

ANNEXURE IV

Training Overview: 2023-24

Creches/Daycare in Different Settings: Worksites, Rural, Peri-Urban

Training within MC and for Civil Society Organizations (CSOs)

S No.	Type of Training	Purpose	Target group	Outcomes/ Observation
TRAINING WITH DIRECT MC CENTERS				
	Pre-service training for crèche workers.	To develop a pool of childcare workers and to equip them with essential knowledge, skills and attitude required to effectively run creches and provide nurturing care to children	94 creche workers and 25 MLFs trained across direct centres in Delhi, Chhattisgarh, Jharkhand, and Bihar 5 pre-service training (8-12 days).	Equipped creche workers with essential ECD knowledge, skills, and attitudes.
	Incremental training/ Refresher Trainings	To ensure knowledge and skill enhancement of creche workers and Supervisors and address identified gaps in the creches.	Incremental training for 4 workers in Karnataka. Refresher training for 10 supervisors and 125 workers in Delhi Urban and construction site Centres. 5 incremental trainings (4 days each), 2 Refresher trainings (2 days each)	Enhanced knowledge and skills, improving childcare quality and creche management competencies.
	Supervisors (Online) training	To ensure consistent overview and provide handholding support to the state teams in Chhattisgarh, Jharkhand.	8 Mid-Level Functionaries trained 6 sessions weekly- 2 hours online	Supervisors receive weekly online training sessions, ensuring consistent overview across all direct centres of MC.
	Balwadi Training.	To build capacity of Balwadi workers on the Balwadi Curriculum.	27 Balwadi workers and 10 supervisors received two 2-day training in Delhi on the revision curriculum of Balwadi. 2 batches of 2 days each	Empowered participants to implement the revised Balwadi curriculum for ensuring enhanced learning and development of children.
TRAINING FOR CIVIL SOCIETY ORGANIZATIONS				
	Pre-service training for creche workers of CSO partners	To develop a pool of childcare workers and to equip them with essential knowledge, skills, and attitudes required to effectively operate and manage creche facilities.	59 creche workers, 9 MLFs, trained from 6 NGOs – Deen Bandhu Trust (Daman), Chetna (Gujarat), CFAR and Sangam (Karnataka), GSVS & SAATH (Jaipur) 4 Pre-Service trainings of 12 days each	Development of a skilled and prepared workforce, equipped with the necessary knowledge and capabilities to effectively operate creches/daycare facilities and provide high-quality childcare services.
	Incremental/Refresher Trainings for creche workers across CSO Partners of MC	Focus on ongoing improvement, alleviating gaps in creche functioning, Continual knowledge and skill development of Supervisors and childcare workers.	54 Creche workers, 10 MLF's trained in Incremental trainings across 7 CSOs- SPAN (West Bengal), GSVS (Raj.), UKS (Raj.), Saath (Guj. and Raj), Mahita (Telangana), VHAP (Punjab), CSI (Delhi NCR), 1 refresher training on records of 5 CSOs Delhi- CSI, Nipun, Sakshi, Safe	Upskilling childcare workers in new practices for better quality care.

			Approach and Navsrishti (Delhi NCR) 33 Incremental Trainings and 1 refresher trainings of 4 days each. Total 38 sessions.	
	Balwadi Training	To build capacity of ECCE workers of CSO partner centres in transaction of the revised Balwadi Curriculum.	11 workers from 5 Delhi Partner CSOs have undergone 3 Balwadi trainings 3 Balwadi Trainings of 1 day each	Enhanced creche workers to implement the updated ECCE Balwadi curriculum, fostering innovative teaching and enriching learning spaces for young children.
	ECCE Training in CSR collaboration	Upskilling Anganwadi workers to deliver best-practice in early childhood education. To strengthen preschool component under ICDS	94 AWWs trained in collaboration with TSF (44 in Jamshedpur, 50 in Ghaziabad), in collaboration Tata Steel Foundation. 5 days ECCE trainings in 2 batches 10 preschool teachers of Kiran CSR Initiative Yara Company, Babrala, Uttar Pradesh. 3 days ECCE training	Enhanced knowledge and skills; ECCE activities play-way methodologies

Trainings in partnership with Government: Odisha, Karnataka, Assam

S No.	Type of Training	Purpose	Target group	Outcomes/ Observation
	Odisha Pre-Service Training Supervisor Training(online/offline)	Equip Supervisors and creche workers with ECD expertise for quality childcare in vulnerable rural communities of Banspal Block, Keonjhar	275 Creche workers,10 MLF's trained. 10 MLF's trained online (2hours)/offline(1 day) 8 batches Pre-Service training (9 days each). Supervisor training: 12 (11 online and 1 offline training)	Empowered Keonjhar's creche workers with ECD knowledge, enabling 150 new crèches
	Karnataka Pre-service training for creche/daycare Training of Trainers (TOT)	To enhance skills in running and managing creches of the childcare workers To develop a cadre of mid-level functionaries as Master trainers	128 Creche Workers and 16 Supervisors trained in collaboration with WCD. 48 creches operationalized. 758 Creche Workers trained directly under RDPR project. 104 creches operationalized directly. 267 govt mid-level functionaries (CDPO's, Sr. Supervisors) were trained. Pre-service training – 4 batches of 8 days each (WCD), 19 batches of 8 days each (RDPR) 5 batches of TOT of govt mid-level functionaries 7 days each. Preservice training and TOT of MC state Master trainers- 11	The mid-level functionaries after TOT successfully conducted preservice training of 20,110 creche workers and established 3280 creches across the state. 11 MC state Master Trainers conducting preservice training of creche workers in Kalyan Karnataka in cascading mode. 758 creche workers trained.

			newly recruited trainers were developed as Master trainers.	
	<p>Assam Orientation on ECD and crèche operations</p> <p>Pre-Service training of Anganwadi Creche workers and helpers</p>	<p>Equip MLF's and Anganwadi workers to effectively lead ECD initiatives</p>	<p>127 MLF, 52 AWW Creche Workers and 48 AWW Helpers trained.</p> <p>Orientation Training on ECD: 2 batches of mid-level functionaries.</p> <p>Pre-Service Training of AWW: 2 batches of 8 days each in</p> <p>Pre-Service Training of Anganwadi helpers: 2 batches of 4 days</p>	<p>Capacity built on the importance of ECCE and clarity brought on their roles and responsibilities.</p>