

No.24-8/2018-ICDS Training  
भारत सरकार/Government of India  
महिला एवं बाल विकास मंत्रालय  
**Ministry of Women & Child Development**

Shastri Bhawan, New Delhi-1,  
**Dated: 6<sup>th</sup> July, 2018**

To

**Principal Secretaries/Secretaries in-charge of WCD/Social Welfare  
(dealing with Anganwadi Services/ICDS) in all States/UTs**

**Subject: Anganwadi Services (ICDS) Training Programme - Regarding.**

Sir/Madam,

The importance of training and continuous capacity building of the Anganwadi Services (Umbrella Integrated Child Development Services (ICDS) Scheme) functionaries for improving the quality of service delivery has always been recognized as vital for the success of the Anganwadi Services [Umbrella Integrated Child Development Services (ICDS) Scheme]. The aim of training programme is to develop the field functionaries into agents of social change.

2. In this regard, Comprehensive Training Guidelines for Anganwadi Workers' Training Centres (AWTCs) and Middle Level Training Centres (MLTCs) have been issued by this Ministry in August/September, 2017. A need has, thereafter, been felt to revisit certain provisions of the Comprehensive Guidelines.

3. After careful consideration of relevant facts and difficulties faced in implementation of the Anganwadi Services (ICDS) Training Programme, it has now been decided as under:

- (i) Based on the need for training to Anganwadi Services functionaries, the AWTCs/MLTCs would be opened by the respective State Governments/UT Administrations under their control with the prior approval of the Ministry of Women & Child Development (MWCD). The closure of AWTCs/MLTCs would be done by the respective State Governments/UT Administrations in consultation with the MWCD;
- (ii) Training to Anganwadi Services functionaries would be imparted at Government run AWTCs/MLTCs or National Institute of Public Cooperation & Child Development (NIPCCD) only;
- (iii) Induction Training (one week's duration) would be imparted to newly recruited/promoted Child Development Project Officers (CDPOs)/Supervisors/Anganwadi Workers (AWWs)/Anganwadi Helpers (AWHs);

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- (iv) Job Training (five weeks' duration) would be imparted to newly recruited/promoted CDPOs/Supervisors/AWWs within a period of one year of their recruitment/promotion; and
- (v) Training to Instructors (not more than one week's duration), wherever necessary, would be done at NIPCCD or Government run Training Institutes;

3.1 The training modules/course curriculum would be prepared by the NIPCCD. However, State Governments/UT Administrations may make suitable changes as per their local needs within the prescribed duration of training.


4. Taking note of the Digital India Programme, it has further been decided that the Anganwadi Services (ICDS) functionaries should be encouraged for optimal utilization of online training modules. Illustrative lists of such online training modules are as under:

- (i) E-Learning portal ([www.nipccd-elearning.wcd.nic.in](http://www.nipccd-elearning.wcd.nic.in)): The e-Learning portal is an interactive, user friendly and a self-study platform, created to provide an opportunity and access to technical concepts and knowledge to communicate and build their capacity with a much wider audience at a faster pace for all Anganwadi Services functionaries, like Child Development Project Officers (CDPOs), Supervisors, Anganwadi Workers (AWWs), etc.
- (ii) Incremental Learning Approach (ILA): Under the POSHAN Abhiyaan, capacity building of Anganwadi Workers would be done through Incremental Learning Approach (ILA) having 21 (twenty one) training modules. The ILA breaks down the total learning agenda into small portions of doable actions; as the range of skills and tasks to be learnt is quite substantial. The objective of ILA is to build skilled frontline workers, through a learning-by-doing approach, strengthen supervisory structures and skills through a similar approach, enable coordinated functioning of Anganwadi Services (ICDS) and health programmes to achieve common goals.
- (iii) Electronic Incremental Learning Approach (e-ILA): Another approach adopted under the POSHAN Abhiyaan for capacity building is through Electronic Incremental Learning Approach (e-ILA). The e-ILA software is developed as a comprehensive training and evaluation web-based learning portal for the field workers. This will be in addition to ongoing face-to-face ILA. The e-ILA learning system by transforming the training material to e-learning modules and mobile nuggets would help the Supervisors and AWWs to get trained and certified in the respective areas to function effectively. The website will be hosted at [www.e-ILA.gov.in](http://www.e-ILA.gov.in).

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5. The focus of the training would, *inter-alia*, be on the ICDS-Common Application Software (ICDS-CAS)/Information & Communication Technology enabled Real Time Monitoring (ICT-RTM), Early Childhood Care & Education (ECCE), Community Based Events (CBE), etc.
6. In view of the fact that setting up of Government run AWTCs/MLTCs may require considerable time, the AWTCs/MLTCs run by the NGOs under the supervision of respective State Governments/UT Administrations would continue to impart Induction/Job Training only to newly recruited/promoted Anganwadi Services functionaries till 31<sup>st</sup> March, 2019.
7. Accordingly, it is requested to take appropriate action in this regard.

Yours faithfully,



06.07.2018

(मनोज कुमार/MANOJ KUMAR)

Under Secretary to the Government of India

**Copy to:**

- (i) Directors (Anganwadi Services/ICDS) in all States/UTs.
- (ii) Director, National Institute of Public Cooperation & Child Development (NIPCCD), 5, Siri Institutional Area, August Kranti Marg, Hauz Khas, New Delhi.