

**Syllabus  
for  
Job Training of Anganwadi Workers**

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# Syllabus for Job Training Course for AWWs

## Introduction

Training of Functionaries is one of the most vital components of ICDS programme - one of the world's largest and most unique programme for early childhood development. With more than 25 Years of implementation of the Programme, a lot of changes have taken place in the child development sector. Also, there is a change and paradigm shift in the philosophy of ICDS Programme, which is now geared towards accessibility, quality improvement, early stimulation and teamwork at the community level. As a result, there are a lot of expectations from ICDS. Undoubtedly, a change is required in the role and job responsibilities of ICDS functionaries and their training.

With the launching of Project UDISHA in 1999, the training of ICDS functionaries has been redefined. UDISHA, the new dawn in ICDS programme is a dynamic, responsive human resource development programme, with a vibrant training and communication package for bringing about lasting changes in attitudes and behaviors with respect to women and child development.

UDISHA provides the country and the States the space and opportunity to develop a curriculum for ICDS functionaries that is State specific. UDISHA recognizes AWW herself first as social change agent, and parents and communities as on ultimate link in training. The training and communication interventions under the Project, provide an AWW with opportunities for understanding her won competency for providing quality services to children and mothers. As UDISHA aims to bring out the best from every ICDS functionary, the revision of training curriculum of ICDS functionaries is of utmost importance. With this in view, the syllabus of ICDS functionaries has been revised.

The Job Training Course (JTC) of AWWs, is of 30 days duration on (6 days/week, Saturday working) with 26 working days. Out of this 22 days are for Institutional Training with practicals and mock sessions and 4 days are for Supervised Practice at the AWC and in the community. The Supervised Practice is to provide opportunity to the participants to enhance their service delivery skills, and plan daily activities at AWC. Job Training is to be conducted using **Participatory Learning Techniques**. The classroom teaching is to be supported by role play, demonstration, and exercises for hands-on-experience and case studies.

In addition to Observational Visits, adequate time is given to develop communication and counseling skills of AWWs. In order to give quality training, feedback mechanism is built into each component.

Job Training of AWWs is to be conducted at Anganwadi Training Centre by its Instructors as per the budget approved in the Administrative Guideline issued by DWCD, GOI dated 19 May 1990. As the duration has been reduced in the revised curriculum, the budget of the programme is to be reduced proportionately, the details of which are being sent separately. The syllabus of Job Training Course for AWWs has been revised keeping in view the key role, job responsibilities, qualifications and skills required by AWWs to run as Anganwadi Centre.

## **Job Responsibilities of an Anganwadi Worker**

### **A. Planning for Implementation of ICDS Programme**

- ⇒ 1. Village Mapping
- ⇒ 2. Rapport Building with Community
- ⇒ 3. Conducting Community Survey and Enlisting Beneficiaries
  - Children 0-6 years
  - Children 'At Risk'
  - Expectant and Nursing Mothers
  - Adolescent Girls
- 4. Birth and Death Registration

### **B. Services Delivery**

- 5. Preparation and Distribution of Supplementary Nutrition
  - Children 6 months to 6 years
  - Expectant and Nursing Mothers
  - Children and Mothers 'At Risk'
- 6. Growth Monitoring
- 7. Assisting Health Staff in Immunization and Health Check- up of Children and Mothers
- 8. Referral Services
- 9. Detection of Disability among Children
- 10. Providing Treatment of Minor Ailments
- ⇒ 11. Management of Childhood Illnesses
- ⇒ 12. Health and Nutrition Education of Adolescent Girls, Women and Community
- 13. Organising Non-formal Preschool Education Activities

### **C. Information, Education and Communication**

- ⇒ 14. Communicate with and Counsel Parents, families and communities etc.
- 15. Use of Traditional and folk media
- 16. Organise awareness campaign, street plays etc.
- ⇒ 17. Prepare communication and education material

### **D. Community Contact**

- 18. Mobilise Community & Elicit Community Participation
- 19. Maintain Liaison with Panchayat, Primary Schools, Mahila Mandals and Health Functionaries etc.

## **E. Management and Administration**

- ⇒ 20. Management of Anganwadi Centre
- 21. Maintenance of Reports and Registers
- 22. Preparation of Reports

The **Key Elements** of the Revised Syllabus are:

- ☛ Child Centered Development Approach
- ☛ Life Cycle Basis for Interventions
- ☛ Child's Rights Perspective
- ☛ Gender Sensitivity
- ☛ Emphasis on Preventive Approaches to Malnutrition & Disability
- ☛ Reaffirming Sound Traditional Child Care Practices
- ☛ Family Focused and Community – Based Approach
- ☛ Enabling Joyful Learning Environment
- ☛ Focus on Under Threes
- ☛ Communication and Counselling Skills
- ☛ Self Evaluation and Self Assessment

The **Guiding Principles** for revision of Syllabus are:

- ☛ Development of Each Module Keeping in View:
  - Key Elements
  - Responsibilities, Tasks & Qualifications of AWWs
- ☛ Each Theory Session of not More than one Hour and Fifteen Minutes Duration
- ☛ Emphasis on Hands-on-Experience & Skill Building
- ☛ Supervised Practice instead of Field Placement
- ☛ Highlighting Inter linkages across Components

The **Major Learning Goals** of Job Training are –

1. Importance of Early Childhood Care & Development
2. Improved Family & Community Practices in Nutrition and Health Care
3. Nutritional Assessment and Counselling for Young Children
4. Improving Parenting Skills and Behaviours
5. Organising Early Childhood Care and Education Activities
6. Early Detection of Disabilities
7. Management of Childhood Illnesses
8. Communication Techniques for Behaviour Change
9. Advocacy for Child Survival and Development in the Community

The document includes detailed Curriculum Content, Programme Schedule and Programme Content.