

File No. ICDS-17/1/2023-ICDS TRAINING
Government of India
Ministry of Women and Child Development
(Training Division)

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New Delhi 110001
Dated 13th March, 2024

To

Principle Secretary/Secretary, In-Charge of ICDS of all States/UTs

Subject: Administrative approval for allocation/sanction of funds for Training of State Level Master Trainer and Anganwadi Workers under Poshan Bhi Padhao Bhi Initiative - Reg

Sir/Madam

I am directed to say that HMWCD has launched Poshan Bhi Padhai Bhi initiative on 10th May 2023, with an objective to improve the quality of education in the Anganwadi Centres, along with the focus on nutrition. A letter in this regard was sent on 21st June 2023. Training will be imparted through a two tier system, wherein NIPCCD will train close to 40,000 State Level Master Trainers (SLMT), who will then train over 13 Lakh Anganwadi Workers (AWWs). Training is being imparted by NIPCCD through its Headquarters and Regional Centers. A detailed concept note and Facilitator's Guidebook for training is at **Annexure I & II** respectively.

2. It is to inform that training to SLMT and AWWs will be done in a round wise manner from F.Y. 2023-24 to 2025 -26. State wise Anganwadi Workers to be trained during current financial year and allocation of funds for the same is attached at **Annexure III**. State/UTs may plan and carry out the training expeditiously so as to ensure coverage of all Anganwadi Workers for better delivery of services in an Anganwadi Centre. The following action are needed to be done at State/UT level:

- i. Appointment of a nodal officer (not below rank of Director) for ECCE training at State and District level. If nodal officer has already been appointed, the same may be informed.
- ii. Identification of training venues such as Panchayat Bhawans, Govt Schools, Krishi Vigyan Bhawan, DIET Centres etc. Efforts may be made to make training provisions at locations which are easily accessible for Anganwadi Workers to reach.
- iii. Identification of AWWs and SLMT to be trained in current F.Y and prepare their training schedule.

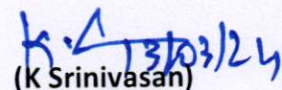
K.P.
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3. Since the duration for completion of training for the current FY is from November, 2023 to March, 2024 and the current FY is already coming to close, NIPCCD and some of the States/UTs might have already completed some of their Trainings and therefore, the States are informed that the overall cost of training should be kept within the prescribed cost estimates . and , inter-se flexibility of cost norms within the total cost approved may be adopted, if required, and States . It is therefore requested that the concerned officials may be advised to take immediate steps for training of AWWs at the earliest. State ICDS Directors may coordinate with the concerned Regional Director/Deputy Director of NIPCCD Regional Centers (Bangalore, Guwahati, Indore, Lucknow, Mohali) for implementation of training schedule.

4. The funds for the 'Training Component' would be released from the AWS (General Component) Head of Account and therefore, before actual release of funds, States are required to ensure compliance of SNA instructions so as to ensure there is no delay in release of funds for 'Training Component'.

5. This issues with approval of the competent authority.

Encl: As above.


(K Srinivasan)

Under Secretary to Govt. of India
Email: ksrinivasan.89@ nic.in

Copy to,

1. **Director NIPCCD**
2. **Deputy Secretary (Poshan), MWCD**
3. **Directors/Commissioners dealing with Anganwadi Services in all the States/UTs**

Detailed Paper on
Poshan Bhi Padhai Bhi
ECCE Training of Anganwadi Workers

18 January 2024



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Executive Summary

Poshan Bhi Padhai Bhi is an initiative under Saksham Anganwadi and Mission Poshan 2.0 scheme, for improving the quality of early childhood care and education (ECCE) delivered through the Anganwadi system. In alignment with the new National Education Policy 2020, it envisions an Anganwadi system with “high-quality infrastructure, play equipment, and well-trained Anganwadi workers/teachers”. The Ministry of Women and Child Development constituted a Task Force on ECCE, whose recommendations were the outcome of exhaustive consultations with State governments, experts and most importantly parents and community. Based on the recommendations, Poshan Bhi Padhai was launched on 10th May 2023 by Honourable Minister for Women and Child Development Smt. Smriti Zubin Irani.

This project aims to promote early stimulation for children aged 0-3 years and Early Childhood Care and Education (ECCE) for children aged 3-6 years, including Divyang children, through the training of Anganwadi Workers. **Two rounds of training will be conducted from 2023-2026, i.e. covering all CDPOs, Supervisors as well as Anganwadi Workers in the country twice. Training will be delivered through a two-tier model, whereby the National Institute of Public Cooperation and Child Development (NIPCCD) will train state level master trainers (SLMTs that is CDPOs and Supervisors), who will go on to train the Anganwadi Workers.** SLMTs will include Supervisors, Child Development Project Officers (CDPOs) and others, thereby increasing awareness of the importance of ECCE and nutrition across the system.

A play-based, activity-based learning pedagogy will be deployed, covering ECCE and Nutrition, i.e. Poshan Bhi, Padhai Bhi. There will be two rounds of coverage of all CDPOs, Supervisors and Anganwadi functionaries, over 2.5 years.

Round 1

- All SLMTs (CDPOs, Supervisors and Additional Resource Persons) will be **trained for 2 days** to deliver this training, either in person or online. Round 1 will be completed by April 2025.
- Round 1 **will also cover 3-day in-person training of Anganwadi Workers** on ECCE in a broad way. The 3-day training covers curriculum and pedagogy, including domains of development, activities and structures at the AWC and assessment tools and techniques. Curricular structure is linked to cognitive skills, physical, language and literacy, socio-emotional and cultural/aesthetic domains, as per National Curriculum Framework for Foundational Stage 2023. Anganwadi Sewikas will use different types of teaching-learning material like toys, puzzles and manipulatives, learning through physical exploration etc. at the Anganwadi centers. It will include an introduction to care for children aged 0-3 years and Divyang children

Round 2

As the training will be more detailed, covering new areas like age-wise stimulation plans for children and disability-wise early signs and inclusion activities, **all SLMTs will be trained again for 2 days. Round 2** will be completed by April 2026.

- Round 2 will include **2-day in-person training of Anganwadi Workers**, providing in-depth understanding of early stimulation for the period of 0-3 years, and strategies for screening and inclusion of Divyang children. Training materials will include physical and digital forms, i.e. a

Facilitator Guidebook, an Anganwadi Worker Booklet, Powerpoint Presentations for Trainers, and videos for trainer preparation and Anganwadi worker concept refreshers after the training is completed. Monitoring will be conducted through tech-based registration and assessments, physically in-person and via post-training feedback calling, through the help of a project team of consultants.

Total project cost for 3 years from 2023 to 2026 is estimated at Rs. 476.05 crore.

Project Budget Summary (2023-2026)		
Budget heads		Amount (INR Crore)
State Level Master Trainers training	(1525 batches @ 2,90,000 per batch of 40 participants)	44.23
Anganwadi Workers Training	(13190 batches @ 1,85,000 per batch of 100 participants and 13179 batches @ 1,35,000 per batch of 100 participants)	421.93
Project Management and Training Materials	(Monitoring, Materials and Team)	9.90
Total		476.05

The expected year-wise outputs for training under PBPB is given in the table below.

	Year	Time period	Physical Output - Functionaries Trained			Financial Outlay
			AWW	SLMT	Total functionaries	INR Crore
Round 1	1	Nov 23 - Mar 24	460,548	10,561	471,109	95.46
	2	Apr 24 - Mar 25	855,262	19,033	874,295	176.01
Round 2	3	Apr 25 - Mar 26	1,315,810	29,594	1,345,404	204.59
Total						476.05

1. Introduction

1.1 Background

Mission Saksham Anganwadi and Poshan 2.0 is an Integrated Nutrition Support Programme, together with early childhood care, that serves to strengthen and modernize the Anganwadi system. Around 13.9 lakh operational centers across the country currently provide both nutrition and education to close to 10 crore beneficiaries, including around 8 crore children under the age of 6, forming one of the world's largest public provisioning systems for early childhood care.

The Ministry of Women and Child Development is committed to ensure holistic development of all children under the age of 6, with a focus on building their skills in the key development domains identified under the National Education Policy 2020 (NEP): physical/motor, cognitive, socio-emotional-ethical, cultural/artistic, and the development of communication and early language, literacy and numeracy. NEP outlines the delivery of ECCE through 3 channels: standalone and co-located Anganwadi Centres, Balvatikas for age 5-6 years and private pre-schools. It envisions an Anganwadi system with “high-quality infrastructure, play equipment, and well-trained Anganwadi workers”. It forms the national policy framework within which ECCE operates.

To improve the quality of early childhood care and education through the Anganwadi system, the Ministry constituted a Taskforce on ECCE in March 2022, which provided a report in August 2022. One key recommendation, emerging from exhaustive consultations with State governments, experts and most importantly parents and community, was the need for capacity building of Anganwadi Workers on ECCE.

On 10th May 2023, Ministry of Women and Child Development (MWCD) launched Poshan Bhi Padhai Bhi (PBPB) Programme, as an initiative under Mission Poshan 2.0, with an objective to improve the quality of education in the Anganwadi centers along with the focus on nutrition. Capacity Building of Anganwadi Workers is envisioned as the first step in transforming the Anganwadi into a Learning Centre having high-quality infrastructure, play equipment and well trained Anganwadi workers.

Under this programme, MWCD has planned in-person training workshops for the Anganwadi workers (AWW) across the country. AWW training will be conducted by the Child Development Project Officers (CDPOs) and Supervisors, who are all functionaries of Saksham Anganwadi and Mission Poshan 2.0. CDPOs, Supervisors etc. will be trained as State Level Master Trainers (SLMTs) by the National Institute of Public Cooperation and Child Development (NIPCCD) through its five Regional Centres. SLMT training will be conducted in-person and through online channels.

1.2 Problems to be addressed

The Anganwadi System already serves more than 8.5 crore children aged 0-6, through close to 14 lakh centers operating under 7075 projects. Beneficiaries include 4.30 cr children aged 3-6 Years and 4.17 cr aged 6 Months - 3 Years, as per [Poshan Tracker](#). Therefore, **51-62% of all Indian**

children in the age group 0-6 years are already being served by the Anganwadi system¹. AWC enrolment in rural India has risen between 2018 and 2022 (57.1% to 66.8% of 3-year-olds, and 50.5% to 61.2% of 4-year-olds), including shifts from private and other pre-primary provisions to the Anganwadi system, as per [ASER 2022](#).

There is no baseline data regarding the quality of early childhood care and education provided through the Anganwadi system. However, through consultations of the ECCE Task Force and discussions with States, it is clear that the capacity of Anganwadi workers on ECCE can be further enhanced.

2. Aims and Objectives

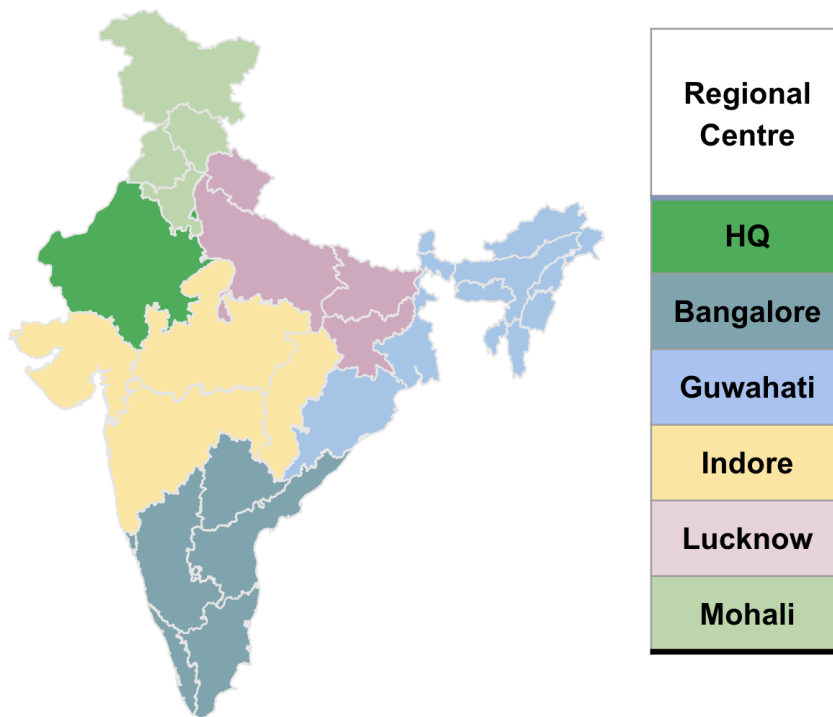
- To promote early stimulation for children aged 0-3 years and Early Childhood Care and Education for children aged 3-6 years, including Divyang children.
- To develop the capacities of Anganwadi workers with a basic understanding of the ECCE curriculum and pedagogical approaches, to enable them to provide high-quality play-based ECCE at the last mile.
- To enable Anganwadi Workers to focus on the domains of development (physical and motor, cognitive, socio-emotional-ethical, cultural/artistic), and the development of Foundational Literacy and Numeracy (FLN), as well as related assessments.
- To reinforce Anganwadi workers' understanding on nutrition, including Poshan 2.0 and Saksham Anganwadi, innovations in Poshan, Poshan Tracker, feeding practices, SAM/MAM management, micronutrient deficiencies etc.

3. Implementation Model

3.1 Strategy

NIPCCD has been entrusted with Capacity Building of ICDS functionaries under Poshan Bhi Padhai Bhi through its Headquarters based at New Delhi and its Five Regional Centres across the country. Functionaries of Anganwadi Services Scheme under Saksham Anganwadi and Mission Poshan 2.0 will be covered as per the map below.

¹Projected population estimate of children age 0-4 in the country in 2021 is 11.42 cr, and age 5-9 is 11.76 cr suggesting that the overall number of children aged 0-6 in the country is approximately 13.5 cr (MoHFW 2020). Census 2011 lists 16.4 crore for children aged 0-6 years.



A Two Tier Implementation Model, i.e. training cascade, will be followed throughout the Country.

Two Tier Training Implementation Model for PBPB			
Tier 1	Training of State Level Master Trainers (SLMTs) by NIPCCD HQ and RCs	~40,000	Hybrid - Online and In-person
Tier 2	Training of Anganwadi Workers (AWWs) by SLMTs	~13.1 lakh	In-person

Poshan Bhi Padhai Bhi Training will cover all Anganwadi functionaries once in Year 1 and Year 2 as a basic ECCE and Nutrition training, i.e. Round 1, and then once again in Year 3 for deeper detailed training, i.e. Round 2.

- Round 1 will cover the basic training on ECCE curriculum and pedagogy, including domains of development, activities and structures at the AWC and assessment tools and techniques. It will also cover the importance of addressing malnutrition, micronutrient deficiencies, SAM/MAM management etc.
- Round 2 will cover in depth training of home-based care for children aged 0-3 years and strategies for screening and inclusion for Divyang children.

Round wise coverage in 3 years						
Rounds	Year	Time period	Percentage coverage of functionaries	AWW	SLMT	Total functionaries
Round 1A	1	Nov 23 - Mar 24	35% of AWW and SLMT	460,548	10,561	471,109
Round 1B	2	Apr 24 - Mar 25	65% of AWW and SLMT	855,262	19,033	874,295
Round 2	3	Apr 25 - Mar 26	100% of AWW and SLMT	1,315,810	29,594	1,345,404

Note: Selection of 35% and 65% of AWWs during Round 1 in Year 1 and Year 2 will be based on State by State nominations, across all States. Therefore, in Round 1a, 35% of all AWWs across the country will be trained, comprising 35% of all AWWs in every State. Absolute numbers are estimated based on available data regarding in position functionaries from APIP May 2023. On ground position and numbers are expected to change.

S No.	Details	Units	Round 1	Round 2
			Nov 23 - Mar 25	Apr 25 - Mar 26
Tier 1	AWW batch size	No of participants	100	100
	AWW batch duration	No of Days	3	2
	AWW batch mode	Mode	In-person	In-person
Tier 2	SLMT batch size	No of participants	40	40
	SLMT batch duration	No of Days	2	2

S No.	Details	Units	Round 1	Round 2
			Nov 23 - Mar 25	Apr 25 - Mar 26
	SLMT batch mode	Mode	In-person and Online	In-person and Online

Tier 1: 2 Day Training of State Level Master Trainers (SLMTs)

Tier 1 involves training of ~40,000 State Level Master Trainers (SLMTs), comprising CDPOs, Supervisors & State-Nominated Additional Resource Persons, through NIPCCD Headquarters and five Regional Centres. They will be trained for 2 days, in a hybrid model comprising both online and offline (in person) training.

As per latest APIP 2022-2023 data from MWCD, details of the total number of functionaries in position is presented in table below.

a. No. of CDPOs In Position	4,887
b. No. of Supervisors in position	32,667
c. State-Nominated Additional Resource Persons (766*4, four per district)	3,064
Total No. of Tier 1 SLMTs (a+b+c)	40,618
a. No. of SLMTs trained offline (40 per batch)	29,576 (73%)
b. No. of SLMTs trained online	11,042 (27%)

Considering 40 participants per batch, a total of ~1,000 batches would be required to be trained for covering 40,618 SLMTs. However, in order to optimize the hybrid training model and faculty capacity, it is envisioned that ~73% will be trained offline (~770 batches) and remaining ~27% online shall be trained online. Offline batches will remain at 40 persons per batch, while online training batches may vary in size.

- **In-person:** NIPCCD would cover the in-person training through its five Regional Centres in Bengaluru, Guwahati, Indore, Lucknow and Mohali, and headquarters in Delhi.
- **Online:** Online training sessions will be conducted by each Regional Centre as per feasibility, simultaneously with the offline training. No additional budget will be required for this component as open source platforms and pro bono partnerships will be utilized.

State-wise breakdown of SLMTs Training to be carried out by NIPCCD Regional Centres is placed at **Annexure- 1**.

Tier 2: 3 Day training of Anganwadi Workers (AWWs)

In Tier 2, State Level Master Trainers (SLMTs) will train Anganwadi Workers. The three day in-person training for AWWs will be implemented by States and Districts, with support from NIPCCD Headquarters and respective Regional Centres. The day-wise Programme Schedule for Round 1 is placed at **Annexure-2**. The summarized data for AWWs Training is as given below:

- Total No. of AWW in position in the Country- **13,15,810**
- Total No. of AWW batches (100 AWW per batch)- **13,179²**

State-wise Estimates for Round 1 Tier 2 are given at **Annexure-3**.

Pilot Training in 10 Utkarsh Districts of India

Pilot Training has been ongoing since 11th July 2023, to test the training content and implementation model in the 10 Utkarsh Districts. State Level Master Trainer as well as Additional Resource Persons have been trained in person in all Utkarsh Districts. Anganwadi Workers training in these pilot districts were to be undertaken, but due to budget constraints, they have not yet been undertaken. SLMTs, i.e. Tier 2, training has started in a number of additional States and districts. A total of 46 training batches, covering 1400+ State Level Master Trainers from 15 States and 79 districts.

The objectives of the pilot were:

1. To assess the effectiveness of:
 - a. The training content of the 3 Day AWW training and 1 Day State Level Master Trainer Training, in terms of planning, delivery, level etc.
 - b. Institutional arrangements for project rollout, such as logistics planning by State and District Nodal officers, inclusion of other officials for in-person monitoring
 - c. Technological arrangements such as projector, audio/video, online forms
2. To determine improvements for incorporation into the full project implementation.

Pilot Outcomes: To improve the feasibility of the implementation strategy, based on the pilot, revisions have been made to the monitoring formats, assessment questionnaires, Tier 1 batch size, definition of rounds, budget and overall project timelines. Training material and training techniques have also been tested and refined.

² Batching of AWWs has been calculated at the state level, by dividing the sum of in-position AWWs by 100 and then rounding up. This leads to a higher number of batches (13,179) which is more accurate than simply dividing the country-wide total (13,158).

3.2 Target Beneficiaries

Poshan Bhi Padhai Bhi aims to build capacities of Anganwadi Workers, Supervisors and CDPOs, in order to promote early stimulation for children aged 0-3 years and Early Childhood Care and Education (ECCE) for children aged 3-6 years, including Divyang children. The Anganwadi system caters to close to 8.5 crore children aged 0-6 years.

Identification and Nomination of SLMTs:

States have been requested to nominate 4 State Level Master Trainers per ICDS project (1 CDPO & 3 Supervisors) as well as 4 Additional Resource Persons per district for in person training, while remaining will be covered online.

CDPO & Supervisors: Per ICDS project, 1 CDPO & 3 Supervisors may be identified for offline training. All CDPOs must be trained offline. Supervisors and Senior Supervisors, who have been previously trained, or have prior experience in conducting training may also be prioritized for offline training. In case any project has less than 4 personnel suitable for nomination for offline SLMT training, substitutions may be made from other projects with more available personnel.

Additional Resource Persons: States are requested to nominate at least 4 Additional Resource Persons per district. Additional resource persons must include all DPOs and District Nodal Officers (DNOs) for ECCE and Poshan. In addition, States may choose to include existing ECCE and Poshan trainers, District Disability Centres, DIETs, other ICDS functionaries like Block Coordinators etc, PMUs, other development/technical partners etc. These resource persons may be utilized to deliver particular sessions where required, and for in-person monitoring of the AWW training batches.

4. Project Management and Training Materials

4.1 Roles and Responsibilities for Scheme Implementation

Roles & Responsibilities in organizing AWW Training Programme		
Level	Officials	Roles & Responsibilities
Centre	NIPCCD HQ and RCs	<ul style="list-style-type: none"> • Preparation of project proposal • Preparation of training materials • Implementation of SLMT training • Monitoring of SLMT and AWW training • Coordination with State ICDS Departments
	ICDS Division, MWCD	<ul style="list-style-type: none"> • Disbursement of funds to States for AWW Training and checking of utilization certificates
	Poshan PMU	<ul style="list-style-type: none"> • Review of training materials
	Proposed PBPB Project Team	<ul style="list-style-type: none"> • 5 Regional Coordinators (One at each NIPCCD Regional Centre) • Project Coordinator • M&E Coordinator • Communications Consultant • Financial Consultant • Data Analyst x 3 • Call Center Executive x 4 (2 English, 2 Hindi)
State	State ICDS Director	<ul style="list-style-type: none"> • Overseeing the training planning and implementation together with NIPCCD Regional Centre Joint Director/Deputy Director
	State Nodal Officer for ECCE and Poshan	<ul style="list-style-type: none"> • Reporting to Central team • Coordinating with NIPCCD Regional Centre team • Preparing and implementing state-level planning • Coordinating District level planning • Arranging Additional Resource Persons • Overseeing/preparing Batching of AWWs and allocation of Course Directors and Facilitators
District	District Magistrate	<ul style="list-style-type: none"> • Facilitating and monitoring District-level planning and implementation, particularly including venues, AV arrangements and materials

Roles & Responsibilities in organizing AWW Training Programme		
Level	Officials	Roles & Responsibilities
	DPO, District Nodal Officers for ECCE and Poshan, District Nutrition Committee	<ul style="list-style-type: none"> ● Implementing district-level planning ● Monitoring district-level implementation and reporting to DM and State ● Ensure availability of laptop, projector and speaker system for AWW training batches in suitable venue ● Arranging Additional Resource Persons ● Preparing Batching of AWWs and allocation of Course Directors and Facilitators
Block and Batch	<p>Course Director for each batch of AWW Training</p> <p>(CDPOs may be considered as the first option. If CDPO is unavailable, CDPO of another project, additional resource person, Supervisor or other suitable person may be appointed.)</p>	<ul style="list-style-type: none"> ● Organizing and overseeing the whole 3-day programme, including logistics and technical content ● Ensuring availability of training banners and training materials, including Facilitator Guidebook, AWW Booklet, videos, PPTs, list of ECCE materials as shared etc., refreshments etc. ● Coordinating and managing Facilitator Team, including allocating session responsibilities between themselves, and conducting the sessions for all three days ● Administering online registration & pre/post training assessment ● Capturing photos and videos of the training and sharing with State and Central teams ● Filling the online Facilitator Reflection Form at the end of Day 3
	SLMT Team of Facilitators for each batch of AWW training	<ul style="list-style-type: none"> ● Managing the batch of 100 AWWs ● Conducting the training activities outlined in the Facilitator Guidebook, i.e. 3 days, 12 sessions, 40 activities ● Administering online registration & pre/post training assessment under supervision of course director ● Capturing photos and videos of the training ● Answering questions of AWWs ● Filling the online Facilitator Reflection Form at the end of Day 3
	Tech Assistant	<ul style="list-style-type: none"> ● To operate PPTs and videos on laptop and projector ● To assist with administration of online registration, pre-training assessment and post-training assessment

Roles & Responsibilities in organizing AWW Training Programme		
Level	Officials	Roles & Responsibilities
	MTS	<ul style="list-style-type: none">• General assistance

4.2 Monitoring Framework and Arrangements

Monitoring of the project is envisioned based on the following framework and modes of data collection.

Output and Outcomes Monitoring Framework		
	Monitoring Indicator	Data Collection Mechanism
Activities/ Outputs	<ol style="list-style-type: none"> 1. Date of training 2. Number of participants 3. Number of programmes 4. Number of States 5. Number of Districts <p>Disaggregated by designation, gender, category and educational qualifications</p>	Form 1: Registration Form
Outcomes	<ol style="list-style-type: none"> 1. Knowledge level change before and after the training 2. Confidence in delivering training 3. Usefulness of our training programme <p>Disaggregated by State, designation, gender, category and educational qualifications</p>	<p>Form 2: Pre training assessment</p> <p>Form 3: Post training assessment</p>

Collection of Monitoring Data

- i. **Tech-based:** Three forms will be used: registration, pre-training assessment, post-training assessment, as provided in **Annexure-6**. Open Source platforms and pro bono partnerships will be used for tech-based monitoring, with appropriate safeguards.
- ii. **In Person:** In order to monitor the Tier 2 AWW training successfully, NIPCCD faculty and staff and State-Nominated Additional Resource Persons will be deployed to monitor 10% of the AWW training batches in-person. It is estimated that Rs. 25,000 will be spent per batch for in-person monitoring. In-person

monitoring data will be collected using the monitoring format provided in **Annexure-7**.

- iii. **Multimedia:** States will be requested to send photographs and videos of the training programmes conducted to the central PBPB team.
- iv. **Inbound and Outbound calling:** It is envisioned that a toll free number existing with NIPCCD will be utilized as a PBPB training helpline, through 4 call center executives who will operate in English and Hindi. Inbound calling will be used to answer questions raised by functionaries regarding the training, and outbound calling will be used to monitor training implementation on a sample basis.

b. Analysis and reporting

- i. Analysis of the data generated through the monitoring forms and in person monitoring, including photographs etc, will be compiled into appropriate reports. Data will be fully anonymized before public reporting.
- ii. As NIPCCD faculty will be visiting States to conduct and monitor training regarding ECCE, the project will also include documentation of the use of indigenous toys, local toys, low-cost/no-cost teaching-learning materials, games, play materials, folklore, stories, plays (nukkad natak etc), lullabies (for 0-3 years), etc. as requested under PM’s National Action Plan for Toys. Reporting on these activities will be included as well.

Through the pilot, different technology options like Google Forms, Survey CTO, Survey Monkey etc have been tested for registration and assessments. It was found that pro bono partnerships may be leveraged for the building of fresh technological tools for registration and assessments at scale. Digitized content delivery, particularly videos, may also be undertaken, together with upload to Youtube for ease of access.

4.3 Finance

Project Budget Summary (2023-2026)		
Budget heads		Amount (INR Crore)
State Level Master Trainers training	(1525 batches @ 2,90,000 per batch of 40 participants)	44.23
Anganwadi Workers Training	(13190 batches @ 1,85,000 per batch of 100 participants and 13179 batches @ 1,35,000 per batch of 100 participants)	421.93
Project Management and Training Materials	(Monitoring, Materials and Team)	9.90
Total		476.05

Year 1 (November 2023 - March 2024)		
Budget heads		Amount (INR Crore)
State Level Master Trainers training	(281 batches @ 2,90,000 per batch of 40 participants)	8.15
Anganwadi Workers Training	(4623 batches @ 1,85,000 per batch of 100 participants)	85.53
Project Management and Training Materials	(Monitoring, Materials and Team)	1.78
Total		95.46

Year 2 (April 2024 - March 2025)		
Budget heads		Amount (INR Crore)
State Level Master Trainers training	(487 batches @ 2,90,000 per batch of 40 participants)	14.12
Anganwadi Workers Training	(8567 batches @ 1,85,000 per batch of 100 participants)	158.49
Project Management and Training Materials	(Monitoring, Materials and Team)	3.39
Total		176.01

Year 3 (April 2025 - March 2026)		
Budget heads		Amount (INR Crore)
State Level Master Trainers training	(757 batches @ 2,90,000 per batch of 40 participants)	21.95
Anganwadi Workers Training	(13179 batches @ 1,35,000 per batch of 100 participants)	177.92
Project Management and Training Materials	(Monitoring, Materials and Team)	4.72
Total		204.59

4.4 Time Frame

Timeline and Activities for PBPB Year 1				
S.No	Activity	Time Frame	Online/ Offline	Venue
1.	SLMT Training in Pilot Districts	July - August, 2023	Hybrid Mode both Online & Offline	At NIPCCD HQs and its Regional Centres and Vertical Mode in States
2.	Anganwadi Workers Training in Pilot Districts	September 2023 onwards	Offline in person training	At Block & Village Level (States to fix venues)
3.	Advocacy of PBPB through Poshan Maah	September, 2023	Hybrid Mode both Online & Offline	In States by NIPCCD Faculty & Staff
4.	Compiling Lessons from Pilot Districts, finalizing Training Modules, Budget approvals etc.	September to October 2023		At NIPCCD HQ
5.	SLMT Training across the Country	August to March, 2023	Hybrid Mode both Online & Offline	At NIPCCD HQs and its Regional Centres and Vertical Mode in States
6.	Anganwadi Workers Training across the country	December 2023 to March, 2024	Offline in person training	At Block & Village Level (States to fix venues)

Year 2 and Year 3 operational planning will be done with annual work plans.

5. Outcomes

As this is a training project for functionaries of Saksham Anganwadi and Mission Poshan 2.0, there is no baseline data. Success of the project is measured by the following three key outcome indicators:

Outcome	Outcome Indicator
Improved knowledge levels among Anganwadi Workers, Supervisors and CDPOs, regarding ECCE (importance, curriculum, pedagogy, domains and assessments) and nutrition (Poshan Tracker, feeding practices, SAM/MAM management, micronutrient deficiencies)	1. Knowledge level change before and after the training
Improved capacity among Anganwadi Workers, Supervisors and CDPOs in delivering training and education	2. Confidence in delivering training/ECCE
Effective training for frontline workers on education and nutrition for children aged 0-6 years	3. Usefulness of our training programme

6. Other Considerations

1. **Evaluation:** As Poshan Bhi Padhai Bhi is an initiative under Saksham Anganwadi and Mission Poshan 2.0, independent evaluation would be conducted for the umbrella CSS as a whole.
2. **Environmental Impact:** No Environmental Impact is expected since no construction or creation of new assets is being conducted.
3. **Cost Benefit Analysis:** No cost benefit analysis has been conducted as this is a social sector project.
4. **Risk Analysis:** No risk analysis is deemed to be required.

7. Annexures

Annexure-1: Details of State Level Master Trainers Programme under PBPB

NIPCCD Regional Centers	States covered	Year 1		Year 2		Year 3	
		SLMTs to be trained in-person	SLMT batches in-person	SLMTs to be trained in-person	SLMT batches in-person	SLMTs to be trained in-person	SLMT batches in-person
Regional center Bengaluru	Karnataka, (UT) Lakshadweep, Puducherry (UT), Andhra Pradesh, Goa, Kerala, Tamil Nadu, Telangana	2,076	56	3,710	95	5,786	150
Regional center Guwahati	Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Odisha, Sikkim, Tripura, West Bengal	2,043	56	3,639	95	5,682	147
Regional center Indore	(UT) Dadra and Nagar Haveli & Daman and Diu, Madhya Pradesh, Chhattisgarh, Gujarat, Maharashtra	2,424	62	4,460	113	6,884	174
Regional center Lucknow	(UT) Andaman and Nicobar Islands, Uttar Pradesh, Bihar, Jharkhand, Uttarakhand	2,495	65	4,551	115	7,046	179
Regional center Mohali	(UT) Chandigarh, Haryana, Himachal Pradesh, (UT) Ladakh, Punjab, (UT) Jammu & Kashmir	902	26	1,522	40	2,424	62
NIPCCD HQ - Delhi	(UT) Delhi, Rajasthan	621	16	1,151	29	1,772	45
Total		10,561	281	19,033	487	29,594	757

Note: These are estimated numbers based on available data regarding in position functionaries from APIP May 2023. On ground position and numbers are expected to change.

Annexure-2: PBPB Training Programme Schedule

Day 1: Padhai
Session 1: Introducing Poshan Bhi Padhai Bhi Session 2: Introduction and Developmental Areas in ECCE Session 3: Activities for ECCE in each AWC Session 4: Structures for ECCE in each AWC
Day 2: Poshan
Session 5: Addressing Malnutrition: SAM, MAM and Micronutrient Deficiencies among Children Session 6: Importance of Nutrition for Children (0-6 years) Session 7: Growth Monitoring and Poshan Tracker Session 8: Parental Engagement and Community Mobilization
Day 3: Poshan Bhi Padhai Bhi
Session 9: Divyang Children - Screening, Inclusion and Strategies Session 10: Home Visits and Caregiver Training Session 11: Learning Monitoring and Assessment Session 12: States Best Practices: Changing the perception of AWC as Learning Centre

Annexure-3: State-wise estimates for organizing Round 1 Tier 2 AWW Training

S.No.	State/UT	Center: State Pattern	In Position AWWs	No. of AWW Batches (100/batch)	Total Budget per State (in ₹ lakh)	Total Central Share (in ₹ lakh)	Total State Share (in ₹ Lakh)
1	Arunachal Pradesh	NE/ Himalayan States (including J&K) 90:10	6,225	63	126	113	13
2	Assam		61,978	620	1,240	1,116	124
3	Jammu & Kashmir		27,511	276	552	497	55
4	Manipur		11,473	115	230	207	23
5	Meghalaya		5,895	59	118	106	12
6	Mizoram		2,244	23	46	41	5
7	Nagaland		3,980	40	80	72	8
8	Sikkim		1,308	14	28	25	3
9	Tripura		9,931	100	200	180	20
10	A & N Islands	UT without legislature 100:0	719	8	16	16	0
11	Chandigarh		444	5	10	10	0
12	Dadra & N Haveli and Daman & Diu		405	5	10	10	0
13	Ladakh		1,109	12	24	24	0
14	Lakshadweep		59	1	2	2	0
15	Andhra Pradesh	States/UTs with legislature 60:40	54,512	546	1,092	655	437
16	Bihar		1,12,094	1,121	2,242	1,345	897
17	Chhattisgarh		50,345	504	1,008	605	403
18	Delhi		10,123	102	204	122	82
19	Goa		1,227	13	26	16	10
20	Gujarat		52,244	523	1,046	628	418
21	Haryana		23,965	240	480	288	192
22	Himachal Pradesh		18,688	187	374	224	150
23	Jharkhand		37,645	377	754	452	302

S.No.	State/UT	Center: State Pattern	In Position AWWs	No. of AWW Batches (100/batch)	Total Budget per State (in ₹ lakh)	Total Central Share (in ₹ lakh)	Total State Share (in ₹ Lakh)
24	Karnataka		64,605	647	1,294	776	518
25	Kerala		33,115	332	664	398	266
26	Madhya Pradesh		95,470	955	1,910	1,146	764
27	Maharashtra		1,05,511	1,056	2,112	1,267	845
28	Odisha*		72,990	730	1,460	876	584
29	Puducherry		780	8	16	10	6
30	Punjab		25,437	255	510	306	204
31	Rajasthan		59,823	599	1,198	719	479
32	Tamil Nadu*		44,441	445	890	534	356
33	Telangana		33,807	339	678	407	271
34	Uttar Pradesh		1,65,740	1,658	3,316	1,990	1,326
35	Uttrakhand		14,445	145	290	174	116
36	West Bengal		1,05,522	1,056	2,112	1,267	845
	Total - Round 1		13,15,810	13,179	26,358	16,626	9,732

Annexure II: Facilitator Guidebook

The Facilitator guidebook can be accessed at the given link - <https://drive.google.com/file/d/1FJTmtIPwTCJMQynvY6BRh2o4UhDL7PEc/view?usp=sharing>

- a. State/UT wise no. of AWWs to be trained during current F.Y. 2023-24 and allocation of funds for the same is as under:

S No.	State/UT	Central share percentage	No. of AWWs In Position Updated APIP	No of AWW proposed to be covered during 2023-24	No. of AWW Batches (100/batch)	Total budget (in Lakhs)	Central Share (In Lakhs)	State Share (In Lakhs)
1	Andhra Pradesh	60%	54,512	19,080	191	353.00	211.80	141.20
2	Bihar	60%	1,12,094	39,233	393	727.00	436.20	290.80
3	Chhattisgarh	60%	50,345	17,621	177	327.00	196.20	130.80
4	Goa	60%	1,227	430	5	9.00	5.40	3.60
5	Gujarat	60%	52,244	18,286	183	339.00	203.40	135.60
6	Haryana	60%	23,965	8,388	84	155.00	93.00	62.00
7	Jharkhand	60%	37,645	13,176	132	244.00	146.40	97.60
8	Karnataka	60%	64,605	22,612	227	420.00	252.00	168.00
9	Kerala	60%	33,115	11,591	116	215.00	129.00	86.00
10	Madhya Pradesh	60%	95,470	33,415	335	620.00	372.00	248.00
11	Maharashtra	60%	1,05,511	36,929	370	685.00	411.00	274.00
12	Odisha	60%	72,990	25,547	256	474.00	284.40	189.60
13	Punjab	60%	25,437	8,903	90	167.00	100.20	66.80
14	Rajasthan	60%	59,823	20,939	210	389.00	233.40	155.60
15	Tamil Nadu	60%	44,441	15,555	156	289.00	173.40	115.60
16	Telangana	60%	33,807	11,833	119	220.00	132.00	88.00
17	Uttar Pradesh	60%	1,65,740	58,009	581	1075.00	645.00	430.00
18	West Bengal	60%	1,05,522	36,933	370	685.00	411.00	274.00
19	(UT) Delhi	60%	10,123	3,544	36	67.00	40.20	26.80
20	Puducherry (UT)	60%	780	273	3	6.00	3.60	2.40
21	Himachal Pradesh	90%	18,688	6,541	66	122.00	109.80	12.20
22	(UT) Jammu & Kashmir	90%	27,511	9,629	97	179.00	161.10	17.90
23	Uttarakhand	90%	14,445	5,056	51	94.00	84.60	9.40
24	(UT) Andaman and Nicobar Islands	100%	719	252	3	6.00	6.00	0.00
25	(UT) Chandigarh	100%	444	156	2	4.00	4.00	0.00
26	(UT) Dadra and Nagar Haveli & Daman and Diu	100%	405	142	2	4.00	4.00	0.00
27	(UT) Ladakh	100%	1,109	389	4	7.00	7.00	0.00
28	(UT) Lakshadweep	100%	59	21	1	2.00	2.00	0.00
29	Arunachal Pradesh	90%	6,225	2,179	22	41.00	36.90	4.10
30	Assam	90%	61,978	21,693	217	401.00	360.90	40.10
31	Manipur	90%	11,473	4,016	41	76.00	68.40	7.60
32	Meghalaya	90%	5,895	2,064	21	39.00	35.10	3.90
33	Mizoram	90%	2,244	786	8	15.00	13.50	1.50
34	Nagaland	90%	3,980	1,393	14	26.00	23.40	2.60
35	Sikkim	90%	1,308	458	5	9.00	8.10	0.90
36	Tripura	90%	9,931	3,476	35	65.00	58.50	6.50
	Total		13,15,810	4,60,548	4623	8556.00	5462.90	3093.10

Note: Funds will be released in the SLS linked with the General Component of Saksham Anganwadi and Poshan
2.0. Funds will be released to State/UT based fulfilment of SNA compliance.

K. S. 13/03/24

(b) **Component wise cost for State Level Master training (SLMT):** The per batch cost for each SLMT training with an average Batch Size strength of 40 participants will be Rs. 2,90,000/-. Component wise breakup is as under:

S. No.	Head of Accounts	Cost for both Round 1 & 2 (in Rs)
a	TA for Participants (@Rs. 5000/- per person)	2,00,000
b	Boarding - Snacks, Tea, Water, Lunch (@Rs 400 per person per day for 4 days- including 1 day before and 1 day after)	64,000
c	Kit (Training Material, Bag/Folder) and Stationery (pen, writing pad) for participants (@Rs. 500/- per person)	20,000
d	Contingency including banner printing	6,000
	Total cost for training for 1 batch	2,90,000

(c) **Component wise cost for training of AWWs:** The AWWs will be trained in 2 Rounds . Round 1 training will be for 3 days and Round 2 training will be for 2 days. The average batch strength in both the rounds will be 100. Component wise break up is as under:

S. No.	Head of Accounts	Cost - Round 1 (in Rs)	Cost - Round 2 (in Rs)
a	Training Hall (Rent @Rs 4000 per day) [in case no AWTC/MLTC is available]	12,000	8,000
b	Boarding - Snacks, Tea, Water, Lunch (@ Rs 300 per person per day)	90,000	60,000
c	Kit (Training Material, Bag/Folder) and Stationery (pen, writing pad) for participants (@ Rs. 300 per person per day)	30,000	30,000
d	TA for Anganwadi Worker within Districts (Rs. 150 per person per day)	45,000	30,000
e	Contingency including banner	8,000	7,000
	Total cost for training for 1 batch	1,85,000	1,35,000

K. L. 13/03/21