



ANNEXURE IV

Training Overview: 2025–26

Section 1 — Training with Direct Mobile Creches Centres

S.No.	Type of Training	Purpose	Target Group	Outcomes & Observations
1	Pre-Service Training ♦ 20 pre-service trainings (8–12 days each)	To build a skilled cadre of childcare workers, equipping them with the knowledge, competencies, and professional attitudes required to operate Creches and deliver nurturing, developmentally appropriate care to young children.	Rural: 408 Care Workers & 40 Mid-Level Functionaries trained across Chhattisgarh, Jharkhand, and Odisha Urban: 133 Care Workers & 13 Mid-Level Functionaries trained in Delhi and Karnataka	Creche workers emerged well-equipped with foundational ECD knowledge, practical caregiving skills, and the professional attitudes essential for running high-quality creche.
2	Incremental & Refresher Training ♦ 43 incremental (4 days), 2 Creche refresher (2 days), 12 need-based refresher (2 hrs)	To reinforce and deepen existing knowledge and skills, address identified performance gaps and promote continuous improvement in childcare delivery and Creche management.	Rural: 477 Care Workers & 38 Mid-Level Functionaries trained in Chhattisgarh, Jharkhand & Odisha Urban: 169 Care Workers & 26 Mid-Level Functionaries trained in Delhi, Karnataka & Bihar	Participants demonstrated enhanced competencies in childcare practices and Creche management, contributing to measurably improved service quality across centres.
3	Supervisors' Online Training ♦ 14 Online Training Sessions	To ensure consistent programme oversight and provide sustained handholding support to state teams across Chhattisgarh, Karnataka, Jharkhand, and Odisha.	168 Mid-Level Functionaries trained through weekly virtual sessions.	Supervisors benefited from structured weekly online sessions, enabling consistent oversight and strengthening programme support across all direct Mobile Creches centres.



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4	Balwadi Training ◆ 12 Balwadi Trainings (2 days each)	To build the capacity of Balwadi workers in implementing the revised curriculum, enhancing children's early learning and holistic development outcomes.	40 Balwadi Workers and 10 Supervisors trained in Delhi on the revised Balwadi Curriculum.	Participants were empowered to implement the revised Balwadi curriculum with confidence, fostering enriched learning experiences and stronger developmental outcomes for children.
5	Training of Trainers (ToT) ◆ 1 ToT (6 days)	To develop a competent cadre of Mid-Level Functionaries as master trainers capable of sustaining and scaling capacity-building efforts at the field level.	14 Mid-Level Functionaries trained as master trainers in Karnataka.	The ToT initiative catalysed a cascading effect — 171 workers were subsequently trained through the newly developed master trainers, amplifying the programme's reach and impact.



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Section 2 – Training for Civil Society Organisation (CSO) Partners

S.No.	Type of Training	Purpose	Target Group	Outcomes & Observations
1	Pre-Service Training ♦ 8 Pre-Service Trainings (12 days each)	To develop a qualified and practice-ready workforce equipped with the knowledge, skills, and commitment required to effectively operate and manage Creche facilities in partnership settings.	364 Care Workers & 23 Mid-Level Functionaries trained from six partner NGOs: CSI, APF, SPAN, MAHITA, Hera Foundation, and Management Research Bangalore.	A skilled, mission-ready workforce was developed across partner organisations, equipped to operate Creche facilities to high standards and deliver quality childcare services effectively.
2	Incremental & Refresher Trainings CSO Partner Creche Workers ♦ 28 Incremental (4 days) & 1 Refresher (4 days)	To drive continuous improvement in Creche functioning by addressing identified gaps and progressively developing the knowledge and skills of childcare workers and supervisory staff.	170 Care Workers & 34 Mid-Level Functionaries trained across nine CSO partners: SPAN (WB), GSVS, UKS (Rajasthan), Saath (Gujarat & Rajasthan), Mahita (Telangana), Awas (Gujarat), Nipun, Navsrishti, and Sakshi (Delhi NCR).	Childcare workers across partner organisations were upskilled in current best practices, resulting in measurable improvements in care quality and programme management.
3	Training of Trainers (ToT) ♦ 1 ToT (6 days)	To develop a sustainable cadre of master trainers within partner organisations, enabling ongoing and scalable capacity-building independent of external support.	13 Mid-Level Functionaries from CSO partner organisations were oriented and strengthened as master trainers.	A strengthened pool of internal resource persons was established within partner organisations, creating a sustainable and scalable foundation for future capacity-building initiatives.
4	ECCE Training ♦ 1 ECCE Trainings (5 days)	To upskill care workers in evidence-based early childhood education practices and strengthen the preschool component under ICDS.	32 Care Workers & 4 Mid-Level Functionaries Partners: Basti Suraksha Manch, SAATHI by ISST, Shehri Mahila Kaamgaar Union, Madhya Pradesh Navnirmaan Manch, and PACE all in collaboration with Indian Institute for Human Settlements (IIHS).	Participants gained enhanced knowledge of ECCE methodologies and play-based learning approaches, strengthening the quality of early childhood education delivered at the grassroots level.



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Section 3 – Trainings in Partnership with Government

S. No.	State & Training Type	Purpose	Target Group	Outcomes & Observations
1	Delhi ♦ 2 batches pre-service (8 days), 2 batches helpers' (4 days), 3 ECD orientations (3 days)	To strengthen the capacities of Anganwadi and Creche personnel for delivering quality early childhood care and development services through structured training and orientation.	327 Care Workers / Anganwadi Workers 46 Mid-Level Functionaries trained in collaboration with WCD Delhi	The initiative built strong foundational competencies among frontline workers and supervisors, significantly improving their preparedness to deliver responsive, high-quality childcare services.
2	Bihar ♦ 1 Pre-Service Training (8 days)	To build the competencies of care workers and supervisory staff for effective Creche operations and the delivery of quality childcare services.	16 Care Workers & 2 Mid-Level Functionaries Trained in collaboration with Nagar Nigam, Patna	Participants developed a strong understanding of sound childcare practices and emerged with the readiness and confidence to manage creche services more effectively.
3	Telangana ♦ 1 Pre-Service Training (8 days)	To strengthen the knowledge and practical skills of Anganwadi-cum-Creche workers for delivering integrated childcare and early learning services.	38 Anganwadi-cum-Creche Workers Trained in collaboration with WCD Telangana	Workers demonstrated improved preparedness to implement Creche services with greater confidence, consistency, and a strengthened child-centred practice orientation.
4	Haryana ♦ 1 Pre-Service Training (8 days)	To enhance the capacities of Anganwadi workers and supervisory personnel for the effective delivery of childcare and early childhood development services.	30 Anganwadi Workers & 2 Mid-Level Functionaries Trained in collaboration with WCD Haryana	Participants gained a stronger functional understanding of Creche operations, translating into improved service readiness and more effective frontline delivery.