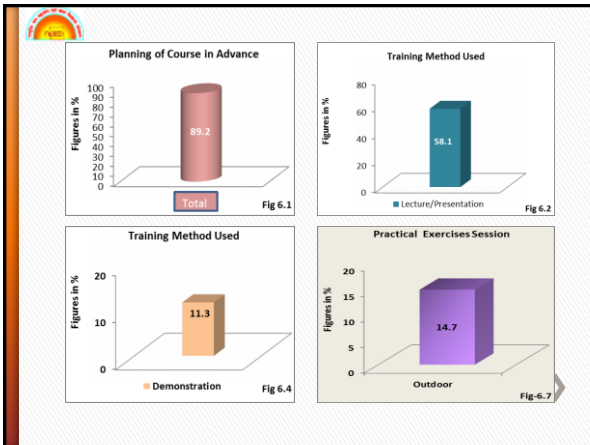
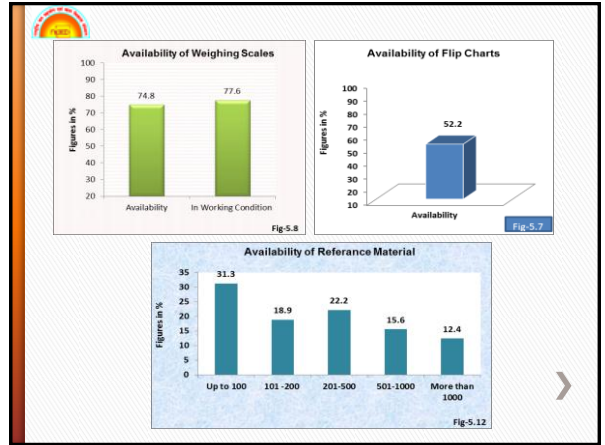
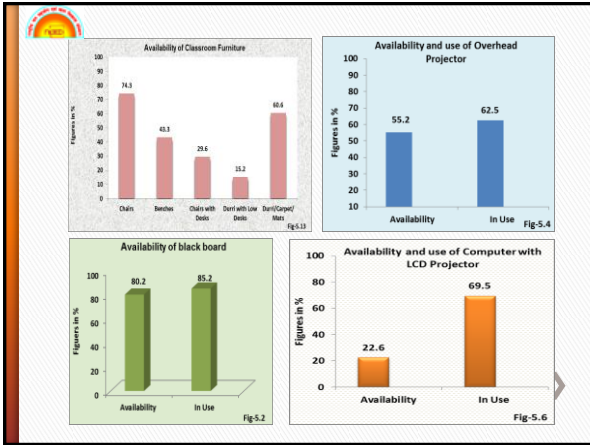
Appointment Status of Full Time Instructors

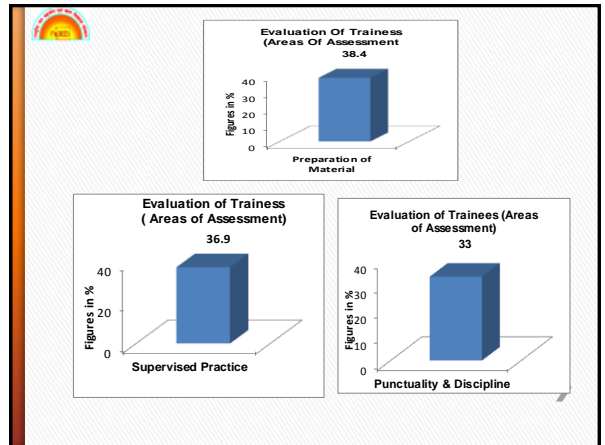
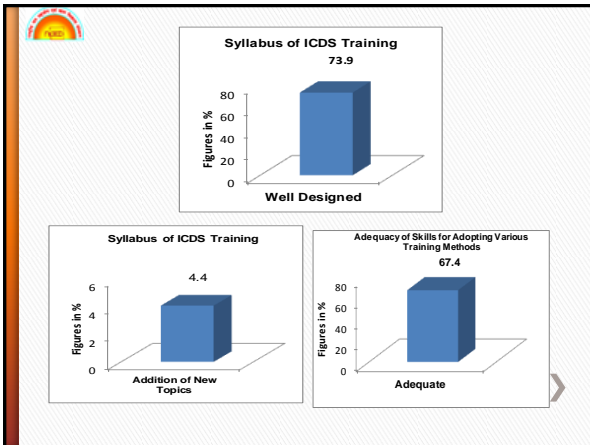
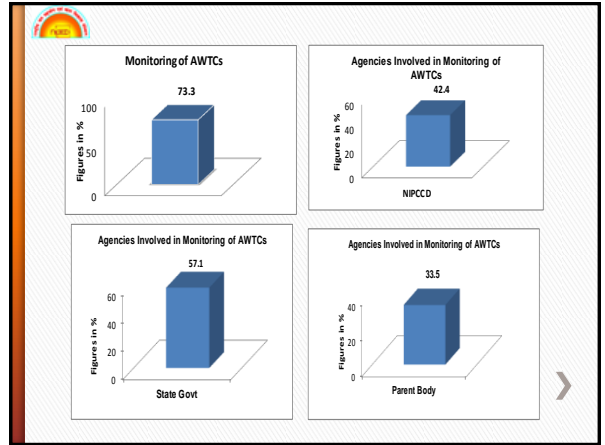
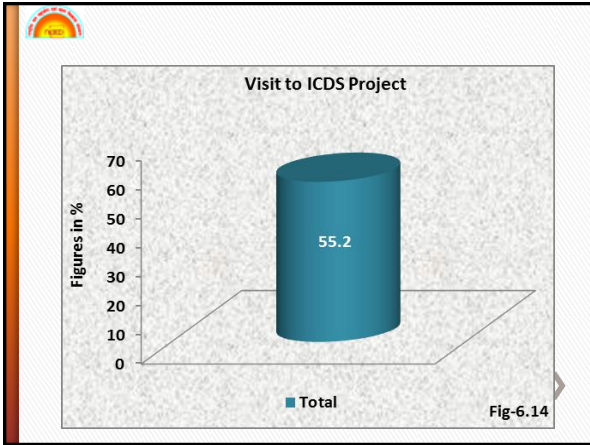
| State | Total No. of AWTCs | No. of Instructors as per Norms | No. of Instructors In Position | Shortfall/ Excess |
|------------------|--------------------|---------------------------------|--------------------------------|-------------------|
| Haryana | 2 | 6 | 5 | -1 |
| Himachal Pradesh | 2 | 6 | 6 | 0 |
| Jammu & Kashmir | 2 | 6 | 7 | 1 |
| Punjab | 3 | 9 | 3 | -6 |
| Rajasthan | 4 | 12 | 10 | -2 |
| Uttar Pradesh | 23 | 69 | 70 | 1 |
| Uttarakhand | 1 | 3 | 1 | -2 |
| Delhi | 2 | 6 | 7 | 1 |
| Bihar | 32 | 96 | 76 | -20 |
| Jharkhand | 7 | 21 | 20 | -1 |
| Orissa | 4 | 12 | 10 | -2 |
| West Bengal | 18 | 54 | 51 | -3 |
| Assam | 12 | 36 | 31 | -5 |
| Manipur | 2 | 6 | 6 | 0 |
| Meghalaya | 1 | 3 | 1 | -2 |
| Tripura | 1 | 3 | 2 | -1 |
| Goa | 2 | 6 | 9 | 3 |
| Gujarat | 10 | 30 | 26 | -4 |
| Maharashtra | 15 | 45 | 41 | -4 |
| Andhra Pradesh | 7 | 21 | 19 | -2 |
| Karnataka | 32 | 96 | 91 | -5 |
| Kerala | 5 | 15 | 15 | 0 |
| Tamil Nadu | 1 | 3 | 2 | -1 |
| Chhattisgarh | 2 | 6 | 6 | 0 |
| Madhya Pradesh | 13 | 39 | 21 | -18 |
| Total | 203 | 609 | 536 | -73 |

Educational Qualifications of Full Time Instructors





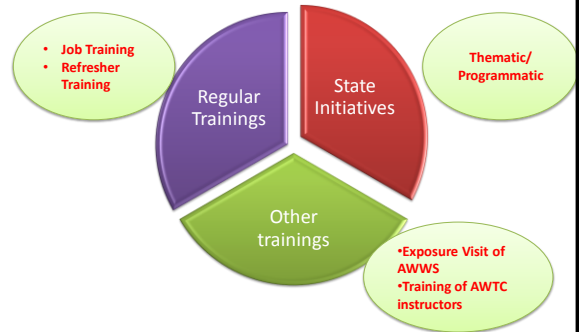




State Training Action Plan- 2012-13

Odisha

Training in ICDS-The Strategy



Training Achievement-2011-12

| Type of Training | Category | Nos. Trained | |
|-------------------|-----------------|---|-----------|
| | | Job | Refresher |
| Regular | Supervisor | 194 | 136 |
| | AWW | 5496 | 5472 |
| | AWH | 2761 | 3565 |
| | Instructor | 21 | 27 |
| Others | AWW | 750 AWWs had inter- district exposure trips | |
| State Initiatives | CDPO | WHO New GS/MCPC | |
| | Lady Supervisor | MAMATA/IGMSY | |
| | AWW | Computer trg of CDPOs/PAs | |
| | SHG | SABLA/AACP | |
| | | SNP- Decentralized Feeding | |
| | | IYCF | |
| | | USI | |
| | | Thematic training of AWTC Instructor | |

State Initiative Trainings The Modalities

Support from UNICEF, NOP, UNFPA

Video Conference with dist functionaries, PRI Members; Training CDs, State Conference of CDPOs

Sector Meetings, Mission Shakti Platform

Regular Monitoring & Supervision by DSWOs, POs, State Officials & Regional Centre, Guwahati

Training Load 2012-13

| Sl. No | Category of Functionaries | Sanctioned Position | In Position | Vacancy | Trained upto 31.03.2012 | | Untrained | | To be trained after filling up of vacancies | |
|--------|---------------------------|---------------------|-------------|---------|-------------------------|-------|-----------|-------|---|-------|
| | | | | | Job | Ref | Job | Ref | Job | Ref |
| 1 | CDPO/PO/MLTC | 371 | 335 | 36 | 273 | 218 | 36 | 117 | 72 | 153 |
| 2 | Lady Supervisor | 2808 | 2047 | 761 | 1402 | 899 | 645 | 1148 | 1406 | 1909 |
| 3 | AWW/MAWW | 71134 | 65641 | 5493 | 51617 | 34301 | 14024 | 31340 | 19517 | 36833 |
| 4 | AWH | 60916 | 57244 | 3674 | 36837 | 14447 | 20407 | 42797 | 24081 | 46471 |

Status of Training Centres

| Type of Centre | Number of Centres | Capacity per Batch | Infrastructure |
|-------------------|-------------------|--------------------|---|
| MLTC | 1 | 25-Supervisors | Functioning in SIRD |
| AWTC | 22 | 35 | 8 units –Govt. 8 units- OSCCW 6 units-NGO |
| Helper Trg Centre | 4 | 40 | All are run through NGOs |

Training to be conducted for 300 days in a year

State Initiative

- Pre School (Nua Arunima)
 - Through VC to CDPO & Supervisor level
 - Through CD to AWW level
- Counseling Technique on Infant feeding & IYCF
- Accounts training of CDPOs
 - All CDPOs
- Community Management of Acute Malnourished children (CMAM)
 - Through cascade model
- Induction Training of Supervisors
 - Through cascade model
- Computer training to instructresses of AWTC

Training for the Year 2012 – 13

Regular Trainings:

| Category of functionaries | Type of training | Target | No. of training |
|---------------------------|------------------|----------------|-----------------|
| | | No. of batches | |
| AWW | Job | 88 | 3080 |
| | Ref | 500 | 20000 |
| Helper | Job | 72 | 3600 |
| | Ref | 100 | 5000 |
| Supervisor | Job | 8 | 200 |
| | Ref | 8 | 200 |

Other Trainings:

Exposure visit of AWW in 30 districts

Bottlenecks

- Inadequate Infrastructural facilities in AWTCs
- Vacancies of Instructress'
- Delay in receipt of funds
- Shortage of appropriate resources
 - Classroom facilities, Hostel facilities etc
- Difficulty in achieving the target of 300 training days

Support Required

Govt. of India

- Sanction of 5 new Helper Trg Centres – proposal pending at Gol
- Infrastructure support to AWTCs
- Provision of computers to all AWTCs
- Infrastructure & Manpower support to State Cell
- Timely release of funds
- Training materials, CDs, Journals to AWTCs
- Simplification of QPR

Support Required Contd..

State Government

- Human Resource support
- Provision of funds in advance to AWTCs to conduct training
- Fill up all vacancies
- Creation of approved post in HECT and SIRD

Budget for the Year 2012-13

| | | |
|-------------------------------------|---|------------------------|
| • Regular Training | - | 7,34,73,240 |
| • Other Training | | |
| – Exposure visit of AWW | | |
| inside the state | - | 15,00,000/- |
| • Review meeting of AWTC | - | 18,000/- |
| • Data entry operator at State Cell | - | 60,000/- |
| Total | | - 7,40,51,240/- |

A Photographic Journey..



A Photographic Journey..



THANKS

प्रशिक्षण संबंधी स्थिति अप्रेल 2012

बाल विकास परियोजना अधिकारी/सहायक बाल विकास परियोजना अधिकारी

| | | |
|---|------------------------------------|--------------|
| 1 | स्वीकृत | 304+141 =445 |
| 2 | स्वीकृत परियोजनाएं | 304 |
| 3 | कार्यरत | 228 |
| 4 | प्रशिक्षित | 140 |
| 5 | अप्रशिक्षित (कार्य प्रशिक्षण) | 88 |
| 6 | अप्रशिक्षित (पुनश्चर्या प्रशिक्षण) | 138 |

1

प्रशिक्षण संबंधी स्थिति माह अप्रेल 2012

पर्यवेक्षक

| | | |
|---|-----------------------------------|------------|
| 1 | स्वीकृत | 2197 |
| 2 | कार्यरत | 1689 |
| 3 | नया चयन (सित.,2012) | 380 |
| 4 | प्रशिक्षित | 1662 |
| 5 | अप्रशिक्षित (कार्य प्रशिक्षण) | 27+380=407 |
| 6 | अप्रशिक्षित(पुनश्चर्या प्रशिक्षण) | 800 |

2

प्रशिक्षण संबंधी स्थिति माह अप्रेल 2012

आंगनबाडी कार्यकर्ता

| | | |
|---|------------------------------------|-----------------|
| 1 | स्वीकृत | 61119 |
| 2 | कार्यरत | 57484 |
| 3 | प्रशिक्षित | 56290 |
| 4 | अप्रशिक्षित (कार्य प्रशिक्षण) | 1194+3635= 4829 |
| 5 | अप्रशिक्षित (पुनश्चर्या प्रशिक्षण) | 15474 |

3

प्रशिक्षण संबंधी स्थिति माह अप्रेल 2012

आंगनबाडी सहायिका

| | | |
|---|------------------------------------|-----------------|
| 1 | स्वीकृत | 54915 |
| 2 | कार्यरत | 52209 |
| 3 | प्रशिक्षित | 47000 |
| 4 | अप्रशिक्षित (कार्य प्रशिक्षण) | 5209+2706 =7915 |
| 5 | अप्रशिक्षित (पुनश्चर्या प्रशिक्षण) | 52209 |

4

प्रशिक्षण संबंधी स्थिति माह अप्रैल 2012

अंगनवाडी सहायिका

| | | |
|---|------------------------------------|-----------------|
| 1 | स्वीकृत | 54915 |
| 2 | कार्यरत | 52209 |
| 3 | प्रशिक्षित | 47000 |
| 4 | अप्रशिक्षित (कार्य प्रशिक्षण) | 5209+2706 =7915 |
| 5 | अप्रशिक्षित (पुनश्चर्या प्रशिक्षण) | 52209 |

5

कलैण्डर वर्ष 2012-13

मध्य स्तरीय प्रशिक्षण केन्द्र

स्वीकृत-2

कार्यरत-2

कार्य दिवस-600

| क्र.सं. | प्रशिक्षण का प्रकार | संख्या | बैचों की संख्या | कार्य दिवस |
|---------|----------------------|--------|-----------------|------------|
| 1 | कार्य प्रशिक्षण | 27 | 1 | 32 |
| 2 | पुनश्चर्या प्रशिक्षण | 800 | 32 | 224 |
| 3 | इंडक्शन प्रशिक्षण | 380 | 19 | - |
| 4 | AWTCs का अवलोकन | 20 | - | 07 |
| | योग | - | - | 263 |

6

कलैण्डर वर्ष 2012-13

आंगनवाडी कार्यकर्ता प्रशिक्षण केन्द्र

स्वीकृत-28

कार्यरत-20

कार्य दिवस-6000

| क्र.सं. | प्रशिक्षण का प्रकार | संख्या | बैचों की संख्या | कार्य दिवस |
|---------|--|--------|-----------------|------------|
| 1 | कार्य प्रशिक्षण | 1194 | 34 | 1088 |
| 2 | पुनश्चर्या प्रशिक्षण | 12000 | 300 | 2170 |
| 3 | सहायिकाओं को ओरियन्टेशन प्रशिक्षण पुनश्चर्या | 4900- | 98 | 686 |
| 4 | इंडक्शन प्रशिक्षण | 14950 | 279 | 1952 |
| | योग | 2131 | 107 | - |
| | | | | 5896 |

7

आधारभूत सुविधाएं

- पुराने 11 प्रशिक्षण केन्द्रों पर ऑडियो विजुअल की सामग्री की व्यवस्था करना।
- निपसीड द्वारा तैयार प्रशिक्षण सामग्री प्रत्येक प्रशिक्षण केन्द्रों पर भिजवायें।
- प्रत्येक प्रशिक्षण माड्यूल की हिन्दी प्रति बेवसाईट पर डालें।

8

स्ट्राप की क्रियान्विति में आने वाली कठिनाईयों

- कार्य प्रशिक्षण में कोई कठिनाई नहीं है।
- पुनश्चर्या प्रशिक्षण में पारिवारिक परिस्थितियों के कारण संभागी उपस्थित नहीं होते हैं।
- पद रिक्त होने के कारण संभागियों के पास सूचनाएँ समय पर भी नहीं पहुँचती।

9

समेकित बाल विकास सेवाएँ के सफल क्रियान्वयन हेतु सुझाव

- प्रशिक्षणार्थियों को अपने दायित्वों के निर्वहन का प्रशिक्षण कार्य स्थल पर निघरानी के साथ देने की व्यवस्था की जाए
- प्रत्येक आंगनबाड़ी कार्यकर्ता को पुरे 4 घन्टे केन्द्र संचालन का अभ्यास कराया जाए जिसके अन्तर्गत सभी प्रकार की गतिविधियाँ

10

धन्यवाद

11

ICDS IN SIKKIM

| | SANCTIONED | OPERATIONAL |
|--------------|------------|-------------|
| ICDS PROJECT | 13 | 13 |
| AWCS | 1233 | 1233 |

MANPOWER POSITION OF ICDS

| POST | SANCTIONED | IN POSITION | VACANT |
|------------|------------|-------------|--------|
| CDPO | 13 | 12 | 1 |
| SUPERVISOR | 55 | 46 | 9 |
| AWW | 1233 | 1216 | 17 |
| AWH | 1233 | 1201 | 32 |

TRAINING STATUS OF IN-POSITION ICDS FUNCTIONARIES

| FUNCTIONARIES | POST SANCTIONED | IN POSITION | TRAINED | UNTRAINED |
|---------------|-----------------|-------------|---------|-----------|
| CDPOs | 13 | 12 | 10 | 2 |
| SUPERVISORS | 55 | 46 | 28 | 18 |
| AWW | 1233 | 1216 | 1209 | 7 |
| AWH | 1233 | 1201 | 1178 | 23 |
| INSTRUCTORS | 3 | 3 | 3 | 0 |

FORMULATION OF YEARLY TRAINING CALENDER

- FORMULATED IN CONSULTATION WITH CDPOs AND INSTRUCTORS OF AWTC.
- REVIEW OF TRAINING BACKLOG.
- 206 DAYS TRAINING CALENDER.

REVIEW OF TRAINING INFRASTRUCTURES AND TRAINING FACILITIES

- 1985-86.
- DEPARTMENT OWN BUILDING.(2009-10)
- REDUNDANT FURNITURES/EQUIPMENTS.
- HOSTEL INVENTORIES.
- NOT BEING ABLE TO PROCURE/ADD TO SUPPLY.
- UPGRADATION OF AWTC NOT APPROVED BY GOI.

PRESENT POSITION OF NO OF AWTC

| | SANCTIONED | OPERATIONAL |
|------|------------|-------------|
| AWTC | 1 | 1 |

SUGGESTIVE METHODOLOGY TO REDUCE BACKLOG OF TRAINING.



IDENTIFY LACUNAE IN IMPLEMENTATION OF APPROVED STRAPS

DELAY IN **RELEASE** OF FUNDS

THE GAPS AND PROBLEMS

INADEQUATE TRAINING PERIOD - QUALITY OF TRAINING.

MANPOWER

ROLE OF STATE GOVT.VIS A VIS CENTRAL GOVT.



**TAMILNADU
ICDS
WELCOMES YOU ALL**

**STATE TRAINING ACTION
PLAN - 2012 -2013
(STRAP)**

TAMILNADU

**COMMUNICATION AND TRAINING
CENTRE (STI) CHENNAI**



State level-Decentralized pattern

- ✓ The Communication and Training Centre-CTC at Chennai is a **government building** which was built with the savings from the erstwhile Tamil Nadu Integrated Nutrition Project-I.
- ✓ This CTC at Chennai was started since the inception of the erstwhile Tamil Nadu Integrated Nutrition Project.II(26.6.1990.) .
- ✓ This Communication and Training Centre at Chennai was started **exclusively to train all the Project functionaries** from the District Level Functionaries to the Block level Trainers so that Qualitative training could be percolated to the grass root level

State level-Decentralized pattern-cont...

- ✓ UNDER UDISHA COMMUNICATION AND TRAINING
- CENTRE HAS BEEN RECOGNIZED AS STATE TRAINING INSTITUTE-STI
- ✓ EQUIPPED SPACIOUS TRAINING HALLS (ONE AC HALL)
- ✓ GOOD LIBRARY
- ✓ RESIDENTIAL FACILITIES ATTACHED WITH MESS

5

State level-Decentralized pattern-cont...

- ✓ Training need of the entire State.
- ✓ Job Training Courses & Refresher Training Courses for CDPOs, Orientation courses for trainers (similar to AWTC Instructors of other states), Training of Trainers for Block/Project Level Trainers, and District Level Officials Training etc.
- ✓ other responsibilities like preparation of guidelines, curriculum Conducting Training of Trainers on Specific Topics like IYCF etc.
- ✓ Modification of all the training curriculums to suit the State specific need, train the functionaries at CTC, and also have to send the modified curriculums along with the guidelines to all the Trainers throughout the State to facilitate the Block/Project trainers to conduct the training of grass root level functionaries.

6

Decentralized pattern -- ADVANTAGES

- This pattern is cost effective because all the trainers are Government staff.
- This pattern of decentralized training has "Trainee centred Strategy"
- This pattern is unique where the Trainer
 - Trains their own Block/Project Grass root Level Functionaries
 - Supervise & Guide the Trainees on their job
 - Strengthen the quality of Training thro visit
 - Trainer does TNA
 - Conducts Need based & Appropriate Training

7

TRAINING STATUS - IN POSITION

| Sl.No. | NAME OF THE FUNCTIONARY | JOB TRAINING | | | Number proposed |
|--------|-------------------------|--------------|---------|------------|-----------------|
| | | Position | Trained | Un Trained | |
| 1 | CDPO | 373 | 366 | 7 | 50 |
| 2 | Supervisor | 1276 | 1126 | 150 | 150 |
| 3 | AWW | 46981 | 42991 | 3990 | 3990 |
| 4 | AWH | 41377 | 40577 | 800 | 800 |

Cont.

| Sl.No. | NAME OF THE FUNCTIONARY | REFRESHER TRAINING | | | |
|--------|-------------------------|--------------------|---------|------------|-----------------|
| | | Position | Trained | Un Trained | Number Proposed |
| 1 | CDPO | 373 | 248 | 125 | 125 |
| 2 | Supervisor | 1276 | 901 | 375 | 375 |
| 3 | AWW | 46981 | 32581 | 14400 | 14400 |
| 4 | AWH | 41377 | 17777 | 23600 | 23600 |

REGULAR TRAINING

| Year - 2012-2013 | | | | | | | | Name of the State: Tamilnadu | | |
|------------------|------------------|------------------|-------------------|------------|----------------|-----------------------------------|------------------------|----------------------------------|------------------------------|------------------------------|
| Sl. No | Functionery | Type of Training | Trainees Proposed | Batch Size | No. of Batches | Recurring Variable Cost per batch | Total Cost (recurring) | Fixed Cost (recurring) Per batch | Total Cost (Fixed recurring) | Total approved Cost (8)-(10) |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 1 | Anganwadi Worker | Job | 9835 | 35 | 281 | 125500 | 35265500 | * 11500 | 3231500 | 3,84,97,000 |
| | | RTC | 14400 | 40 | 360 | 37,500 | 13500000 | 28630 | 0 | 1,35,00,000 |
| 2 | Anganwadi Helper | Job/Orientation | 6750 | 50 | 135 | 50,750 | 6851250 | 32720 | 0 | 68,51,250 |
| | | Refresher | 23600 | 50 | 472 | 39,000 | 18408000 | 32720 | 0 | 1,84,08,000 |
| 3 | Supervisors | Job | 150 | 25 | 6 | 140250 | 841500 | 120950 | 725700 | 15,67,200 |
| | | Refresher | 375 | 25 | 15 | 53,750 | 806250 | 28,225 | 423375 | 12,29,625 |

Contd...

| | | | | | | | | | | |
|-------------|------------------------------------|-----------|-------|----|---|----------|----------|---|---------|------------|
| 4 | Child Development Project Officers | Job | 50 | 25 | 2 | 3,74,000 | 748000 | 0 | 0 | 7,48,000 |
| | | Refresher | 125 | 25 | 5 | 1,81,125 | 905625 | 0 | 0 | 9,05,625 |
| 5 | Instructors of AWTCs | Job | 120 | 20 | 6 | 55,900 | 335400 | 0 | 0 | 3,35,400 |
| | | Refresher | 120 | 20 | 6 | 43,550 | 261300 | 0 | 0 | 2,61,300 |
| Grand Total | | | 43730 | | | 1101325 | 50925075 | | 2460075 | 823,03,400 |

* Tamilnadu does not have AWTC. As the duration is one month, Rent, Electricity & water Charges and Contingencies may be sanctioned to conduct the Job Training of AWWs

OTHER TRAINING

| | | |
|--------------|---|---------------|
| A | Sensitisation workshop on early detection of disabilities and inclusive education for Project level functionaries. | 65.1 |
| B | Workshop on convergence with line departments and Panchayat Raj Institutions | 31.27 |
| C | Training on roll out of revised MIS | 202.84 |
| D | Training on parenting adolescent for project level functionaries | 65.1 |
| E | Focus on under 3 years - re-orientation on infant and young child feeding, integrated management new natal childhood illness and WHO growth standatrd | 66.47 |
| TOTAL | | 430.78 |

FORMULATION OF YEARLY TRAINING CALENDER

- TAMILNADU DOES NOT HAVE AWTCs. EACH PROJECT OFFICE FUNCTIONS AS AWTCs AT BLOCK LEVEL, TRAININGS ARE CONDUCTED BY THE GRADE I SUPERVISORS WHO ARE TRAINED AT STATE TRAINING INSTITUTE

SPECIAL COMMISSIONER OF ICDS INTERACTING WITH THE TRAINEES – ORIENTATION TRAINING TO INSTRUCTORS OF AWTCs



PRESENT POSITION – NUMBER OF SANCTIONED AND OPERATIONAL TRAINING CENTRE

- TAMILNADU HAS ONLY ONE MLTC AND IT IS IN OPERATION
- JOB TRAINING TO SUPERVISORS - 150
- REFRESHER TRAINING TO SUPERVISORS -375

SUGGESTIVE METHODOLOGY TO REDUCE THE BACKLOG OF TRAINING

- IMPLEMENTATION OF DECENTRALISED PATTERN.
- FLEXIBILITY IN STRAP TO UTILISE THE FUND FOR TRAINING THE SUBSEQUENT MANPOWER RECRUITED WITHIN THE FINANCIAL YEAR
- AN AMOUNT OF RS 1 CRORE OF REVOLVING FUND CAN BE GIVEN BY GOI WHICH CAN BE ADJUSTED AGAINST THE RELEASE

**IDENTIFY LACUNAE IN
IMPLEMENTATION OF APPROVED
STRAPs**

- STRAP APPROVAL & RELEASE OF FUNDS MAY BE COMMUNICATED SIMULTANEOUSLY

**IDENTIFY THE GAPS AND PROBLEMS
WHICH ARE CREATING
THE HINDRANCE IN THE SUCCESSFUL
IMPLEMENTATION OF ICDS**

- BUDGET NORMS TO BE INCREASED FOR BOARDING, TA/DA TO SUPERVISORS AND HONORARIOUM TO RESOURCE PERSONS
- CLEAR CLARIFICATION FOR MLTCs 300 UTILIZATION CRITERIA

