



**Department of Personnel & Training sponsored Training For All: Intensive Training Programme for Department of Women Development & Child Welfare, Telangana:
A note**

The National Training Policy (NTP) – 2012 stipulates that all Civil Servants from lowest level to the highest should be provided training at the time of their entry into civil service and at appropriate intervals in the course of their career so as to have effective public service delivery.

In furtherance of the above objectives, Department of Personnel & Training (DoPT) has launched a Training For All (TFA) Scheme. A very important component of TFA Scheme is Intensive Training Program (ITP). The basic objective of ITP is to undertake saturation training of front-line staff manning public service delivery chain in identified sectors, in specific geographical area to cover the entire public service delivery chain of the identified sectors to bring about change in values and culture of an organization as a whole.

MCR HRDIT, in consultation with Department of Women Development & Child Welfare, Telangana, submitted the approach paper to Department of Personnel & Training, in April 2021. GoI- DoPT, on 24 November 2021, approved the proposal 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 and Anganwadi Teachers from four districts. Salient features of the approach paper are as follows:

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	3582

(Adilabad, Kumuram Bheem Asifabad, Jogulamba Gadwal, & Mulugu)

Key line dept. officers	198
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Total – 6,864

Approach to Training Program as given in the approach paper

- Assessment of Training Needs
- Identification of Target Group Functionaries
- Design and Development of Training Modules
- Identification and Development of Resource Persons for TOT
- Implementation /Delivery of Training

- Evaluation of Training Program

Expected Outcomes

- Capacity Building for **Improved Service Delivery** in Early Childhood Care and Education (ECCE), Health and nutrition; for creating safe and equitable environment for women
- Imparting training to functionaries 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.
- **Development of replicable models** for training and capacity building for replication in other sectors and other organisations/states.

Milestones & Timelines

Milestones	Completion by
Identification of Training Needs	Jan 2022
Design & Development of Training Modules	July 2022
Training of Trainers/ Resource Persons	August 2022
Program Implementation (about 250 programs to be organised simultaneously at selected venues)	Sep 2022 – Feb 2023
Program Documentation & Evaluation	March 2023

Program Development & Implementation (PDI) Team of MCR HRD IT, headed by Sri M.P. Sethy, Chief Consultant (Training/E-learning) as Overall in-charge and consists of the following officials:

1. Prof. A.S.Ramachandra, Sr. Faculty: Alternate Nodal Officer and Team Leader
2. Srinivas Madhav, Sr. Faculty: Nodal Officer and Team Leader
3. Smt. K. Soumya Rani, Faculty
4. Smt. G. Jhansi Rani, Faculty

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

1. Smt. K.R.S. Lakshmi Devi, JD (Schemes)
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