

**Curriculum for Refresher Training
of Instructors/Trainers of
AWTCs/MLTCs/STIs**

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*Duration: 7 Days Working Days: 5 Days

Batch Size: 20

Objectives

- Assess training needs of Instructors/Trainers of AWTCs/MLTCs/STIs.
- Provide a forum for sharing experiences in organising ICDS training programmes.
- Appraise participants of recent development & trends in ICDS programme, and in the area of early childhood care and development including nutrition and health care.
- Sharpen communication, supervisory and training skills.
- Update their knowledge adopting systematic approach to training while planning and organising a training programme.

*1. Inclusive of half day each for arrival and departure of the participants.
2. Exclusive of holidays falling during the programme.

Key Elements

- Child Centered Development Approach
- Life Cycle Basis for Interventions
- Child's Rights Perspective
- Gender Sensitivity
- Emphasis on Preventive Approaches to Malnutrition & Disability
- Reaffirming Sound Traditional Child Care Practices
- Family Focussed and Community-Based Approach
- Enabling Joyful Learning Environment
- Focus on Under Threes
- Communication and Counselling Skills
- Self Evaluation and Self Assessment

Methodology

- Use of Participatory Learning Techniques
- Learning through Role play, Group work and Group discussions
- Hands on experience via Mock sessions, Practice Exercise & Supervised Practice.
- Self Learning

Learning Goals

- Planning and Management of ICDS Training
- Supervision and Monitoring of ICDS Training
- ICDS Programme and Services
- Importance of Early Childhood Care & Development
- Nutritional Assessment and Counselling for Young Children
- Management of Childhood Illness
- Training Methodology and Techniques
- Training & Communication Skills
- Leadership, Motivation and Team Building Skills
- Self Appraisal and Evaluation

Instructions for the Course Director

- Instructions for Class Assignments/Mock Sessions/Supervised Practice are at Annexure I.
- At the end of the day, instructions for the Class Assignment/Field Visit for the next day may be given by the Course Director.
- Course Director is to provide all the documents/reading material required for such assignments.
- As it is a residential course, participants can start the work in their groups in the evening.
- Everyday, from Day 2 onwards between 9.00-9.15 a.m., one of the participants may be asked to give feedback of the previous Day. Class Assignment may also be submitted during this time.

Programme Schedule for Refresher Training of Trainers of AWTCs/MLTCs/STIs

Days	9.00 a.m.—11.00 a.m.	Session II 11.00 a.m.—1.00 p.m.	1.00 p.m.—2.00 p.m.	Session IV 2.00 p.m.—4.00 p.m.	Session V 4.00 p.m.—5.30 p.m.
Day 1	● Registration (9.00 a.m.—9.30 a.m.)	Sharing of Experiences in Organizing Training Programmes +	L	Emerging Issues & Social Problems	New Govt. Programmes and Policies Concerning Children and Women and ICDS Instructions and Guidelines Issued by DWCD, GOI
	● Welcome and Introduction (9.30 a.m.—10.00 a.m.)	Listing of Training Needs, Problems and Constraints (10.00 a.m.—1.15 p.m.)	U N C H	Concerning Survival and Development of Children & Women (2.15 p.m.—3.30 p.m.)	

Note:—Instructions for Class Assignments/Mock Sessions/Supervised Practice are at Annexure I — I or Session II.

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Days	9.00 a.m.— 9.15 a.m.	Session I 9.15 a.m.—10.30 a.m.	Session II 10.30 a.m.— 12.00 noon	Session III 12.00 Noon— 1.15 p.m.	1.15 p.m.— 2.15 p.m.	Session IV 2.15 p.m.— 4.00 p.m.	Session V 4.00 p.m.— 5.30 p.m.
Day 2	Games/ Feedback of Previous Day	Review of ICDS Programme: (Group Work) Group 1: Objectives, Beneficiaries, Services (only name) and Organizational Set up Group 2: Role and Job Responsibilities of ICDS Functionaries & Trainers of AWTCs/MLTCs/STIs Group 3: Management of an AWC Group 4: Approach & Set up for ICDS Training and Essentials for Training at AWTCs/MLTCs/STIs Presentation of Group Reports and Discussion on Emerging Trends in ICDS Programme	Communication & Counselling Skills Required by Trainers of AWTCs/MLTCs/STIs + Role Play by Participants	Review of Early Childhood Care & Education Component of ICDS Programme + Demonstration of Early Childhood Stimulation Activities	L U N C H	Activities for Pre-School Education and Low Cost Material + Demonstration by Trainers	Planning and Organising Pre-School Education Programme at AWC + Class Assignment

* Duration: Instructions for Class Assignments/Mock Sessions/Supervised Practice are at Annexure I — For Session, I, II, III, IV & V.

Days	9.00 a.m. — 9.15 a.m.	Session I 9.15 a.m.—11.00 a.m.	Session II 11.00 a.m.—1.00 p.m.	1.00 p.m. — 2.00 p.m.	Session III 2.00p.m.—4.00 p.m.	Session IV 4.00p.m. — 5.30 p.m.
Day 3	Games/ Feedback of Previous Day	Review of Planning and Organising Nutrition Services at AWC — Demonstration on Use of NHE Kit — Film on Breastfeeding + Mock Session by Participants	Review of Planning and Organising Health Services at AWC and Management of neonatal and Childhood Illnesses and Common Ailments + Demonstration on Use of Medicine Kit + Role Play by Trainers on Treating a Sick Child	L U N C H	Review of Community Participation in ICDS and Techniques for Mobilizing and Eliciting Community Participation Film on Community Participation + Mock Session by Participants	Review of IEC in ICDS Programme and Advocacy for ICDS or For Issues Concerning Children and Women Mock Session by Participants

Note: Instructions for Class Assignments/Mock Sessions/Supervised Practice are at Annexure I — For Session I, II, III & IV.

Refresher Training of Instructors/Trainers of AWTCs/MLTCs/STIs Instructions for Class Assignments, Mock Sessions and Supervised Practice

Day	Session	Topic	Class Assignment	Instructions
Day 1	II	Sharing of Experiences in Organising Training Programme		<ul style="list-style-type: none"> • Participants may be asked to come prepared with information regarding Organising Training Programmes and 'Problems & Constraints' faced by them. • As per the discussion, the Course Director is to list – <ol style="list-style-type: none"> i) Training Needs, and to see if these can be met during the course. ii) Constraints and Problems faced by Trainers of AWTCs/MLTCs/STIs. <p>Note: Information and feedback of session II is to be sent to NIPCCD HQs</p>
05 Day 2	I	Review of ICDS Programme	Group Work	<p>Trainees may be divided into 4 groups for the following presentations:</p> <p>Group A: Objectives, services (only name), beneficiaries and organizational set up.</p> <p>Group B: Role & Job responsibilities of ICDS functionaries & trainers of AWTCs/MLTCs/STIs.</p> <p>Group C: Management of an Anganwadi Centre.</p> <p>Group D: Approach and set up for ICDS Training and Essentials for Training at AWTCs/MLTCs/STIs.</p> <ul style="list-style-type: none"> • Resource person should appraise the participants of Emerging Trends in ICDS Programme.

Day	Session	Topic	Class Assignment	Instructions
Day 2	II	Communication & Counselling Skills Required by Trainers of AWTCs/MLTC/STIs	Role Play by trainees	<ul style="list-style-type: none"> After the discussions, divide the trainees into 2 groups. Each group will do a role play exhibiting communication & counselling skills on the following topics: <ol style="list-style-type: none"> Counselling a mother to take the sick child immediately to hospital. Counselling a mother of four children to send her eldest daughter to school. <p style="text-align: center;">or</p> Any other topic suggested by the trainees.
Day 2	III	Review of Early Childhood Care & Education Component of ICDS Programme	Demonstration on Early Childhood Stimulation Activities by Participants	<ul style="list-style-type: none"> After the discussion, ask 2/3 participants to demonstrate selected age specific Early Childhood Stimulation activities.
Day 2	IV	Activities for PSE and Low Cost Material	Demonstration of PSE Activities with low Cost PSE Material	<ul style="list-style-type: none"> Course Director/Resource Person is to explain PSE Activities as per each domain of child development and demonstrate selected ones with the help of low cost material. Course Director is to give Demonstrations of Use of PSE Kit.
Day 2	V	Planning & Organising PSE Programme at AWC	Plan for Organising PSE Activities at AWC	<ul style="list-style-type: none"> After the discussions, participants may be divided into 4 groups to prepare plan for organising PSE activities. Each group will prepare Plan for organising PSE activities at AWC for a day/week including sequence of activities, time allocation for each activity, support material and Time Table. Group Presentation & Discussion.

Day	Session	Topic	Class Assignment	Instructions
Day 3	I	Review of Planning & Organising Nutrition Services at AWC	<ul style="list-style-type: none"> • Mock Session by Participants + • Demonstration on Use of NHE Kit 	<ul style="list-style-type: none"> • After the review of Nutrition services under ICDS programme, trainees may be divided into 3 groups for the Mock Session on the following: <ul style="list-style-type: none"> Group A: Organising Supplementary Nutrition including procurement, distribution & storage. Group B: Practice exercise on Growth Monitoring- Assessment of correction of age, weighing, plotting weight and interpretation of growth curve. Group C: Organising Nutrition & Health Education session for mothers or topic of choice by participants. Discussion after each Mock Session; Trainers to give inputs wherever required.
Day 3	II	Review of Planning & Organising Health Services and Management of Childhood Illness & Common Ailments	Demonstration by Trainers/Role Play by Trainers	Demonstration by Trainers on use of Medicine Kit for common ailments and childhood illnesses.
Day 3	III	Review of Community Participation in ICDS and Techniques for Mobilizing and Eliciting Community Participation	Mock Session by Participants	<p>Trainees to be divided into 3 groups for Mock Session on following techniques:</p> <ul style="list-style-type: none"> Group 1 PLA Techniques: Chapati Diagram/Seasonality for identification of common Childhood illness in children. Group 2 Community meeting for utilisation of services under ICDS. Group 3 Nukkad Natak/Street Play for creating awareness regarding ICDS programme and services.

Day	Session	Topic	Class Assignment	Instructions
Day 3	IV	Review of IEC in ICDS Programme and Advocacy for ICDS-or for Issues concerning Children & Women	Plan an Advocacy Campaign	<ul style="list-style-type: none"> • After the review of IEC in ICDS, participants to be divided into 4 Groups to prepare an Action Plan for Advocacy Campaign on ICDS or on any issue concerning children and women. • Presentation of Action Plan and Discussion.
Day 4	IV	Planning & Organising a Training Programme	Plan of Organising a Training Programme for AWWs	<ul style="list-style-type: none"> • Participants to be divided into 3 groups and each group will Plan a Training programme based on systematic approach to training including: <ul style="list-style-type: none"> - Training Needs Assessment - Reading/Background Material and - Suitable Training Methods and aids
Day 5	I & II	Observational Visits to AWC	<ul style="list-style-type: none"> • Supervised Practice: Placement in an AWC is to give participants hands-on experience to sharpen their supervisory and monitoring skills as well as actually organise some of the activities • Trainers should supervise the participants closely and give on the spot guidance wherever required 	<ul style="list-style-type: none"> • Course Director is to plan the visit much in advance by keeping the following in mind: <ul style="list-style-type: none"> • Contacting CDPO of ICDS Project. • Trainer-Trainees Ratio for Supervised practice is to be 1:6. • Course Director is to prepare Time Plan for Supervised Practice. • Participants in groups of two are to be placed at an AWC for Supervision and Monitoring of delivery of services as per the check list given. • Participants are also to monitor growth of 2/3 children, organise NHE session and check Records and Registers maintained at AWC.