

Job Training Course for Anganwadi Workers

Day		Session-I	Session-II	Session-III		Session-IV	Session-V	
	9.00 a.m.- 9.15 a.m.	9.15 a.m – 10.30 a.m	10.30 a.m – 12.00 noon	12.00 noon-1.15 p.m	1.15 p.m- 2.15 p.m	2.15 p.m – 4.00pm	4.00 p.m – 5.30 pm	
A) Introduction to ICDS Programme (2 Days)								
1.	Registration	Welcome & Introduction to the Course	Sharing of Experiences and Ice Breaking Exercises	Situation of Women and Children in India / States <ul style="list-style-type: none"> Social Issues concerning Women and Children (supported by video) 	L U	Constitutional Provisions, Rights & Legislation concerning survival and development of Women & Children (Supported by Video)	Programmes and Policies related to Women and Children	
2.	Recap & Feedback	Introduction to ICDS programme – Objectives, Functions, Coverage, Services, Beneficiaries		ICDS Restructuring and Strengthening – Emerging Gaps & Challenges		Role & Responsibilities of AWWs & AWHs; Additional AWWs Supervisors & CDPOs	Interface/Coordination with Government Ministries/Departments (Health, Education, Rural Development, and Information & Broadcasting) for ICDS Programme	
B) Early Childhood Care Education and Development (4 Days)								
3.	Feedback and filling Learning Gaps	Child Development - concept, Principles, Stages and Process? (Supported by video)		Importance of Early Childhood Care and Education/ Preschool Education	N C H	Critical Stages of Development including Developmental Milestones (supported by MCP Card)	Early Identification of Developmental Delays	
4.	Recap & Feedback	Early Childhood Stimulation – Importance of Early Learning		Importance of PSE and Characteristics of a Preschool Child		Organizing activities for children <ul style="list-style-type: none"> Age Appropriate Activities for Children (Birth – 3 years) (Demonstration & Role Play) 	Organizing activities for children <ul style="list-style-type: none"> Age Appropriate Activities for Children (3 - 6 years) (Demonstration & Role Play) Preparation of Low cost PSE Material 	
5	Recap & Feedback	Activities on various developmental aspects of Children in Pre School: Physical and Motor Development; Cognitive Development; Language Development; Psychosocial Development; Creative, Aesthetic Expression and Science Exposure				Home based ECCE Intervention at AWC and beyond AWC	Identification of Children with Special Needs and its Management	Prevention & Management of Common Behavioural Problems among Children at AWC

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6	Recap & Feedback	Visit to AWC for <ul style="list-style-type: none"> • Planning Preschool Programme - ECCE Curriculum • Setting up an AWC as Vibrant ECD Centre • Organizing Monthly Village ECCE Day at AWC • Anganwadi cum crèche Centre – Strengthening facilities of Day Care 				Development of checklist to monitor activities for each development	Role of Parents and AWWs in Growth and Development of Differently abled Children Age Appropriate Activities for Differently able Children
C) Care and Nutrition Counselling (6 Days)							
7	Feedback and filling Learning Gaps	Importance of Good Nutrition <ul style="list-style-type: none"> • Life Cycle Approach • Healthy Living • National Nutrition Mission: Goals, Objectives and Targets 	Nutrition services in ICDS <ul style="list-style-type: none"> • Role & Responsibilities of AWW in Supplementary Nutrition • Organizing supplementary Nutrition at AWC • Supplementary Nutrition Norms 		L U N C H	Nutrition and Health Care of Infant and Young Children including Guidelines on Optimal IYCF	Optimal IYCF practices and indicators
8.	Recap & Feedback	Counselling and Lactation support for strengthening IYCF practices	Complementary Feeding: Filling the Nutrition Gaps (Practical Session)			Low cost Nutritious recipes	Care of Low Birth Weight / Pre-term Babies and Essential New Born Care
9.	Recap & Feedback	Organizing Nutrition and Health Education Session on IYCF, Child Survival and Development (Demonstration of NHED Session)	Food Safety and Standards to be Maintained at AWC Detecting Food Adulteration at AWCs			Counselling: Concept, Need, Stages and Types <ul style="list-style-type: none"> • Group Counselling: Concept, Need and Processes • Skills and Characteristics Required as a Counsellor 	Nutritional Care & Counselling of <ul style="list-style-type: none"> • Pregnant & Nursing Mothers • Mothers of 1-3 yrs • Mothers of 3-6 yrs
10.	Recap & Feedback	Malnutrition – (Macro & Micronutrient malnutrition) Causes, Consequences, Symptoms, Prevention and Management <ul style="list-style-type: none"> • PEM • Vitamin – A Deficiency: Causes, Consequences, Symptoms, Prevention and Management • Iodine Deficiency Disorder: Causes, Consequences, Symptoms, Prevention and Management • Iron Deficiency – Anemia: Causes, Consequences, Symptoms, Prevention and Management (WIFS – Weekly Iron Folic Acid Supplementation Prog.) 				New WHO Child Growth Standards in ICDS – Concept & importance	

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11.	Recap & Feedback	Steps in Growth Monitoring – weighing, plotting and interpretation				Practical Exercises on Plotting of Weight in New WHO Growth Charts (Session contd....) + <i>(Demonstration on counseling to mothers of UW children)</i>	
12.	Recap & Feedback	Introduction to Community mapping and tracking of Growth of Children	Concept and Need of Positive Deviance Approach in Management of Malnutrition	Community Based Management of Moderately and Severely Underweight Children • Concept of Sneha Shivar	L	Planning for Nutrition Counselling & Child Care sessions in Sneha Shivar (Counselling and Care Practices)	Personal Hygiene with emphasis on hand washing and Environmental sanitation – Swachh Bharat
D) Health Services & Convergence (4 Days)							
13.	Feedback and filling Learning Gaps	Health Services in ICDS including health infrastructure	Vaccine Preventable Diseases and National Immunization Schedule (Pentavalent, & Vector Borne Diseases – Prevention of JE/AES		U N C H	Essentials of Health Checkups among Women and Children at AWC and referrals to NRC / MTC	Integrated Management of Neonatal and Childhood Illness (Supported by Video)
14.	Recap & Feedback	Assessment and Classification of Childhood Illness <i>(Practical Exercises through Videos)</i>	Prevention of Emerging Endemic Diseases among Children			Mother and Child Protection Card (MCPC): An overview • Its Use for Counselling and Conducting Home Visits (Practice session to fill up of MCP Card and Role Play on Counselling)	
15.	Recap & Feedback	Emergency Care of Sick Children and Pregnant Mother	Effective Uses of Medicine Kits at AWCs	Basics of HIV/AIDS		Organizing Village Health and Nutrition Days: Role of ICDS and Health Functionaries Use of MCP card as counselling tool (Demonstration and Role Play)	
16.	Recap & Feedback	Indira Gandhi Matritava Sahyog Yojana (IGMSY)	Rajiv Gandhi Scheme for Empowerment of Adolescent Girls(SABLA) (Supported by Video)	Nutrition and Health Care of Adolescent Girls		Adolescent Reproductive and Sexual Health (ARSH) Discussion	Life Skills Education for Adolescents (Supported by Chart/Posters, Exercises and Activities)

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E) Community Mobilization, Awareness, Advocacy and IEC (6 Days)								
17.	Feedback and filling Learning Gaps	How to know your community? • Need and importance of Community Participation	Role of Community in Implementation and Monitoring of ICDS	Village convergence & Facilitation Services • Coverage and activities to be undertaken	L U N C H	Strengthening Community Participation using PLA Techniques	Information, Education & Communication (IEC) and Need for Community Education in ICDS	Formation of SHGs
18.	Recap & Feedback	Introduction to Social behaviour Change Communication (SBCC) / Communication for Development (C ₄ D) • How to be an effective communicator • Developing Counselling skills and improved communication strategies (Practical and Case Study Analysis)				Preparation and Effective Uses of Social Messages and Communication Materials for Behaviour Change in the Community		
19.	Recap & Feedback	How to Conduct Survey in a Village	Application of ICT in ICDS • E- learning • E- Archive • NRP			Planning and Organizing Mothers/Community Meetings	Planning and Organizing Home Visits	
20.	Recap & Feedback	Salient features of Various Committees under ICDS-ALMSC& VHSNC	Community Planning and Organizing Meetings	Monitoring and Supervision in ICDS		Community Based Monitoring of ICDS	Preparation of Village Child Development Action Plan (Practical Exercise)	Presentation of Village Child Development Action Plan (Practical Exercise)

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F) Organization and Behaviour Management (2 days)							
21.	Recap & Feedback	Essential Skills Required to Manage the AWC Activities	Concept of Effective Leadership: Definition, Characteristics, Skills and Styles	Developing Negotiation and Conflict Resolution Skills among AWWs	L U N C H	Enhancing Motivation and Team Building skills among AWWs	How to Manage an AWC <ul style="list-style-type: none"> • Supplies • Material • Equipment
22.	Recap & Feedback	Revised MIS in ICDS and Skills to Fill up Different Records and Registers at AWC (Practical Exercise)				Revised MIS in ICDS and Skills to Fill up Different Records and Registers at AWC (Practical Exercise)	
G) Supervised Practice (3 days)							
23	Act as a Helper at AWC					Survey	
24	Act as an AWW at AWC <ul style="list-style-type: none"> • ECCE • Growth monitoring • Filling up of MCP card 					Act as an AWW in the Community <ul style="list-style-type: none"> • Sneha Shivir • Nutrition and Health counselling • PSE Counselling 	
25	Act as a Supervisor at AWC					Act as a Supervisor in the CDPO's Office <ul style="list-style-type: none"> • Revised MIS 	
H) Evaluation (1 Day)							
26.	Evaluation and Supervised Practice					Conclusion	