



DEPARTMENT OF
PERSONNEL & TRAINING

Department of Personnel & Training (DoPT)
Government of India (GoI)
sponsored
Training For All (TFA): Intensive Training Programme (ITP)
for personnel of
Department of Women Development & Child Welfare, Telangana

PROGRESS REPORT

as on 31.12.2022



Dr. Marri Channa Reddy
Human Resource Development
Institute of Telangana

<http://mcrhrdi.gov.in/wdcw2022/index.html>

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List of Acronyms

AWC	:	Anganwadi Centre
AWH	:	Anganwadi Helper
AWT	:	Anganwadi Teacher
BBBP	:	Beti Bachao Beti Padhao
BIT	:	Bystander Intervention Training
BLP	:	Base Level Training Programme
CDPO	:	Child Development Project Officer
CSR	:	Child Sex Ratio
CPU	:	Child Protection Unit
C-ToT	:	Composite Training of Trainer (C-ToT) Programme
DoPT	:	Department of Personnel and Training
DoT	:	Design of Training
DTS	:	Direct Trainer Skills
EB	:	Entry Behavior
ECCE	:	Early Childhood Care and Education
ECD	:	Early Childhood Development
ECDI	:	Early Childhood Development Index
ECE	:	Early Childhood Education
GoI	:	Government of India
ICDS	:	Integrated Child Development Services
ICPS	:	Integrated Child Protection Scheme
IEC	:	Information, Education and Communication
IMR	:	Infant mortality rate
ITP	:	Intensive Training Program
MCR HRD IT	:	Dr. Marri Channa Reddy Human Resource Development Institute of Telangana
MMR	:	Maternal Mortality Ratio
MSK	:	Mahila Shakti Kendra
NFHS	:	National Family Health Survey
NEP 2020	:	National Education Policy 2020
NTP	:	National Training Policy
RTI Act	:	Right to Information Act
OSC	:	Sakhi One-Stop Center
SAT	:	Systematic Approach to Training
SRCW	:	State Resource Centre for Women
TFA	:	Training For All
ToT	:	Training of Trainer
TPDO	:	Training Package Development & Operationalization
WDCW	:	Department of Women Development & Child Welfare, Telangana

**Dr. Marri Channa Reddy Human Resource Development Institute of Telangana
Government of Telangana**

**Department of Personnel & Training, Government of India
sponsored**

**Training For All: Intensive Training Programme (ITP) for
Department of Women Development & Child Welfare, Telangana (2021-23)**

Progress Report as on 31.12.2022

1. Introduction

Government of India issued a notification¹ in February, 2021 announcing its intention to sponsor training programmes, to be conducted by State ATIs under the Training For All scheme to build and strengthen the capacities of State government functionaries of various levels, as enunciated under the National Training Policy 2012, and invited proposals for the same. One of the components of TFA was Intensive Training Programme (ITP).

Preparation of approach paper

MCR HRD IT, in consultation with Department of Women Development & Child Welfare, Telangana, submitted an approach paper to Department of Personnel & Training, on 15th April 2021, proposing to train 6864 target functionaries working in Department of Women Development & Child Welfare, Telangana which includes administrative personnel such as CDPOs/ACDPOs, Supervisors Gr-I from all the 33 districts of Telangana and Anganwadi Teachers from four districts.

DoPT, on 24th November 2021, approved the approach paper vide Sanction No: 281. The order, amongst other things, provides as follows:

“Sanction of the President is hereby accorded for the payment of Rs.1,29,77,280/- (Rupees One Crore Twenty Nine Lakh Seventy Seven Thousand Two Hundred and Eighty only) i.e. 40% of the total cost of Rs. 3,24,43,200/- as first instalment to Dr. MCR Human Resource Development Institute of Telangana (MCRHRDIT), Hyderabad for conducting 3-day training courses under Intensive Training Programme (ITP) component of Training For All (TFA) Scheme in respect of a total no. of 6864 employees of the State Government of Telangana by incurring course fee @ Rs.1500/- per day per participant in the courses (20196 training days) conducted in 'in-person' mode and @Rs 600/- per day per participant in the courses (3582 training days) concurred in virtual/online mode.”

¹ DOPT Trng. Div. T-16011/1/2021-TFA on 19.2.2021

On 24.11.2021, the DoPT, GoI has approved an amount of Rs. 3,24,43,200/- to the Institute for implementing the TFA-ITP for WD&CW Dept., as indicated below.

S.No.	Activity	Amount (in lakhs)
1	3 day In-person training programmes to 6864 personnel of the Department (20,196 Training Days) @ Rs. 1500/- per participant per day	3,02,94,000
2	One day Virtual mode training programmes to 3582 AWTs @ Rs. 600/- per participant per day	21,49,200
Total:		3,24,43,200

40% of the total cost Rs. 1,29,77,280/- has been sanctioned as first instalment on 24.11.2021 (**Annexure 1**).

2. TFA: ITP Programme Overview

Salient features of Approach paper

- TFA Target: 6864 (3282 administrative employees and 3582 AWTs)
- Geographical Area: Telangana (For AWTs: Adilabad, Kumuram Bheem Asifabad, Jogulamba Gadwal, & Mulugu)
- Services/Schemes: ECCE, Nutrition, Health, Economic Development, Rights/legal safeguards of women and children
- Training Duration: Three Days
- Total Training Days: 20196 Days (in person) and 3582 Days (virtual)
- Batch size per program: 50
- Total no. of programs: 138
- ToT Programs: (2-DTS, 2-DOT and Domain specific ToTs)

Functionaries & Target Groups

- Commissionerate of WD&CW – 51
- Subordinate Offices of WD&CW – **2341**
- Sakhi OSC staff – 330
- Mahila Shakti Kendras(MSKs) 35
- Child Protection Units 327
- Anganwadi Centre functionaries (four districts) 3582
- Key line dept. officers 198

Total – 6,864

Subordinate Offices of WD&CW: Cadre wise Details

S. No.	Cadre	No. of officials
1	Regional Director (J.D., D.D., A.D.)	22
2	CDPOs/ACDPOs/W&CWO/RWHM	272
3	Ministerial Superintendent	19
4	Superintendent (Homes)	37
5	Supervisors Gr-I	752
6	Supervisors Gr-II	700
7	Senior Assistant	169
8	Jr. Asst.-Typist-Store keeper	300
9	Matron / Matron-cum-Storekeeper	47
10	D.V. Cell Counselor	23
	TOTAL	2341

Salient Features of the Programme

- Based on the Capacity Building Framework proposed in the National Training Policy 2012, following Systematic Approach to Training (SAT):
 - Carryout Training Needs Analysis (TNA)
 - Identification of Target Group Functionaries
 - Design and Development of Training Modules
 - Identification and Development of Resource Persons
 - Implementation /Delivery of Training
 - Evaluation of Training Program

Expected Outcomes

- Capacity Building for **Improved Service Delivery** in Early Childhood care and Education, Health and nutrition; for creating safe and equitable environment for women
- Imparting training in saturation mode, will facilitate improvement in human development index parameters of education and health sectors of children and women: reduce MMR, IMR and improve Child Sex Ratio and Age specific attendance ratio (ASAR) in the early childhood education; Reduction in cases of stunting, wasting and anaemia, Reduction in Caesarian child births & Child marriages
- **Development of replicable models** for training and capacity building for replication in other sectors and other organizations/states.

3. Approach to Training Program

For effective coordination of the TFA-ITP Project work, Project Development & Implementation Teams have been constituted by the MCR HRD Institute as well as the WD&CW Department.

Program Development & Implementation (PDI) Team and Program Support Unit of MCR HRD IT, headed by Sri M.P.Sethy, CC (T & eL) as Overall in-charge and consists of the following officials:

1. Srinivas Madhav, Senior Faculty: Nodal Officer and Team Leader
2. Prof. A.S. Ramachandra, Senior Faculty: Alternate Nodal Officer and Team Leader
3. Ms K. Soumya Rani, Faculty
4. Ms G. Jhansi Rani, Faculty
5. Ms.S. Radhika, Manager - IT

The Program Development & Implementation (PDI) Team of Women Development & Child Welfare Dept. consists of the following officials:

1. Ms K.R.S. Lakshmi Devi, JD (Schemes)
2. Ms SK. Rasool Bee, AD (Schemes)
3. Ms K. Rama, CDPO
4. Mr V. Shivalkar Reddy, Consultant (UNICEF)
5. Mr Ch. Pradeep Kumar, Consultant, IT

4. Training Needs Analysis (TNA)

The PDI Teams of Institute and Dept. have planned a two-pronged approach to conduct the Training Needs Analysis (TNA), that is, using questionnaires and interviews and group discussions.

Before commencing Training Needs Analysis, the stakeholders – various categories of officers have been mapped to enable preparation of appropriate questionnaires.

Three Draft TNA Questionnaires have been prepared and soft copies have been sent to the Department, as follows:

- TNA Questionnaire for Senior level officials (English and Telugu)
- TNA Questionnaire for Junior level officials (English and Telugu)
- TNA Questionnaire for AWTs (Telugu)

Telugu being the official language of the State, TNA questionnaires have been translated into Telugu also. The PDI teams discussed issues related to TNA questionnaires and execution of TNA questionnaires. Reasonable and representative sample considered is 3% to 5% of the number of the total employees, cadre wise.

Virtual meetings were conducted with the officials to brief on the questionnaires. Both online and offline methods have been adopted for administering the questionnaires. WD&CW used online tools to administer the questionnaires and obtained responses within timelines. MCRHRDIT and WD&CW conducted further virtual meetings with the senior officials to execute the process.

The responses received from different target groups have been compiled and consolidated. Target group wise subject areas required for training have been finalised.

Discussions were held on the consolidated target group wise training requirements with the Senior officials of the Department and obtained their views. The Commissioner, WD&CW Dept. also reviewed the TNA responses, target group wise and given suggestions about inclusion of subject areas. A detailed module mapping exercise has been undertaken to determine priorities for design & development.

After a series of discussions and consultation with the Sr officers of the Department, the PDI Teams of the Institute and Department have finalised the modules to be designed and developed under the Project for imparting training to the employees of the Department to meet the training requirements indicated in TNA. In view of the scope of services delivered by WDCW and many training needs identified by various target groups, the team has prioritised certain target group wise and subject wise modules.

Validation of TNA Responses

A meeting was held on 23.02.2022 at Women Development and Child Welfare Department of Telangana of the PDIT (Project Development & Implementation Teams of the Institute as well as the WDCW Dept) and other officials of WD & CW (CDPOs, Supervisors, MSK coordinator etc.) for Validation of TNA Responses.



Training Needs Analysis (TNA) report has been drafted and the report was released on 6th June 2022. (Annexure – 1A)

MCR HRD Institute to train WD & CW Dept staffers

PNS ■ HYDERABAD

The Dr MCR Human Resource Development Institute is all set to train 6,864 employees of the Women's Development and Child Welfare Department (WD and CW) in the next eight months.

The Minister for Women and Child Welfare, Tribal Welfare, Satyavathi Rathod, inaugurated the 'Training for All Programme', sponsored by DoPT and the state government on Tuesday at the MCHRD. Of the 6,864 employees, 3,282 administrative employees and 3,582 Anganwadi teachers will be trained for the next eight months. The 'Training for All Programme' was launched to enrich the employee's knowledge, skills, and attitudes profile and bring about a qualitative change.

"Our department caters to the needs of a staggering 70 per cent of the population. The 'Training for All Programme' will be instrumental in empowering the employees of WD and CW Department in order to successfully deliver multifarious schemes to women and children, especially their weaker counter-



Minister for Women and Child Welfare Satyavathi Rathod and others at the launch of training programme at DR MCR HRD Institute in Hyderabad on Tuesday

parts, and thereby achieving its cherished goals," Minister Satyavathi Rathod said. She also congratulated the Dr MCR HRD Institute for successfully conducting the 'Training for All Programme' for employees of the Tribal Welfare Department in the past and now launching the same programme for the employees of the WD and CW Department.

Minister Satyavathi Rathod also released the Training Needs Analysis Report. Harpreet Singh, IAS, DG, Dr MCR HRD Institute and Spl. Chief Secretary said, "The programme is holistic and covers the entire spectrum and cycle of training. The objective of the

programme is to enrich the knowledge, skills, and attitudes of the employees and to bring about a qualitative change in the working of the WD and CW Department. This will go a long way in improving the ranking of Telangana in the State Development Index." D. Divya, IAS, Special Secretary and Commissioner, WD and CW Department said, "The training will go a long way in equipping the employees with a fusion of both technical and people-related skills and thereby enabling the Department to emerge as the hub of good governance and innovation."

A senior instructor of the

The 'Training for All Programme' was launched to enrich the employee's knowledge, skills, and attitudes profile and bring about a qualitative change.

MCR HRD Institute conducted the session's proceedings.

5. Sharing of existing study materials

An Instructional material sharing workshop has been organised, to consolidate and review, availability of existing instructional material on 16 March 2022. List of Participants is enclosed (Annexure – 2)



In the material sharing workshop, existing reading materials, modules, case studies and session plans etc. available with the Department have been shared with the Institute. Concerned Trainers / Instructors from the Training wing of the Department and regional training centres made presentations on the availability of the reading materials, modules, case studies and session plans etc. Senior officers from the Department who are the subject experts of different subject areas dealt in the Department also participated in the Workshop. Study materials, modules, Case studies that can be used for the Project with updations have been identified.



Dr MCR HUMAN RESOURCE DEVELOPMENT INSTITUTE OF TELANGANA
Training For All : Intensive Training Programme (ITP) for
Department of Women & Child Welfare, Telangana
Training Material Sharing Workshop
16 March 2022



6. Trainer Development Programmes (TDP)

As a part of the capacity building, potential officers representing different subject areas in the Department have been identified by the Department for developing as Trainers and for development of Modules under the Project to meet the target of imparting training to 6864 employees of the Department and also for decentralisation of the training activity. The Institute has imparted Trainer Development Programmes, i.e. Direct Trainer Skills (DTS) and Design of Training (DoT) to the Officers. Institute has conducted (3) DTS programmes, in which total (38) Officers were trained and (2) DOT Programmes in which total (13) officers were trained. **(Annexure-3)**

7. Module Design

List of Modules

PDI Team members of both the WD&CW Dept. and MCR HRD Institute participated in the meeting held at the Institute, on 30 April 2022, to further discuss the modules to be designed and developed as part of the TFA: ITP. After detailed discussion, in view of the scope of services delivered by WDCW and many training needs identified by various target groups, it was agreed to prioritise target group wise and subject wise modules as follows:

Target group wise modules include:

1. CDPOs & DWOs
2. Supervisors
3. Jr/Sr. Assistants
4. AWTs-General
5. AWTs-Online Training (One day)
6. Sakhi & MSK
7. ICPS
8. Shishu Gruha personnel
9. Accountants (Sakhi, ICPS & others),
10. I.T. personnel
11. Para medical staff

Subject wise modules include:

1. Overview of the WDCW Dept.
2. Laws: Women Empowerment
3. Laws: Child Protection
4. Laws: Sr Citizens, Disabled welfare, Transgender persons, RTI

5. Early Childhood Education (ECE)
6. Growth Monitoring: Women and Child Nutrition, Identifying malnutrition, Anaemia and so forth.
7. AWT-Thematic: Child friendly and Women friendly Gram Panchayats
8. WD&CW Department IT applications , Apps, Social media for awareness
9. Convergence: Mission Poshan 2.0 (Theme: Child friendly and Women friendly Gram Panchayats)
10. Convergence: Mission Shakti
11. Convergence: Mission Vatsalya
12. Community mobilization (Village Health Sanitation Nutrition Day, Godhbharai, Akshara Abhyasa, Annaprasana)
13. Supportive Supervision, Team management
14. Sakhi & MSK: Bystander Intervention Training (BIT)
15. Office Management, Accounts
16. Personality Development, Stress management
17. Documentation
- 18-21 Themes (Prevention of child marriage, POCSO Act, The Pre- Conception & Pre-Natal Diagnostic Techniques Act, 1994, Promotion of Normal delivery)

Module on Overview of the WDCW Dept.: Child and Women - Nutrition, Health, Protection and Empowerment, Sr Citizens, Disabled welfare (Schemes/ Services, Laws (Introduction), Apps, Homes, Helplines and so forth) may be common module for all the target groups to a large extent and may consist of the some of the following subjects depending on the target group's needs:

1. Acts

1. The Pre-Conception & Pre-Natal Diagnostic Techniques Act, 1994
2. The Juvenile Justice (Care and Protection of Children) Act, 2015
3. The Protection of Children from Sexual Offences (POCSO) 2012.
4. The Sexual Harassment of women at Workplace (Prevention, Prohibition and redressal Act) 2013.
5. The Protection of Women from Domestic Violence Act, 2005
6. The Immoral Trafficking Prevention Act, 1956
7. The Maintenance and Welfare of Parents and Senior Citizens Act, 2007 and the Rules 2011
8. The Prohibition of Child Marriage Act 2005
9. The Dowry Prohibition Act 1961
10. The Compulsory Registration of Marriages Act, 2002
11. The Right to Information Act 2005
12. The Rights of Persons with Disabilities Act, 2016,
13. The Criminal Law (Amendment) Act, 2013 (Nirbhaya Act)
14. The Commissions for the Protection of Child Rights Act, 2005
15. The Telangana Women's Commission Act, 2016
16. The Indecent Representation of Women (Prohibition) Act, 1956

2. Schemes

- **Mission Saksham Anganwadi and Mission POSHAN 2.0** (Umbrella ICDS - Anganwadi Services, Poshan Abhiyan, Scheme for Adolescent Girls, National Crèche Scheme)
- **Mission VATSALYA** (Child Protection Services and Child Welfare Services)
- **Mission Shakti** (Mission for Protection and Empowerment for Women):
 - SAMBAL (One Stop Centre, Mahila Police Volunteer, Women's Helpline/Swadhar/Ujjawala/Widow Homes etc.)
 - SAMARTHYA (Beti Bachao Beti Padhao, Creche, Pradhan Mantri Matru Vandana Yojana/ Gender Budgeting/Research)
- ICDS (Integrated Child Development Scheme)
- SNP (Supplementary Nutrition Programme and Arogyalakshmi)
- ICPS (Integrated Child Protection Scheme)
- SABALA (Rajiv Gandhi Scheme for Empowerment of Adolescent Girls)
- KSY (Kishori Shakti Yojana)
- IGMSY (Indira Gandhi Matrutva Sahayoga Yojana)
- Helplines
- Sakhi OSC
- Girl Child Protection Scheme
- State Homes
- Service Homes
- Rescue Home
- Homes for Collegiate Girls
- Working Women's Hostel
- Home for Aged
- Shishu Gruhas
- Children Homes
- Girl Child Protection Scheme
- Old age Home
- SWADHAR Shelter Home
- Ujjawala
- Girl Child Protection Scheme
- Bangaru Thalli Scheme
- Kishora Sakthi Yojana
- Scheme for Adolescent Girls (SAG)
- 'Mahila Shakti Kendra (MSK)' under the Umbrella Scheme Pradhan Mantri Mahila Sashaktikaran Yojana (PMMSY)
- Girl Child Protection Scheme
- Ujjwala Scheme
- Swadhar Scheme
- Relief Fund For Victims Of Crime (CrPC)
- Rashtriya Vayoshri Yojana
- Deendayal Rehabilitation Scheme (DDRS),
- Integrated Programme for Older Persons (IPOP)

- Scheme for Prevention of Alcoholism and Substance (Drugs) Abuse
- Schemes for Implementation of the Rights of Persons with Disabilities Act,2016(SIPDA)
- Family Counselling Centre
- She-Taxi Scheme.
- SHE-Box
- Bharosa
- SHE-Teams;

8. Prioritisation of Modules

Domain specific resource persons were formed into small groups to design modules on subjects/Target groups prioritised for the initial phase as follows:

Target group wise modules:

1. CDPO & DWO
2. Supervisors
3. AWT-general
4. AWT-Online Training (One day)

Subject wise modules and the officials working on the modules (in bold letters):

1. Overview of the WDCW Dept. **Ms SK. Rasool Bee**
2. Laws: Women Empowerment **Dr. Sunitha, Ms P. Anuradha**
(Prof. A.S. Ramachandra and Srinivas Madhav (PDI Team))
1. Laws: Child Protection **Dr.K.Ramu, Ms G.Vinuthna**
(Prof. A.S. Ramachandra and Srinivas Madhav (PDI Team))
2. Laws: Sr Citizens, Disabled welfare, Transgender persons, RTI
(Ms K. Soumya Rani and Srinivas Madhav (PDI Team))
3. Early Childhood Education (ECE) **Ms K . Rama, Ms Karunashree**
4. Growth Monitoring: Women and Child Nutrition, Identifying malnutrition, Anaemia and so forth. **Dr. Narsimha Rao, Ms M. Saritha, Ms Amrutha Vani**
5. AWT-Thematic: Child friendly and Women friendly Gram Panchayats
Ms Sadiya Ruksana
6. Dept. Apps, Social media for awareness **M. Suresh Babu, Pradeep Kumar**
(Dr. S.Radhika, Srinivas Madhav (PDI Team))
7. Convergence: Mission Poshan 2.0 (Theme: Child friendly and Women friendly Gram Panchayats)
Ms Sadiya Ruksana, Dr. Sunitha, Dr.K.Ramu

8. Community mobilization (Village Health Sanitation Nutrition Day, Godhbharai, Akshara Abhyasa, Annaprasana) **Ms G.Vinuthna, Dr.K.Ramu (Ms G. Jhansi Rani)PDI Team**
9. Supportive Supervision, Team Management **Mr V. Shivalkar Reddy (Prof. A.S. Ramachandra, PDI Team)**
10. Sakhi & MSK: Bystander Intervention Training (BIT) **Dr. Sunitha, Ms Anuradha, Dr.K.Ramu (Ms K. Soumya Rani, Prof. A.S. Ramachandra, Srinivas Madhav PDI Team)**
11. Office Management, Accounts **(Ms G. Jhansi Rani (PDI Team))**
12. Personality Development, Stress management **(Prof. A.S. Ramachandra (PDI Team))**
13. Themes (Prevention of child marriage, POCSO Act, The Pre- Conception & Pre-Natal Diagnostic Techniques Act, 1994, Promotion of Normal delivery) **(Prof. A.S. Ramachandra , Srinivas Madhav (PDI Team))**

9. Training Module & Material Development

According to the TNA Report, the Project Development & Implementation (PDI) Teams of the Institute as well as the WDCW Dept. prioritised certain target group wise and subject wise modules.

13 officials from the WDCW Dept. underwent Design of Training (DoT) Course in two batches: 6 officers completed DoT during 17-21 May 2022 and 7 officers completed DoT during 14-18 June 2022.

Later, the Module Developers (the DOT trained trainers) participated in the Workshops for Design and Development of Training Modules held at the Institute in five phases.

Five phases of workshops for Design and Development of Training Modules finalised, under the Project have been conducted with the Officers who completed DTS & DOT Courses. The details are as follows:

- Phase I - 22.06.2022 to 25.06.2022
- Phase II - 29.06.2022 to 02.07.2022
- Phase III - 13.07.2022 to 16.07.2022
- Phase IV - 20.07.2022 to 23.07.2022
- Phase V - 03.08.2022 to 06.08.2022

The Module designs and study material have been prepared by the Officers in the workshops under the guidance of PDI teams of the Department and Institute. In the first two phases of the Workshops, draft module designs have been prepared by the

Officers. In the third workshop, the module designers presented the draft module designs prepared by them, in which (in addition to both the PDI teams), senior officers from the Department also participated and gave suggestions.

In the 4th WS, the module designers finalized the Module designs and started compilation/ finalization of existing study material and preparation of study material to suit the training modules prepared. In the 5th (final) workshop, the Officers finalized module designs and study materials under the guidance of PDI teams of the Institute and Department. On 6 Aug 2022, the final day of 5th phase Workshop for Design and Development of Training Modules, both the PDI Teams reviewed the progress. The finalized training modules have been submitted to the authorities of the Institute as well as Department.

The finalised training modules have been broadly clubbed in three subject areas as follows:

- 1) WDCW Dept. Specific Domain Modules
- 2) Law Modules and
- 3) Information Technology Modules.

Two types of training materials were prepared as (1) Trainer Material (Trainer's guidelines)- to guide for resource persons (2) Trainee Material (Trainee's Handbook) - for participants. Moreover, the presentations and videos related to the training were also prepared.

For effective training in those modules and materials training methods like Group exercises, Group Discussions, Role plays, Case study, Lecture Method, Lesson methods were introduced.

10. Resource Persons (RPs) and ToT (Training of Trainer) Programmes

During the meeting of the PDI Teams, after detailed deliberations, it was proposed as follows:

- a) Two major target groups to be trained under the Project are as follows:
 - i. Anganwadi Teachers (AWTs) - 3582
 - ii. Supervisors -1452
- b) Before rolling out the base level training programmes in districts, a Composite Training of Trainer (C-ToT) Programme is required to be conducted, in view of the large number of trainees.
- c) As per the calendar of TFA:ITP for WDCW, Training of Trainer (ToT) Programmes were proposed to be conducted in September 2022.

- d) It was proposed that the Composite Training of Trainer (C-ToT) Programme may be conducted from 1-17 September 2022.
- e) Composite Training of Trainers (C-ToT) programme was conducted by the PDI Team members of MCR HRD IT with the following responsibilities:
 - i. Overall Coordinator: Srinivas Madhav, Senior Faculty, Nodal Officer & Team Leader, TFA:ITP for WDCW, MCR HRD IT
 - ii. Alternate Overall Coordinator: Prof. A.S. Ramachandra, Senior Faculty, Alternate Nodal Officer & Team Leader, TFA:ITP for WDCW, MCR HRD IT
 - iii. Coordinator for Part-I: ToT on Information Technology Modules: Dr Radhika, Manager-IT
 - iv. Coordinator for Part-II: ToT on Law Modules: Ms K. Soumya Rani, Faculty,
 - v. Coordinator for Part-III: ToT on Dept. specific Domain Modules: Ms G. Jhansi Rani, Faculty

Draft time table for the Composite Training of Trainer (C-ToT) Programme has been prepared by the PDI Teams. Institute has conducted Composite Training-of-Trainers (C-ToT) programmes on the above three subject areas for developing trainers. Department has identified Potential Resource Persons for undergoing the C-ToT programmes in the subject areas.

Trainer Material for the Composite Training-of-Trainers (C-ToT) programme has been developed and distributed to the Potential Resource Persons (PRPs). C-ToT programmes for Potential Resource Persons (PRPs) were conducted in three parts as follows:

- i. **Part-I:** ToT Programme on Information Technology Modules (1-3 Sep. 2022)
(No. of Potential Resource Persons (PRPs): 22)
- ii. **Part-II:** ToT Programme on Law Modules (5- 9 Sep. 2022)
(No. of Potential Resource Persons (PRPs): 37)
- iii. **Part-III:** ToT Programme on WDCW Dept. Specific Domain Modules (13-17 Sep. 2022)
(No. of Potential Resource Persons (PRPs): 50)

In addition to the Module Developers and both the PDI Team members, WCDW invited Subject Matter Experts to conduct some of the sessions during the Composite Training of Trainer (C-ToT) Programme.

Statement showing the district wise and module wise list of Trainers developed in the C-ToT programmes is at **Annexure -4**

Composite Training of Trainer (C-ToT) Programme three schedules is at **Annexure -5**



ToT Programme on Information Technology Modules



ToT Programme on Law Modules



ToT Programme on WDCW Dept. Specific Domain Modules

11. Status of Module design and development

Module design and development has been completed in respect of the following modules:

Target group wise modules:

1. Supervisors
2. Jr/Sr. Assistants
3. AWT-general

Subject wise modules:

1. Overview of the WDCW Dept.
2. Laws: Women Empowerment
3. Laws: Child Protection
4. Laws: Sr Citizens, Disabled welfare, Transgender persons, RTI
5. Early Childhood Education (ECE)
6. Growth Monitoring: Women and Child Nutrition, Identifying malnutrition, Anaemia and so forth.
7. AWT-Thematic: Child friendly and Women friendly Gram Panchayats
8. WD&CW Department IT applications , Apps, Social media for awareness
9. Community mobilization (Village Health Sanitation Nutrition Day, Godhbharai, Akshara Abhyasa, Annaprasana)
10. Supportive Supervision, Team management
11. Sakhi & MSK: Bystander Intervention Training (BIT)
12. Office Management, Accounts
13. Personality Development, Stress management
14. Documentation
15. Themes (Prevention of child marriage, POCSO Act, The Pre- Conception & Pre-Natal Diagnostic Techniques Act, 1994, Promotion of Normal delivery)

Module design and development is in progress in respect of the following modules:

Target group wise modules

1. CDPOs & DWOs
2. Sakhi & MSK
3. ICPS
4. Shishu Gruha personnel
5. Accountants (Sakhi, ICPS & others),
6. I.T. personnel
7. Para medical staff

Subject wise modules

1. Convergence: Mission Poshan 2.0 (Theme: Child friendly and Women friendly Gram Panchayats)
2. Convergence: Mission Shakti
3. Convergence: Mission Vatsalya

12. Base Level Training Programmes (BLPs)

The following Training programmes have been commenced in the first phase:

- i. Nipuna- Training programme on Office Automation for Jr/Sr. Assistants
- ii. Base Level Training Programmes for Anganwadi Teachers
- iii. Base Level Training Programmes for Supervisors
- iv. ToT Programme on Bystander Intervention

i. Nipuna: Training programme on Office Automation for Jr/Sr. Assistants

Initially, training programmes on office automation have been conducted for Jr/Sr. Assistants. As the major subject area highlighted in TNA report is office automation and departmental apps, the training programme Nipuna has been under taken in the first phase. Eight batches were conducted with 262 participants. Programmes schedule is at **Annexure-6**



ii. Base Level Training Programmes for Anganwadi Teachers

For conducting Base Level Training Programmes for Anganwadi Teachers at district level, finalised Session Plan in consultation with the PDI team of Department and Module designers. Finalised Study material in consultation with the PDI team of the Department.

A comprehensive 'Handbook For Anganwadi Teachers Training Programme' (consisting of 352 pages) has been published in Telugu and being circulated to AWTs as part of the training kit. **(HandBook-Annexure-7)**

Review of existing Training Facilities

The Director General, MCRHRDIT and Commissioner, WD&CW Dept. held a meeting with the PDI teams of the Institute and Department, where a decision has been taken to conduct the BLPs for Anganwadi Teachers of the (4) identified districts at Mahila Pranganams of the Department located in the respective district / adjacent district as far as possible and to consider any other Govt. venue like Youth Training Centre of Tribal Welfare Dept., wherever Mahila Pranganams are not there. It was decided to conduct BLPs for AWTs of Adilabad district at Mahila Pranganam in Nirmal; AWTs of Gadwal district at Mahila Pranganam in Mahabubnagar and AWTs of Asifabad and Mulugu districts at Mahila Pranganam in Warangal. Warangal Mahila Pranganam is hosting training programmes for AWTs from both Mulugu and Asifabad districts.

The PDI team members of the Institute and Department have visited Mahila Pranganams of Mahabubnagar, Warangal and Nirmal during 1st fortnight of October 2022 to assess the venue and participants' accommodation facilities and so forth for conducting the training programmes in the Mahila Pranganams. The issues in the facilities / gaps etc. were brought to the notice of the Department. Consequently the department took necessary steps to improve the facilities at Mahila Pranganams.



Mahala Pranganam, Warangal



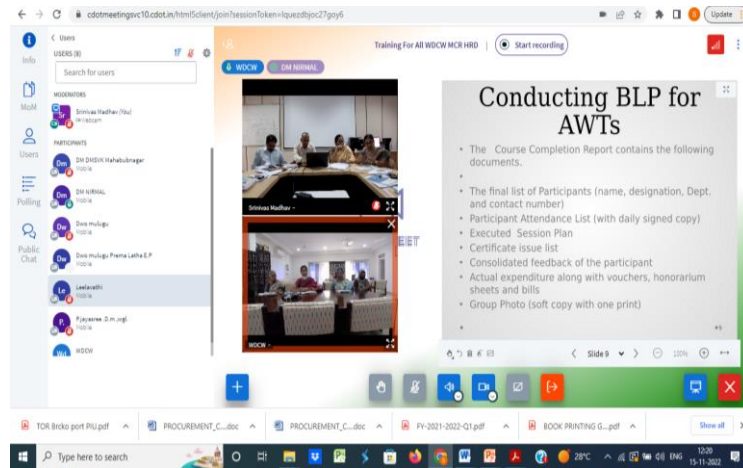
Mahila Pranganam ,Nirmal



Mahila Pranganam ,Mahabubnagar

Virtual meetings were conducted with the District Managers and District Welfare Officers for discussion on conducting of the training programmes related facilities , training methodology etc.

Virtual meetings were conducted with module wise trained resource persons to refresh on the training methodologies and for sharing the additional training material module wise, instructions for resource persons in this regard.



Pilot Base Line training programme for Anganwadi Teachers was conducted at Dr.MCR HRD IT from 28th to 30th September 2022 with (46) participants.




ఆంధ్ర ప్రదేశ్ ప్రభుత్వం
DEPARTMENT OF WOMEN & TRAINING
మా పల్లీ పోషకాహార ఆంధ్రప్రదేశ్ ప్రభుత్వ సంస్థ, ఆంధ్రప్రదేశ్ ప్రభుత్వం
అధ్యక్షులు: ఎం.పి.ఎ. శ్రీనివాసరావు, సీనియర్ సెక్షన్ ఇన్ ఛార్జ్, ఆంధ్రప్రదేశ్ ప్రభుత్వం
సహాయక అధ్యక్షులు: మహిళా అభివృద్ధి కమిషన్, ఆంధ్రప్రదేశ్ ప్రభుత్వం: 2021-2023
అధ్యక్షులు: ఎం.పి.ఎ. శ్రీనివాసరావు, సీనియర్ సెక్షన్ ఇన్ ఛార్జ్, ఆంధ్రప్రదేశ్ ప్రభుత్వం: 28-09-2022 నుండి 30-09-2022 వరకు



As per the outcome of feedback of the Pilot programme, the Session Plan for BLP AWTs has been revised / modified in consultation with the PDI team of the Department. Session plan is at **Annexure-8**.

So far Institute has conducted (32) programs for AWTs during at districts during November to December 2022. 1574 AWTs have been trained.



AWTs training for J.Gadwal at Mahaboobnagar -

AWTs training for Mulugu at Warangal



AWTs training for Adilabad at Nirmal

AWTs training for Asifabad at Warangal

ఓటరు జాబితాలో పేరు నమోదు చేయించాలి



మాట్లాడుతున్న ఎన్నికల పరిశీలకుడు బెనెహర్ కుమార్ శర్మ

నిర్మల్, సారంగాపూర్, స్కాన్ టుడే : ఆరులైన ప్రతి ఒక్కరిని ఓటరు జాబితాలో పేరు నమోదు చేయించాలని ఎంసీఆర్ హెచ్ఆర్డీ డైరెక్టర్ జనరల్, ఎన్నికల పరిశీలకుడు బెనెహర్ కుమార్ శర్మ సూచించారు. సోమవారం సాయంత్రం కలెక్టరేట్లో ఓటరు నమోదు పై ఏర్పాటుచేసిన సమావేశంలో ఆయన మాట్లాడారు. ఓటరు నమోదు, మార్పులు, చేర్పులు, తొలగింపులకు సంబంధించి

పాఠాలు, రిజిస్టర్లు సరిగా ఉంచాలని, జనాభా ఆధారంగా ఓటరు నివృత్తి ఉండాలని వివరించారు. మరణించిన, శాశ్వతంగా వలస వెళ్లిన వారి పేర్లు తొలగించాలని, ప్రముఖులు, ముఖ్యులు పేర్లు తప్పిపోకుండా చూడాలన్నారు. అన్ని రకాల పాఠాలను ఈఆర్వో కార్యాలయంలో భద్రపర్చాలని చెప్పారు. అంతకుముందు సారంగాపూర్ మండలం చింవోలి(బి) సమీపంలోని మహిళా ప్రాంగణాన్ని సందర్శించారు. ఎంసీఆర్ హెచ్ఆర్డీ ఆధ్వర్యంలో అంగన్వాడీ బీచర్లకు నిర్వహిస్తున్న టీఎమ్ఎఐటీపీ, ఇంటి స్టాఫ్ ట్రైనింగ్ ప్రోగ్రాం శిక్షణ కార్యక్రమంలో భాగంగా సలహాలు, సూచనలు ఇచ్చారు. పాలనాధికారి ముషారఫ్ అలీ ఫారుఖీ, అదనపు పాలనాధికారులు రాంబాబు, హేమంత్ బోర్సడే, డీఆర్టీవో విజయలక్ష్మి, ప్రాంగణం మేనేజరు ఎ.విజయలక్ష్మి, రిపోర్ట్ చేస్తున్న తదితరులున్నారు.



Further programmes for Anganwadi Teachers have been scheduled as per the Calendar of Activities proposed at Chapter 16.

iii. Base Level Training Programmes for Supervisors

Session Plan and Study material for conducting BLP for Supervisors was finalised in consultation with the PDI team of the Department.

Conducted Pilot Base Line training programme for Supervisors from 3.11.2022 to 5.11.2022 with (60) participants. Revised / modified the Session Plan for BLP for Supervisors, as per the outcome of feedback of the Pilot programme, in consultation with the PDI team of the Department. Session plan is at **Annexure-9**

So far Institute has conducted Six (6) programs for Supervisors during November to December 2022. 310 Supervisors have been trained (including 108 newly appointed Supervisors). The two programs for the newly recruited Supervisors are worth mentioning for the higher levels of interaction, commitment and dedication shown by trainees. The programme was received by the participants very well.



Further programmes for Supervisors have been scheduled as per the Calendar of Activities proposed at Chapter 16.

iv. ToT Programmes on Bystander Intervention

The Institute has conducted a unique “Training of Trainers Program on Bystander Intervention Training (BIT)” for the officers of Women Development & Child Welfare Department in 3 batches. Officers from Sakhi-OSC, Mahila Shakti Kendra (MSK), and Child Protection Units (ICPS), who conduct awareness programs as part of their outreach activities, have participated in the program. The aim of the programme is to create awareness on active bystandership among children, youth and groups (SHGs, Farmer groups and student clubs etc)

Active bystandership complements the spirit of Fundamental Duties enshrined in the Constitution such as renouncing practices derogatory to the dignity of women and abjuring violence and promotion of harmony and the spirit of common brotherhood.

A bystander is a witness who is in a position to know what is happening and in a position to take positive action. Bystander intervention is when one person chooses to take a stand, speak up, or step in to stop a crime or injustice or at least reduce severity of violence.

Upon successful completion of BIT, trainees will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Introduction of BIT in Indian colleges and universities can be a game changer in creating a culture of mutual respect among boys and girls towards each other as responsible citizens.

Sessions included topics like Breaking Gender stereotypes in childhood, Gender Inclusive Language, Combating Image based Abuse, First Aid and Cardiopulmonary Resuscitation (CPR). BIT tools like Assess, Distract attention, Involving other bystanders and Documenting were discussed, including tools like shout, run, share and helplines for children to stop child abuse.

For example recently, Brahm Dutt, an e-rickshaw driver, averted the kidnapping of two minor sisters just by asking them a simple question whether they were related to the abductor. When they answered in negative, Brahm Dutt stopped the auto at a police station and helped in rescuing the sisters. Trainees made innovative presentations on Application of BIT in effective implementation of various laws for protection of women and children including

- Child marriage prevention
- Human trafficking
- Violations of PC&PNDT Act
- Child Abuse
- Ragging
- Domestic violence
- Drug abuse

Session Plan is at **Annexure-10**



Bystander intervention training conducted

PNS ■ HYDERABAD

Dr MCR Human Resource Development Institute of Telangana (MCRHRDI) conducted a training of trainers Programme on Bystander Intervention Training (BIT) for the officers of women development and child welfare department on Thursday. Srinivas Madhav, Nodal Officer for training for Women Development and Child Welfare Department, said, "Bystander intervention is when one person chooses to take a stand, speak up, or step in to stop a crime or injustice or at least reduce severity of violence."

Benhur Mahesh Dutt Ekka, Director General, MCRHRDI, said, "Active bystandership complements the spirit of fundamen-

tal duties enshrined in the Constitution such as renouncing practices derogatory to the dignity of women and abjuring violence and promotion of harmony and the spirit of common brotherhood." Professor AS Ramchandra, Senior Faculty at the Institute said, "Introduction of BIT in Indian colleges and universities can be a game-changer in creating a culture of mutual respect among boys and girls towards each other as responsible citizens. Soumya Rani, Faculty and Course Coordinator said that, upon successful after completion of BIT, students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence."

అభ్యుత్థాన అడుగులకు ప్రత్యేక శిక్షణ

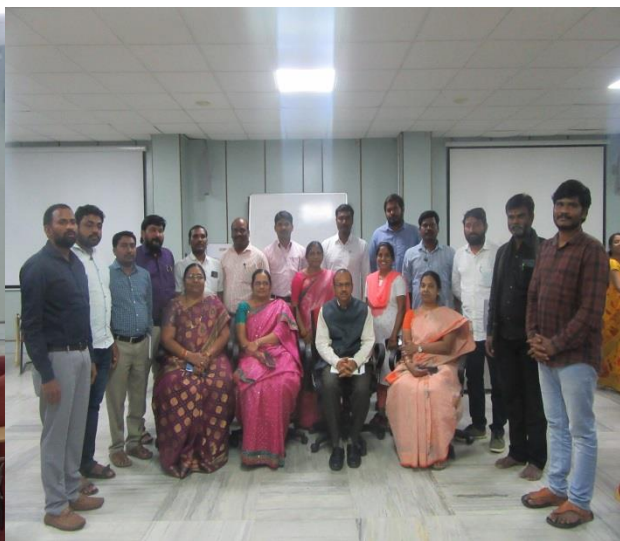
జూబిలీహిల్స్, న్యూనెటూడె: అవత్యుల నమయంలో, అత్యవసర సేవల్లో మన వంతు భాగస్వామ్యం కల్పించడమే లక్ష్యంగా జూబిలీహిల్స్లోని మురిచెన్నారెడ్డి మానవ వనరుల అభివృద్ధి సంస్థ (ఎంసీఆర్ హెచ్ఆర్ డి)లో జైస్వాంధర్ ఇంటర్నేషనల్ ప్రైవేట్ లిమిటెడ్ ప్రత్యేక కార్యక్రమానికి పేరుతో ప్రారంభం చేశారు. ఇందులో భాగంగా ప్రాథమికంగా స్త్రీ, శిశు సంక్షేమశాఖ అధికారులు, సిబ్బందికి ప్రత్యేక శిక్షణ ప్రారంభించారు. బాల్య వివాహాలకు ఆడుకట్ట, చిన్నారుల, మహిళల ఆక్రమణ రవాణాను అడ్డుకోవడం, ఈవ్ బీజింగ్, పరకట్ట వేదింపులు, మత్స్య పదార్థాల రవాణాను అడ్డుకోవడం.. ఇలా వివిధ రకాల అంశాలపై రాష్ట్రంలోని వైల్డ్ ప్రొటెక్షన్ యూనిట్ సభ్యులకు, జిల్లా బాలల సంరక్షణ అధికారులు, సబ్ వెన్స్టాప్ కేంద్రాల నిర్వాహకులు, మహిళా శక్తి కేంద్ర సభ్యులు, సంక్షేమ శాఖ అధికారులకు శిక్షణ అందిస్తున్నారు. ఉస్మానియా వెస్ట్ కళాశాల సహాయక అధ్యాపకురాలు డాక్టర్ ప్రతిభలక్ష్మి సీపీఆర్ విధానంపై ప్రత్యేక శిక్షణ అందించారు. నోడల్ అధికారి, సీనియర్ అధ్యాపకులు శ్రీనివాస్ మాధవ్ మాట్లాడుతూ.. ఇచ్చిన శిక్షణ పొందినవారు వారి ప్రాంతాల్లోని విద్యాలయాల్లో విద్యార్థులకు, ఉపాధ్యాయులకు శిక్షణనిస్తారన్నారు.



సీపీఆర్ విధానం వివరిస్తున్న డా. ప్రతిభలక్ష్మి



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13. Information, Education and Communication (IEC) Strategies

Design, development, editing, review, printing and distribution/ propagation of IEC

Information, Education and Communication Strategies & activities of the ICDS Project aim to create demand, attitudinal change and bring about positive behaviour changes among individuals, family and community and thereby contributing towards reduction of malnutrition in the community.

IEC is critical for the success of any nutrition programme. Various studies have shown that improvement in child malnutrition is greatly dependent on the knowledge and practice of nutritionally supportive and health seeking behaviors by the care givers.

With this perspective in mind, the Ministry of Women & Child Development, Government of India issued guidelines for IEC for the ICDS programme that included elements of Community Mobilization as well. The 'IEC and Community Mobilisation' guidelines clearly direct ICDS functionaries to:

- (i) create awareness and build-up the image of the programme,
- (ii) stimulate demand for ICDS services,
- (iii) affect and sustain behavioural and attitudinal changes in child caring, nutrition and health behaviour, and
- (iv) muster and sustain community participation.

Based on the above perspective design, development and distribution of comprehensive IEC material for each target group has been incorporated in the Approach Paper.

Preparation of IEC (Information, Education and Communication) materials:

IEC contributes significantly in protecting and strengthening rights of women and children. For example, awareness about severity of punishments under the POCSO Act may deter perpetrators of crimes against children to a large extent. Hence, it was initially proposed to develop effective IEC material in Telugu for AWCs, Sakhi-OSCs and ICPS.

The amount of Rs 51.02 lakhs initially proposed for IEC has not been released specifically. Since IEC is critical for success of awareness and community mobilisation programme, it is proposed to develop and print IEC material to the extent possible within the given budget. IEC Material constitutes an important component and integral part of program design and delivery. IEC Material will also serve as a very important performance-aid, as a post training performance-aid and performance improvement tool.

IEC includes printed material, videos (short documentaries/ expert R.P. lectures) and other modes like wall paintings, hoardings etc. Most of the existing IEC material (printed and soft copies) with the WDCW has been shared during the workshops for module development held at the Institute.

IEC development and refinement

IEC Material Development is being undertaken including study of existing literature, data-collection, identifying readily available IEC content; Contextualization requirements, translation requirements and so on.

In addition, Subject Expert video lessons are proposed to be made available on various subjects. Subject Expert video lessons on Counseling and Early Childhood Education have been recorded so far and made available to the AWTs and resource persons. Additional video lessons are under preparation on other subjects which include the following:

1. Supportive supervision
2. Nutrition
3. Maternal health
4. The Protection of Children from Sexual Offences Act
5. The Protection of Women from Domestic Violence Act

14. Details of various training programmes conducted

As on 31.12.2022, the Institute has conducted (59 batches) training programmes under the Project covering (2,474) participants and 7,552 training days. The details of various training programmes conducted are as follows:

S. No	Details	Designation	Dates	No.of Days	No.of officials trained	No.of Training days
1	Material sharing Workshop	Instructors from AWTCs	16.03.2022	1	17	17
2	TNA report release	Selected officials from WD&CW	06.06.2022	1		0
3	Phase-1 Module Development workshop	All module developers	23.06.2022 to 25.06.2022	3	13	39
4	Phase-II Module Development workshop	All module developers	29.06.2022 to 02.07.2022	4	13	52
5	Phase-III Module Development workshop	All module developers	13.07.2022 to 16.07.2022	4	13	52

S. No	Details	Designation	Dates	No.of Days	No.of officials trained	No.of Training days
6	Phase-IV Module Development workshop	All module developers	20.07.2022 to 23.07.2022	4	13	52
7	Phase-V Module Development workshop	All module developers	03.08.2022 to 06.08.2022	4	13	52
8	Nipuna- Training programme on Office Automation Batch-1	Jr. Assistants & Sr.Assistants	09-03-2022 to 11-03-2022	3	39	117
9	Nipuna- Training programme on Office Automation Batch-2	Jr. Assistants & Sr.Assistants	15-03-2022 to 17-03-2022	3	40	120
10	Nipuna- Training programme on Office Automation Batch-3	Jr. Assistants & Sr.Assistants	21-03-2022 to 23-03-2022	3	35	105
11	Nipuna- Training programme on Office Automation Batch-4	Jr. Assistants & Sr.Assistants	24-03-2022 to 26-03-2022	3	31	93
12	Nipuna- Training programme on Office Automation Batch-5	Jr. Assistants & Sr.Assistants	26-04-2022 to 28-04-2022	3	38	114
13	Nipuna- Training programme on Office Automation Batch-6	Jr. Assistants & Sr.Assistants	05-05-2022 to 07-05-2022	3	24	72
14	Nipuna- Training programme on Office Automation Batch-7	Jr. Assistants & Sr.Assistants	10-05-2022 to 12-05-2022	3	44	132
15	Nipuna- Training programme on Office Automation Batch-8	Jr. Assistants & Sr.Assistants	26-05-2022 to 28-05-2022	3	15	45
16	Part-I- ToT on Information Technology (IT) Modules	Selected Resource Persons	01-09-2022 to 03-09-2022	3	22	66
17	Part-II- TOT on TOT Law Modules	Selected Resource Persons	05.09.2022 to 09.09.2022	5	37	185
18	Part-III- TOT Domain Specific Modules	Selected Resource Persons	13.09.2022 to 17.09.2022	5	49	245
19	AWTs Trained details up to 31.12.2022-at District level (Details in Table-2)	AWTs		3	1574	4722

S. No	Details	Designation	Dates	No. of Days	No. of officials trained	No. of Training days
20	Supervisors Trained details up to 19.12.2022 (Details in Table-3)	Supervisors		3	310	930
21	BIT_ TOT- Trained details up to 27.12.2022 (Details in Table-3)	Officials of ICPS, Sakhi OSC, MSK		3	114	342
Grand Total					2454	7552

AWTs training At District Level – Table-2											
									Total to be trained		3582
S.No	Dates	Mahaboobnagar		Mulugu		Nirmal		Asifabad		Total	
		No	Prototal	No	Prototal	No	Prototal	No	Prototal	No	Prototal
1	28-30.09.2022	46	46	Pilot programme at Hyderabad						46	46
Districts											
1	17-19/11/2022	52	52	50	50	49	49			151	197
2	21-23/11/2022	53	105	50	100	48	97			151	348
3	24-26/11/2022	51	156	50	150	50	147			151	499
4	28-30.11.2022	54	210	51	201	49	196			154	653
5	05-07.12.2022	0	210	52	253	42	238			94	747
6	08-10.12.2022	0	210	49	302	50	288			99	846
7	12-14.12.2022	38	248	46	348	49	337			133	979
8	15-17.12.2022	0	248	50	398	50	387	50	50	150	1129
9	19-21.12.2022	55	303	46	444	48	435	50	100	199	1328
10	22-24.12.2022	56	359	42	486	0	435	49	149	147	1475
11	28-30.12.2022	54	413	0	486	45	480	0	149	99	1574
		8		10		10		3		31	

Table-3			
S.No	Dates	Total	No.of officials trained
Supervisors Trainings at MCRHRDIT			
1	03.11.2022 to 05.11.2022	60	60
2	21.11.2022 to 23.11.2022	50	110
3	24.11.2022 to 26.11.2022	40	150
4	05.12.2022 to 07.12.2022	52	202
5	15.12.2022 to 17.12.2022	54	256
6	19.12.2022 to 21.12.2022	54	310
BIT-TOT			
1	12.12.2022 to 14.12.2022	30	30
2	22.12.2022 to 24.12.2022	44	74
3	27.12.2022 to 29.12.2022	40	114

15. Expenditure Details

Abstract of statistics on Trainings

S.No	Details	No. of Officials	No.of Training Days(in person Mode)	No.of Training Days (Virtual Mode)
1	Target to be Trained	6864	20196	3582
2	Trained as on 31.12.2022	2454	7552	0
3	To be trained	4410	12644	3582

Abstract for Funds

S.No	Details	Amount in Rs
1	Total Sanctioned	3,24,43,200
2	Total Released	1,29,77,280
3	To be released	1,94,65,920

Programme wise Details

S.No	Details	Designation	Dates	No.of Days	No.of members trained	No.of Trainee days	Per programme cost @Rs1500 per day per person	Remarks
1	Material sharing Workshop	Instructors from AWTCs	16.03.2022	1	17	17	25,500	
2	TNA report release	Selected officials from WD&CW	06.06.2022	1		0	80,645	250s attended

S.No	Details	Designation	Dates	No.of Days	No.of members trained	No.of Trainee days	Per programme cost @Rs1500 per day per person	Remarks
3	Phase-1 Module Development workshop	All module developers	23.06.2022 to 25.06.2022	3	13	39	58,500	
4	Phase-II Module Development workshop	All module developers	29.06.2022 to 02.07.2022	4	13	52	78,000	
5	Phase-III Module Development workshop	All module developers	13.07.2022 to 16.07.2022	4	13	52	78,000	
6	Phase-IV Module Development workshop	All module developers	20.07.2022 to 23.07.2022	4	13	52	78,000	
7	Phase-V Module Development workshop	All module developers	03.08.2022 to 06.08.2022	4	13	52	78,000	
8	Nipuna- Training programme on Office Automation Batch-1	Jr. Assistants & Sr.Assistants	09-03-2022 to 11-03-2022	3	39	117	1,75,500	
9	Nipuna- Training programme on Office Automation Batch-2	Jr. Assistants & Sr.Assistants	15-03-2022 to 17-03-2022	3	40	120	1,80,000	
10	Nipuna- Training programme on Office Automation Batch-3	Jr. Assistants & Sr.Assistants	21-03-2022 to 23-03-2022	3	35	105	1,57,500	
11	Nipuna- Training programme on Office Automation Batch-4	Jr. Assistants & Sr.Assistants	24-03-2022 to 26-03-2022	3	31	93	1,39,500	
12	Nipuna- Training programme on Office Automation Batch-5	Jr. Assistants & Sr.Assistants	26-04-2022 to 28-04-2022	3	38	114	1,71,000	

S.No	Details	Designation	Dates	No.of Days	No.of members trained	No.of Trainee days	Per programme cost @Rs1500 per day per person	Remarks
13	Nipuna- Training programme on Office Automation Batch-6	Jr. Assistants & Sr.Assistants	05-05-2022 to 07-05-2022	3	24	72	1,08,000	
14	Nipuna- Training programme on Office Automation Batch-7	Jr. Assistants & Sr.Assistants	10-05-2022 to 12-05-2022	3	44	132	1,98,000	
15	Nipuna- Training programme on Office Automation Batch-8	Jr. Assistants & Sr.Assistants	26-05-2022 to 28-05-2022	3	15	45	67,500	
16	Part-I- ToT on Information Technology (IT) Modules	Selected Resource Persons	01-09-2022 to 03-09-2022	3	22	66	99,000	
17	Part-II- TOT on TOT Law Modules	Selected Resource Persons	05.09.2022 to 09.09.2022	5	37	185	2,77,500	
18	Part-III- TOT Domain Specific Modules	Selected Resource Persons	13.09.2022 to 17.09.2022	5	49	245	3,67,500	18 Batches
19	AWTs Trained details up to 31.12.2022-at District level			3	1574	4722	70,83,000	32 Batches
20	Supervisors Trained details up to 19.12.2022			3	310	930	13,95,000	6 batches
21	BIT_ TOT- Trained details up to 27.12.2022			3	114	342	5,13,000	3 batches
	Grand Total				2454	7552	1,14,08,645	59 batches
					Funds Received		1,29,77,280	
					Balance		15,68,635	
					% of funds utilised		88%	

16. Calendar of Activities proposed for the year 2023

1. Base Level Training Courses for Anganwadi Teachers at four Districts

Date wise Programmes from January to March 2023

S.No	Dates	Adilabad	Asifabad	Mulugu	J.Gadwal
		No. of Batches			
1	02.01.2023 to 04.01.2023	1	1	1	1
2	05.01.2023 to 07.01.2023	1	1	1	1
3	09.01.2023 to 11.01.2023	1	1		1
4	19.01.2023 to 21.01.2023	1	1		1
5	23.01.2023 to 25.01.2023	1	1		1
6	30.01.2023 to 01.02.2023	1	1		1
7	07.02.2023 to 09.02.2023	1	1		1
8	13.02.2023 to 15.02.2023	1	1		
9	20.02.2023 to 22.02.2023	1	1		
10	23.02.2023 to 25.02.2023	1	1		
11	27.02.2023 to 01.03.2023	1	1		
12	02.03.2023 to 04.03.2023	1	1		
13	13.03.2023 to 15.03.2023	1	1		
14	16.03.2023 to 18.03.2023	1	1		
15	23.03.2023 to 25.03.2023	1	1		
16	27.03.2023 to 29.03.2023	1	1		
	Total	16	16	2	7

2. Anganwadi Teachers Virtual Training programmes (Online-One day)

- One day virtual training Anganwadi Teachers (those who completed 3 day in-person training programme) for 17 batches (200 AWTs in a batch) covering 3582 AWTs.
- The Anganwadi Teachers Virtual Training programmes (Online-One day) will be conducted in 4 districts. The district wise details of Anganwadi teachers and no.of batches are given below:

S.No	Name of the District	No.of Anganwadi teachers	Per Batch size	No.of Batches	Tentative dates
1	Adilabad	1256	160 participants	8	January to March 2023
2	Asifabad	973	160 participants	6	
3	Mulugu	640	160 participants	4	
4	J.Gadwal	713	160 participants	4	
	Total	3582		22	

3. Trainings at Dr.MCRHRDIT

a. Supervisors Gr-I & Gr-II

Proposed dates from January to March 2023 are as follows:

S.No	Dates	No.of Officials	Remarks
1	10.01.2023 to 12.01.2023	50	
2	18.01.2023 to 20.01.2023	50	
3	23.01.2023 to 25.01.2023	50	
4	30.01.2023 to 01.02.2023	50	
5	07.02.2023 to 09.02.2023	50	
6	14.02.2023 to 16.02.2023	50	
7	20.02.2023 to 22.02.2023	50	
8	23.02.2023 to 25.02.2023	50	
9	27.02.2023 to 01.03.2023	50	
10	02.03.2023 to 04.03.2023	50	
11	06.03.2023 to 08.03.2023	50	
12	13.03.2023 to 15.03.2023	50	
13	16.03.2023 to 18.03.2023	50	
14	13.03.2023 to 15.03.2023	50	
15	16.03.2023 to 18.03.2023	50	
16	23.03.2023 to 25.03.2023	50	
17	23.03.2023 to 25.03.2023	50	
	Total	850	

b. CDPOs/ACDPOs/W&CWO/RWHM

CDPOs/ACDPOs/W&CWO/RWHM training programmes will be conducted one per week. The programme will start from February 2023. The programme details are given below

S.No	Dates	No.of Officials	Remarks
1	20.02.2023 to 22.02.2023	50	
2	27.02.2023 to 01.03.2023	50	

S.No	Dates	No.of Officials	Remarks
3	13.03.2023 to 15.03.2023	50	
4	23.03.2023 to 25.03.2023	50	
5	27.03.2023 to 29.03.2023	50	
	Total	250	

c. Sakhi (One Stop Centre - OSC)/ Mahila Shakti Kendras(MSKs)/ Child Protection Units

Sl. No.	Dates	No.of Officials
Sakhi Officials		
1	Centre Administrator	33
2	Psycho-social counsellor	66
3	Legal counsellor	33
4	Case worker	66
5	D.V. Cell Counsellor	23
MSK Officials		
1	Stale Project Coordinator/Specialist Gender/Training Specialist/Research Officer/Assistant documentation and training	5
2	Women Welfare Officer	10
3	District Coordinator	20
ICPS Officials		
1	Programme Officer/DCPOs	33
2	POIC	33
3	PONIC	32
4	LCPO	30
5	Social Worker	60
6	Counsellor	28
9	Outreach worker	47
	Total	519

d. Training programme on Child Protection and Women Empowerment

Sl. No.	Dates	No.of Officials
1	11.04.2023 to 13.04.2023	50
2	18.04.2023 to 20.04.2023	50
3	24.04.2023 to 26.04.2023	50

Sl. No.	Dates	No.of Officials
4	27.04.2023 to 29.04.2023	50
5	01.05.2023 to 03.05.2023	50
6	04.05.2023 to 06.05.2023	50
7	09.05.2023 to 11.05.2023	50
8	15.05.2023 to 17.05.2023	50
9	18.05.2023 to 20.05.2023	50
10	22.05.2023 to 24.05.2023	50
	Total	500

e. Convergence: Mission Poshan 2.0 /Theme: Child friendly and Women friendly Gram Panchayats/ Mission Vatsalya

- Training to the Line department officer Officers.
- Trainings will be conducted at Dr.MCRHRDIT

S.No	Details	If 33 Districts to be trained	If 10 selected districts to be trained (40 officers from each dist.,)
1	To be trained :	33*15: 450	10*40:400
2	No.of batches	10	10

The programme wise details are given below

S.No	Dates	Per Batch size	
1	01.06.2023	50	
2	03.06.2023	50	
3	05.06.2023	50	
4	07.06.2023	50	
5	09.06.2023	50	
6	12.06.2023	50	
7	14.06.2023	50	
8	16.06.2023	50	
9	19.06.2023	50	
	Total	450	

f. Superintendents (Homes) -37

The program will be conducted from 21.06.2023 to 23.06.2023

g. Non-Gazetted Officers -33 & Ministerial Superintendent -19

The program will be conducted from 26.06.2023 to 28.06.2023

h. Training to Administrative staff of Districts

Sl. No.	Designation	No. of Officials
Sakhi Officials		
1	IT staff	33
2	Accountant	33
3	Para Medical	66
ICPS Officials		
4	Accountant	33
5	Data analyst	31
Commissionerate Officials		
6	Matron / Matron-cum-Store keeper	47
Total		243

Sl. No.	Dates	No.of Officials
1	11.04.2023 to 13.04.2023	50
2	18.04.2023 to 20.04.2023	50
3	24.04.2023 to 26.04.2023	50
4	27.04.2023 to 29.04.2023	50
5	01.05.2023 to 03.05.2023	50

i. Director and Regional Director (J.D., A.D.)

S.No.	Cadre	No. of officials	Dates
1	Regional Director (J.D., D.D., A.D.)	26	01.06.2023 to 03.06.2023

j. Organising additional Training of Trainers (ToT) Programmes:

Being a capacity building programme, as part of TFA: ITP, a requirement has been projected for organising ToT programme covering other districts, in addition to four target districts. This will be taken up for further consideration and feasibility based on review of overall target accomplishments.

July 2023

- Programme evaluation
- Program documentation including process, collaboration framework, implementation modalities, targets accomplishments, participants, trainers etc
- Programme wise Feedback and consolidation
- Submission of draft report to the DoPT
- Preparation of final report
- Preparation of Bills and Utilization Certificate and send to DoPT

NOTE: All the dates are tentative as the project TFA- ITP is project in collaboration with WD & CW Department and all the dates are subject to confirmation by the department depending on their commitments and workload. Being a sponsored programme of GOI-DoPT, under TFA: ITP Scheme, the schedule/ dates of the programme are subject to availability of funds, based on release of further installments of the sanctioned amount by DoPT.

Annexures

- Annexure 1:** Sanction Order No: 281, Dt. 24 November 2021
- Annexure 1A:** Training Needs Analysis Report
- Annexure 2:** List of participants for sharing of existing study materials workshop
- Annexure 3:** List of Module Developers
- Annexure 4:** C-TOT- Module wise list of Trainers
- Annexure 5:** C-TOT- Module wise Session Plans
- Annexure 6:** Nipuna- Training programme on Office Automation for Jr/Sr. Assistants
Session Plan
- Annexure 7:** Anganwadi Teachers' Hand Book
- Annexure 8:** Session Plan of Anganwadi Teachers Training programme
- Annexure 9:** Session Plan of Supervisors Training programme
- Annexure 10:** Session Plan of ToT Course on Bystander Intervention