Report of

Anganwadi Worker Training Centres

(April 2016 – March 2017)

Central Monitoring Unit (CMU) of ICDS

National Institute of Public Cooperation and Child Development
5, Siri Institutional Area, HauzKhas, New Delhi – 110016

Contents

AG	:	Adolescent Girls
ANM	:	Auxillary Nurse Midwife
AP	:	Andhra Pradesh
AWC	:	Anganwadi Centre
AWH	:	Anganwadi Helper
AWW	:	Anganwadi Worker
AWTC	:	Anganwadi Worker Training Center
CDPO	:	Child Development Project Officer
CMU	:	Central Monitoring Unit
DPO	:	District Programme Officer
ECCE	:	Early Childhood Care and Education
ECD	:	Early Childhood Development
GOI	:	Government of India
GM	:	Growth Monitoring
HP	:	Himachal Pradesh
ICDS	:	Integrated Child Development Services
IEC	:	Information, Education and Communication
JTC	:	Job Training Course
J&K	:	Jammu and Kashmir
LHV	:	Lady Health Visitor
ME	:	Monitoring and Evaluation
MWCD	:	Ministry of Women and Child Development
NFPSE	:	Non Formal Pre School Education
NHED	:	Nutrition and Health Education
NIPCCD	:	National Institute of Public Cooperation and Child Development
NCAER	:	National Council of Applied Economic Research
OHP	:	Over Head Projector
RTE	:	Ready to Eat
SN	:	Supplementary Nutrition
SOE	:	Statement of Expenditure
THR	:	Take Home Ration
TLM	:	Teaching Learning Material
TN	:	Tamil nadu
UP	:	Uttar Pradesh
WB	:	West Bengal

Strengthening Monitoring of Anganwadi Workers Training Centres through Central Monitoring Unit

The Integrated Child Development Services (ICDS) Programme is the world's largest and comprehensive outreach programme dealing with child's interrelated physical, intellectual and emotional needs. It embodies a unique community based integrated approach to reach every young child especially those from the most disadvantaged groups.

Launched on 2nd October 1975 in 33 Community Development Blocks spread all over the country, ICDS today represents among eight flagship programmes of GOI. ICDS aims at the overall development of children below six years of age, by providing an integrated package of services in the areas of health, nutrition and preschool education. Currently ICDS is reaching out to 1030.14 lakh beneficiaries under supplementary nutrition (Children 6 months to 6 years of age and Pregnant& Lactating Mothers) and 354.05 lakh 3-6 years of age children under pre-school component. (as on 31th July,2016), through over 13.49 lakh AWCs in 7073 operational projects across the country, with an essential package of child care services.

Objectives of Umbrella ICDS*

- Lay foundation for the proper psychological, physical and social development of the child.
- Improve nutritional and health status of children in the age group 0-6 years.
- Reduce incidence of mortality, morbidity, malnutrition and school dropouts.
- Achieve effective coordination of policy and implementation amongst various departments to promote child development.
- Enhance the capabilities of the mother to look after normal health and nutritional needs of child through proper nutrition and health education.*(MWCD,GOI,No.11-36/2016-CD.I,Dated:23 Nov,2017)

With children at the top of country's development agenda in the 12th Five Year Plan Period, the emerging profile of ICDS symbolizes a new vision for young children with child rights perspective and gender sensitive approach, that is family-focused and community based to reach out to the most un-reached with equity and quality. The vision is gradually being translated into action with the universalization of the programme in 2008-09 followed by strengthened and restructured ICDS scheme during 12th Five Year Plan with reforms at all levels which inter-alia include:

• Repositioning the AWC as a "vibrant ECD centre

• Special focus on children under 3 years and pregnant and lactating mothers

• Strengthening and repackaging of services including care and nutrition counseling, services and care of severely underweight children, Sneha Shivirs

• Provision for an additional Anganwadi Worker cum Nutrition Counselor , care and nutrition counseling for P&L Mothers,5% crèche cum Anganwadi centre.

• Focus on Early Childhood Care and Education (ECCE)

• Forging strong institutional and programmatic convergence particularly, at the district, block and village levels

• Models providing flexibility at local levels for community participation

• Improving Supplementary Nutrition Programme including cost revision

• Provision for construction and improvement of buildings of Anganwadi centres

• Allocating adequate financial resources for other components including Monitoring and Management and Information System(MIS), Training and use of Information and communication technology (ICT),

• Umbrella ICDS in Mission Mode with missions at National, State and District levels.

• Introducing APIPs.

• Revision of financial norms etc.

• Strengthening of training and capacity building of theUmbrella ICDS functionaries at all level.

The responsibility of the implementation of Umbrella ICDS at the field level is on Umbrella ICDS functionaries which include Anganwadi Workers (AWWs), Anganwadi Helpers (AWH) Supervisors, Child Development Project Officers (CDPOs) along with Medical Officers (MOs) of the PHC and the para medical staff like the Lady Health Visitor (LHV), and the Auxiliary Nurse Midwife (ANM) from Health Department. The Anganwadi worker who is generally a local woman is the key functionary in the implementation of programme. Starting from the Anganwadi Worker at the grassroot level,Umbrella ICDS has a well-defined strategy of training of Umbrella ICDS functionaries. The aim of training strategy in Umbrella ICDS is to prepare functionaries ofUmbrella ICDS as agents of social and behavioural change.

Recognising the crucial importance of training for successful implementation of Umbrella ICDS, Ministry of Women & Child Development, Government of India has formulated a comprehensive training strategy (CTS) for the Umbrella ICDS functionaries.

Training Infrastructure

A three-tire training structure is in place for the training of various field functionaries in Umbrella ICDS through:

•**Anganwadi Workers Training Centers (AWTCs)** for the training of Anganwadi Workers and Helpers (located at the district/block level);

•**Middle Level Training Centers (MLTCs)** for the training of Supervisors and Instructors of AWTCs (located mostly at the district level);

•**National Institute of Public Cooperation and Child Development (NIPCCD)** and its four Regional Centers (in Guwahati, Lucknow, Bangalore and Indore) for training of CDPOs/ACDPOs and Instructors of MLTCs. [Only Govt. of Tamil Nadu has established a State Training Institute (STI) at the State level for the training of Trainers of MLTCs and CDPOs/ACDPOs]

Total of 498 Anganwadi Workers Training Centres across the country are engaged in the training of AWWs. The State Government prepares Annual Training Calendar for achieving the target of training at all AWTCs in the state. The Government of India releases grants-in-aid to State Governments/UTs for Anganwadi Workers Training Centres which is further released to individual AWTC. It is the duty of the State government to provide funds to AWTCs on time. Each State Government/Union Territory appoints a Nodal Officer who is overall responsible for sending reports to MWCD, deputation of trainees to the training centres and also ensuring that the trainees actually report at the training centres, release of timely and sufficient funds to the training centres, submission of reimbursement claims etc. to MWCD. The State Governments/UTs are also required to develop a system for physical inspection of training centres so that their performance is reviewed from time to time.

Tasks of AWTCs

The main task of the AWTCs is the organization of job training courses for AWWs. Each AWTC is expected to complete 10 job courses in a year. Each course is expected to have 35 trainees. Given a continuous flow of trainees in requisite number, each training centre would normally train 350 AWWs in a year. The AWTCs are also required to organize the following training programmes in a year:

(i)   Refresher Training of Anganwadi Workers

(ii)   Induction Training of Anganwadi Workers

(iii)   Orientation (Job) Training of Anganwadi Helpers

(iv)   Refresher Training of Anganwadi Helpers

Monitoring of AWTCs through Central Monitoring Unit of Umbrella ICDS

The primary responsibility of providing technical support to these AWTCs lies with NIPCCD. Its faculty members frequently undertakes visit of these AWTCs so as to provide them on the spot guidance and corrective measures required to be taken to effectively run the training programmes for AWWs and AWHs.

Based on the data received from 121 AWTCs from 21 states/UTs by NIPCCD faculty and consultants of Selected Institutions, this report is prepared for the period from April, 2016 to March, 2017. Details are given in Table- A & Annexure 1.

<p style="text-align:center">Table A: Number of AWTCs</p>

State	Total No. of AWTCs
Northern Region	
Delhi	1
Haryana	1
Himachal Pradesh	3
Punjab	5
Rajasthan	4
Uttarakhand	2
Eastern Region	
Bihar	7
Jharkhand	11
Orissa	2
West Bengal	10
North-Eastern Region	
Assam	2
Arunachal Pradesh	4
Meghalaya	2
Nagaland	1
Sikkim	1
Western Region	
Gujarat	5
Maharashtra	7
Southern Region	
Andhra Pradesh	18
Telangana	18
Kerala	4
Central Region	
Madhya Pradesh	13
Total	**121**

Method & Tools used for collection of Data

Members of NIPCCD faculty and the consultants of select Institutions were given monitoring proformas developed by CMU, NIPCCD. The consultants were required to fill these proformas on the basis of the interview of Instructors of AWTCs and observing the activities of the concerned AWTC. With the help of these Proforma, the data were collected based on the broad indicators as listed below in **Table-B.**

Table-B: List of Monitoring Indicators

Core Component	Indicator
• Management of AWTCs	• Mode of Management of AWTCs • Staffing Pattern(Appointment and Vacant Position) • Educational Qualifications • Orientation Training Status of Full Time Instructors • Appointment Status of Part Time Instructors • Appointment Status of supportive staff in the training centre • Support Staff of AWTCs Hostel • Additional Tasks performed by ICDS Instructors • Availability of Funds for AWTCs • Submission of Statement of Accounts • Medical Treatment Facility
• Infrastructure Status of Training Centre	• Hostel Facilities • Availability of Separate Kitchen and Dining Hall • Availability of Recreation Facilities • Basic Facilities in the Hostel • Source of Drinking Water in the Hostel • Availability of Class Room • Availability of Lighting facilities • Availability of Fans and Air Coolers
• Availability of Training Equipment and Furniture	• Availability and Use of White Board, Black Board and Display Board • Availability and Use of TV, OHP, Computer with LCD Projector • Availability and Use of Weighing Scales and Flip Charts • Availability of Other Supportive Equipment's (Fax, Xerox Machine, Computer, Printer) • Availability of Library • Availability of Classroom Furniture
• Planning & Organization of Training at AWTC	• Planning of Course • Use of Different Training Methods • Organization of Practical Exercises/Sessions • Use of Feedback mechanism by Instructors • Supervised Practice Activity in Anganwadi • Use of Training Material in Supervised practice • Type of Support Received from ICDS Staff in Supervised Practice • Preparation of Course Reports • Submission of Course Report
• AWTCs Monitoring and Training Evaluation	• Visit to ICDS Projects by ICDS Instructors • Monitoring of AWTCs • Instructor's Understanding of Curriculum • Competencies of Instructors in Preparation and Adopting Various Training

	Methods • Introduction of New Topics in the Training Programme Schedule • Training Assessment • Evaluation of Trainees

Data Analysis

The formats of the data were prepared in such a way that the data could be used in variety of ways for subsequent analysis. The data base was created with an intention to optimally utilize the valuable empirical information for other purposes as well. The data were disaggregated at the State level.

Summarizing the Data

The data was tabulated on excel sheets for its analysis. Apart from using statistical measures such as percentages, the data have been presented graphically also for comparison of data and to show the regional disparity. The analysis of regional and state-based data has also been presented separately for each geographical region (northern, eastern, north eastern, western, southern, central region and UTs) and has been collated in such a way so as to provide a comprehensive picture of training status of AWTCs across the country.

Management of AWTCs and Staff Position

1.1   AWTCs Run By NGO/Govt Institution

Most of the AWTCs are either being run by NGOs/Private Organizations or by Professional Institutions like Schools of Social Work/Colleges of Home Science etc. In some of the States, these AWTCs are also being run by concerned State Governments. Data in this regard is presented in the following table.

Table 1.1 AWTCs Run By NGO/Govt Institution

No. of AWTCs: 121

	Total No. of AWTCs	NGO/Private Organization		Govt. Institution	
		N	%	N	%
Northern Region					
Delhi	1	0	0	1	100
Haryana	1	0	0	1	100
Himachal Pradesh	3	1	33.3	2	66.6
Punjab	5	3	60	2	40
Rajasthan	4	4	100	0	0
Uttarakhand	2	2	100	0	0
Eastern Region					
Bihar	7	7	100	0	0
Jharkhand	11	11	100	0	0
Odisha	2	2	100	0	0
West Bengal	10	10	100	0	0
North-Eastern Region					
Assam	2	2	100	0	0
Arunachal Pradesh	4	0	0	4	100
	2	0	0	2	100
Nagaland	1	0	0	1	100
Sikkim	1	0	0	1	100
Western Region					
Gujarat	5	4	80	1	20
Maharashtra	7	6	85.7	1	14.3
Southern Region					
Andhra Pradesh	18	12	66.7	6	33.3
Telangana	18	15	83.3	3	16.7
Kerala	4	0	0	4	100
Central Region					
Madhya Pradesh	13	6	46.2	7	53.8
Total	**121**	**85**	70.2	**36**	29.8

Table 1.1 shows that seven out of ten AWTCs (70.2%) are being run by NGOs/Private organization and rest (29.7%) are operated by Govt. Institutions. AWTCs located in the states of Delhi, Himachal Pradesh, Haryana Arunachal Pradesh, Meghalaya, Nagaland, Sikkim and Kerala are being run by Govt. institution.
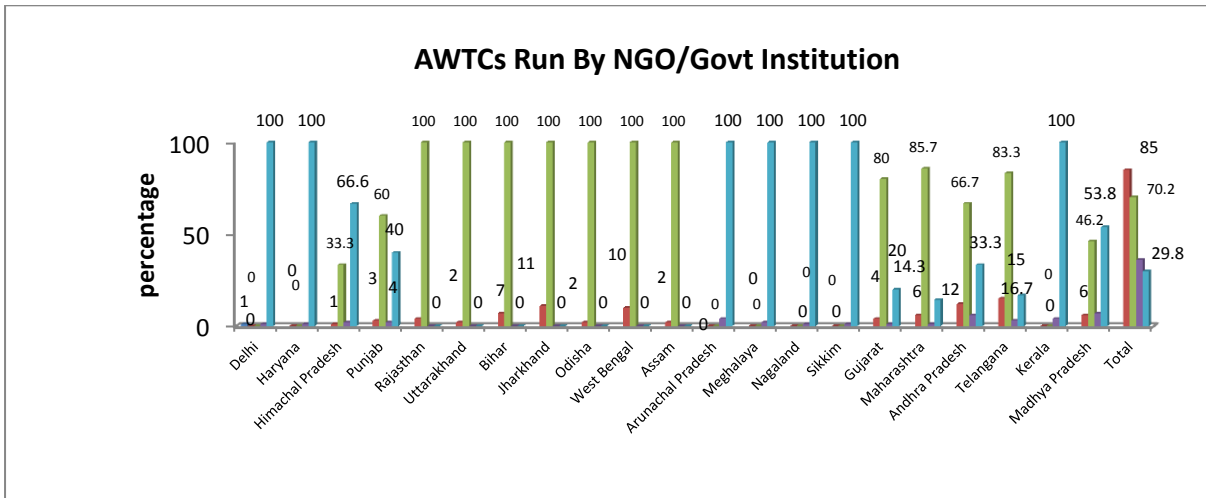
1.2   Appointment of Full Time Instructors

As per norms each AWTC should have three full time instructors. These include Instructor in Child Development, Nutrition and Social Work.

Table1.2 Appointment of Full Time Instructors

No. of AWTCs: 121

State	Total No. of AWTCs	No. of Instructors In Position		Deviation (Between Norms & In Position Instructor)		Instructor in Child Development	Instructor in Nutrition	Instructor in Social Work
		N	%	N	%	(1)	(2)	(3)
Northern Region								
Delhi	1	1	33.3	-2	66.7	1	0	0
Haryana	1	2	66.7	-1	33.3	1	1	0
Himachal Pradesh	3	6	66.7	-3	33.3	3	0	3
Punjab	5	6	40	-9	60	1	3	2
Rajasthan	4	12	100	0	0	3	4	5
Uttarakhand	2	6	100	0	0	2	2	2
Eastern Region								
Bihar	7	18	85.7	-3	14.3	7	4	7
Jharkhand	11	27	81.8	-6	18.2	9	10	8
Odisha	2	6	100	0	0	2	2	2
West Bengal	10	29	96.6	-1	3.7	10	10	9
North-Eastern Region								
Assam	2	6	100	0	0	3	2	1
Arunachal Pradesh	4	12	100	0	0	3	5	4

Meghalaya	2	4	66.7	-2	33.3	2	1	1
Nagaland	1	4	133.3	1	33.3	2	1	1
Sikkim	1	3	100	0	0	1	1	1
Western Region								
Gujarat	5	12	80	-3	20	5	4	3
Maharashtra	7	18	85.7	-3	14.2	7	5	6
Southern Region								
Andhra Pradesh	18	42	77.7	-12	22.2	16	14	12
Telangana	18	37	68.5	-17	31.5	14	7	16
Kerala	4	11	91.67	-1	8.3	4	4	3
Central Region								
Madhya Pradesh	13	37	94.8	-2	5.1	13	12	12
Total	**121**	**299**	**82.4**	**-64**	**17.6**	**109**	**92**	**98**

No. of Instructors in position
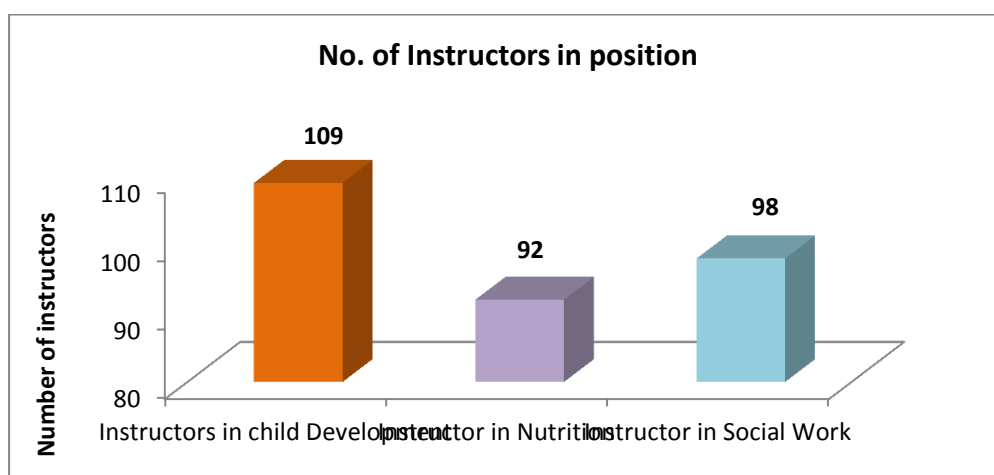
Table 1.2 reveals that about 18 percent of ICDS Instructors posts are lying vacant in AWTCs taken in the study. AWTCS in the States of Rajasthan, Uttarakhand, Odisha, Assam, Arunachal Pradesh and Sikkim have stipulated number of Instructors.As per the data, number of Instructors teaching different subjects is not equally distributed across all AWTCs taken in the study. Number of instructors in Nutrition is found to be minimum ie 92with no Nutrition instructor in AWTCs situated at Delhi and Himachal Pradesh.

1.3   Educational Qualification of Instructors

Instructors working in AWTCs should have Master's Degree in the respective field. While Instructor in Child Development should have Master degree in Home Science/Child Development/Psychology, the Instructor in Nutrition should have Master degree in Home Science/Nutrition. Similarly, the Instructor in Social Work should have Master degree in Extension Education/Community Resource Management/Social Work/Sociology.

Table: 1.3 Educational Qualifications of Full Time Instructors

No. of AWTCs: 121

State	Total No. of AWTCs	No. of Full Time Instructors	Graduate		Post Graduate		M.Phil/ Ph.D	
			N	%	N	%	N	%
Northern Region								
Delhi	1	1	0	0	1	100	0	0
Haryana	1	2	1	50	1	50	0	0
Himachal Pradesh	3	4	0	0	4	100	0	0
Punjab	5	6	1	16.7	5	83.3	0	0
Rajasthan	4	12	4	33.3	7	58.3	1	8.3
Uttarakhand	2	3	0	0	3	100	0	0
Eastern Region								
Bihar	7	18	1	5.6	16	88.9	0	0
Jharkhand	11	27	1	3.7	25	92.6	0	0
Odisha	2	6	1	16.7	5	83.3	0	0
West Bengal	10	29	3	10.3	26	89.7	0	0
North-Eastern Region								
Assam	2	6	1	16.7	5	83.3	0	0
Arunachal Pradesh	4	12	8	66.7	4	33.3	0	0
Meghalaya	2	4	0	0	3	75	0	0
Nagaland	1	4	0	0	4	100	0	0
Sikkim	1	3	3	100	0	0	0	0
Western Region								
Gujarat	5	12	2	16.7	8	66.7	0	0
Maharashtra	7	18	3	16.7	15	83.3	0	0
Southern Region								
Andhra Pradesh	18	42	3	7.1	39	92.9	0	0
Telangana	18	37	2	5.4	34	91.9	1	2.7
Kerala	4	11	3	27.3	7	63.6	0	0
Central Region								
Madhya Pradesh	13	37	6	16.2	25	67.6	0	0
Total*	**121**	**299**	**43**	14.4	**240**	80.3	**2**	.33

* fourteen Instructors are either Higher Secondary pass or studied upto matric.(One each respectively from the state of Bihar, Jharkhand, Meghalaya, Kerala, Two from Gujarat & Six from Madhya Pradesh.)

It is evident from **Table 1.3** that about eight out of ten Full time Instructors working in these AWTCs possess the qualifications as stipulated in the guidelines. Around 14 percent of full time Instructors are found to be Graduate and 0.33 percent of Instructors have done M.Phil/ Ph.D.

Education Qualification Of Full Time Instructors
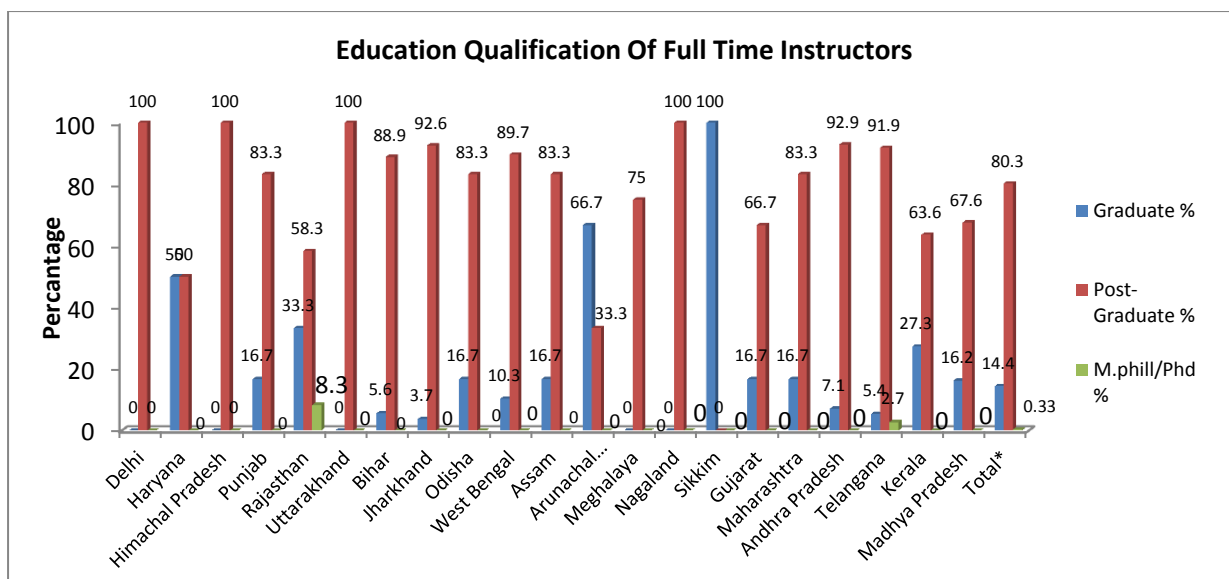
1.4 Training Status of Full Time Instructors

The orientation training includes effective coverage of syllabus, use of appropriate training methods and aids, organization of Supervised Practice etc.

Data reflecting status of orientation training received by the Full Time Instructors of AWTC is presented in **Table 1.4**

Table: 1.4 Status of Orientation Training of Instructors

No. of AWTCs: 121

State	Total No. of AWTCs	Total No. of Full-Time Instructors in position	Training Received	
			N	%
Northern Region				
Delhi	1	1	1	100
Haryana	1	2	2	100
Himachal Pradesh	3	6	6	100
Punjab	5	6	6	100
Rajasthan	4	12	12	100
Uttarakhand	2	6	3	50
Eastern Region				
Bihar	7	18	15	83.3
Jharkhand	11	27	15	55.6
Odisha	2	6	0	0
West Bengal	10	29	21	72.4
North-Eastern Region				
Assam	2	6	3	50
Arunachal Pradesh	4	12	7	58.3
Meghalaya	2	4	2	50

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Nagaland	1	4	4	100
Sikkim	1	3	3	100
Western Region				
Gujarat	5	12	12	100
Maharashtra	7	18	10	55.6
Southern Region				
Andhra Pradesh	18	42	31	73.8
Telangana	18	37	37	100
Kerala	4	11	8	72.7
Central Region				
Madhya Pradesh	13	37	23	62.2
Total	**121**	**299**	**221**	73.9

As per data depicted in **Table 1.4** about 73.9 percent of Full time Instructors have received orientation training. All Instructors of AWTCS in the states of Northern region except Uttarakhand and Nagaland, Sikkim, Gujarat and Telangana have received Orientation training whereas in the states of Odisha, Orientation /Job Training is not received by any of the Full Time Instructor.
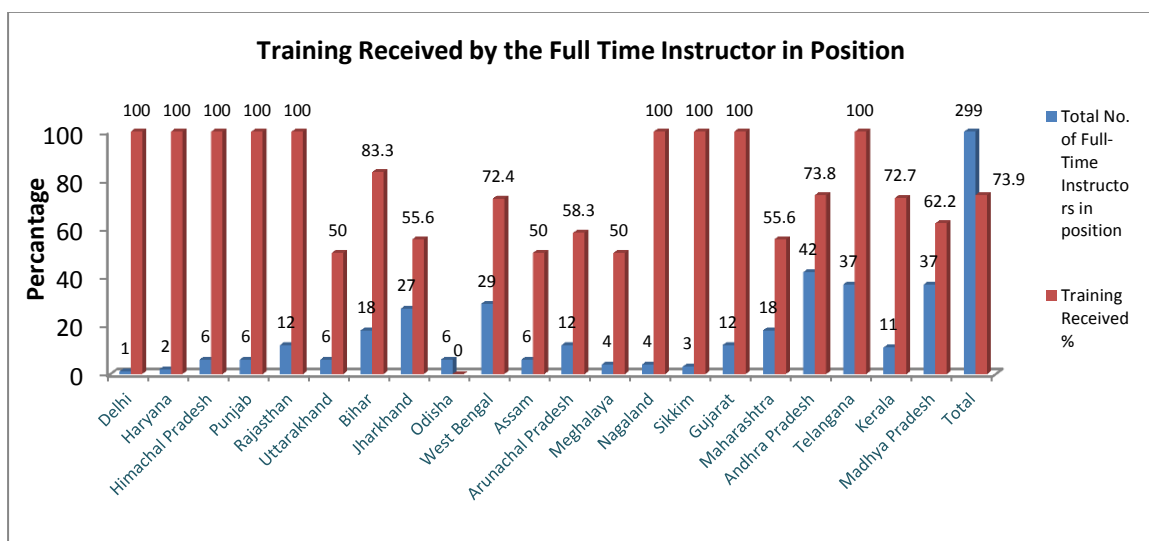
About 26 percent of Instructors are working without any training which may effect the quality of Training imparted to AWWs and AWHs.

1.5 Appointment Status of   Part Time Instructors

Part time instructors are integrated part of AWTCs. As per AWTC norms issued by MWCD, GOI,three part time instructors (one each in health, music, arts and crafts) needs to be engaged in each AWTC. Data in this regard is presented in **Table 1.5**

Table 1.5 Appointment Status of   Part Time Instructor

No. of AWTCs: 121

State	Total No. of AWTCs	No. of Part Time Instructors as per Norms	No. of Part time Instructors in Position		Deviation (Between Norms & In Position Instructor)	
			N	%	N	%
Northern Region						
Delhi	1	3	3	100	0	0
Haryana	1	3	0	0	-3	100
Himachal Pradesh	3	6	4	66.7	-2	33.3
Punjab	5	15	6	40	-9	60
Rajasthan	4	12	4	33.3	-8	66.7
Uttarakhand	2	6	6	100	0	0
Eastern Region						
Bihar	7	21	17	81	-4	19
Jharkhand	11	33	14	42.4	-19	57.6
Odisha	2	6	3	50	-3	50
West Bengal	10	30	17	56.7	-13	43.3
North-Eastern Region						
Assam	2	6	2	33.3	-4	66.7
Arunachal Pradesh	4	12	3	25	-9	75
Meghalaya	2	6	1	16.7	-5	83.3
Nagaland	1	3	0	0	-3	100
Sikkim	1	3	0	0	-3	100
Western Region						
Gujarat	5	15	9	60	-6	40
Maharashtra	7	21	10	47.6	-11	52.4
Southern Region						
Andhra Pradesh	18	54	8	14.8	-46	85.2
Telangana	18	54	5	9.3	-49	90.7
Kerala	4	12	8	66.7	-4	33.3
Central Region						
Madhya Pradesh	13	39	25	64.1	-14	35.9
Total	**121**	**363**	**148**	40.8	-215	59.2

Table 1.5 shows that about six out of ten posts of part time Instructors posts are lying vacant in AWTCs taken in the study. Only 40.8 percent of posts are filled. No State was found to fulfil the required no. of part time instructor as per norms. In AWTCs of Delhi and Uttarakhand, all the post of part time instructors are filled. The total absences of part time instructors are found in the states of Haryana, Nagaland and Sikkim.

Central Monitoring Unit of ICDS, NIPCCD Delhi

Appointment Status of Part Time Instructor
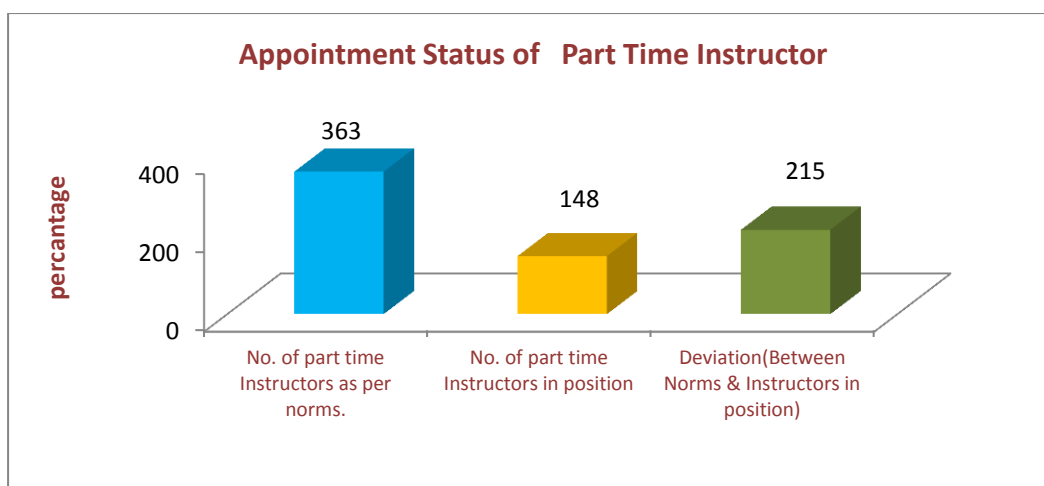
Part Time Instructors are important to impart training for enhancing creative aspect of the trainees. It seems that in the absence of these Instructors, this aspect is taken by full time Instructors (neglecting their own curriculum), which directly effects the quality of sessions taken by AWWs with children.

Appointment Status of supportive staff in the training centre

As per office order no 11-13/2006-TR dated 4th June, 2009, each AWTC should have one Typist, one Assistant Accountant and one peon/night guard in position. Data showing filled up status of mentioned above are presented in **Table 1.6**

Table 1.6 Appointment Status of Supportive staff in the training centre

No. of AWTCs: 121

State	Total No. of AWTCs	Norms	Typists in Position		Asstt Accountant in Position		Peon/ Night guard in Position	
			N	%	N	%	N	%
Northern Region								
Delhi	1	1	1	100	1	100	1	100
Haryana	1	1	1	100	1	100	1	100
Himachal Pradesh	3	3	1	33.3	3	100	1	33.3
Punjab	5	5	3	60	4	80	3	60
Rajasthan	4	4	4	100	4	100	4	100
Uttarakhand	2	2	2	100	2	100	2	100
Eastern Region								
Bihar	7	7	5	71.4	7	100	7	100
Jharkhand	11	11	10	90.9	9	81.8	9	81.8
Odisha	2	2	2	100	2	100	2	100
West Bengal	9	9	8	88.9	8	88.9	7	77.8
North-Eastern Region								

Assam	2	2	1	50	2	100	2	100
Arunachal Pradesh	4	4	4	100	2	50	4	100
Meghalaya	2	2	2	100	1	50	2	100
Nagaland	1	1	1	100	1	100	1	100
Sikkim	1	1	1	100	1	100	1	100
Western Region								
Gujarat	5	5	5	100	5	100	4	80
Maharashtra	7	7	6	85.7	7	100	6	85.7
Southern Region								
Andhra Pradesh	18	18	13	72.2	16	88.9	18	100
Telangana	18	18	17	94.4	16	88.9	16	88.9
Kerala	4	4	4	100	4	100	2	50
Central Region								
Madhya Pradesh	13	13	7	53.8	9	69.2	8	61.5
Total	**121**	**121**	**99**	81.8	**106**	87.6	**102**	84.3

Table 1.6 shows the data collected for the posts of Typists, Assistant Accountant and Peon/Night Guard in position from various AWTCs taken in the study. It shows that about 18 percent of typist posts are lying vacant. About 12 percent of Assistant Accountants posts are lying vacant in AWTCs taken in the study. In North-Eastern Region support staff is in position except for typist in Assam and Asst. Accountant in Arunachal Pradesh and Meghalaya. All the post of Asst. Accountant are filled in Northern Region except in the state of Punjab.
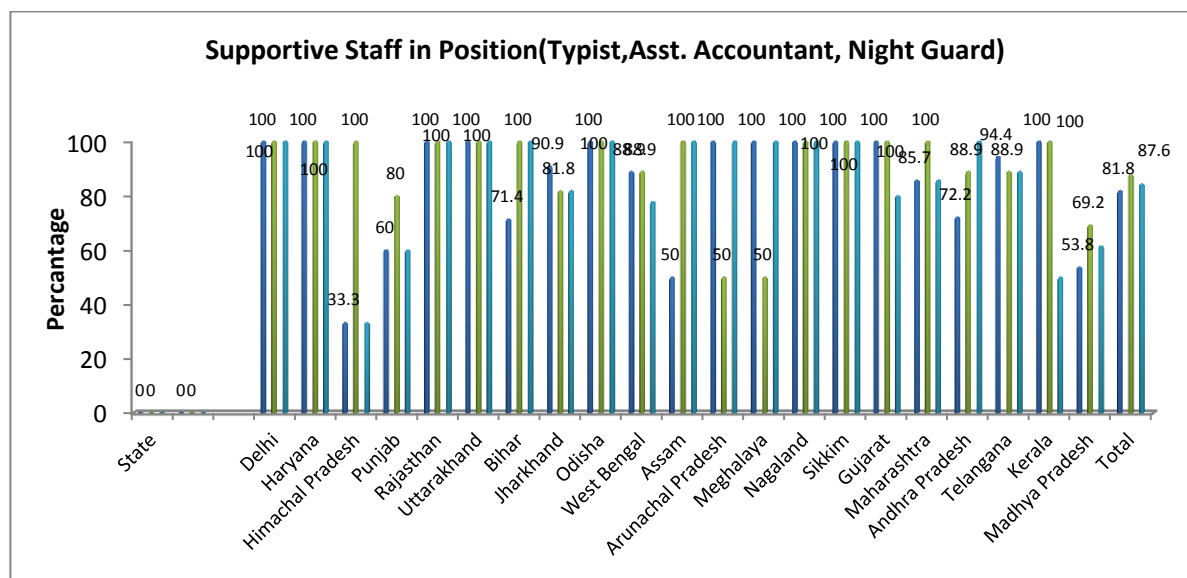
Data above also shows that about 15 percent of AWTCs are working without any night guard.

In the absence of Support staff administrative and reporting work is affected leading to communication gap between the Stakeholders. Steps should be taken to fulfill the vacant posts.

1.7 Support Staff of AWTCs

So far as support staff of AWTCs is concerned, the office order no 11-13/2006-TR dated 4th June, 2009 issued by MWCD states that all AWTC should have one lady warden and one cook as regular employee. All AWTCs are also required to engage one Sweeper. Data with regard to filling of these posts of supportive staff is presented in **Table 1.7**

Table 1.7 Appointment Status of Supportive Staff in the Hostel

No. of AWTCs:121

State	Total No.of AWTCs	Total Number of Lady Warden/ Sweeper/Cook (each)as per Norms	Warden In Position		Sweeper In Position		Cook In Position	
			N	%	N	%	N	%
Northern Region								
Delhi	1	1	0	0	0	0	0	0
Haryana	1	1	0	0	1	100	0	0
Himachal Pradesh	3	3	1	33.3	1	33.3	1	33.3
Punjab	5	5	4	80	1	20	4	80
Rajasthan	4	4	4	100	2	50	4	100
Uttarakhand	2	2	2	100	2	100	2	100
Eastern Region								
Bihar	7	7	6	85.7	4	57.1	7	100
Jharkhand	11	11	8	72.7	0	0	9	81.8
Odisha	2	2	2	100	0	0	2	100
West Bengal	10	10	2	20	2	20	2	20
North-Eastern Region								
Assam	2	2	2	100	2	100	1	50
Arunachal Pradesh	4	4	4	100	1	25	3	75
Meghalaya	2	2	2	100	1	50	2	100
Nagaland	1	1	1	100	1	100	1	100
Sikkim	1	1	1	100	1	100	1	100
Western Region								
Gujarat	5	5	4	80	2	40	3	60
Maharashtra	7	7	5	71.4	1	14.3	5	71.4
Southern Region								
Andhra Pradesh	18	18	11	61.1	6	33.3	10	55.5
Telangana	18	18	17	94.4	2	11.1	18	100
Kerala	4	4	4	100	3	75	4	100
Central Region								

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Madhya Pradesh	13	13	5	38.4	3	23.1	5	38.4
Total	121	**121**	**85**	70.2	**36**	29.7	**87**	71.9

Table 1.7 shows that about 70 percent posts of Warden, 72 percent posts of cook and 29.7 percent posts of sweeper are filled. All AWTCs (100%) in the states of Rajasthan, Uttarakhand, Odisha and all states of North Eastern Region along with Kerala are found to fulfill the required no. of Warden Posts as per norms. The highest percentages of vacant position is in the state of West Bengal.

It is clear from the above table that about 28% of AWTCs are found running without engagement of cook. No AWTC in the States of Delhi,Haryana, Jharkhand and Odisha have the facility of cook. It is clear from the data that quite a large number of AWTCs (70%) are found running without engagement of sweeper. No AWTC in the States of Delhi, Jharkhand and Odisha have the facility of sweeper.
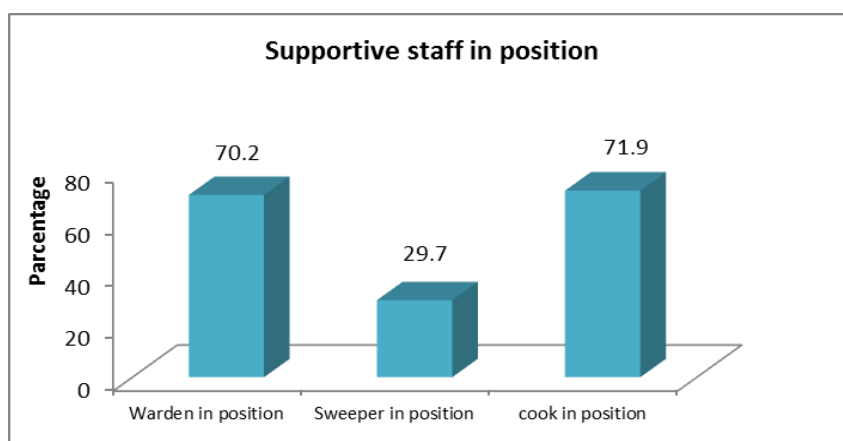
Additional Tasks Carried Out by Instructors

The Instructors of AWTCs are required to work only for ICDS training and in no case they should be engaged in other assignments and responsibilities which parent organization of AWTC is handling. Data as reported by Chief Instructors /Principals of AWTCs in this regard are presented in **Table 1.8**

Table: 1.8 Additional Tasks Performed By Instructors

No. of AWTCs: 121

State	Total No. of AWTCs	Total No. of Principals/ Chief Instructors	Additional Tasks Undertaken	
			N	**%**
Northern Region				

Delhi	1	1	1	100
Haryana	1	1	0	0
Himachal Pradesh	3	3	0	0
Punjab	5	4	1	25
Rajasthan	4	3	1	33.3
Uttarakhand	2	2	0	0
Eastern Region				
Bihar	7	7	4	57.1
Jharkhand	11	10	1	10
Odisha	2	2	2	100
West Bengal	10	9	1	11.1
North-Eastern Region				
Assam	2	2	2	100
Arunachal Pradesh	4	1	0	0
Meghalaya	2	2	0	0
Nagaland	1	1	0	0
Sikkim	1	1	1	100
Western Region				
Gujarat	5	5	0	0
Maharashtra	7	7	4	57.1
Southern Region				
Andhra Pradesh	18	14	6	42.9
Telangana	18	11	8	72.7
Kerala	4	3	0	0
Central Region				
Madhya Pradesh	13	10	4	40
Total	**121**	**99**	**36**	36.4

The findings as reported in the **Table 1.8** show that out of 121 AWTCs taken for study only 99 **Principals/ Chief Instructors** are in position. Out of which 36 **Principals/ Chief Instructors i.e.** 36.4 percent are engaged in other tasks non-related to ICDS.
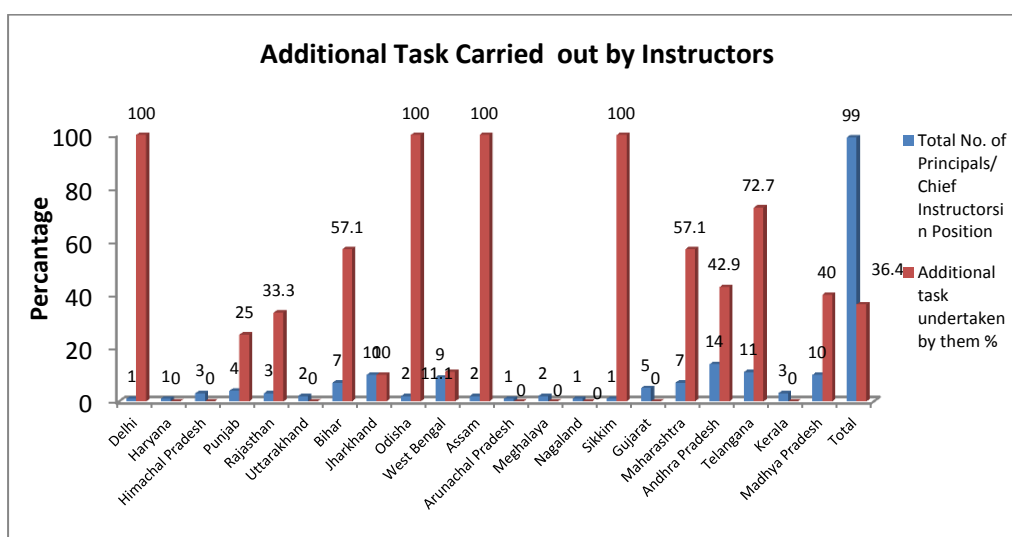
1.9   Receipt of Funds

The budgetary allocation of ICDS training is being made by MWCD, GOI to different State Governments, which in turn provides funds to AWTCs for organization of training programs meant for AWWs/AWHs. The data as obtained from Principals/Chief Instructors of AWTCs regarding timely receipt of funds from State Governments to AWTCs is presented in **Table1.9.**

Table: 1.9 Timely Receipt of Funds

No. of AWTCs: 121

State	Total No. of AWTCs	Timely Receipt of Funds	
		N	%
Northern Region			
Delhi	1	1	100
Haryana	1	0	0
Himachal Pradesh	3	2	66.6
Punjab	5	1	20
Rajasthan	4	0	0
Uttarakhand	2	0	0
Eastern Region			
Bihar	7	0	0
Jharkhand	11	2	18.2
Odisha	2	1	50
West Bengal	10	0	0
North-Eastern Region			
Assam	2	1	50
Arunachal Pradesh	4	0	0
Meghalaya	2	0	0
Nagaland	1	1	100
Sikkim	1	0	0
Western Region			
Gujarat	5	3	60
Maharashtra	7	2	28.6
Southern Region			
Andhra Pradesh	18	6	33.3
Telangana	18	7	38.9
Kerala	4	1	25
Central Region			
Madhya Pradesh	13	6	46.1
Total	**121**	**34**	**28.1**

Table 1.9 reveals that timely receipt of funds has been reported only from 28.1% of AWTCs from the various states taken in the studies. AWTCs in only two states, Delhi and Nagaland, received funds on time. Delay in timely receipt of funds is a matter of prime concern and needs attention.

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1.10   Submission of Statement of Accounts

The budget for AWTC is being released by the MWCD, GOI through the concerned State Government. At the end of each training course, the AWTC is required to send the statement of Accounts incurred during the course. Such statement of expenditure has to be sent to parent institution running AWTC. Data showing status of submission of Statement of Expenditure is presented in the table 1.10.

Table 1.10: Submission of statement of Expenditure

No. of AWTCs: 121

State	Total No. of AWTCs	Statement Submitted on time	
		N	%
Northern Region			
Delhi	1	1	100
Haryana	1	1	100
Himachal Pradesh	3	1	0
Punjab	5	3	60
Rajasthan	4	3	75
Uttarakhand	2	2	100
Eastern Region			
Bihar	7	4	57.1
Jharkhand	11	8	72.7
Odisha	2	2	100
West Bengal	10	9	90
North-Eastern Region			
Assam	2	2	100
Arunachal Pradesh	4	3	75
Meghalaya	2	2	100
Nagaland	1	1	100
Sikkim	1	1	100
Western Region			
Gujarat	5	5	100
Maharashtra	7	7	100
Southern Region			
Andhra Pradesh	18	15	83.3
Telangana	18	16	88.9
Kerala	4	4	100
Central Region			
Madhya Pradesh	13	12	92.3
Total	**121**	**102**	84.3

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Statement Submitted on Time
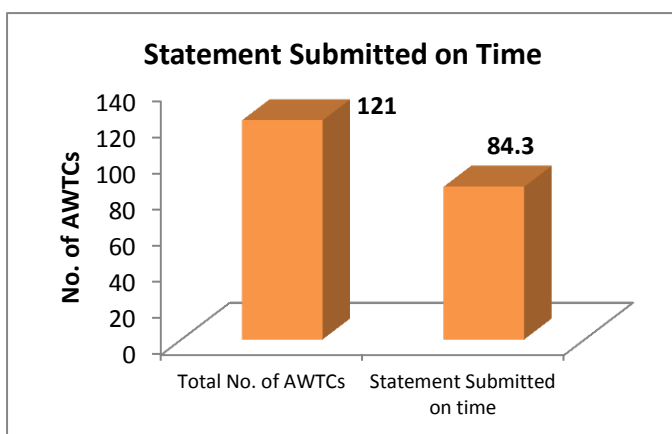
Table 1.10 shows that timely submission of SOEs has been reported from majority (84.3%) of AWTCs. All AWTCs located in the States of Delhi, Haryana, Uttarakhand, Odisha, Gujarat, Kerala and states of North Eastern region except Arunachal Pradesh have submitted the SOE on time. Though eight out of ten AWTCs have submitted SOEs, only 28.1 percent of AWTCs are getting funds on time. If the situation is not improved, it may affect further planning of training courses.

1.11   Medical Treatment Facility

Data about the Medical Treatment of trainees in case of emergencies is presented in **Table 1.11.**

Table 1.11 Arrangement of Medical Facility by Training Centre

No. of AWTCs: 121

State	Total No. of AWTCs	Responses Received	Government Dispensary		Private Doctor	
			N	%	N	%
Northern Region						
Delhi	1	0	0	0	0	0
Haryana	1	1	0	0	1	100
Himachal Pradesh	3	3	3	100	0	0
Punjab	5	4	4	100	0	0
Rajasthan	4	3	3	100	0	0
Uttarakhand	2	2	2	100	0	0
Eastern Region						
Bihar	7	7	7	100	0	0
Jharkhand	11	10	10	100	0	0
Odisha	2	1	1	100	0	0
West Bengal	10	10	10	100	0	0
North-Eastern Region						
Assam	2	2	2	100	0	0
Arunachal Pradesh	4	3	3	100	0	0
Meghalaya	2	2	2	100	0	0
Nagaland	1	1	1	100	0	0
Sikkim	1	1	1	100	0	0
Western Region						
Gujarat	5	4	4	100	0	0
Maharashtra	7	7	5	71.4	2	28.6
Southern Region						

Andhra Pradesh	18	16	13	76.9	3	23.1
Telangana	18	16	14	87.5	2	12.5
Kerala	4	4	3	75	1	25
Central Region						
Madhya Pradesh	13	10	7	70	3	30
Total	**121**	**107**	**95**	**88.8**	**12**	**11.2**

Table 1.11 shows that in about nine out of ten (88.8%) of AWTCs, trainees are being referred to the Government hospitals in case of medical emergencies. The dependence on private dispensaries is reported only in 11.2 Percent of AWTCs, which is negligent in comparison to Govt. Dispensaries.
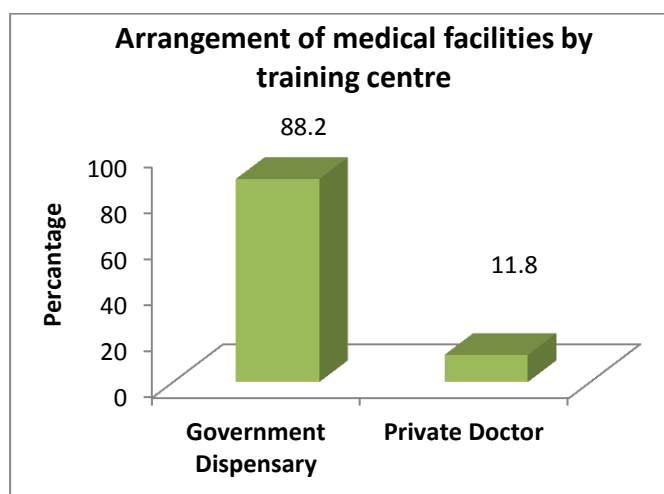
Training Infrastructure and Facilities

All AWTCs are required to possess minimum basic physical requirements which include class room with proper furniture and training facilities, hostel to accommodate trainees, dining hall, kitchen, bathrooms/toilets, recreation room, classrooms, office room etc.

2.1 Availability of Class Rooms for Training

Each AWTC is required to have a classroom to accommodate 30-35 trainees. Besides the availability of classroom, it is desirable to have a separate room for demonstration and preparation of extension aids and for conducting skill development exercises/mock sessions/role play etc. The data showing availability of such rooms in the AWTCs is presented in **Table 2.1 & 2.2.**

Table 2.1: Availability of Class Rooms

No. of AWTCs: 121

State	Total No. of AWTCs	One Class Room		More than One class Room	
		N	%	N	%
Northern Region					
Delhi	1	1	100	0	0
Haryana	1	1	100	0	0
Himachal Pradesh	3	3	100	0	0
Punjab	5	4	80	1	20
Rajasthan	4	1	25	3	75
Uttarakhand	2	0	0	2	100
Eastern Region					
Bihar	7	7	100	0	0
Jharkhand	11	8	72.7	3	27.3
Odisha	2	2	100	0	0
West Bengal	10	9	90	1	10
North-Eastern Region					
Assam	2	2	100	0	0
Arunachal Pradesh	4	4	100	0	0
Meghalaya	2	2	100	0	0
Nagaland	1	1	100	0	0
Sikkim	1	1	100	0	0
Western Region					
Gujarat	5	2	40	3	60
Maharashtra	7	5	71.4	2	28.6
Southern Region					
Andhra Pradesh	18	8	44.4	10	55.6
Telangana	18	13	72.2	5	27.8
Kerala	4	3	75	1	25
Central Region					

Madhya Pradesh	13	10	90	3	10
Total	**121**	**87**	71.9	**34**	28.09
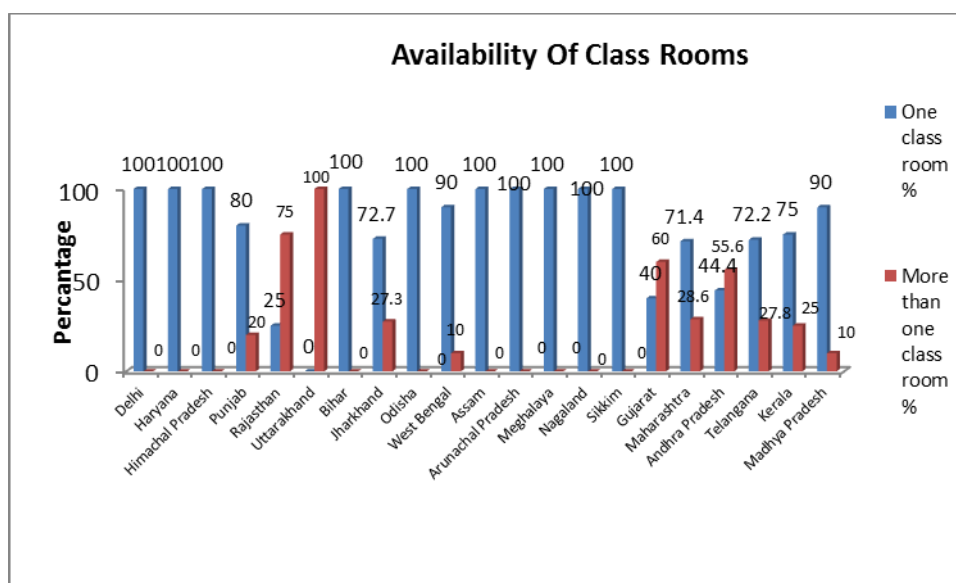
It is evident from **Table 2.1** that all AWTCs are meeting the norms for the availability of one classroom. Around 72 percent of AWTCs have one class room for teaching purpose. More than one class room is available in 28.09 percent of AWTCs taken in for study.AWTCs in the states of Punjab, Rajasthan, Uttarakhand,Jharkhand,W.B., Western Region, Southern Region and Central Region have availability of more than one class room.

Table 2.2 Availability of Practical Rooms

Table 2.2 Availability of Practical Room

No. of AWTCs: 121

State	Total No. of AWTCs	Availability of practical Room	
		N	**%**
Northern Region			
Delhi	1	0	0
Haryana	1	0	0
Himachal Pradesh	3	1	33.3
Punjab	5	1	20
Rajasthan	4	2	50
Uttarakhand	2	2	100
Eastern Region			
Bihar	7	1	14.3
Jharkhand	11	7	63.6
Odisha	2	0	0
West Bengal	10	3	30

North-Eastern Region			
Assam	2	1	50
Arunachal Pradesh	4	0	0
Meghalaya	2	0	0
Nagaland	1	1	100
Sikkim	1	0	0
Western Region			
Gujarat	5	0	0
Maharashtra	7	3	42.8.
Southern Region			
Andhra Pradesh	18	5	27.7
Telangana	18	3	16.7
Kerala	4	0	0
Central Region			
Madhya Pradesh	13	4	30.7
Total	**121**	**34**	28.1

Absence of separate practical room may hamper training using different methods like role plays, mock sessions,demonstaraions and preparation of training/ teaching material.It is evident from the above table that only 28 percent of AWTCs has the availabilityof practical rooms.
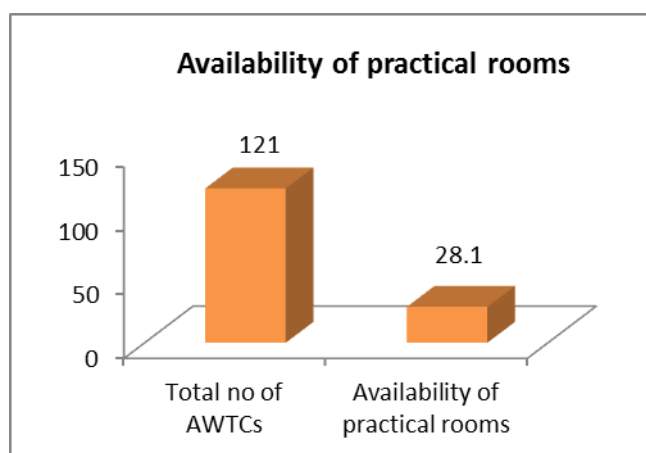
2.3   Availability of Light in the Rooms

The basic requirement that is essential for proper organization of training course also includes proper lighting arrangements in the classrooms of AWTCs. The data pertaining to this aspect are presented in **Table 2.3**

Table 2.3: Availability of Proper Lighting in Rooms

No. of AWTCs: 121

State	Total No. of AWTCs	Proper Lighting	
		N	%

Northern Region			
Delhi	1	1	100
Haryana	1	1	100
Himachal Pradesh	3	3	100
Punjab	5	4	80
Rajasthan	4	4	100
Uttarakhand	2	2	100
Eastern Region			
Bihar	7	5	71.4
Jharkhand	11	10	90.9
Odisha	2	2	100
West Bengal	10	9	88.9
North-Eastern Region			
Assam	2	2	100
Arunachal Pradesh	4	4	100
Meghalaya	2	2	100
Nagaland	1	1	100
Sikkim	1	1	100
Western Region			
Gujarat	5	5	100
Maharashtra	7	6	85.7
Southern Region			
Andhra Pradesh	18	16	88.8
Telangana	18	18	100
Kerala	4	3	75
Central Region			
Madhya Pradesh	13	13	100
Total	**121**	**112**	92.5

It is evident from **Table 2.3** that more than ninety percent (92.5%) of AWTCs are having proper lighting arrangements in the classrooms. Except in the state of Bihar (71.4%) and Kerala (75%), all states taken in for study have more than eighty percent of AWTCs with proper lighting arrangement in the classrooms.

2.4   Availability of Fans and Air Coolers

Table 2.4 depicts the data concerning the availability of ceiling/ table fans and air coolers/ACs in the classroom.

Table 2.4: Facility of Fans and Air Coolers in Class Rooms

No. of AWTCs: 121

State	Total No. of	Ceiling fans		Table fans		Air Cooler/	
		N	%	N	%	N	%
Northern Region							
Delhi	1	1	100	1	100	0	0
Haryana	1	1	100	0	0	0	0
Himachal Pradesh	3	2	66.6	1	33.3	0	0
Punjab	5	5	100	0	0	3	60
Rajasthan	4	4	100	2	50	3	75
Uttarakhand	2	0	0	2	100	0	0
Eastern Region							
Bihar	7	6	85.7	3	42.9	2	28.6
Jharkhand	11	9	81.8	6	54.5	3	27.3
Odisha	2	2	100	0	0	0	0
West Bengal	10	10	100	3	30	2	20
North-Eastern Region							
Assam	2	2	100	0	0	0	0
Arunachal Pradesh	4	4	100	0	0	0	0
Meghalaya	2	1	50	0	0	0	0
Nagaland	1	0	0	1	100	0	0
Sikkim	1	0	0	0	0	0	0
Western Region							
Gujarat	5	5	100	2	40	2	40
Maharashtra	7	6	85.7	1	14.2	1	14.2
Southern Region							
Andhra Pradesh	18	17	94.4	6	33.3	4	22.2
Telangana	18	18	100	5	27.8	2	11.1
Kerala	4	3	75	2	50	1	25
Central Region							
Madhya Pradesh	13	12	92.3	2	15.3	4	30.7
Total	**121**	**108**	89.2	**37**	30.6	**27**	22.3

* Multiple Responses

It is evident from **Table 2.4** that sizeable numbers of AWTCs (89.2%) are having availability of ceiling fans in the classrooms. Only 30.6 percent of AWTCs taken in for study are having the availability of table fans and the availability of air coolers/ACs is reported in only 22.3 percent of AWTCs. Being the hilly area, States of Uttarakhand and Sikkim do not have facility of fans in AWTCs.

Facility of Fans, Table Fans & Air Coolers
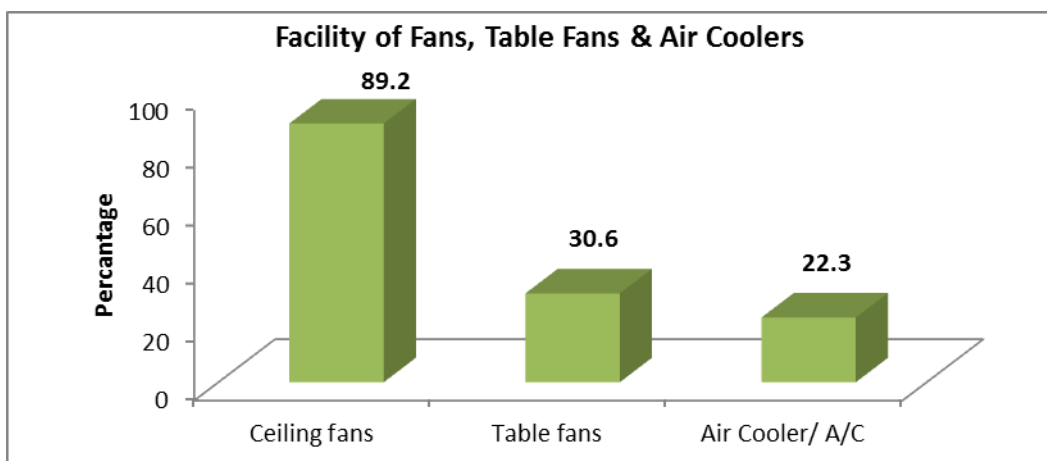
Training Aspects

Besides the availability of proper physical infrastructure of the AWTC, the effectiveness of training of AWWs/AWHs in AWTC also depends to a large extent on the proper availability of training learning equipment/aids and other furniture items.

A. Status of Training Equipment

2.5 Availability and Use of White Board and Display Boards

The classroom of AWTCs should have a usable white board and Display Board. The data showing such availability is presented in **Table 2.5 and Table 2.6**

Table 2.5: Use of White Board in Class Room

No. of AWTCs: 121

State	Total No. of AWTCs	Use of White Board			
		Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	1	1	100	1	100
Haryana	1	1	100	1	100
Himachal Pradesh	3	3	100	2	100
Punjab	5	2	40	2	100
Rajasthan	4	3	75	2	66.7
Uttarakhand	2	2	100	1	0
Eastern Region					
Bihar	7	4	57.1	4	100
Jharkhand	11	9	81.8	8	88.9
Odisha	2	1	50	1	100
West Bengal	10	7	66.7	7	100
North-Eastern Region					
Assam	2	1	50	0	0
Arunachal Pradesh	4	3	75	3	100

State					
Meghalaya	2	2	100	2	100
Nagaland	1	1	100	1	100
Sikkim	1	1	100	1	100
Western Region					
Gujarat	5	4	80	4	100
Maharashtra	7	6		4	
Southern Region					
Andhra Pradesh	18	14	73.3	12	81.8
Telangana	18	11	61.1	11	100
Kerala	4	1	25	1	100
Central Region					
Madhya Pradesh	13	12	90	8	77.8
Total	**121**	**102**	84.2	**76**	74.5

It is evident from Table 2.5 that the availability of white board is observed in 84.2 percant of AWTCs, out of which 74.5 percant of white board are used by the Instructors of AWTCs. In the states Uttarakhand and Assam though availability is found but instructors are not using them during training.

Availability & Use of white Boards
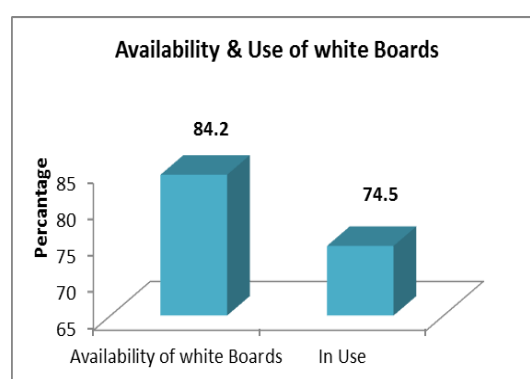
Table 2.6: Availability of Display Boards

No. of AWTCs:121

State	Total No. of AWTCs	Use of Display Boards			
		Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	1	1	100	1	100
Haryana	1	1	100	1	100
Himachal Pradesh	3	2	66.6	1	50
Punjab	5	2	40	2	100
Rajasthan	4	2	50	1	50
Uttarakhand	2	0	0	0	0
Eastern Region					
Bihar	7	1	14.3	0	0
Jharkhand	11	6	54.5	5	83.3
Odisha	2	1	50	1	100
West Bengal	10	7	70	7	100
North-Eastern Region					
Assam	2	2	100	2	100
Arunachal Pradesh	4	1	25	0	0

Meghalaya	2	1	50	1	100
Nagaland	1	0	0	0	0
Sikkim	1	1	100	1	100
Western Region					
Gujarat	5	5	100	5	100
Maharashtra	7	4	57.1	1	25
Southern Region					
Andhra Pradesh	18	14	77.7	11	78.6
Telangana	18	11	61.1	10	90.9
Kerala	4	3	75	2	66.7
Central Region					
Madhya Pradesh	13	8	61.5	5	62.5
Total	**121**	**83**	68.5	**57**	68.6

It is evident from **Table 2.6** that the availability of display board is observed in only 68.5 percent of AWTCs, out of which 68.6 percent of display board are found in usable condition. AWTCs in the States of Uttarakhand and Nagaland do not show any availability of display boards.
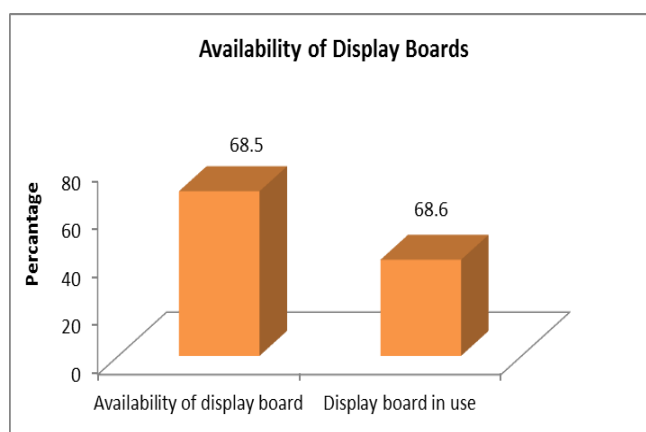
2.7 Availability and Use of Audio Visual Aids (TV, OHP, Computer with LCD Projector)

The use of audio visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. The data showing availability and working conditions of various training learning aids (such as OHP, TV, Computer with LCD Projector) is presented in **Table 2.7, 2.8 and Table 2.9.**

Table 2.7: Use of Over Head Projector (OHP) by Trainer

No. of AWTCs: 121

State	Total No. of AWTCs	Use of Over Head Projector			
		Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	1	1	100	1	100
Haryana	1	0	0	0	0
Himachal Pradesh	3	3	100	2	66.6
Punjab	5	3	60	0	0
Rajasthan	4	4	100	2	50
Uttarakhand	2	1	50	1	100
Eastern Region					
Bihar	7	1	14.3	1	100
Jharkhand	11	6	54.5	5	83.3
Odisha	2	0	0	0	0
West Bengal	10	5	50	2	40
North-Eastern Region					
Assam	2	2	100	1	50
Arunachal Pradesh	4	1	25	0	0
Meghalaya	2	0	0	0	0
Nagaland	1	0	0	0	0
Sikkim	1	1	100	0	0
Western Region					
Gujarat	5	3	60	3	100
Maharashtra	7	4	57.1	1	25
Southern Region					
Andhra Pradesh	18	7	38.8	4	57.1
Telangana	18	1	5.6	1	100
Kerala	4	0	0	0	0
Central Region					
Madhya Pradesh	13	6	46.1	2	33.3
Total	**121**	**49**	40.4	**26**	53

It is evident from **Table 2.7** that availability of OHP is reported in only 49% of AWTCs taken in the study. All AWTCs located in the States of Delhi, Himachal Pradesh, Rajasthan, Assam and Sikkim have the facility of OHP.

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Availability & Use Of Over Head Projector (OHP) By Trainers
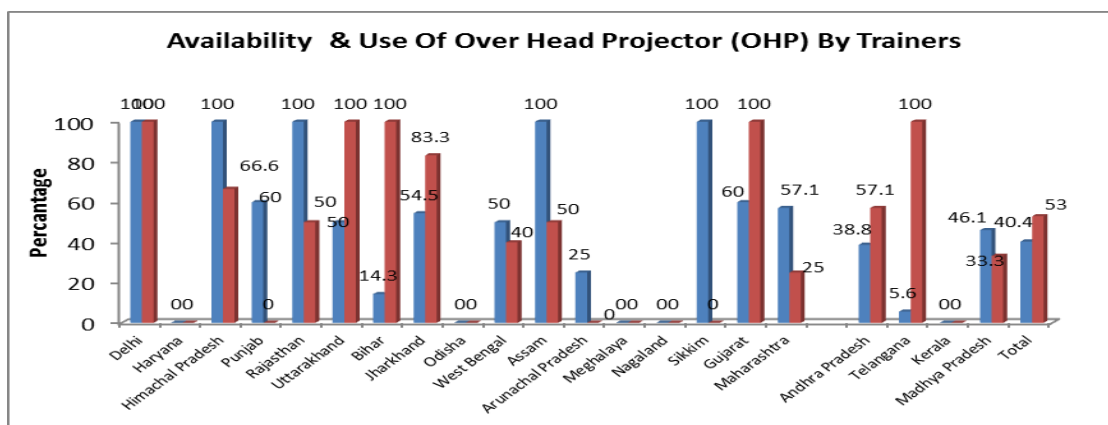
Table 2.8 Use of Television Media

No. of AWTCs -121

State	Total Number	Use of Television Media			
		Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	1	1	100	1	100
Haryana	1	1	100	1	100
Himachal Pradesh	3	2	66.6	1	50
Punjab	5	3	60	1	33.3
Rajasthan	4	3	75	2	66.7
Uttarakhand	2	1	50	1	100
Eastern Region					
Bihar	7	2	28.6	2	100
Jharkhand	11	10	90.9	9	90
Orissa	2	0	0	0	0
West Bengal	10	7	70	6	85.7
North-Eastern Region					
Assam	2	2	100	1	50
Arunachal Pradesh	4	0	0	0	0
Meghalaya	2	1	50	0	0
Nagaland	1	0	0	0	0
Sikkim	1	1	100	0	0
Western Region					
Gujarat	5	4	80	4	100
Maharashtra	7	7	100	2	28.5
Southern Region					
Andhra Pradesh	18	17	94.4	12	70.5
Telangana	18	16	89	11	68.75
Kerala	4	3	75	1	33.3
Central Region					
Madhya Pradesh	13	10	76.9	7	70
Total	**121**	**91**	75.2	**62**	68.1

It is evident from **Table 2.8** that availability of TV is reported in 75.2percent of AWTCs taken in the study out of which 68.1 percent of AWTCs are using TV for teaching purpose. All AWTCs located in the States of Delhi, Haryana, Assam, Sikkim and Andhra have availability of TV in the classrooms.

Table 2.9: Use of Computer with LCD Projector in the Class

No. of AWTCs – 121

State	Total No. of AWTCs	Computer with LCD Projector			
		Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	1	0	0	0	0
Haryana	1	0	0	0	0
Himachal Pradesh	3	2	66.6	1	50
Punjab	5	1	20	1	100
Rajasthan	4	3	75	2	66.7
Uttarakhand	2	0	0	0	0
Eastern Region					
Bihar	7	2	28.6	1	50
Jharkhand	11	7	63.64	6	85.7
Orissa	2	1	50	1	100
West Bengal	10	4	40	4	100
North-Eastern Region					
Assam	2	1	50	0	0
Arunachal Pradesh	4	2	50	2	100
Meghalaya	2	0	0	0	0
Nagaland	1	1	100	0	0
Sikkim	1	0	0	0	0
Western Region					
Gujarat	5	5	100	5	100
Maharashtra	7	6	85.7	1	16.6
Southern Region					
Andhra Pradesh	18	8	44.4	7	87.5
Telangana	18	2	11.1	2	100
Kerala	4	1	25	0	0
Central Region					
Madhya Pradesh	13	8	61.5	3	37.5
Total	**121**	**54**	44.6	**32**	59.2

It is evident from **Table 2.9** that Computer with LCD Projector is available in only 44.6 percent of AWTCs taken in the study. Computer with LCD Projector is not found in the AWTCs in States of Delhi, Haryana and Uttarakhand in Northern Region and in Sikkim in North Eastern Region. In 40 percent of AWTCs, though computer with LCD Projector is available but the same is not being used in the classrooms.

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Use of Computer with LCD Projector in the Class
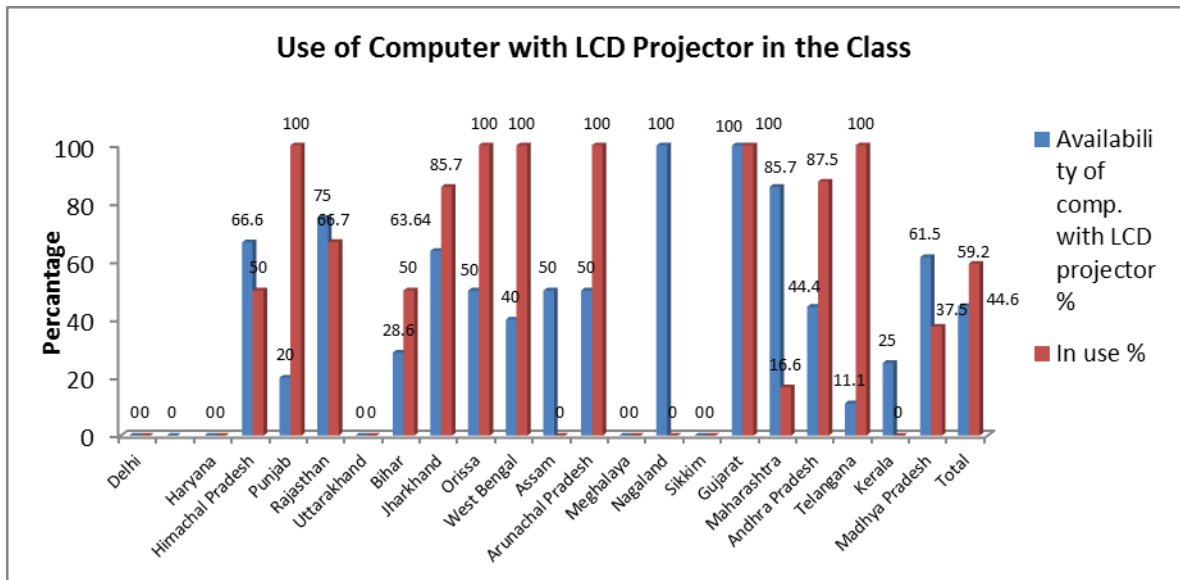
2.10 Availability of Weighing Scales and Flip Charts

The data showing availability of flip charts and the availability and working conditions of weighing scales is presented in **Table 2.10 and Table 2.11.**

Table 2.10: Use of Flip Charts in Training

No. of AWTCs: 121

State	Total No. of AWTCs	Flip Charts In Training			
		Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	1	1	100	1	100
Haryana	1	1	100	1	100
Himachal Pradesh	3	2	66.6	1	50
Punjab	5	2	40	2	100
Rajasthan	4	3	75	2	66.7
Uttarakhand	2	0	0	0	0
Eastern Region					
Bihar	7	4	57.1	4	100
Jharkhand	11	7	63.6	6	85.7
Odisha	2	0	0	0	0
West Bengal	10	2	20	2	100
North-Eastern Region					
Assam	2	2	100	1	50
Arunachal Pradesh	4	1	25	0	0
Meghalaya	2	0	0	0	0
Nagaland	1	0	0	0	0

Sikkim	1	1	100	1	100
Western Region					
Gujarat	5	5	100	5	100
Maharashtra	7	6	85.7	4	66.6
Southern Region					
Andhra Pradesh	18	14	77.7	9	64.2
Telangana	18	14	77.8	12	85.7
Kerala	4	0	0	0	0
Central Region					
Madhya Pradesh	13	10	76.9	8	80
Total	**121**	**75**	61.9	**62**	82.6

It is evident from **Table 2.10** that availability of flip charts is reported in more than half 61.9 percent of AWTCs taken in the study out of which 82.6 percent were found using flip chart.The availability of flip charts has not been reported in any of the AWTCs located in the States of Uttarakhand, Orissa, Meghalaya, Nagaland and Kerala.
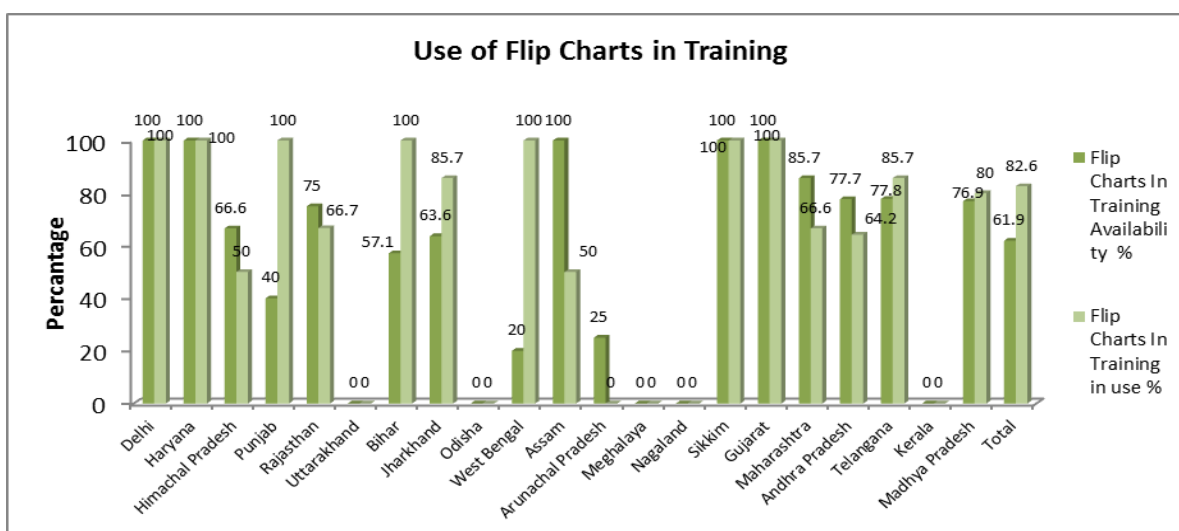
Table 2.11: Availability of Weighing Scales at AWTC for Practical Session

<div align="right">No. of AWTCs -121</div>

State	Total No. of AWTCs	Availability of Weighing Scales			
		Availability		In Working	
		N	%	N	%
Northern Region					
Delhi	1	1	100	1	100
Haryana	1	1	100	1	100
Himachal Pradesh	3	1	33.3	0	0
Punjab	5	5	100	4	80
Rajasthan	4	3	75	2	66.7
Uttarakhand	2	1	50	1	100
Eastern Region					

Bihar	7	4	57.1	3	75
Jharkhand	11	10	90.9	9	90
Odisha	2	0	0	0	0
West Bengal	10	10	100	9	90
North-Eastern Region					
Assam	2	2	100	2	100
Arunachal Pradesh	4	3	75	3	100
Meghalaya	2	1	50	1	100
Nagaland	1	1	100	0	0
Sikkim	1	1	100	1	100
Western Region					
Gujarat	5	4	80	3	75
Maharashtra	7	7	100	2	28.5
Southern Region					
Andhra Pradesh	18	16	88.8	12	75
Telangana	18	14	77.8	13	92.9
Kerala	4	2	50	2	100
Central Region					
Madhya Pradesh	13	9	69.2	5	55.5
Total	**121**	**97**	80.1	**74**	76.3

It is evident from **Table 2.11** that weighing scale which is an essential item for demonstration of growth monitoring activities, are available in about 80.1 percent of AWTCs, out of which , their usability is found in 76.3 percent of AWTCs. All AWTCs located in the States of Delhi, Haryana, Punjab, West Bengal, Assam,Maharashtra,Nagaland and Sikkim have availability of weighing scales in the classrooms.
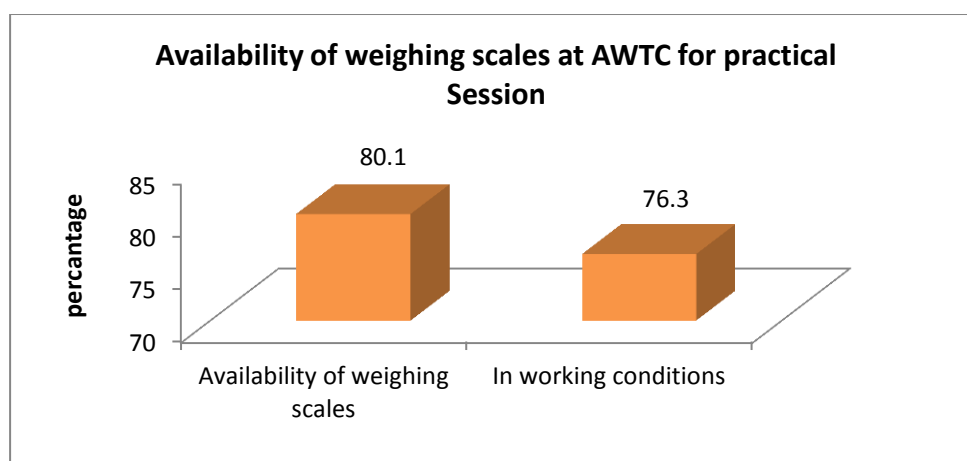
2.12 Availability of Supporting Equipment (Fax, Xerox Machine, Computer with Printer)
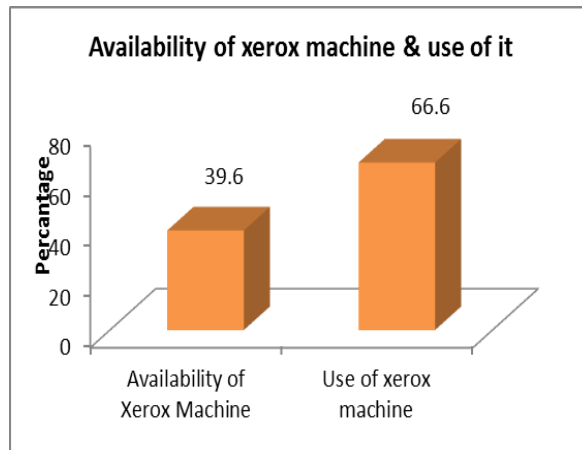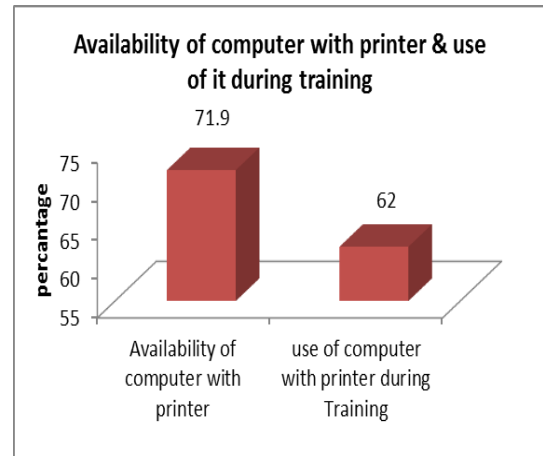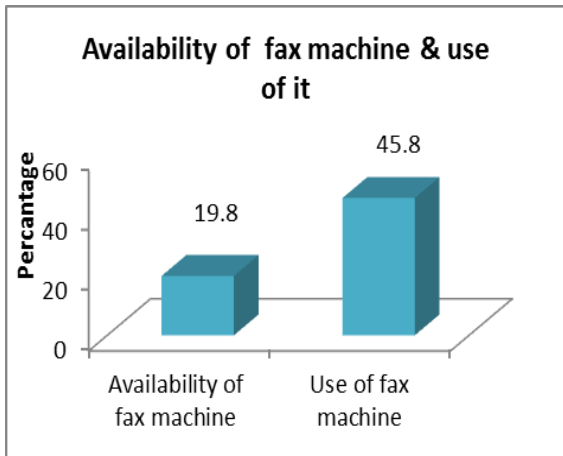
The data showing availability and working conditions of other supporting equipment (such as computer with printer, fax machine, Xerox machine etc.) for training is presented in **Table 2.12**

Table 2.12: Availability of Supporting Equipment at the Training Centre

No. of AWTCs: 121

State	Total No. of AWTCs	Computer with Printer		In Use		Fax Machine		In USE		Xerox Machine		In Use	
		N	%	N	%	N	%	N	%	N	%	N	%
Northern Region													
Delhi	1	1	100	0	0	1	100	0	0	1	100	0	0
Haryana	1	1	100	0	0	0	0	0	0	0	0	0	0
Himachal Pradesh	3	2	66.6	1	50	2	66.6	1	50	1	33.3	1	100
Punjab	5	3	60	2	66.7	0	0	0	0	1	20	1	100
Rajasthan	4	3	75	2	66.7	2	50	0	0	2	50	0	0
Uttarakhand	2	2	100	0	0	0	0	0	0	1	50	0	0
Eastern Region													
Bihar	7	2	28.6	2	100	0	0	0	0	2	28.6	2	100
Jharkhand	11	7	63.6	6	85.7	3	27.3	3	100	5	45.5	5	100
Odisha	2	1	50	1	100	0	0	0	0	1	50	1	100
West Bengal	10	6	60	5	83.3	1	10	1	100	3	30	3	100
North-Eastern Region													
Assam	2	2	100	1	50	0	0	0	0	0	0	0	0
Arunachal Pradesh	4	2	50	1	50	1	25	0	0	2	50	0	0
Meghalaya	2	1	50	0	0	0	0	0	0	0	0	0	0
Nagaland	1	1	100	0	0	0	0	0	0	1	100	0	0
Sikkim	1	1	100	1	100	1	100	1	100	1	100	1	100
Western Region													
Gujarat	5	5	100	4	80	2	40	1	50	4	80	3	75
Maharashtra	7	7	100	1	14.2	3	42.8	0	0	2	28.5	1	50
Southern Region													
Andhra Pradesh	18	13	72.2	9	69.2	5	27.7	3	60	9	50	7	77.8
Telangana	18	15	83.3	12	80	2	11.1	1	50	6	33.3	5	83.3
Kerala	4	2	50	2	100	0	0	0	0	0	0	0	0
Central Region													
Madhya Pradesh	13	10	76.9	4	40	1	7.6	0	0	6	46.1	2	33.3
Total	**121**	**87**	71.9	**54**	62	**24**	19.8	**11**	45.8	**48**	39.6	**32**	66.6

Availability of fax machine & use of it

Availability of computer with printer & use of it during training

Availability of xerox machine & use of it

Data from the above table shows that in 71.9 percent of AWTCs computer with printer are available with usability of 62 percent. Availability of fax machine is reported in only 19.8 percent of AWTCs taken in the study. The usability of the same is observed in 45.8% of AWTCs. The availability of Xerox machine has not been reported in 60 percent of AWTCs taken in the study. Availability and use of Supporting Equipment were not found in the AWTCs in the States of Uttarakhand, Meghalaya, Nagaland and Kerala.

2.13   Availability of reference reading material

Each AWTC is required to have reading material, manuals, hand books and other reference material related with ICDS which is an integral part of training of AWWs. The data with regard to availability of such relevant material is presented in **Table 2.13**

Table 2.13: Availability of reference reading material

No. of AWTCs:121

State	Total No. of AWTCs	Availability of reading material	
		N	**%**
Northern Region			

Delhi	1	0	0
Haryana	1	0	0
Himachal Pradesh	3	2	66.6
Punjab	5	4	80
Rajasthan	4	3	75
Uttarakhand	2	0	0
Eastern Region			
Bihar	7	7	100
Jharkhand	11	8	72.7
Orissa	2	0	0
West Bengal	10	9	90
North-Eastern Region			
Assam	2	2	100
Arunachal Pradesh	4	0	0
Meghalaya	2	1	50
Nagaland	1	0	0
Sikkim	1	1	100
Western Region			
Gujarat	5	5	100
Maharashtra	7	7	100
Southern Region			
Andhra Pradesh	18	17	94.4
Telangana	18	11	61.1
Kerala	4	3	75
Central Region			
Madhya Pradesh	13	10	76.9
Total	**121**	**90**	74.3

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Availability of reading material
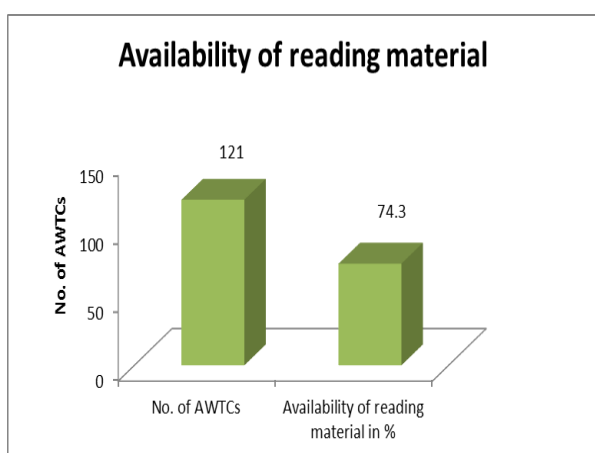
Table 2.13 depicts the availability of reading material in about 74 percent of AWTCs taken in the study. AWTCs in the States of Delhi, Haryana, Uttarakhand, Orissa, Arunachal Pradesh and Nagaland do not have any reference material for the trainers, though grant of Rs. 18,000 p.a. are granted to each AWTC for procurement of training material for reading, books etc for training purposes.

2.14   Availability of Classroom Furniture

The class room with adequate furniture is of utmost importance as the basic infrastructure is must to conduct training sessions. As per guidelines, the AWTC should provide platform chairs or low tables with   chairs   to   trainees Data in this regard is presented in **Table 2.14**
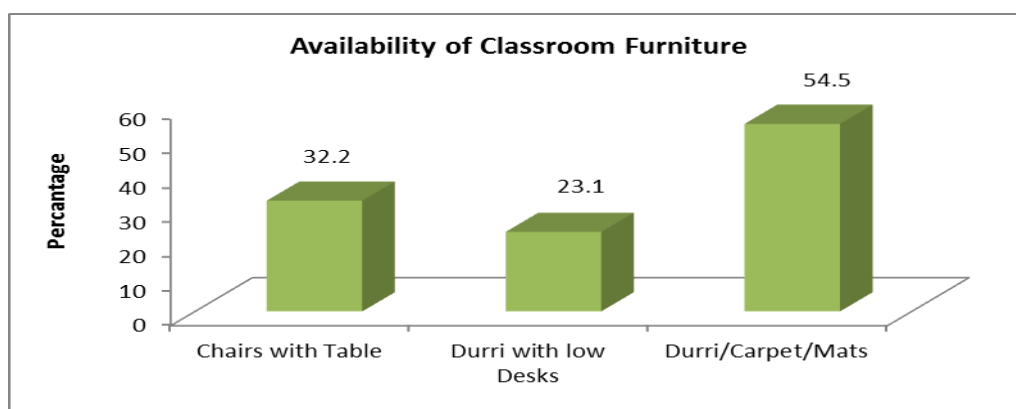
Table 2.14: Availability of Classroom Furniture*

No. of AWTCs: 121

States	Total No. of AWTCs	Chairs with Table		Durri with low Desks		Durri/Carpet/Mats	
		N	%	N	%	N	%
Northern Region							
Delhi	1	0	0	1	100	1	100
Haryana	1	1	100	0	0	0	0
Himachal Pradesh	3	1	33.3	2	66.6	1	33.3
Punjab	5	0	0	1	20	4	80
Rajasthan	4	0	0	2	50	2	50
Uttarakhand	2	1	50	1	50	2	100
Eastern Region							
Bihar	7	2	28.6	1	14.3	4	57.1
Jharkhand	11	3	27.3	3	27.3	6	54.5
Odisha	2	1	50	0	0	1	50
West Bengal	10	2	20	2	20	6	60
North-Eastern Region							
Assam	2	0	0	2	100	0	0
Arunachal	4	1	25	0	0	3	75
Meghalaya	2	1	50	0	0	1	50
Nagaland	1	1	100	0	0	0	0
Sikkim	1	0	0	0	0	1	100
Western Region							
Gujarat	5	3	60	2	40	4	80
Maharashtra	7	3	42.8	1	14.2	5	71.4
Southern Region							
Andhra Pradesh	18	7	38.8	1	5.5	10	55.5
Telangana	18	5	27.8	2	11.1	11	61.1
Kerala	4	3	75	1	25	0	0
Central Region							
Madhya Pradesh	13	4	30.7	6	46.1	4	30.7
Total	**121**	**39**	32.2	**28**	23.1	**66**	54.5

*Multiple responses

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Availability of Classroom Furniture

Absence of proper classroom furniture (Chairs With tables) is reported from seven out of ten AWTCs (67.8%). This facility is totally missing in the states of Assam and Sikkim.However the availability Durri/Carpet/Mats is found in around five out of ten (54.5%) AWTCs. Durri with low desk reported in 23.1 percent of AWTCs.

Hostel Facilities

Each AWTC is required to have a hostel to suitably accommodate 30-35 trainees at a time. As per norms a hostel should have minimum of 8-10 rooms of size 12x12sq.ft. Apart from available rooms/dormitories in the hostel, classrooms are also being used as hostel due to unavailability of adequate space. The data showing number of rooms/ Dormitories in the hostel and use of classrooms as hostel is presented in **Table 2.15 and 2.16**

Table 2.15: Hostel Accommodation - Availability of Rooms

No. of AWTCS: 121

State	Total No. of AWTCs	No. Of Rooms			
		Less than 8		8 to 10	
		N	%	N	%
Northern Region					
Delhi	1	1	100	0	0
Haryana	1	1	100	0	0
Himachal Pradesh	3	1	33.3	0	0
Punjab	5	4	80	1	20
Rajasthan	4	2	50	0	0
Uttarakhand	2	1	50	0	0
Eastern Region					
Bihar	7	6	85.7	1	14.3
Jharkhand	11	7	63.6	2	18.2
Orissa	2	1	50	1	50
West Bengal	10	7	70	0	0
North-Eastern Region					
Assam	2	1	50	0	0
Arunachal Pradesh	4	1	25	0	0
Meghalaya	2	2	100	0	0
Nagaland	1	1	100	0	0

Sikkim	1	1	100	0	0
Western Region					
Gujarat	5	4	80	1	20
Maharashtra	7	6	85.7	0	0
Southern Region					
Andhra Pradesh	18	11	61.1	5	27.7
Telangana	18	10	55.6	1	5.6
Kerala	4	3	75	0	0
Central Region					
Madhya Pradesh	13	5	38.4	4	30.7
Total	**121**	**76**	62.8	**16**	13.2
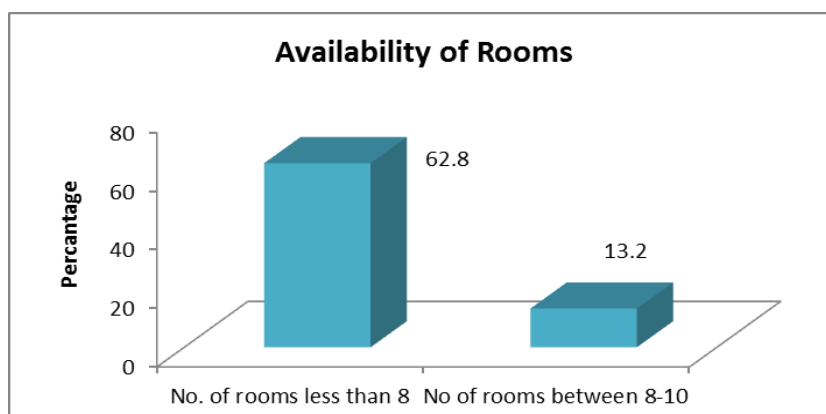
Table 2.16: Use of Classroom as Hostel

No. of AWTCs: 121

State	Total No. of AWTCs	Use of Classroom as Hostel	
		N	**%**
Northern Region			
Delhi	1	0	0
Haryana	1	0	0
Himachal Pradesh	3	0	0
Punjab	5	4	80
Rajasthan	4	0	0
Uttarakhand	2	0	0
Eastern Region			
Bihar	7	0	0
Jharkhand	11	0	0
Orissa	2	0	0
West Bengal	10	0	0
North-Eastern Region			
Assam	2	0	0
Arunachal Pradesh	4	1	25
Meghalaya	2	1	50
Nagaland	1	0	0
Sikkim	1	0	0

Western Region			
Gujarat	5	1	20
Maharashtra	7	0	0
Southern Region			
Andhra Pradesh	18	3	16.6
Telangana	18	2	11.1
Kerala	4	0	0
Central Region			
Madhya Pradesh	13	5	38.4
Total	**121**	**17**	14

It is evident from **Table 2.15 & Table 2.16** that availability of number of rooms/Dormitories in the hostel varies from one to ten. Six out of ten AWTCs are having less than eight rooms. Nearly 14 percent of AWTCs from various states have more than 8 rooms. In about 14 percent of AWTCs classrooms are being used as hostel room.
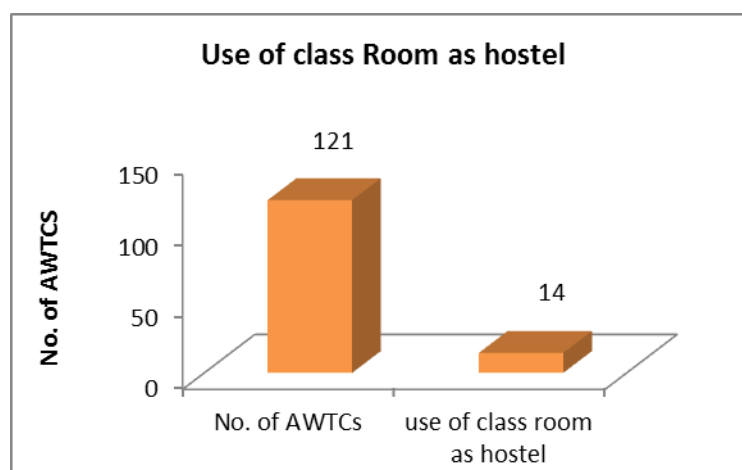
It is not clear where the trainees in AWTCs in the States of Himachal Pradesh and Uttarakhand stay, as they don't have rooms for hostel accommodation neither classroom is used for this purpose.

2.17 Availability of Separate Kitchen and Dining Hall

Each AWTC is required to have a separate kitchen and dining hall adjacent to the kitchen. Data depicting the same is shown in **Table 2.17**

Table 2.17: Availability of Kitchen and Dining Hall in the Hostel

No. of AWTCs: 121

State	Total No. of AWTCs	Kitchen		Dining Hall	
		N	%	N	%
Northern Region					
Delhi	1	0	0	0	0
Haryana	1	0	0	0	0
Himachal Pradesh	3	2	66.6	1	33.3

State	Total No.	N	%	N	%
Punjab	5	3	60	2	40
Rajasthan	4	4	100	2	50
Uttarakhand	2	2	100	0	0
Eastern Region					
Bihar	7	7	100	0	0
Jharkhand	11	6	54.5	2	18.2
Orissa	2		50	1	50
West Bengal	10	8	80	4	40
North-Eastern Region					
Assam	2	2	100	2	100
Arunachal Pradesh	4	3	75	0	0
Meghalaya	2	2	100	0	0
Nagaland	1	1	100	0	0
Sikkim	1	1	100	1	100
Western Region					
Gujarat	5	1	20	1	20
Maharashtra	7	7	100	5	71.4
Southern Region					
Andhra Pradesh	18	18	100	10	55.5
Telangana	18	17	94.4	7	38.9
Kerala	4	3	75	2	50
Central Region					
Madhya Pradesh	13	12	92.3	7	53.8
Total	**121**	**100**	**82.6**	**47**	**38.8**

The data as presented in **Table 2.17**shows that availability of separate kitchen has been reported in 82.6 percent of AWTCs from various states. The availability of separate kitchen has been reported in all AWTCs located in the states of Rajasthan, Uttarakhand, Bihar, Assam, Meghalaya,Maharashtra, Nagaland, Sikkim and Andhra Pradesh.

The data also depicts availability of separate dining hall in only 39 percent of AWTCs located in the various states. AWTCs in Northern States of Delhi and Haryana do not have provision of separate kitchen neither Dinning Hall.

2.18   Recreation Facilities in the Hostel

The availability of recreational facilities is particularly important in view of the fact that the trainees have to stay at the AWTC for quite a long time during job training course. Data regarding availability of separate recreational room are presented in **Table 2.18**

Table 2.18: Recreation Facilities in the Hostel

No. of AWTCs: 121

State	Total No. of	Responses Received	Indoor		Outdoor		Both	
			N	%	N	%	N	%
Northern Region								
Delhi	1	1	0	0	0	0	0	0

Haryana	1	1	0	0	0	0	0	0
Himachal Pradesh	3	3	0	0	0	0	1	33.3
Punjab	5	5	0	0	0	0	3	60
Rajasthan	4	4	3	75	0	0	0	0
Uttarakhand	2	2	1	50	0	0	0	0
Eastern Region								
Bihar	7	7	2	28.6	0	0	5	71.4
Jharkhand	11	11	4	36.4	0	0	3	27.3
Orissa	2	2	0	0	0	0	0	0
West Bengal	10	10	2	20	0	0	2	20
North-Eastern Region								
Assam	2	2	2	100	0	0	0	0
Arunachal Pradesh	4	4	0	0	0	0	0	0
Meghalaya	2	2	1	50	0	0	0	0
Nagaland	1	1	1	100	0	0	0	0
Sikkim	1	1	0	0	0	0	0	0
Western Region								
Gujarat	5	5	0	0	0	0	2	40
Maharashtra	7	7	3	42.8	0	0	4	57.1
Southern Region								
Andhra Pradesh	18	17	7	41.1	2	11.7	3	17.6
Telangana	18	18	7	38.9	3	16.7	5	27.8
Kerala	4	4	1	25	0	0	2	50
Central Region								
Madhya Pradesh	13	13	7	53.8	1	7.6	3	23
Total	**121**	**120**	**41**	34.1	**6**	5	**34**	28.3

Table 2.18 shows that availability of indoor recreational facilities are reported in three out of ten (34.1%) AWTCs taken in the study.Availability of such facility has not been reported in any of the AWTCs located in the States of Northern Region except Rajasthan, Punjab. Arunachal Pradesh, Gujarat and Sikkim of North Eastern Region.

Recreation Facilities in the Hostel
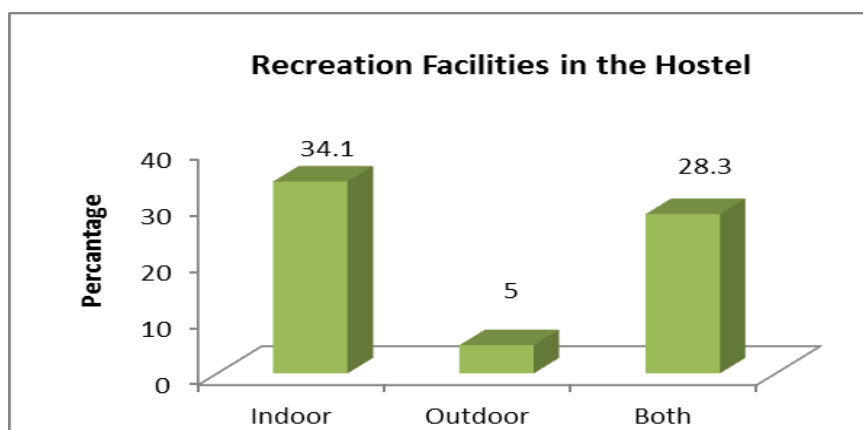
The above data reveals the availability of outdoor recreational facilities has been reported in only 5 percent of AWTCs taken in the study.

As from the above data it is clear that the availability of both outdoor and indoor recreational facilities is found to be in 28.3 percent of AWTCs taken in the study. However, availability of such facility has not been reported in any of the AWTCs located in States of North-Eastern region, Nothern Region except Punjab and State of Orissa.

Basic Facilities in the Hostel

2.19   Electricity Facilities in the hostel

The data regarding availability of water and electricity facilities in the hostel is presented in **Table2.19**

Table 2.19Availability of Basic Facilities in the Hostel (Electricity)

No. of AWTCs:121

State	Total No. of AWTCs	Water/Electricity	
		N	%
Northern Region			
Delhi	1	1	100
Haryana	1	1	100
Himachal Pradesh	3	3	100
Punjab	5	4	80
Rajasthan	4	4	100
Uttarakhand	2	2	100
Eastern Region			
Bihar	7	7	100
Jharkhand	11	7	63.6
Orissa	2	1	50
West Bengal	10	10	100
North-Eastern Region			
Assam	2	2	100
Arunachal Pradesh	4	3	75
Meghalaya	2	2	100
Nagaland	1	1	100
Sikkim	1	1	100
Western Region			
Gujarat	5	4	80
Maharashtra	7	7	100
Southern Region			
Andhra Pradesh	18	18	100
Telangana	18	18	100
Kerala	4	3	75
Central Region			
Madhya Pradesh	13	13	100
Total	**121**	**112**	**92.5**

Table 2.19reveals the availability of electricity facilities in nine out of ten (92.5%) of AWTCs taken in the study. All AWTCs located in the Northern region except Punjab, North Eastern Region except Arunachal Pradesh and Southern Region except Kerala have the facility of both water and electricity.

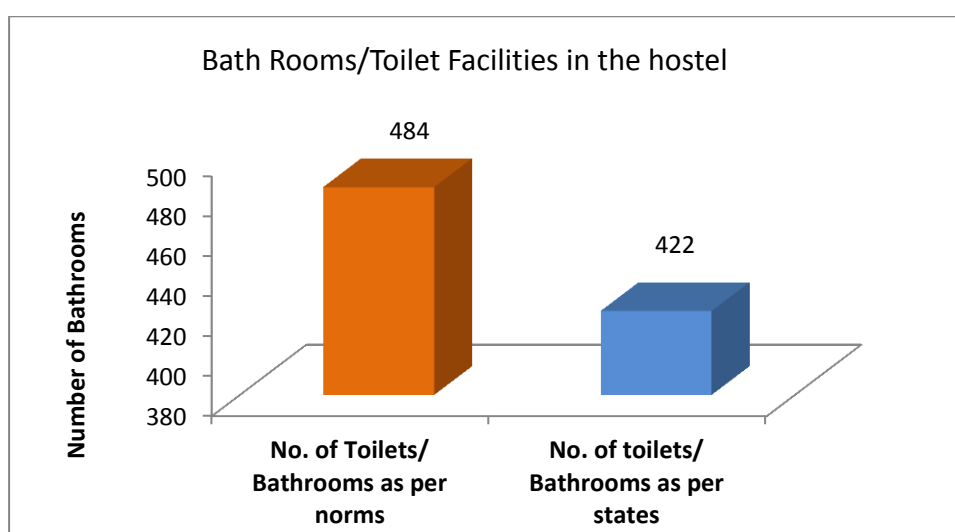**2.20 Bath Rooms/Toilet Facilities in the hostel**

As per norms, the hostel should have at least 3-4 toilets for 25-30 participants and equal number of bathrooms (or more) available for trainees. The data regarding availability of Bath Rooms/Toilet Facilities in the hostel is presented in Table2.20

Table 2.20: Availability of Toilet/ Bathroom in the Hostel

No. of AWTCs: 121

State	Total No. of AWTCs	Availability of Toilet/ Bathroom as per AWTC		Number of Toilet/ Bathroom as per State		
		N	%	As per Norms	N	%
Northern Region						
Delhi	1	1	100	4	3	75
Haryana	1	1	100	4	3	75
Himachal Pradesh	3	3	100	12	12	100
Punjab	5	5	100	20	13	65
Rajasthan	4	4	100	16	16	100
Uttarakhand	2	2	100	8	7	87.5
Eastern Region						
Bihar	7	6	85.7	28	20	71.4
Jharkhand	11	11	100	44	42	95.4
Odisha	2	2	100	8	8	100
West Bengal	10	10	100	40	39	97.5
North-Eastern Region						
Assam	2	2	100	8	5	62.5
Arunachal Pradesh	4	3	75	16	5	31.2
Meghalaya	2	2	100	8	3	37.5
Nagaland	1	0	0	4	0	0
Sikkim	1	1	100	4	3	75
Western Region						
Gujarat	5	5	100	20	20	100
Maharashtra	7	7	100	28	28	100
Southern Region						
Andhra Pradesh	18	16	88.8	72	71	98.6
Telangana	18	16	88.9	72	67	93
Kerala	4	4	100	16	16	100
Central Region						

Madhya Pradesh	13	12	92.3	52	41	78.8
Total	**121**	**113**	**93.3**	**484**	**422**	**87.2**

From the Table **2.20** it is found that around 93.3 percent of AWTCs taken into study have toilet/ bathroom facility. AWTC located in the state of Nagaland does not have this provision. Table also reveals the availability of average (adequate) number of bathrooms/toilets facilities in all the states taken into study except States of Meghalaya (37.5%), Arunachal Pradesh where it is very below then average (31.2%), Punjab (65%) and Assam (62.5%). State Govt. should take care of this aspect.

Bath Rooms/Toilet Facilities in the hostel

484

422

Number of Bathrooms

500
480
460
440
420
400
380

No. of Toilets/ Bathrooms as per norms

No. of toilets/ Bathrooms as per states

2.21   Availability of Hostel Security Guard

Table 2.21 Availability of Hostel Security Guard

No. of AWTCs: 121

State	Total No. of AWTCs	Hostel Security Guard	
		N	**%**
Northern Region			
Delhi	1	0	0
Haryana	1	1	100
Himachal Pradesh	3	3	100
Punjab	5	3	60
Rajasthan	4	4	100
Uttarakhand	2	1	50
Eastern Region			
Bihar	7	7	100
Jharkhand	11	7	63.6
Odisha	2	1	50
West Bengal	10	10	100

North-Eastern Region			
Assam	2	2	100
Arunachal Pradesh	4	3	75
Meghalaya	2	2	100
Nagaland	1	1	100
Sikkim	1	1	100
Western Region			
Gujarat	5	4	80
Maharashtra	7	7	100
Southern Region			
Andhra Pradesh	18	16	88.8
Telangana	18	17	94.4
Kerala	4	3	75
Central Region			
Madhya Pradesh	13	9	69.2
Total	**121**	**102**	84.2

Table 2.21 Reveals the availability of Security Guard in about eight out of ten AWTCs. Availability of Hostel Security Guard has not been reported in the states of Delhi and Uttarakhand.

2.22 Availability of Telephone in the hostel

Table 2.22: Availability of Telephone Facility in the Hostel

No. of AWTCs: 121

State	Total No. of AWTCs	Telephone	
		N	%
Northern Region			
Delhi	1	0	0
Haryana	1	0	0
Himachal Pradesh	3	3	100
Punjab	5	3	60
Rajasthan	4	3	75
Uttarakhand	2	0	0
Eastern Region			
Bihar	7	0	0
Jharkhand	11	6	54.5
Odisha	2	0	0
West Bengal	10	4	40
North-Eastern Region			
Assam	2	1	50
Arunachal Pradesh	4	2	50
Meghalaya	2	1	50
Nagaland	1	0	0
Sikkim	1	0	0
Western Region			

Gujarat	5	3	60
Maharashtra	7	4	57.1
Southern Region			
Andhra Pradesh	18	7	38.8
Telangana	18	9	50
Kerala	4	3	75
Central Region			
Madhya Pradesh	13	6	46.1
Total	**121**	**88**	**72.7**

Table 2.22 reveals the availability of telephones in 72.7 percent of AWTCs taken in the study. All AWTCs from the States of Himachal Pradesh have the availability of telephone in the hostel. AWTCs situated in the States of Delhi, Haryana, Uttarakhand, Bihar, Odisha, Nagaland and Sikkim do not have availability of telephone facilities in the Hostel. Facility of Mobile phones may be the reason for non availability of telephone in about 24 percent of AWTCs.

2.23   Source of Drinking Water in the Hostel

The data showing the source of drinking water in the hostels of AWTCs is presented in
Table2.23

Table 2.23 Source of Drinking Water in the Hostel*

No. of AWTCs: 121

State	Total No. of AWTCs	Tap		Well /Tube Well		R.O. /R.O.bottles	
		N	**%**	**N**	**%**	**N**	**%**
Northern Region							
Delhi	1	1	100	0	0	0	0
Haryana	1	1	100	0	0	0	0
Himachal Pradesh	2	2	100	0	0	0	0
Punjab	5	2	40	2	20	1	20
Rajasthan	4	2	50	0	0	2	50
Uttarakhand	1	1	100	0	0	0	0
Eastern Region							
Bihar	7	0	0	4	57.1	0	0
Jharkhand	11	5	45.5	5	18.2	0	27.3
Orissa	2	1	50	0	0	0	0
West Bengal	9	7	77.8	1	11.1	3	33.3
North-Eastern Region							
Assam	2	2	100	0	0	0	0
Arunachal Pradesh	4	2	50	0	0	0	0
Meghalaya	2	1	50	1	50	0	0
Nagaland	1	1	100	0	0	0	0
Sikkim	1	1	100	0	0	0	0
Western Region							

Gujarat	5	2	40	0	0	3	60
Maharashtra	7	4	57.1	1	14.2	2	28.5
Southern Region							
Andhra Pradesh	18	12	66.6	6	0	1	38.8
Telangana	18	15	83.3	1	0	0	5.6
Kerala	4	0	0	3	75	0	0
Central Region							
Madhya Pradesh	13	9	69.2	3	23	1	7.6
Total	**121**	**74**	61.1	**27**	22.3	**13**	10.7

*Multiple Response

Table 2.23 shows that the tap water is the main source of drinking water (61.1%) followed by well/Tube Wells (22.3%) and R.O./R.O. Bottles (10.7%) . In about five percent of AWTCs facility of drinking water is not provided which should be taken care of.
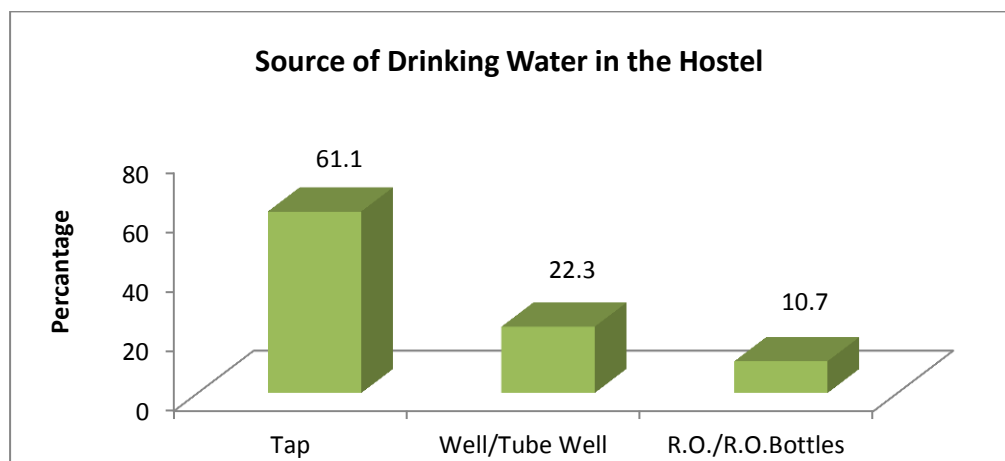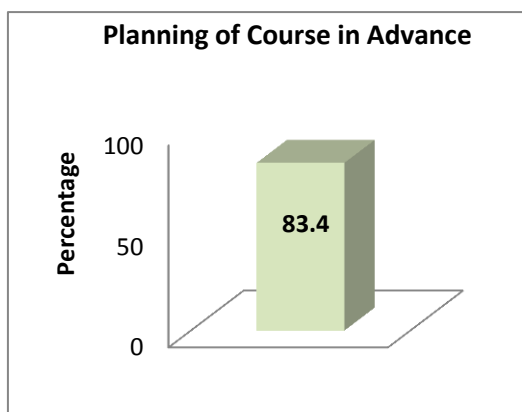
Planning and Organization of Training Course

Planning of Course in Advance

The AWTCs are required to plan the ICDS training programme well in advance. Advance planning of the course includes preparation of programme schedule, extending invitations to guest faculty, Inviting nominations in consultation with the state government officials, confirmation of the participants, preparation of budget etc. at least 15 days before the commencement of the course. Data in this regard is presented in **Table 3.1**

Table 3.1: Planning of Course in Advance

State	Total no. of AWTCs	Planning of course in Advance	
		N	**%**
Northern Region			
Delhi	1	1	100
Haryana	1	0	0
Himachal Pradesh	3	3	100
Punjab	5	3	60
Rajasthan	4	4	100
Uttarakhand	2	2	100
Eastern Region			
Bihar	7	5	71.4
Jharkhand	11	6	54.5
Odisha	2	2	100
West Bengal	10	9	90
North-Eastern Region			
Assam	2	2	100
Arunachal Pradesh	4	2	50
Meghalaya	2	2	100
Nagaland	1	1	100
Sikkim	1	1	100
Western Region			
Gujarat	5	5	100
Maharashtra	7	7	100
Southern Region			
Andhra Pradesh	18	18	100
Telangana	18	17	94.4
Kerala	4	4	100
Central Region			
Madhya Pradesh	13	7	53.8
Total	121	101	83.4

No. of AWTCs -121

Central Monitoring Unit of ICDS, NIPCCD Delhi

Planning of Course in Advance

Table 3.1 shows the encouraging findings. About eight out of ten AWTCs (83.4%) are making the preliminary arrangements of the course well in advance. All AWTCs in the states of Gujarat, Odisha, Nothern region except Haryana and Punjab, North Eastern region except Arunachal Pradesh, Southern region except Telangana plan their training course in advance.

3.2   Use of Training Methods

The AWWs and AWHs with their low educational background and lack of earlier exposure to training stimuli are expected to have just average receptivity. Thus, in order to make training effective, the choice of right type of training methodology assumes special significance. A blended mix of various training methods (lecture method, demonstration method and Group Discussion etc.) have to be applied in conducting training sessions for all the components of the syllabus. Data in this regard are presented in **Table 3.2 & 3.3**

Table 3.2: Use of Various Methods of Training
No. of AWTCs -121

Use of Lecture Method													
Orientation of ICDS		*ECCE*		*Nutrition*		*Health*		*Community Participation*		*Communication and Advocacy*		*Organization and Management*	
N	*%*	*N*	*%*	*N*	*%*	*N*	*%*	*N*	*%*	*N*	*%*	*N*	*%*
26	21.5	20	16.5	14	11.6	10	8.2	11	9.9	5	4.1	9	7.4
Use of Group Discussion													
Orientation of ICDS		*ECCE*		*Nutrition*		*Health*		*Community Participation*		*Communication and Advocacy*		*Organization and Management*	
N	%	N	%	N	%	N	%	N	%	N	%	N	%
15	12.3	7	5.7	9	7.4	5	4.1	4	3.3	3	2.5	4	3.3
Use of Demonstration Method													
ECCE		*Nutrition*		*Health*		*Community Participation*		*Communication and Advocacy*		*Organization and Management*			
N	%	N	%	N	%	N	%	N	%	N	%		
6	4.9	4	3.3	4	3.3	4	3.3	2	1.6	3	2.5		

Use of Lecture Method

Use of Group Discussion

Use of Demonstration Method
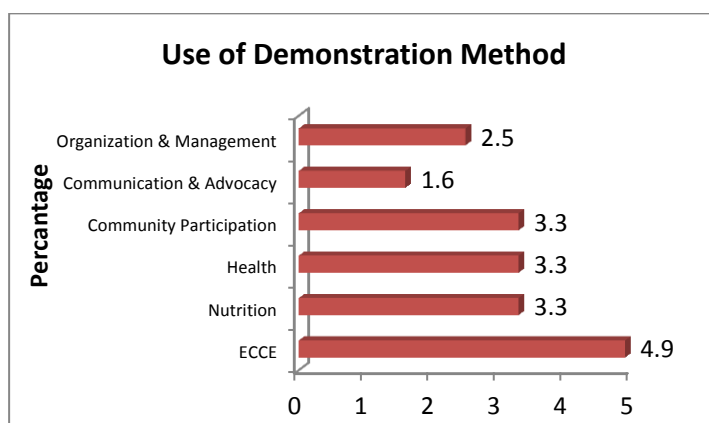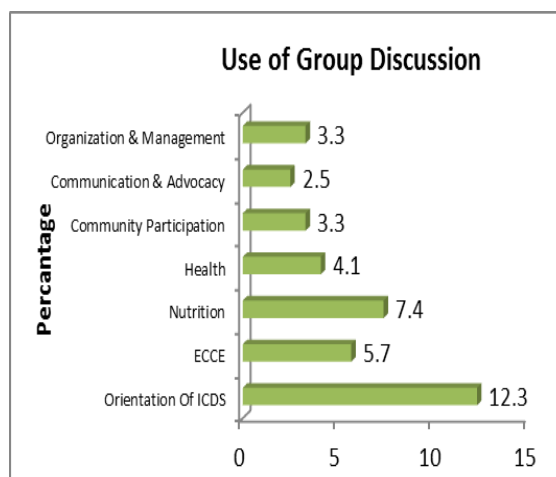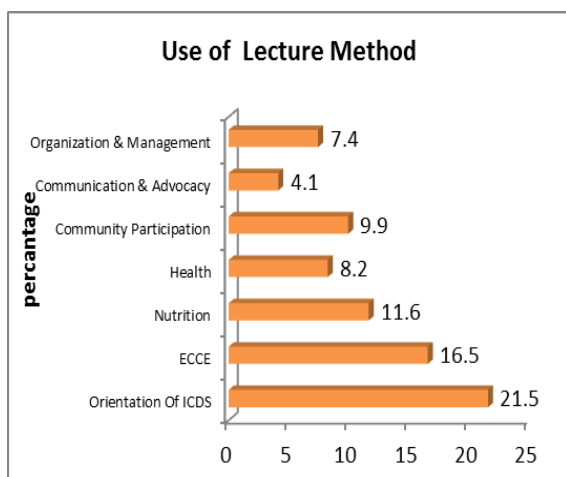
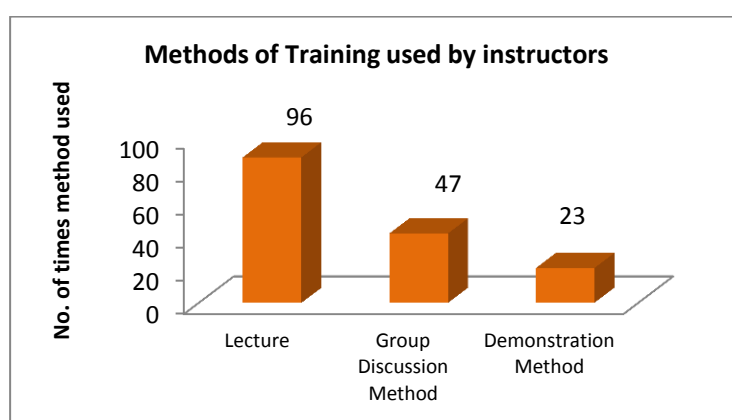**Table 3.3 : Methods of Training used by instructors among different state**

State	Total No. of AWTCs	Methods of Training used by instructors		
		Lecture Method	Group Discussion Method	Demonstration Method
Northern Region				
Delhi	1	-	-	-
Haryana	1	1	4	-
Himachal Pradesh	3	3	-	-
Punjab	5	4	3	4
Rajasthan	4	4	4	-
Uttarakhand	2	-	-	-
Eastern Region				
Bihar	7	-	-	-
Jharkhand	11	10	6	-
Orissa	2	-	2	4
West Bengal	10	13	2	-
North-Eastern Region				
Assam	2	2	-	2

Arunachal Pradesh	4	5	1	-
Meghalaya	2	3	1	-
Nagaland	1	1	-	-
Sikkim	1	-	-	-
Western Region				
Gujarat	5	10	5	4
Maharashtra	7	3	2	1
Southern Region				
Andhra Pradesh	18	15	10	4
Telangana	18	8	-	-
Kerala	4	4	-	3
Central Region				
Madhya Pradesh	13	10	7	1
Total	121	96	47	23

It is evident from the above two tables 3.2 & table 3.3 the methods commonly and most frequently used by the training instructors is Lecture method followed by group Discussion method & demonstration method.

### 3.3 Use of of Practical Exercises by Instructors.

There are certain topics in the syllabus which are likely to be understood better if taught through actual demonstration by Instructors and practiced by trainees themselves like practicals in health and nutrition and pre-school education. These topics can be covered using indoor practical room or a nearby nursery school/crèche/ AWC. Data in this regard is presented in **Table3.3.**

Table 3.3: Organization of Practical Exercises by instructors

State	Total No. of AWTCs	No. of AWTCs -121	
		Use of Practical Exercise	
		N	**%**
Northern Region			
Delhi	1	1	100
Haryana	1	1	100

Himachal Pradesh	3	2	66.6
Punjab	5	3	75
Rajasthan	4	2	50
Uttarakhand	2	0	0
Eastern Region			
Bihar	7	0	0
Jharkhand	11	5	45.4
Orissa	2	1	50
West Bengal	10	3	30
North-Eastern Region			
Assam	2	1	50
Arunachal Pradesh	4	2	50
Meghalaya	2	1	50
Nagaland	1	1	100
Sikkim	1	0	0
Western Region			
Gujarat	5	3	60
Maharashtra	7	4	57.1
Southern Region			
Andhra Pradesh	18	5	27.7
Telangana	18	3	16.6
Kerala	4	1	25
Central Region			
Madhya Pradesh	13	6	46.1
Total	121	45	37.2

The data in the above table reflects that instructors of very less (37.2%) of AWTCs organize practical exercises. AWTCs in the States of Bihar, Sikkim and Uttarakhand do not organize practical exercises. Lack of seprate practical room in about 74 pecent of AWTCs is also responsible for absence of practical sessions in about 62.8 percent of AWTCs.
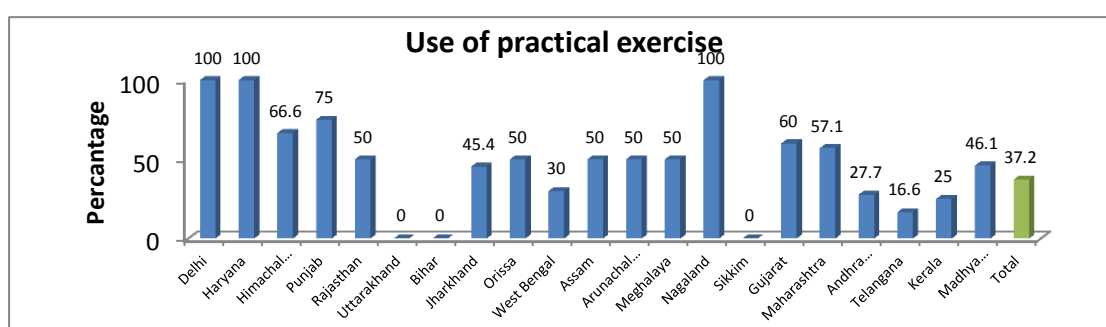
3.4 Use of Feedback mechanism by Instructors

The syllabus of job training course of AWWs is divided into seven components. These components include the foundation, ICDS programme, ECCE, Nutrition and health, Communication, advocacy & community Participation, Management of AWC, and Supervised Practice. At the end of every component, provision has been made to take feedback in the form of verbal question answers from

the trainees so as to identify the learning gaps and to take corrective measures, if needed. Data in this regard are presented in **Table 3.4.**

Table 3.4: Use of Feedback mechanism by Instructors

<div align="right">No. of AWTCs -121</div>

State	Total No. of AWTCs	Use of Feedback mechanism by Instructors	
		N	%
Northern Region			
Delhi	1	1	100
Haryana	1	0	0
Himachal Pradesh	3	0	0
Punjab	5	3	60
Rajasthan	4	3	75
Uttarakhand	2	0	0
Eastern Region			
Bihar	7	0	0
Jharkhand	11	3	27.2
Odisha	2	1	50
West Bengal	10	4	40
North-Eastern Region			
Assam	2	2	100
Arunachal Pradesh	4	3	75
Meghalaya	2	1	50
Nagaland	1	1	100
Sikkim	1	0	0
Western Region			
Gujarat	5	4	80
Maharashtra	7	4	57.1
Southern Region			
Andhra Pradesh	18	10	55.5
Telangana	18	3	16.6
Kerala	4	3	75
Central Region			
Madhya Pradesh	13	7	53.8
Total	121	53	43.8

Use of Feedback mechanism by Instructors
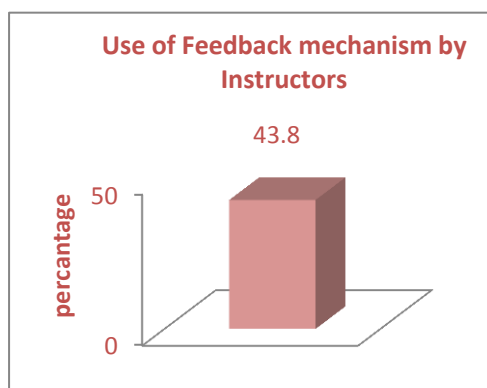
Table 3.4 indicates that practice feedback mechanism at the end of every component of ICDS training is present in four out of ten (43.8%) AWTCs taken in the study. Instructors of AWTCs should pay more attention on feedback mechanism so that quality of training could be improved further.

3.5 Supervised Practice Activity in Anganwadi

During the Job training course, Each AWTC is required to organize Supervised Practice in an ICDS project for four working days wherein trainee AWW are placed in an Anganwadi to work as additional Anganwadi Worker. The purpose is to put them into practice the theoretical knowledge and information they have acquired during the training.

### 3.5.1 Placement of Trainees in AWC for Supervised Practice Activity

As per the norms of Supervised Practice, one trainee AWW should be placed in one Anganwadi so as to enable her to practice all the activities expected to be conducted by a regular Anganwadi worker. Data in this regard is presented in **Table 3.5.1**

Table 3.5.1: Placement of Trainees in AWC for Supervised Practice Activity

No. of AWTCs -121

State	Total No. of AWTCs	No. of Trainees placed in one AWC					
		One		2-3		Above 3	
		N	%	N	%	N	%
Northern Region							
Delhi	1	-	-	1	100	-	-
Haryana	1	-	-	-	-	1	100
Himachal Pradesh	3	-	-	-	-	1	33.3
Punjab	5	-	-	-	-	4	80
Rajasthan	4	-	-	-	-	4	100
Uttarakhand	2	-	-	-	-	2	100
Eastern Region							
Bihar	7	-	-	-	-	1	14.2
Jharkhand	11	-	-	-	-	10	99.9
Odisha	2	-	-	-	-	1	50
West Bengal	10	-	-	1	10	8	80
North-Eastern Region							
Assam	2	-	-	-	-	1	50
Arunachal Pradesh	4	-	-	1	25	2	50
Meghalaya	2	-	-	-	-	1	50
Nagaland	1	-	-	-	-	1	100
Sikkim	1	-	-	-	-	-	-
Western Region							
Gujarat	5	-	-	-	-	5	100
Maharashtra	7	-	-	2	28.5	5	71.4
Southern Region							
Andhra Pradesh	18	1	5.5	1	5.5	10	55.5
Telangana	18	1	5.5	-	-	7	38.8

Kerala	4	-	-	2	50	1	25
Central Region							
Madhya Pradesh	13	-	-	-	-	7	53.8
Total	121	2	1.6	8	6..6	72	59.5

Note: Data presented is from the AWTCs where supervised practice was observed at the time of visit

Placement of Trainees in AWC for Supervised Practice Activity
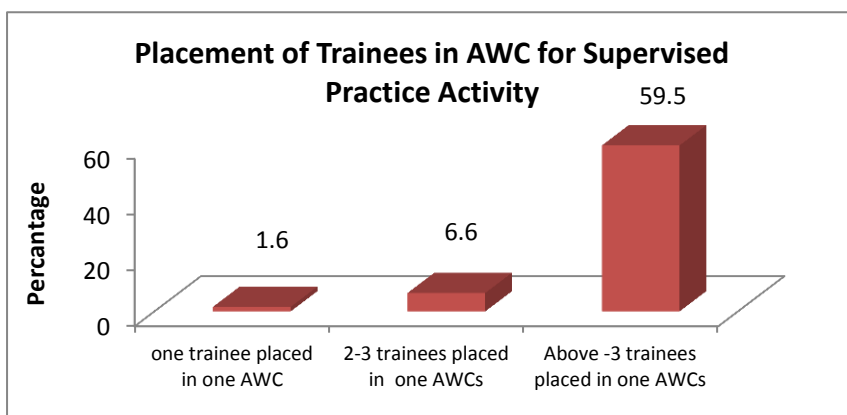
Table 3.5.1 indicates that placement of one trainee in one AWC is observed in only two out of ten AWTCs, whereas two or three trainees are placed by 6.6 percent of AWTCs. Maximum number of AWTCs (59.5%) deployed more than three trainees in one AWC for the purpose of supervised practice. The main purpose of supervised practice is learning by doing which is totally defeated with placement of two or three trainees in one AWC. very few AWTCs are following guidelines prescribed by MWCD.

### 3.5.2   Use of Training Folder during Supervised Practice

In the training programme a kit (folder) is given to individual trainee which includes material/teaching Aids prepared by the trainee (AWW/AWH) during the training under the guidance of Instructors on specific subjects, booklets, posters, charts, flip books, masks, ropes puppets etc. and reading/reference materials/ compendium/ handouts related to schemes of ICDS. The trainee AWWs are required to use this material in the field during supervised practice for imparting and practicing knowledge and information learned during theory classes. Data in this regard is presented in **Table 3.5.2**

Table 3.5.2: Use of Training Folder during Supervised Practice

No. of AWTCs-121

	Total No. of AWTCs	Use of Training Folder during Supervised Practice	
		N	**%**
Northern Region			
Delhi	1	1	100
Haryana	1	1	100
Himachal Pradesh	3	1	33.3
Punjab	5	4	80
Rajasthan	4	4	100
Uttarakhand	2	2	100
Eastern Region			
Bihar	7	0	0
Jharkhand	11	8	72.7

Orissa	2	1	50
West Bengal	9	8	88.8
North-Eastern Region			
Assam	2	1	50
Arunachal Pradesh	4	1	25
Meghalaya	2	1	50
Nagaland	1	1	100
Sikkim	1	0	0
Western Region			
Gujarat	5	2	40
Maharashtra	7	7	100
Southern Region			
Andhra Pradesh	18	3	16.6
Telangana	18	7	38.8
Kerala	4	3	75
Central Region			
Madhya Pradesh	13	7	53.8
Total	121	69	57

Table 3.5.2 shows that trainees in about (57%) of AWTCs are carrying the training folder for the purpose of their use in supervised practice. It concludes that either trainees are not guided properly by the instructors or they are not provided with any material by AWTCs. Absence of any reference material and teaching aids would restrict its practical use at AWC during training and subsequently hamper the quality of actual work done with children.
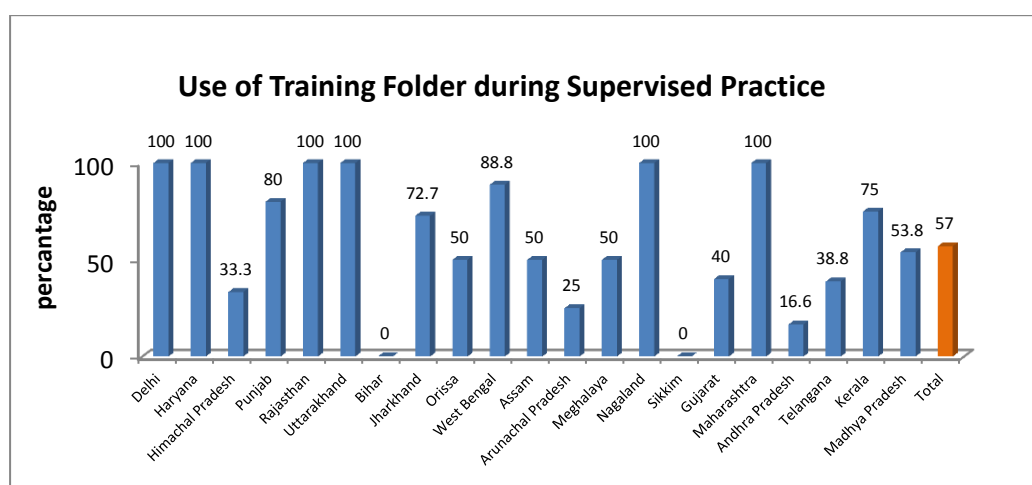
### 3.5.3 Support Extended to Trainees by ICDS Staff

During organization of supervised practice, all efforts are required to be made by AWTC to involve local ICDS project staff. The AWTC should involve the local CDPO in planning and organization of the supervised practice activity so that all necessary help and support would be ensured on time. Data in this regard is presented in **Table 3.5.3.**

Table 3.5.3: Support Extended To Trainees by Local ICDS Staff

State	Total No. of AWTCs	Support Extended by local ICDS	
		N	%
Northern Region			
Delhi	1	1	100
Haryana	1	1	100
Himachal Pradesh	3	1	33.3
Punjab	5	5	100
Rajasthan	4	4	100
Uttarakhand	2	1	50
Eastern Region			
Bihar	7	1	14.2
Jharkhand	11	8	72.7
Orissa	2	1	50
West Bengal	10	9	90
North-Eastern Region			
Assam	2	1	50
Arunachal Pradesh	4	1	25
Meghalaya	2	0	0
Nagaland	1	0	0
Sikkim	1	0	0
Western Region			
Gujarat	5	2	40
Maharashtra	7	5	71.4
Southern Region			
Andhra Pradesh	18	7	38.8
Telangana	18	6	33.3
Kerala	4	2	50
Central Region			
Madhya Pradesh	13	5	38.4
Total	121	61	50.4

Support Extended by local ICDS

Central Monitoring Unit of ICDS, NIPCCD Delhi
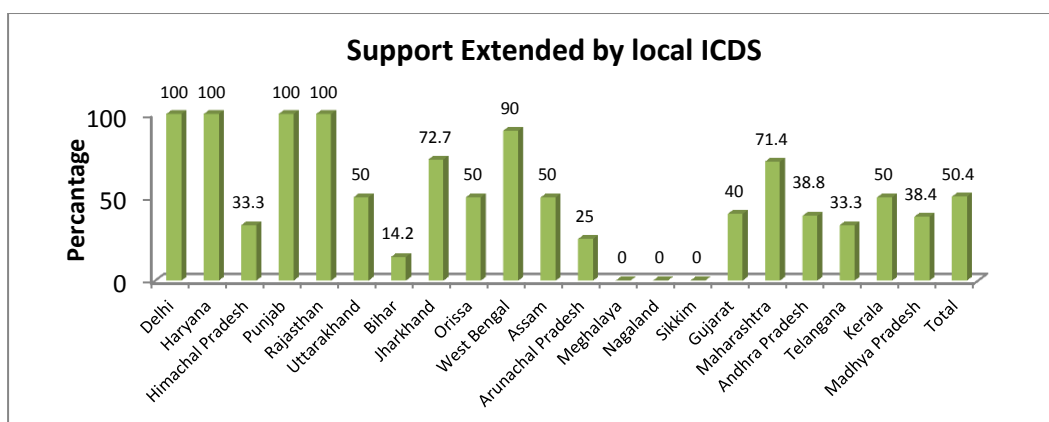
The above **Table 3.5.3** shows that about half (50.4%) of AWTCs take assistance from local ICDS staff especially CDPO in conducting supervised practice. Local ICDS staff have to provide multidimensional support to AWTC in organization of Supervised Practice which is lacking in about 50 percent of AWTCs taken in the study.

3.6   Submission of Course Report

The AWTCs should prepare and maintain some essential reports regarding the job/refresher training courses organized by them. Timely preparation and submission of Course Reports are very essential for the smooth functioning of training centres. The course report should be prepared within two weeks of completion of the course. It should give a brief account of profile of trainees, coverage of syllabus, methods of training, field work/classroom practical, training evaluation etc. Data concerning regarding submission of Course report is presented in **Table 3.6.**

Table 3.6: Submission of Course Report

No. of AWTCs -121

State	Total No. of AWTCs	Timely Preparation of course	
		N	%
Northern Region			
Delhi	1	1	100
Haryana	1	1	100
Himachal Pradesh	3	3	100
Punjab	5	3	60
Rajasthan	4	4	100
Uttarakhand	2	2	100
Eastern Region			
Bihar	7	4	57.1
Jharkhand	11	8	72.7
Odisha	2	2	100
West Bengal	10	9	90
North-Eastern Region			
Assam	2	2	100
Arunachal	4	0	0
Meghalaya	2	1	50
Nagaland	1	1	100
Sikkim	1	1	100
Western Region			
Gujarat	5	4	80
Maharashtra	7	6	85.7
Southern Region			
Andhra Pradesh	18	16	88.8
Telangana	18	12	66.6
Kerala	4	4	100
Central Region			
Madhya Pradesh	13	11	84.6

Total	121	**95**	78.5

It is evident from the **table 3.6** that 78.5 percent of AWTCs submit the course report on time. State Govt. should take action against AWTCs which are not adhering to the norms.

Timely Preparation of course Report
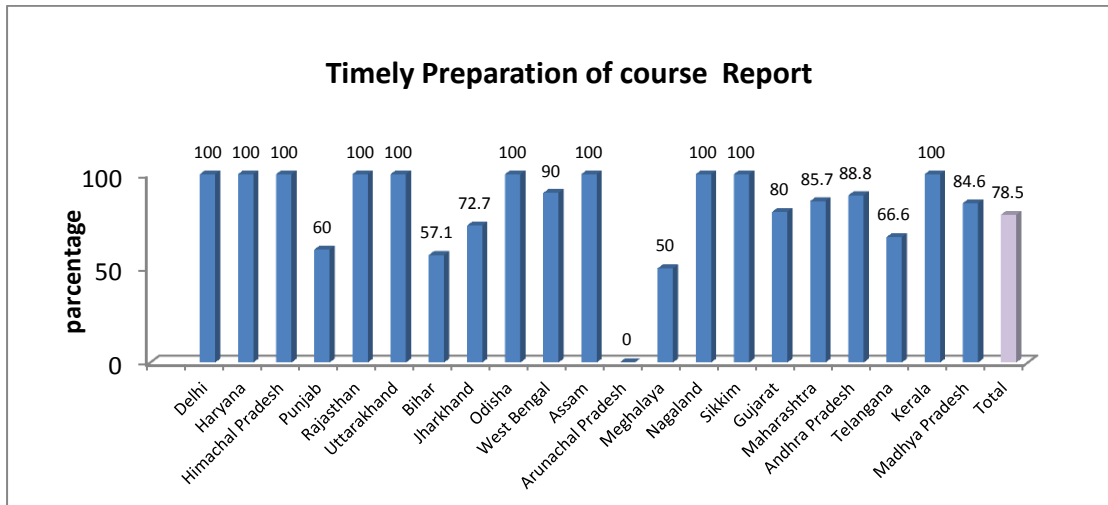
Monitoring of Training centers

4.1 Monitoring of AWTCs

In order to review the progress in implementation of the training programmes, it is important that a regular monitoring system is in place. The MWCD, GOI has issued guidelines for monitoring visit to AWCs, ICDS projects and AWTCs/MLTCs by both central and State Govt. officials following a standardized schedule. NIPCCD and its four Regional Centres along with the Consultants of State Institutions assigned by CMU, NIPCCD, and officials of parent body running AWTCs are assigned the task of regular monitoring and assessing the functioning of MLTCs on the aspects like Quality of Training, Implementation of training syllabus, Planning and organization of training programmes, Preparation of kit material for the trainees, classrooms and logistics arranngemants etc.Data in this regard is presented in Table 4.1

Table 4.1: Monitoring of AWTCs

No. of AWTCs: 121

State	Total No. of AWTCs*	NIPCCDHqs /Rcs		State Government		Parent Body		Other Agencies	
		N	%	N	%	N	%	N	%
Northern Region									
Delhi	1	1	100	1	100	1	100	0	0
Haryana	1	1	100	0	0	1	100	0	0
Himachal Pradesh	2	1	50	1	50	1	50	0	0
Punjab	5	2	40	1	20	2	40	0	0
Rajasthan	4	2	50	4	100	2	50	0	0
Uttarakhand	2	1	50	1	50	2	100	0	0
Eastern Region									
Bihar	7	4	57.1	5	71.4	1	14.3	1	14.3
Jharkhand	11	7	63.6	5	45.5	3	27	1	9.1
Orissa	2	2	100	2	100	1	50	0	0
West Bengal	10	9	90	8	80	8	80	1	10
North-Eastern Region									
Assam	2	2	100	2	100	1	50	0	0
Arunachal Pradesh	4	2	50	1	25	1	25	0	0
Meghalaya	2	1	50	1	50	0	0	0	0
Nagaland	1	1	100	1	100	0	0	0	0
Sikkim	1	1	100	0	0	0	0	0	0
Western Region									
Gujarat	5	1	20	4	80	4	80	3	60

Maharashtra	7	6	85.7	4	57.1	3	42.8	1	14.2
Southern Region								
Andhra Pradesh	18	12	66.6	9	50	2	11.1	2	11.1
Telangana	18	13	72.2	15	83.3	10	55.6	3	16.7
Kerala	4	1	25	2	50	1	25	0	0
Central Region								
Madhya Pradesh	13	10	76.9	8	61.5	5	38.4	2	15.3
Total	**121**	**81**	66.9	**76**	62.8	**50**	41.3	**14**	11.5

* Multiple Responses
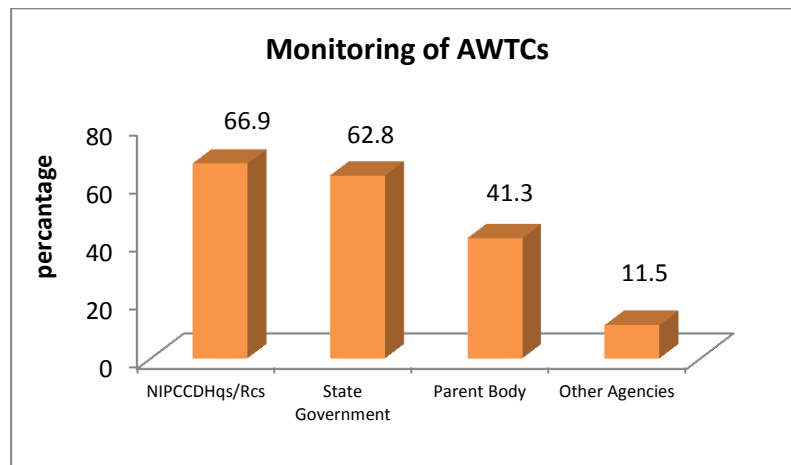
It is evident from the above data that 66.9 percent of AWTCs are being monitored by NIPCCD (Hqs/Rcs), 62.8 percent by the State Government Officials and 41.3 percent of AWTCs have been monitored by the officials of the parent body. A very small number i.e. 11.5% of AWTCs has been monitored by other agencies.

4.2 Instructor's clarity of the syllabus of Training programme

The syllabus of JTC and refresher training of AWWs and orientation training of AWHs were revised by NIPCCD in the year of 2006. All instructors were then properly trained by NIPCCD on various dimensions of revision carried out in the syllabus. Provision has been made to incorporate state specific issues by redesigning 25 per cent of ICDS training contents. Data concerning views of the instructors on job and refresher training syllabus of AWWs is presented in Table-4.2

Table 4.2: **Instructor's clarity of the syllabus of Training programme**

No. of AWTCs: 121

State	Total No. of AWTCs	Syllabus Well Designed		Addition of New Topics	
		N	%	N	%
Northern Region					
Delhi	1	1	100	1	100

Haryana	1	1	100	0	0
Himachal Pradesh	3	2	66.6	1	33.3
Punjab	5	4	80	2	40
Rajasthan	4	3	75	0	0
Uttarakhand	2	0	0	1	50
Eastern Region					
Bihar	7	3	42.9	0	0
Jharkhand	11	1	9	0	0
Odisha	2	2	100	1	50
West Bengal	10	7	70	4	40
North-Eastern Region					
Assam	2	2	100	0	0
Arunachal Pradesh	4	1	25	1	25
Meghalaya	2	2	100	0	0
Nagaland	1	1	100	0	0
Sikkim	1	1	100	1	100
Western Region					
Gujarat	5	5	100	4	80
Maharashtra	7	5	71.4	6	85.7
Southern Region					
Andhra Pradesh	18	15	83.3	6	33.3
Telangana	18	13	72.2	7	26.7
Kerala	4	2	50	1	38.9
Central Region					
Madhya Pradesh	13	5	38.4	1	7.6
Total	**121**	**76**	62.8	**37**	30.5

Syllabus Well Designed
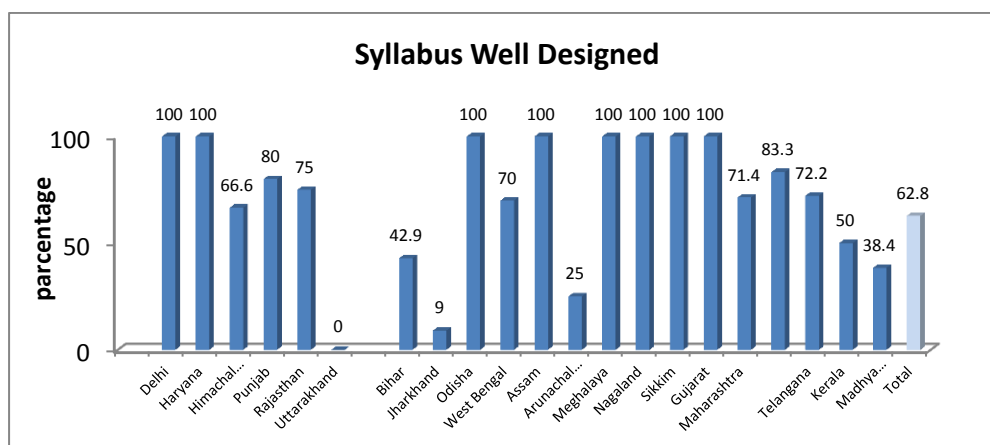
The **Table 4.2** reveals that instructors of about six out of tenAWTCs i.e.(62.8%) have reported that syllabus of ICDS training is well designed. Instructors of all AWTCs located in the states of Delhi, Haryana, Odisha, Gujarat and all states North Eastern Region except Arunachal Pradesh have reported that the syllabus of ICDS training is well designed.

Addition of New Topics
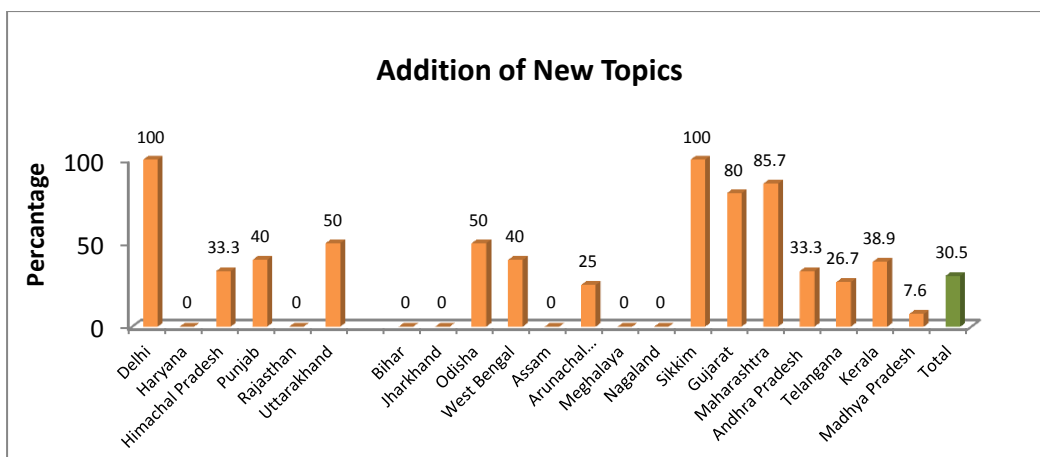
The data also indicates that instructors of about 30.5 percent of AWTCs have shown the need for adding new topics in the current syllabus of JTC and refresher training of AWWs. It is evident from the above table and graph that instructors in the AWTCs of states Haryana, Bihar,Jharkhand,Assam,Meghalaya and Nagaland added no new topics for betterment or enhancement of the training.

4.3   Competencies of Instructors in using Power point with LCD Projector

Powerpoint presentation is regarded as the most useful ,interesting and accessible way to create and present visual aids. Its bullet points can be used to simplify complicated messages and lectures. Instructors of AWTCs are expected to use powerpoint during training sessions. The data showing skills of instructors in using powerpoint with LCD projector is presented in **Table 4.3**

Table 4.3: Skills of Instructors in using Power point with LCD Projector

No. of AWTCs: 121

State	Total No. of AWTCs	Availability of Computer with LCD Projector		Skills of Instructors in using Power point with LCD Projector	
		N	%	N	%
Northern Region					
Delhi	1	0	0	1	100
Haryana	1	0	0	0	0
Himachal Pradesh	3	1	33.3	2	66.6
Punjab	5	1	20	5	100
Rajasthan	4	3	75	3	75
Uttarakhand	2	0	0	0	0
Eastern Region					
Bihar	7	2	28.6	4	57.1
Jharkhand	11	7	63.64	3	27.3
Odisha	2	1	50	2	100
West Bengal	10	4	40	7	70
North-Eastern Region					

70

Assam	2	1	50	2	100
Arunachal Pradesh	4	2	50	1	25
Meghalaya	2	0	0	2	100
Nagaland	1	1	100	1	100
Sikkim	1	0	0	1	100
Western Region					
Gujarat	5	5	100	5	100
Maharashtra	7	3	42.8	2	28.5
Southern Region					
Andhra Pradesh	18	6	33.3	9	50
Telangana	18	2	11.1	14	77.8
Kerala	4	1	25	3	75
Central Region					
Madhya Pradesh	13	7	53.8	4	30.7
Total	**121**	**47**	38.8	**71**	58.6

It is evident from **Table 4.3** that Instructors working in about six out of ten (58.6%) of AWTCs are competent enough for using powerpoint presentation during training programme, whereas availability of Computer with LCD projector is found in only 38.8 percent of AWTCs
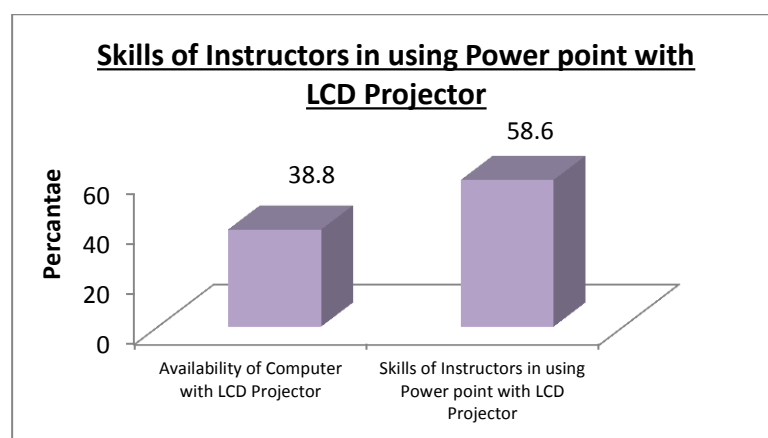
It is found that though AWTCs in the state/ UT of Delhi and Sikkim do not have availability of LCD projector but instructors have the skills of using the same. In other states also, number of AWTCs with instructors having skill are found to be more than no. of AWTCs having availability of LCD projector. State govt. should provide LCD Projectors in these AWTCs so that skills of instructors could be utilized maximum during sessions.

4.4   Evaluation of Trainees

As per guidelines issued by MWCD, GOI, the evaluation of trainees has to be conducted towards the end of the job training course. The syllabus of JTC further stipulates that such evaluation has to be conducted using combination of objective, short answer and multiple type questions. Evaluation/assessmentwill consistoftwoparts(i)performance in thewritten testgiven to assesst the level of learning during the institutional training, (ii) performance duringfield placement.

Based on the performance of the trainees in evaluation process, the grading of performance is

done on the basis of

i)   Fieldworkperformance   - 40
ii)   Performanceinthewrittentest - 50
iii) Generalbehaviour   - 10

The grades of the trainees should be communicated to the State Governments as well. Data concerning evaluation of trainees is presented in **Table4.4.**

I.   Knowledge Assessment

Table 4.4: Method of Evaluation of Trainees by AWTCs

No. of AWTCs: 121

State	Total No. of AWTCs	Oral Test		Written Test	
		N	%	N	%
Total	**121**	**71**	58.6	**85**	70.2

Method of Evaluation of Trainees by AWTCs
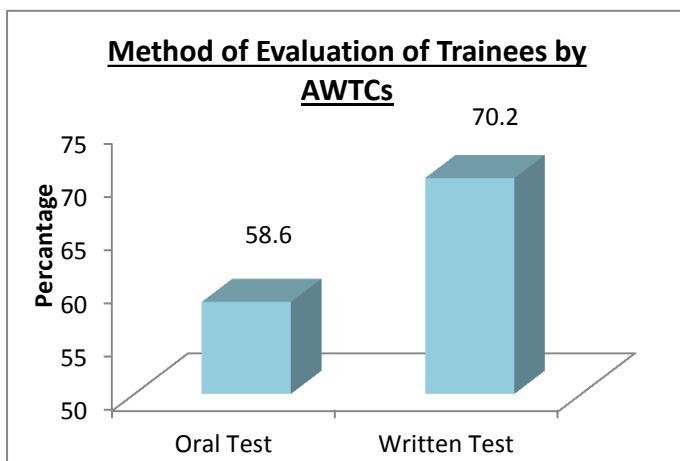
Table 4.4 shows that 58.6 percent of AWTCs conducts oral test for evaluating trainee's performance in the JTC and 70.2 percent of AWTCs conducts written test for evaluating trainee's performance in the JTC. AWTCs prefers written test for the evalution of trainees according to data we received from the various states.

II.   Evaluation of trainees on Performance during Field placement

Besides the knowledge and skill up gradation, the performance of the trainees in JTC is also required to be assessed in the areas of Supervised Practice, Preparation of Low Cost Teaching Learning Material and Discipline and Punctuality during the training period. Data in this regard is presented in **Table 4.5**
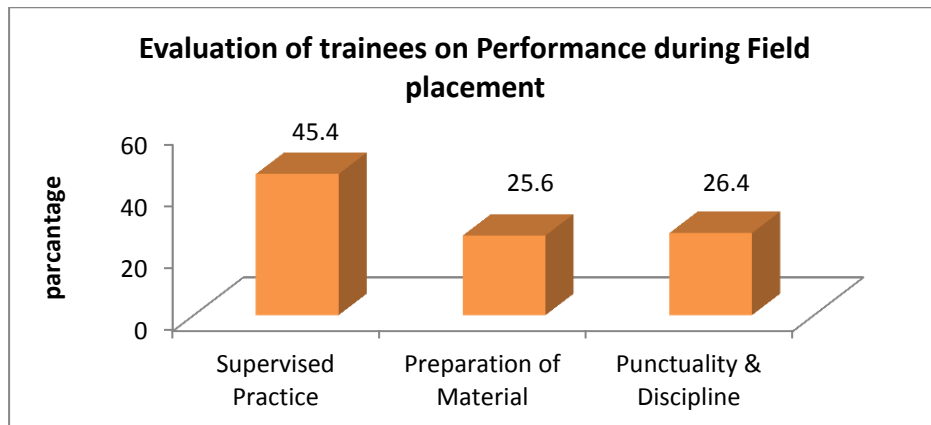
Table 4.8: Evaluation of trainees on Performance during Field placement

No. of AWTCs: 121

State	Total No. of AWTC	Supervised Practice		Preparation of Material		Punctuality & Discipline	
		N	%	N	%	N	%
Total	**121**	**55**	45.4	**31**	25.6	**32**	26.4

It is evident from the **Table 4.8** that only 45.4 percent of AWTCs are assessing the trainee's performance in the area of Supervised Practice, about 25.6 percent of AWTCs are assessing the

trainee's performance in the area of preparation of teaching learning material and about 26.4 percent of AWTCs are assessing the trainee's performance in the area of punctuality and discipline.

Evaluation of trainees on Performance during Field placement

Category	Percentage
Supervised Practice	45.4
Preparation of Material	25.6
Punctuality & Discipline	26.4

List of Anganwadi Training Centres

No of States/UTs Covered – 21

No. of AWTCs – 121

S.No.	State/UT	Name & Address of AWTC
1		AWTC Society of Education & Environment Development Visakhapatnam Do.No 1-23/3, SatyanarayanaPuram, VUDA Colony Road China Musidivada Visakhapatnam 530051
2		AWTC TeetlaRamaiah United Social Service (Trust) NGO's Colony, AdavivaramVisakhpatnum A.P
3		AWTC , Sneha Educational & Voluntary Society Chodavaram, Visakhapatnam Plot no 130 Kanakamaha Lakshmi Nagar Lakshmi Puram Road .Andhra Pradesh
4		AWTC, Durga Bai MahilaVikasa Kendra , Bommuru, New Rajanundhi A.P
5		District Fedration of MahilaMandals (AWTC) Ashok Nagar M.R.C Building ,Eluru West Godovari A.P -534002
6		Durga Bai MahilaVikasaKendram ,Tadikalpudi Post , KumavaraPukota Mandal, West Godavori District Near Eluru
7		AWTC, District Manager DMSVK Chowtapalli Road MariyapuramKadapa (YSR Dist.)A.P
8	**Andhra Pradesh**	AWTC , MahilaPranganum opp. ZilaParishad Medical Club Road Guntur A.P
9		Murali Krishna AWTC ,Podalakur Road ,Netaj Nagar 8th Line ,Water Tank down SPSR Nellor ,A.P
10		Durga Bai MahilaVikas Kendra, Srikakulam
11		AWTC, KrushiVigyan Kendra Yaganti Park 518124
12		Durga Bai MahilaShishuVikas Kendra, State house , Behind Govt Regional eye Hospital, Kurnool
13		AWTC, DMSVK, Pineapple Colony , Krishnapuram Post,
14		ShylajaMahilaMandali, 1/519, Opp R&B guest House Near ZP, Kadapa
15		AWTC,Durga Bai MahilaSisuVikas Kendra, Ananthpuram, Eng Collage Rd, Chinmayananda Nagar, Ananthpuram
16		DMSVK, AWTC, Near SSN Engeneering college, Endluru Donka Ongole Prakasam (dist.) A.P.
17		AWTC, Krishna DistrictFedration of Mahila Mandals, Door No-30-20-2/32;Sitaram Puram, Geetha Mandir Street;Vijayawada, Unit-1
18		Resource Educational Society(AWTC), Vizianagaram Dist. , Near Home Mandiram,AndhraPradesh
19	**Arunachal Pradesh**	AWTC , Govt of Arunachal Pradesh, Pannya Village Aalo ,West Siang .A.P
20		AWTC ,Roing Tower Lower Debang Valley, A.P 792110 Arunachal Pradesh Pin - 792110

21		AWTC Office of the Deputy Director (ICDS) Tezu Dist. Lohit Arunachal Pradesh 087949-32832
22		AWTC Khonsa Dist. Timap Arunachal Pradesh
23	**Assam**	ICCW Tezpur Branch ,c/o children Hospital TezpurPhNo -03712-220494
24		AWTC, BahumukhiPragatiSamityTihuNathruchi , Dist. Nalabari ,Assam
25	**Bihar**	AWTC Rawel Singh SewaSansthanHarpurAlldiSamastipur Bihar.
26		AWTC AkhilBhartiyaSamajikSawastha Snag Bihar 06244-226539
27		AWTC Anusuchit Jan/JatiKalyanSamiti , GanjaleBumpherChowkSaharba , Bihar 852201
28		AWTC AdhisuchitKshetraSewaVikasSamitiChampatia , West Champaran Bihar -845449
29		AWTC NariShishuKalyanParishad, Stadium Road Madhubani ,Unit I Bihar
30		AWTC NariShishuKalyanParishadMadhuBani ,Unit II ,Bihar
31		AWTC SarisabpariGrameenMehilaVikasSamitiMadhubani Bihar
32	**Delhi**	DCCW , Delhi Council for Child welfare Qudsiabaghdelhi
33	**Gujarat**	AWTC Training center. S.M Patel Collage of Home Science Near bus stand Ranok Hostel vallabhvisyanagar 388120
34		Shree Jay Mataji Anganwadi Karyakar, Talim Kendra Pin No. 393135
35		AWTCEnvironmental Sanitation Institute Near Narmada main canal Po. Sughad Gandhi Nagar -382424
36		Kasturba StriVikasGruh, Mahila College, Patel Colony, Jamnagar-361008
37		Shishumangal Trust , Opp. Collector's Bungalow, Gandhinagar , Junagarh-362001
38	**Haryana**	Old Age Home ,Sec -IV JeevanJyoti School Gurgaon
39	**Himachal Pradesh**	AWTC GagalKangra
40		AWTC Sunni, P.O & Tehsil Sunni, Distt. Shimla ,H.P 171301
41		AWTC, at working women Hostel, Jail Road Mandi.
42	**Jharkhand**	PIDT LokshalaJagdishpurVia -MadhpurDistDeoghar Jharkhand
43		Institute of Labour studies ,Kadma Jamshedpur AWRC unit-II Jharkhand
44		Ankuran, gudri ,Mohalla, P.O & District-Chatra Jharkhand -825401
45		AWTC Biru, Post-BiruSimdega ,Jharkhand -835228
46		AWTC SamsjikKalyanSansthaManohar Nagar , Dhanbad Jharkhand -826001
47		AWTC Shree Amar SanskarKalyanKenderaJaina More , Bokaro ,Jharkhand
48		AWTC Jan Jagram Kendra G.P.O BarhiHazribagh Jharkhand
49		AWTC New Star Yuva Trust, Sat Sang Nagar (JharKhand Public School) Godda ,Jharkhand

Central Monitoring Unit of ICDS, NIPCCD Delhi

50		AWTC Tata Rural Development Society west Bokaro , Ramgarh Jharkhand
51		AWTC Gram ProdyogikiVikasSansthanChhotoPanchgarhJirwabadi, Sahebgary Jharkhand
52		AWTC AnusuchitJatiKalyanSamiti , GanjaleBumpherChowkSaharba , Bihar 852201
53	**Kerala**	AWTC Thycaud ,Kerala State Council for Child Welfare
54		AWTC, Kottayam
55		AWTC Peruvemba ,Palakkad Kerala
56		AWTC Near Nellurode Village office kerala
57	**Madhya Pradesh**	AWTC SavyaSanchiSanchalitAnantpur,Back of Janta College Near Nalanda School ,Society ward 10 AnantpurRewa ,M.P
58		Training AWTC Satna Madhya Pradesh Master Plan, In front of Dist. Court Civil line Satna M.P
59		KrishiUpajMandi , Jain MandirKeSamneKishanpuriJhabua - 457661
60		AWTC DharDistt. Dhar M.P
61		AWTC , NaghiriPanchaya Ujjain
62		AWTC, Obedulaganj, Dist. Raisen Madhya Pradesh
63		AWTC, M.P.Council for child welfare near Bachhatbhawan BHEL, Piplani
64		Chief Institution, AWTC, Maharashtra samajbhawan, Rajgarh, M.P.
65		AWTC, BiriyakhediRatlam
66		AWTC, Bal NiketanSangh, 62 PagnisPaga, Indore M.P.
67		Govt. AWTC-Shivpuri, Near Haus Building, New Block-Shivpuri
68		Sada Colony, Ward no. 14 Raghogarh,Guna(M.P.)
69		Agarwal Manglik Bhavan , Purana Dhan Mandi, Dhar.
70	**Maharashtra**	Jalgaon Zillha bal kalyan samiti, Jalgaon, Niwant Neri Road, wawadada, Tehsil Jalgaon
71		Shri Gajanan Maharaj Krishi Shakshanik sansthan, Umberkhed, Deulgaon, Dist. Buldhana
72		AWTC, Vasundra Seva Pratisthan Sanchalit, Beed Road,Ambojogai, Beed Dist. Maharashtra
73		Bhagini Nivedita Prathisthan Sangli, Near Patwardhan, High School ,Rajmada, Sangli
74		Pashim Khandesh Bhil Sewa Mandal, Eklavya Vidyalaya complex station Rd,Nandurbar. Maharashtra
75		Gramsevak Training Centre, Amravati,Shivaji Nagar, Morshi Road , Amravati-444603
76		Indian Institute of youth Welfare, Gramin Vikas Prakalp Ralegaon District Yavatmal Maharashtra
77	**Meghalaya**	AWTC ,Bonded Warehouse ,Lower Leichumiere, East Khasi Hills Hopkinson Road, Shilong Meghalaya
78		Balading, Tura, West Garohills, Meghalaya
79	**Nagaland**	AWTC , Dimapur ,VillDiphupar Town Dimapur , Nagaland
80	**Odisha**	AWTC NilachalSevaPratishtanDayavihar ,Kans Dist. Puri ,Odisha 752017
81		AWTC DeseyaMahilaSamajamLeelaSadnam Calicut 11
82	**Punjab**	AWTC Mohali , Kharar

83		AWTC, PCCW, C/O Working women Hostel Near Ana Market ,Faridkot Punjab.
84		Street No 6/3A, Power House Rd.Near Radiant school ,H.No 21513,Bathinda
85		Child Welfar Council AWTC, Bal bhawan Phase -IV Mohali, Punjab
86		AWTC, 3rd Floor, Gandhi Vinita Ashram , Govt. High School, KapurthalaChowk , Jalandhar
87	**Rajasthan**	AWTC ShilkiDungariChaksu CEEOEDECON, Swaraj 159-160 Sitapura Jaipur
88		AWTC Yuva Bharat SansthaSanchalit Near Valbha Garden Maharani Bhawan Bikaner Rajasthan 0151-2110388
89		MeeraSanathan, AWTC , Bora Nada
90		AWTC,Jyoti Nagar &Agrasen Nagar, Near New Masjit, Churu, Rajasthan
91	**Sikkim**	AWTC, BirmanColony,UpperSyari
92	**Telangana**	DnrgabaiMahilaShisuVikasaKendram , NH7, Vill: Chincholi (B) Near DyanagapurSarangapur Mandal Dist :Adilabad 504110.Telangana
93		BharatiyaGrameenMehilaSangh, AWTc Unit -II ,H.No 13127/8/2 Bhaghanagar Colony ShadnagarMahabubnagar (dist)
94		VanithaBharatiBalaBhariti (AWTC-II) No 11-3-35/7/8/1 Srinivasa Nagar, Padmorao Nagar , SecunderabadTelangana State
95		VanithaBharatiBalaBharati (AWTC -V) Ramnagar, Hanuman Temple Road Mancherial, Adilabad District, Telangana State.
96		Durga Bai MahilaShishuVikasaKendram ,H.No 4-32,1151/12/1 Allwyn Colony Pipeline Road Kukatpally Hyderabad
97		BharatiyaGrameenMehilaSangh, AWTC Unit III H.No 3-1, Plot No 56/2, Jalpally, Rangareddy District.
98		AWTC H.No 5/3/183, Ashok Nagar , Karim Nagar Ph No .9848053830
99		Durga Bai MahilaShishuVikasaKendram ,AWTC , LMD Colony Thimmapur Mandal, Karim Nagar 505527
100		AWTC-DMSVK MadiKonda, Warangal AWTC –II
101		AWTC All India Women's Conference , Vidhya Nagar , H.No 2/4/1188, Hanamkonda Warangal
102		Durga Bai MahilaShishuVikasaKendram ,Perkit Village , Nizamabad
103		AWTC , VanithaBharthiBalaBharathi , J.P.N Road 1/7/164,IInd fl , Kamareddy , Nizamabad
104		AWTC, VanithaBharthiBalaBharathi , AWTC-III, H.No 24/3/319A,Julywada, FCI Colony SubedariHanamkonda Warangal Distt.
105		AWTC DMSVK , Madikonda Warangal 506142
106		AWTC-III, DFMM H. No.-10/3/202/1, Mamillagudem, Khammam, Telangana
107		DMSVK, AWTC, By Pass Road , Near AllwilGodon, SangauddyMedak district Telangana
108		AWTC-I, DFMM, H.NO. -10-3-202/1, Mamillagudem, Khammam, Telangana
109		DMSVK, Tekulaplly, Khammam, KhammamUrban, Telangana-507002

110	**Uttarakhand**	AWTC c/o RajatSahari EVAM GramothanSansthanHaridwar
111		Rajat Shahri & Gramothan Sansthan, Krishna Nagar, Kankhal, Haridwar (Uttarakhand)
112	**West Bengal**	AWTC , Unit II Raiganj St John Ambulance Association South Birnagar ,Uttar Dinajpur Pin 733134
113		St .John Ambulance Association , South Biznagar, P.O RaiganjDist.UttarDinajpur,pin 733134(West Bengal)
114		AWTC ,J.P Institute of Social change, Vill& P.O Balarampur (Abhay Ashram Campus) DistPachimMedinipur Pin - 421301 West Bengal
115		AWTC , Ram Krishan Mission LokShikshaParishadnarendrapur , Kolkata 700103 West Bengal
116		AWTC , Tagore Society For Rural Development, Balapur , New Tapan, BalurghatDakshinDinajpur West Bengal
117		AWTC ,Child Development Research and youth Welfare Center , Moitiare ,Banpur, Nadia W.B
118		AWTC , CINI, Daulotpur, Pailan , South 24 Parganas W.B
119		R.K Vivekananda Mission, AWTC JagranbatiBunkurua
120		Institute for motivating self-Employment, VillageMonachiturva, P.O.Lohpur, Dist. Birbhum-731303
121		Elmhirst Institute of Community Studies(NGO), District -Birbhum, West Bengal