

ANNEXURE IV				
Training Overview: 2024-25				
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				
1	Pre-service training for creche workers.	To equip care workers with core Early Childhood Development (ECD) competencies for effective creche management and nurturing care delivery.	151 care workers and 6 MLFs trained across direct centers in Delhi, Chhattisgarh, Jharkhand, and Bihar 6 pre-service training (8-12 days).	Participants gained essential ECD knowledge and practical skills to manage creches effectively.
2	Incremental training/ Refresher Trainings in Direct Urban Settings	To refresh and upgrade workers' knowledge in ECD practices suited to complex urban contexts.	6 care workers and 3 MLFS trained in Bihar. 10 MLFs and 44 care workers trained in Delhi. 3 Incremental Trainings (2-5 days) 1 refresher training (2 days)	Care workers demonstrated improved ECD practices and operational efficiency.
3	Incremental training in rural settings	To bridge knowledge gaps in ECD for rural care workers, focusing on local resources, cultural practices, and community-based childcare.	11 MLFs in Jharkhand and 8 MLFs in Chhattisgarh trained. 5 incremental trainings (4 days each)	Enhanced ability to apply context-specific, community-based childcare solutions
4	Supervisors (Weekly Online) training	To provide consistent support to the state teams in Chhattisgarh, Jharkhand.	8 supervisors, 6 MLFs and 2 trainers trained. 28 sessions weekly- 2 hours online	Supervisors receive weekly online training to ensure consistent oversight across all MC direct centers.
5	Supportive Supervision Visits	To strengthen the capacities of supervisors, enabling them to provide effective guidance, mentoring, and monitoring to creche workers for improved childcare services.	22 Care Workers and 8 MLFs across Jharkhand and Chhattisgarh received 2-5 days of intensive support to strengthen creche quality and ECD practices. 4 Supportive supervision visits (2-5 days)	Improved quality of childcare practices and strengthened worker confidence.

6	TOT (Training of Trainers)	To build capacity in ECD through the Digital Module and strengthen role clarity.	22 MLFs from Delhi trained for 5 days. 1 Training of Trainers (6 days)	Enhanced ability to cascade training and support frontline workers.
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TRAINING FOR CIVIL SOCIETY ORGANIZATIONS

7	Pre-service training for creche workers of CSO partners	To equip new care workers and helpers with foundational knowledge and skills in ECD before they begin their roles.	141 care workers, 4 MLFs, trained from 6 CSOs - Navsrishti and AVAS (Delhi) and SPAN (West Bengal), Mahita (Hyderabad), SAATH (Jaipur & Ahmedabad) 7 Pre Service trainings of 12 days each	Workers gained essential knowledge, skills, and confidence to manage creches effectively from the start.
8	Incremental Trainings for creche workers across CSO Partners of MC	To refresh and strengthen knowledge and skills in ECD practices.	Total 51 care workers and 12 MLF's, trained across 6 partner CSOs 10 Incremental Trainings (6-3 days)	Improved quality of childcare through updated practices and increased worker confidence.
9	ECCE Training in IIHS & Bandhu Urban Technologies collaboration	Upskilled workers to deliver quality early childhood education and strengthen the preschool component under ICDS.	25 care workers and 1 MLF trained in Ahmedabad in collaboration with IIHS and Bandhu Urban Technologies 5 days of ECCE training	Improved knowledge and skills on ECCE activities using play-way methodologies

Trainings in partnership with Government: Odisha, Haryana and Karnataka

S No.	Type of Training	Purpose	Target group	Outcomes/ Observation
10	Odisha Incremental Training	To bridge knowledge gaps in ECD for rural care workers, focusing on local resources and community- based childcare.	2 care workers, 8 MLF's trained in Incremental training. 1 Incremental training	Enhanced ability of workers to apply ECD practices effectively, strengthening community-based childcare in rural contexts.
11	Supportive Supervision Visits	To provide on-site guidance, mentoring, and problem-solving support to workers.	10 MLFs and 16 creche workers trained 1 supportive Supervision Visit	Improved quality of childcare practices and strengthened worker confidence.
12	Online Review Meetings (Weekly online)	To track progress, address challenges, and provide ongoing guidance	8 supervisors and 6 MLFs trained in online meetings 12 online meetings	Supervisors received weekly online training to ensure consistent oversight across all MC direct centers.

13	Refresher Training	Support for new ECD practices and guidelines.	8 MLFs and 2 care workers trained in safety and record keeping. 1 refresher training (2	Gained better understanding on growth and monitoring, safety and record keeping.
14	Haryana TOT	To equip Supervisors and CDPOs to train Anganwadi cum Creche Workers (AWCC) through a cascading model.	37 MLFs trained in TOT of Panchkula. 2 Training of Trainers (6 days each)	A pool of facilitators established to strengthen and scale ECD training effectively.
15	Pre-Service training of Anganwadi Creche workers and helpers	To equip creche workers with core Early Childhood Development (ECD) competencies for effective creche management and nurturing care delivery.	A total of 272 Anganwadi workers trained. 8 Preservice Trainings	Participants gained essential ECD knowledge and practical skills to manage creches effectively.
16	Online Support Meeting	To provide support and guidance on different childcare practices.	34 MLFs oriented on developmental milestones and safety checklists.	Participants supported on ECD best practices.
17	Karnataka Pre Service Training	To equip creche workers with core Early Childhood Development (ECD) competencies for effective creche management and nurturing care delivery.	100 Masters trainers trained from Govt. 926 caregivers from 305 Koosina mane centres trained. 20 Pre-service training (8 days)	Participants gained essential ECD knowledge and practical skills to manage creches effectively.
18	Refresher Training	Support for new ECD practices and guidelines.	267 Masters trainers trained in refresher training on Nutrition, Safety, Growth Monitoring and Centre Setting up. 5 Refresher training for 2 days	Build better understanding on crucial topic such as safety, Cleanliness and record keeping.