

Orientation Training for Frontline worker (Outreach Worker, House Father, House Mother, Care Givers & Volunteers) of Institution

Five Working Days



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Content

I. Introduction

- Syllabus for Orientation Training of Frontline workers
- Rationale
- Job Responsibilities of Frontline workers
- Objectives
- Programme Coverage
- Expected Outcomes
- Programme Curriculum

Introduction

India is home to almost 19 percent of the world's children. More than one third of the country's population, around 440 million, is below 18 years. According to one assumption 40 percent of these children are in need of care and protection, which indicates the extent of the problem. In a country like India with its multicultural, multi-ethnic and multi-religious population, the problems of socially marginalized and economically backward groups are immense. Within such groups the most vulnerable section is always the children. For the Ministry of Women and Child Development the challenge is to reach out to the most vulnerable and socially excluded child of this country and create an environment wherein, not only is every child protected, but s/he also has access to opportunities and education for her/his all round growth and development

India's commitment to the child as enshrined in its Constitution and several other national and international legal instruments which are binding on the nation is not adequate to address the problems of numerous children in difficult circumstances despite existence of various programmes and policies therein. Moreover, the Government of India has also ratified the United Nation Convention on the Rights of the Child (UNCRC) in 1992, which prescribes standards to be adhered to by all State parties in securing the best interest of the child. It emphasizes social integration of child victim, without resorting to judicial proceedings.

(Study on Child Abuse, India 2007, Ministry of Women and Child Development Government of India).

The Ministry of Women and Child Development has been dealing with a variety of child protection schemes which include Programme for Juvenile Justice, An Integrated Programme for Street Children, Childline Service, ShishuGreh Scheme, Scheme for Working Children in Need of Care and Protection, Rajiv Gandhi National Creche Scheme for Children of Working Mothers and Pilot Project to Combat Trafficking of Women and Children for Commercial Sexual Exploitation. An examination of these schemes has revealed major shortcomings and gaps in the infrastructure, set-up and outreach services for children. This also reveals that a large number of issues have been either partially addressed or not at all covered. These issues include the girl child, sex selection and female foeticide, child marriage, child labour, child domestic workers, child trafficking; commercial sexual exploitation of children and child pornography, children affected by HIV/AIDS, urban children in distress/difficult circumstances, children in disaster situations, children affected by substance abuse etc.

Therefore, considering these facts and various gaps, the Ministry of Women and Child Development launched a Scheme, namely, the **Integrated Child Protection Scheme (ICPS)** by merging the components of three existing Schemes – *A Programme for Juvenile Justice*; *An Integrated Programme for Street Children (including Childline Services)*; and *Scheme of Assistance to Homes (ShishuGreh)* for children to promote in-country adoption along with some new interventions.

The National Institute of Public Cooperation and Child Development as a nodal agency for training and capacity building under ICPS, has the responsibility to organise training programmes for ICPS professionals to facilitate knowledge and skill updation as well as the effective implementation of Juvenile Justice Act and ICPS programme for different stakeholders.

Syllabus for Orientation Training of Frontline Workers (Outreach Workers, House Fathers/House Mothers, Care Givers & Volunteers) of Juvenile Justice Homes

This syllabus has been tailored to orient the **Frontline workers of Juvenile Justice Homes** with a view to orient them with Juvenile Justice System and Integrated Child Protection Scheme (ICPS) along with their respective roles and job responsibilities.

Rationale

Frontline workers of Juvenile Justice Homes play a key primary role in maintaining the discipline, security and safety of the institution effectively and has the responsibility of being readily available as and when required by the juveniles. Hence, comprehensive orientation on Juvenile Justice Act, ICPS, understanding the self- attitude to deal with children, child protection issues, situation analysis of different social problems viz. child labour, child marriage, child trafficking, and child abuse along with legislative support is necessary to ensure effective child protection. It is imperative for **Frontline workers** to develop an in-depth understanding of the implementation framework of Juvenile Justice Act and strategy of ICPS at State level as well as district level. Since they hold responsible positions, they should also be satisfied to the need for networking with Management Committees and District Board. This will not only enable them in effective implementation but also aid in the proper implementation of JJ Act and ICPS.

Roles and Responsibilities of Frontline Workers of Juvenile Justice Homes

1. Handling juvenile with Care, love and affection.
2. Supervision and maintenance of discipline in Juveniles.
3. Maintaining sanitation and hygiene.
4. Daily routine activities to be implemented in an organized manner.
5. Observance and follow up of daily routine.
6. Ensuring quality cleanliness in the premises environment.
7. Prompt action to meet emergencies and informing the authorities concerned.
8. Maintaining minimum standards of care in the Institution.
9. Encouraging children`s active involvement in daily activities
10. Arrangements for water storage, power plant, emergency
11. Careful maintenance of safety arrangements in the home.
12. Ensuring accident and fire preventive measures within the institutional premises.
13. Escorting juveniles in the trips and excursion whenever out of home.

Job Responsibilities of Frontline Workers of Juvenile Justice Homes

Specific Job Responsibilities of Frontline Workers of Juvenile Justice Homes.

1. House Father/House Mother/Care Givers are part of permanent staff of every Institution. Duties, functions and responsibilities :

- i. Handling juvenile with love and affection;
- ii. Taking proper care and welfare of juvenile;
- iii. Maintaining discipline among the juvenile;
- iv. Maintenance, sanitation and hygiene;
- v. Implementing daily routine in an effective manner and ensuring children's involvement;

2. Outreach Workers are an important link at the district level in Child Protection Society. Outreach workers would carry out the following roles and responsibilities:

- i. Shall work as a link between the community and the DCPS.
- ii. Responsible for identifying families and children at risk and in need of support.
- iii. Offer necessary support services.
- iv. Responsible for developing good networking and linkages with the Aganwaadi workers and members of panchayat /local bodies at community and block level.
- v. To encourage volunteerism among the local youth
- vi. Involving the local in the Child protection programme.

Purpose & Objectives of the training

The purpose of training is at both operational and strategic level to achieve better outcomes for the children dwelling in shelter homes, and also provide a fresh way to the Frontline Workers to have a shared understanding on the concept and idea of maintaining shelter homes in an effective way.

1. A shared understanding of the task, processes, principles, roles and responsibilities outlined in Juvenile Justice (Care&Protection) Act 2000 and safeguarding children and promoting their welfare.
2. To sensitize the **Frontline Workers** of Juvenile Justice Homes to the problems of children;
3. Improved Communication and information sharing between the **Frontline Workers** including a common understanding of dealing with children at their best and developing better techniques to deal with a child with love and affection.
4. To sensitise the Outreach workers to enhance their linkage in the community to involve more community youth in the child protection programme.
5. Building effective bridges between the frontline and the children, and training the frontline workers for the same.
6. Enabling sound child focus through creating a child friendly and homely environment.

Programme Coverage

1. To introduce a feeling of being in the juveniles place
2. Imbibe Parenting skills: Inclusion in training the House father/House mother
3. Defining Child, Child Rights, Child Development& Child Protection
4. Understanding and discussing the background of problems children come from. Why do they get here?
5. Techniques for building a *disciplined environment*
6. Juvenile Justice (Care and Protection of Children) Act 2000, its' Amendment Act 2006 & Rules 2007 / State JJ Rules
7. Role, Responsibilities and Functions of Frontline Workers
8. Institutional and Non-institutional Care under J. J Act 2000 and its Amendment Act 2006
9. In Brief about Integrated Child Protection Scheme.
10. Methods of building resilience in children
11. Service Delivery Structures under ICPS
12. Educating Healthy habits in Juveniles: learning for Frontline Workers.

13. Role of CARA, SARA, SAA and ACA in brief.
14. Field Visit to Observation Home + JJB, / Children's Home + CWC; Group Report presentation and discuss
15. Child Care Institutions: Standards & Management
16. Movie based learning programme (MBL)
17. Hygiene and Safety arrangement techniques
18. Team Management (leadership and management, motivation conflict management)
19. Capacity Building of House father/House mother/Outreach workers

Expected Outcomes

The **Frontline Workers of Juvenile Justice Homes** will develop an understanding on:

- a. Understanding the effect of love and care on Juveniles.
- b. Measures for child protection
- c. Enlightening them with the knowledge of Legal support for children as they spend maximum time with the juveniles.
- d. A clear understanding in brief about the Juvenile Justice System works.
- e. In brief about the ICPS and its structures
- f. Role and responsibilities of House Father/House Mother .
- g. Role & Responsibility of Outreach workers to accelerate their involvement.
- h. Formal Care and alternative care in the alignment of ICPS.
- i. Observing the functioning of other Homes through field visit exposure and comparing the same with their own home

Programme Module cum Schedule of Orientation Training of Frontline Workers (Outreach Workers, House Fathers/House Mothers, Care Givers&Volunteers) of Juvenile Justice Homes

Participants: Frontline workers (Outreach Workers, House Fathers/House Mothers, Care Givers) of Juvenile Justice Homes

Duration: 5 days

Time	Topic	Contents	Learning Objectives	Methodology	Expected Outcome
Day-I					
09:00 am – 9.30 am	Registration	<ul style="list-style-type: none"> Registration of participants and distribution of kit. 	-	-	-
9.30-10.00 am	Inaugural Session	<ul style="list-style-type: none"> Welcome and inaugural address. NIPCCD introduction, brief of programme objectives, content coverage and resource persons etc. 	To enable participants to know about NIPCCD, objectives and content of orientation programme and background of the resource person.	Presentation and lecture	Participants develop their understanding about the Institute; They will be aware of the programme objectives, content coverage, resource

					persons of the programme .
10.00 am - 10.10 am	Tea Break				
10.10 am – 10.30 am	Introduction & Pre-training Evaluation	1.Introduction of participants and ice breaking game(s), 2. Getting the ground rules for the training programme. 3.Pre-training evaluation	<ul style="list-style-type: none"> • To assess knowledge level of participants regarding child rights and protection, juvenile justice system and related issues. • To help the participants understand the basic norms to be followed during training program. • Enable participants to know each other 	Games, discussion and pre-training evaluation questionnaire.	<ul style="list-style-type: none"> • Comfortable and eased environment for will be developed for training . • Participants will develop understanding on ground rules of the programme. • Trainers will develop understanding about the

					<p>knowledge level of the participants.</p> <ul style="list-style-type: none"> Participants will familiarise with each other – rapport building.
10.30 am-11.45 am	<p>Welcome Activity Session: To introduce a feeling of being in the juveniles place</p> <p>Imbibe Parenting skills: Inclusion in training the House father/House mother</p>	<ol style="list-style-type: none"> 1. Imagining to stay at someone else's place, Understand juveniles place: Same feeling to be felt by juveniles. (Learning from the game)# 2. What can affect the sense of a child without care: Child Psychology 3. Understanding how can Separation and placement to a home affect the child? 4. Creating a relaxed environment to substitute home care. 5. Understanding Impact of love, care and affection on child psychology <ol style="list-style-type: none"> 1. <i>"You as a parental substitute care in the homes"</i> (Providing Homely atmosphere of love, affection, care, development for children") 2. Positive guidance 3. Disciplinary techniques. 4. <i>Your experience in Children/Observation Homes</i> (Filling the Questionnaire*) 	<p>To provide participants with knowledge how to create a better understanding of attitudes and how they can be changed accordingly</p> <p>Participants will develop insight about their own roles and how to handle the children with care, affection</p>	<p>Presentation, lecture cum discussion</p> <p>Lecture and questionnaire filling.</p>	<p>Participants will develop understanding on how attitudes relate to behavior</p> <p>Participants would familiarize themselves with the importance of their role in giving a</p>

		<ol style="list-style-type: none"> 5. Do`s and Don`ts while handling juveniles. 6. Creation of whole child environment 7. Understanding the few specific losses of children in care home and dealing with it 8. Building safe and nurturing Relationship 9. Importance of giving one to one communication to a juvenile if has committed a mischief 	and love for holistic development by providing a homely environment.		positive spirit and learning to the juvenile.
11:45 am - 1:30 pm	Defining Child, Child Rights, Child Development & Child Protection	<ol style="list-style-type: none"> 1. Define child 2. Difference between an adolescent, child and juvenile 3. Define Child Rights in brief 4. Child development-an outline <ul style="list-style-type: none"> • Cognitive growth(*How does a child think differently from Adults) • Emotional growth • Physical growth • Social growth(Environmental and Interactional influences) • Educational growth • A need to understand <i>“Experience shapes who we are”</i> <ol style="list-style-type: none"> 5. Understanding Child Protection. 	Participants will develop understanding and differences between the terms used a brief understanding of a child's development focusing on how the child thinks in a different way, understanding	Power point presentation, lecture, discussion,	Participants will be acquainted with child rights, child development

			of this later brings him in early adulthood, on issues related.		
1:00 pm - 2:00 pm	Lunch	-	-	-	-
2:00 pm - 4:00 pm	Understanding and discussing the background of problems children come from. Why do they get here?	I) Social problems related to Child (Conceptual background in brief) 1. Crime against children (Socially costly potential outcomes of Maltreatment – “Crime”) 2. Child Maltreatment 3. Child marriage, 4. Child labour 5. Child trafficking, 6. Child abuse, 7. Female foeticide II) Understanding that why do children get here? 1. Neglected 2. Abused 3. Come in Conflict/contact with law 4. Significant mental health need due to drug abuse etc	Participants will be orient and sensitised about child related problems / issues such as Child marriage, Child labour, Child trafficking, Street Children, abandoned/ neglected and their legal provisions for protection of children	PowerPoint presentation, lecture and discussion. Games & Role Play.	Participants will develop better understanding on issues, problems and legal provisions related to children. And to understand the background of problems they come from
4:00 pm - 4:15 pm	Tea				
4:15 p.m. - 5:30 pm	Techniques for building disciplined environment	1. Understanding the term “Discipline” <ul style="list-style-type: none"> • Communication: Get their attention • Good conduct and behavior • Encourage the child • Cease and resist from quarreling and being abusive in the child’s 	Orient them about the main benefits of building a disciplined environment,	PowerPoint presentation, lecture, documentary, discussion and brainstorming.	Participants will develop better understanding on issues that

		<p>presence</p> <ul style="list-style-type: none"> • Teach the child to be respectful and share certain moral values with peers • Encourage the child to do his or her homework of study time on a regular basis, with your help, from time to time • Be kind- remember they have rights as well <p>2. <i>“Punishment is a part of Discipline”</i> detail discussion.</p> <p>3. Understanding that Punishment has its consequences:</p> <p>4. <i>Do`s and Don`ts of Discipline</i></p>	its advantages to their work structure and for the better functioning of the homes and juvenile care and learning		need discipline and its long run affect on the juvenile and the home functioning.
Day-II					
9:30 am - 10.00 a.m.	Recapitulation of Day-I				
10:00 a.m. - 11:30 a.m.	Juvenile Justice (Care&Protection of Children) Act 2000, its' Amendment Act 2006 & Rules 2007 / State JJ Rules	<p>1. Who is a Juvenile?</p> <p>2. Defining the approaches of Juvenile Justice system under Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act 2006</p> <p>3.Understanding the Principles of Juvenile Justice Act</p> <p>4.Briefing about JJ Rules</p> <p>5.Diversion and Restorative Justice in India</p>	To make participants informed about the Juvenile Justice system with special emphasis on the principles, approaches and components of Juvenile Justice Act 2000 and its Amendment Act 2006.	Power point presentation, lecture- cum-discussion and games.	Participants will gain in-depth knowledge of Juvenile Justice System
11:30 a.m. - 11:45 a.m.	Tea	-	-	-	-

11:45 a.m. - 1:00 p.m.	Categories of Children covered under J. J Act <ul style="list-style-type: none"> • Child in Need of Care and Protection (CNCP) • Juvenile in Conflict with Law (JCL) 	1. Definition of Child in need of care and Protection 2. Learning about Identification of Children in need of care and protection. 3. Juvenile in Conflict with law according to Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act 2006. <ul style="list-style-type: none"> a) Why does a child need care and Protection? b) What would be the benefits of providing the child with a safety net? 4. Legal provisions for CNCP and JCL in Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act 2006.	To enable participants to understand the different categories of the children covered under Juvenile justice Act.	Brainstorming, Power point presentation, lecture- cum- discussion.	Participants will enhance awareness on different categories covered under Juvenile justice Act 2000 and its Amendment Act 2006.
1:00 p.m. - 2:00 p.m.	Lunch	-	-	-	-
2:00 p.m. - 3:15 p.m.	Role, Responsibilities and Functioning of Statutory Bodies under JJ Act: Juvenile Justice Boards (JJBs) & Child Welfare Committees (CWCs)	Briefing about <ul style="list-style-type: none"> 1. Juvenile Justice Board 2. Child Welfare Committee 3. Discussion on Role, responsibility of Juvenile Justice Board, Child welfare 4. Committee and Legal Aid Authority. 5. Functioning of Juvenile Justice Board, Child Welfare Committee. 	To enrich the knowledge of participants and develop clarity about the roles, responsibilities and functioning of Juvenile Justice Board, Child Welfare Committee.	Power point presentation, lecture-cum- discussion.	Acquaintance of the participants about role, Responsibilities and Functioning of Special Juvenile Justice Board, Child Welfare Committee.

3:15 p.m. - 4:30 p.m.	Role, Responsibilities and Functions of Frontline Workers	1.Defination of the roles under the JJ Act and ICPS 2.Security measure 3.Supervision and Monitoring 4. Safety Reporting of Juveniles 5.Creation of homely Environment 6.Educating the Community about child protection (Outreach workers)	To enrich the knowledge of participants about the roles, responsibilities and functioning of Juvenile Justice Police Unit and Police.	Power point presentation, lecture-cum-discussion.	Acquaintance of the participants about role, Responsibilities and Functioning of Juvenile Justice Police Unit and Police.
4:30 p.m. - 6:00 p.m.	Institutional and Non-institutional Care under J. J Act 2000 and its Amendment Act 2006	1 .Defining institutions and non-institutions in brief. 2. Outline in brief about institutional and non-institutional care given under J. J Act 2000 and its Amendment Act 2006.	To explain the participants about the guidelines for Institutional and non-institutional care given under J. J Act 2000 and its Amendment Act 2006.	Power point presentation, lecture-cum-discussion.	Participants will increase ability to understand the Institutional and non-institutional care as per the J. J Act 2000 and its Amendment Act 2006.
Day – III					
9.30 a.m. –	Recapitulation of Day-II				

10.00 a.m.					
10:00 a.m. – 11:15 a.m.	Integrated Child Protection Scheme (ICPS)	<ol style="list-style-type: none"> 1. Background, Concept, objectives, guiding Principles and Approaches ICPS. 2. Convergence Frame work for protecting children under ICPS. 3. Target groups under ICPS. 4. Programme activities under ICPS (Care, Support & Rehabilitation services. 	<p>To acquaint the participants about the background, concept, principles, approaches, programme activities and implementation plan under ICPS.</p> <p>To enrich the knowledge level of the participants about ICPS.</p>	Power point presentation, lecture-cum-discussion and games	Participants will be able to get detailed understanding of ICPS.
11:15 a.m. – 11:30 a.m.	Tea	-	-	-	-
11:30 a.m. – 12:45 p.m.	Methods of building resilience in children	<ul style="list-style-type: none"> • Techniques of proper care of Juveniles. • Practicing welfare of Juveniles • <i>Caneless Care building technique</i>.(example cited from Art of living transforms juveniles) 	To develop an understanding in the participants that their initiation can change the mindset of the juveniles towards better life, as they are the closest relation to them in the homes.	Power Point Presentation	Participants would learn that they are the primary relation to spirit the life of the juveniles in the homes.

12:45 p.m. - 1:45 p.m.	Lunch	-	-	-	-
1:45 pm - 3: 00 pm	Service Delivery Structures under ICPS	1.Service delivery structure at National, State and District Level under ICPS 2. Care, Support and Rehabilitation Services. 3.Understanding the role of Outreach workers under the ICPS	To develop clear understanding of the participants on service delivery structure at National, State and District level under ICPS.	Power point presentation with discussion and organogram.	Participants will have better understanding of service delivery structure at National, State and District level under ICPS.
3:00 p.m. - 3:15 p.m.	Tea	-	-	-	-
3:15 pm - 4:30 pm	Educating Healthy habits in Juveniles: learning for Frontline Workers.	1. Basic oral Hygiene, Body Cleanliness training. 2. Basics for maintaining Sanitation 3.Good thinking and habits make an individual: Emphasis on the discussion 4. Methods to make most of the time spent with Juveniles productive for their welfare.	To orient them the facts about hygiene and sanitation going a long way in developing a better safer home for children in need of care	Power point presentation, lecture-cum-discussion and games	Participants will develop clear understand about importance of hygiene and sanitation required in homes.

			and protection		
4:30 pm - 5:30 pm	Role of CARA, SARA, SAA and ACA	1. Role of CARA, SARA, SAA and ACA in Adoption.(in brief)	To explain the participants about procedure of adoption and role of different agencies responsible for adoption.	Power point presentation, lecture-cum-discussion and games	Enriched knowledge of participants about the in-country and Inter-country adoption procedure.
Day- IV					
9:00 a.m. - 5:30 p.m.	Field Visit to Observation Home + JJB, / Children's Home + CWC; Group Report presentation and discussion,	Visiting JJB, CWC, Children / Shelter Home; Observation Home etc to acquaint with the operations, of key personnel, facilities for children, child participation, develop understanding about the supervision in other homes.	To gain understanding of other Homes and JJB / CWC, and comparing with their own homes.	<ul style="list-style-type: none"> • Observation and Interaction with officials of visited institution; Interaction with children; Observation of infrastructure / living conditions, facilities for • basic needs, recreation, outdoor activities, schooling, entry / exit procedures; JJBs / CWCs: Case load, timings, type of cases, child- 	Participants will develop better understanding of the functioning of visited statutory bodies / institutions under the JJ Act, while comparing their own homes supervised.

				friendliness of members, follow-up, role of police (JJB), VO (CWC) etc. Group Reports from participants and discussion	
Day- V					
9.30 a.m. - 10.00 a.m.	Recapitulation of Day-III & IV				
10:00 a.m. - 11:15 a.m.	Child Care Institutions: Standards & Management	1.Type of institutions in brief 2.Standards of Care in Institutions as per State JJ Rules 3.Entry & exit procedures in CCIs for children 4.Child Participation: Committees 5. Briefing about the Child line services.	To learn about the various kinds of CCIs; their role in child care, linkage and responsibility for restoration to parents or other alternative care options, standards of care in CCIs as per JJ Rules, agency management, staffing, child involvement , child line	Lecture/ presentation, discussion	Participants will learn about CCIs, the children as inmates, standards for CCIs and overall management of Homes for children.

			services		
10:00 a.m. - 11:15 a.m.	Movie based learning programme (MBL)	# Documentary for Frontline workers	Creates interests in the topic through Movie based learning programme	Documentary video	Enriched knowledge of participants about the Different scenarios displayed in the movie.
11:15 am - 11:30 am	Tea	-	-	-	-
11:30 am - 01:00 pm	Security, Hygiene and Safety arrangement techniques	<ol style="list-style-type: none"> 1. Fire Safety Techniques & Evacuation method in emergency. 2. Safety from any sharp tools in the premises of home. 3. Timely usage of anti mosquito sprays and DDT. 4. Safe and clean Cooking methods. 5. Regular inspection of any possible escape route, existing or created. 	To enrich the understanding of participants in a fresh way better techniques of safety, security and hygiene	PowerPoint presentation, discussion.	Participants will have better understanding safety techniques and security.
01:00 p.m. - 2:00 p.m.	Lunch	-	-	-	-
2:00 pm - 3:00 pm	Team Management (leadership and management , motivation conflict management)	<ol style="list-style-type: none"> 1. Concept of motivation <ul style="list-style-type: none"> • Direction • Intensity • Persistence • Applying this concept while networking in group and with the children as well. 2. Methods of conflict management 3. Leadership and management 	Soft skill development of the participants.	. Presentation Games Group exercise Role play	Participant will develop soft skill for implementation of scheme

3:00 p.m. - 3:15 p.m.	Tea	-	-	-	-
3.15p m- 3.45p m	Role of Volunteers	1)Motivating Community 2)Rebuilding relation between child in conflict /contact with law and his/her parents 3)Encouraging the family to visit the child in institutional care 4) Working with the other Institutional staff when required. 5) Sharing the experiences with the staff members to ensure a wider dissemination of knowledge.	The participants would develop an understanding about the importance of volunteers	Lecture cum handouts	Redefining and understanding the role of volunteers through handout cum lecture based session.
3:45p m - 4:45 p.m.	Capacity Building of House father/House mother/Outreach workers	1. Decision Making and strategic planning to run the home. 2. Understanding Group work, child psychology, child behavior. 3. Discussing the real challenges in looking after the child, suggesting alternate methods through capacity building. 4. Effective Community Mobilisation techniques (for Outreach workers)	.Decision making learning and solving the problems in an effective way	Presentation, discussion and classroom exercise.	
4:45 pm - 5:30 pm	Programme Evaluation cum valedictory session	1. Post-training evaluation through questionnaire. 2.Feedback of Programme by participants 3. Distribution of Certificates 4.Concluding Remarks by Chief Guest	To assess the improvement in the skill and knowledge level of the participants after completing the training. Presentation	. Questionnaire Presentations & discussion	. Participants will be able to develop clear understanding about their learning's from the

			of Action Plan prepared by participants & discussion thereof Feedback about the programme		training program.
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