

# **Training Module on Orientation Programme for Social Worker of District Child Protection Society (DCPS)**

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**Five Working Days**



**National Institute of Public Cooperation & Child Development 5,  
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## **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".(Study on Child Abuse, India 2007, Ministry of Women and Child Development Government of India)

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.

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

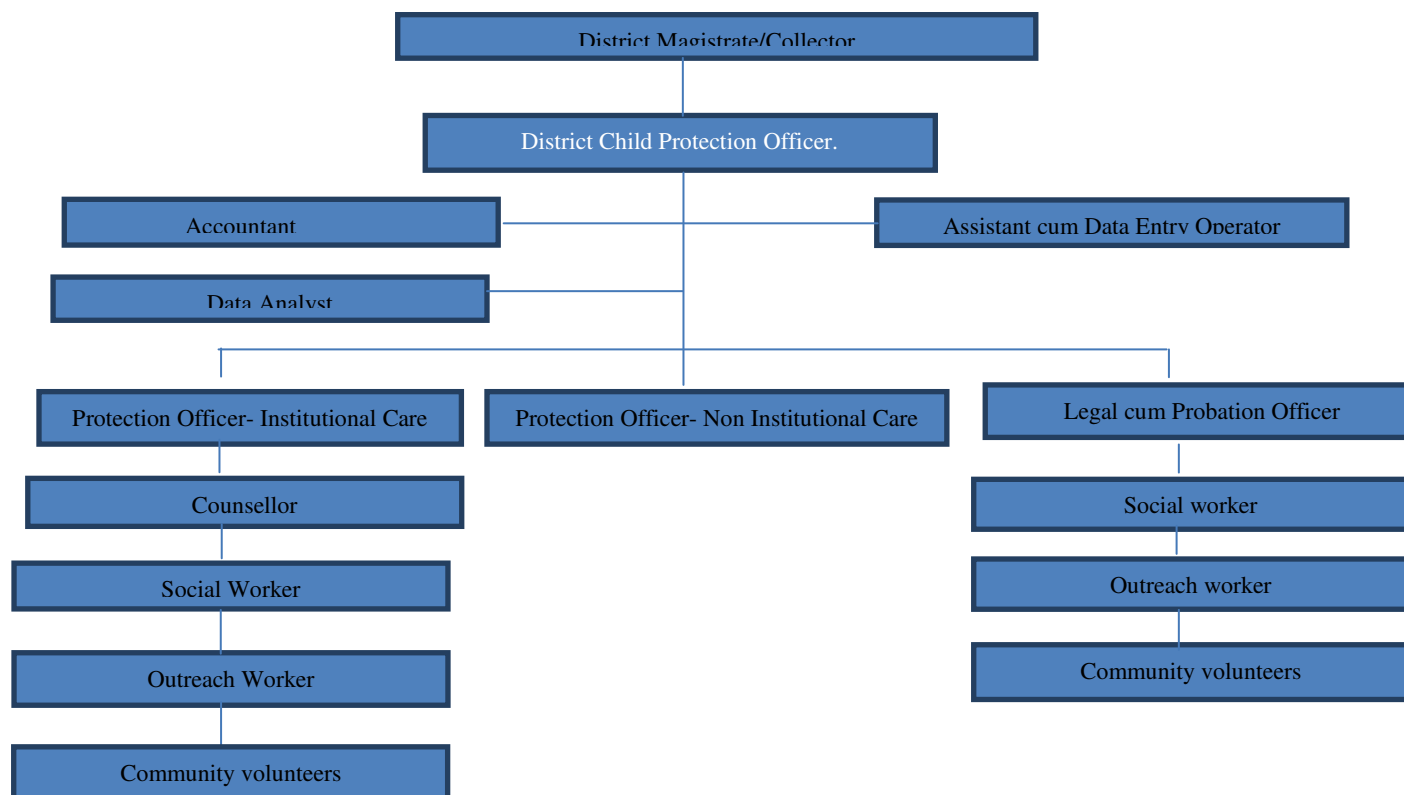
Project to Combat Trafficking of Women and Children for Commercial Sexual Exploitation. An examination of these schemes has revealed major shortcomings and gaps in the infrastructure, set-up and outreach services for children. This also reveals that a large number of issues have been either partially 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.

In order to ensure effective service delivery the ICPS is being implemented in Mission Mode by setting up State and District Child Protection Societies as the fundamental units at State and District levels for the implementation of the scheme. State Adoption Resource Agency (SARA) shall function as a unit under the State Child Protection Society. These Societies are registered under the Societies Registration Act, 1860 and function under the overall supervision and control of the State Governments/UT Administrations. However the District Child Protection Society (DCPS), not necessarily be registered as a separate society under the Societies Registration Act, 1860.

The DCPS coordinates and implement all child rights and protection activities at district level. Some of the specific functions of DCPS are: ensuring effective implementation of child protection legislations in the district, ensuring the Individual Care plan for each child in need of care and protection, identifying families at risk and children in need of care and protection, mapping of available child related services at district, etc. for effective implementation of these functions the DCPS is awarded with a set of human resources along with financial support. The structure of the district society is given as under:

### Structure of District Child Protection Society (DCPS)



The Social Workers under ICPS are expected to provide outreach services of the ICP Scheme under the supervision of Protection Officer (Institutional Care)/Legal cum Probation Officer and District Child Protection Officer. The Social Workers would also be

responsible for coordinating field level activities in their respective area of operation as assigned by the District Child Protection Officer. There are two sanctioned posts of Social Workers at DCPS Level under ICPS, wherein one social worker in the team of Protection Officer (IC) and another in the team of Legal cum Probation Officer. Hence the two types of Social Worker under DCPS are:

1. Social Worker (Institutional Care)
2. Social Worker (Legal cum Probation)

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. As part of its mandate the present training module is prepared by NIPCCD for the master trainers who will further impart the training to Social Workers under ICPS

**The job responsibilities of the both the types of Social Workers** are mentioned below.

#### *Social Worker under Institutional Care (IC)*

The Social Worker (IC) will coordinate and provide assistance to Protection officer (Institutional Care) in implementing the Child Protection Programme and policies relating the children in need of care and protection at district/local level.

#### ***The specific role and responsibilities of a Social Worker shall include:***

- Assist Protection Officer (Institutional Care) in identifying families and children at risk
- Assist PO (IC) to ensure families and children at risk have access to health care, education, vocational skills etc.
- Assist PO (IC) in developing and maintaining a database of children in conflict with law.

- Assist the Protection Officer in enlistment and registration of organizations as Child Care Institutions (CCIs) under the JJ Act, 2000 and its amendment 2006.
- Assist PO (IC) in developing District Child Protection Plan (DCPP).
- Assist PO (IC) in preparing/updating the DistrictResource Directory (DRD).
- Ensure setting up and management of child tracking system.
- Assist in preparing Individual Care Plan.
- Assist in ensuring child participation in all matters.
- Contribute to monthly and annual report of DCPS

#### *Social Worker (Legal cum Probation)*

The social worker under the supervision of Legal cum Protection Officer shall assist in coordinating all the programmes and activities relating to Juvenile in conflict with law.

#### ***The specific role and responsibilities of Social Worker shall include:***

- Assist Protection Officer (Legal) in preparing social investigation report
- Assist PO (Legal) in escorting juveniles to a home/fit person/ fit institution from the JJB.
- Undertaking follow- up visits of juvenile released under supervision and after release
- Liaison / assist in working with voluntary organization for facilitating rehabilitation and social reintegration of juvenile
- Coordinate with District Legal Services Authority and arrange free legal aid services for children/ juveniles.
- Ensure child's participation in management of case

#### *Social Workers under Special Juvenile Police Units*

Apart from the above mentioned roles and responsibilities the social workers shall also assist the SJPU in discharging their duties as and when required.

***The specific role and responsibilities of Social Worker shall include***

- Assist SJPU to ensure that no child/juvenile is tortured or harassed in order to extract information and he or she is not compelled to confess or give testimony.
- Assist SJPU to ensure that the juvenile or child is provided with immediate medical attention, basic needs and a child-friendly atmosphere at the time of contact.
- Assist SJPU to explain to the child/juvenile the allegations against him/her in a simple language and manner that he/she understands clearly.
- Assist/work with SJPU to ensure a congenial environment for the child wherein (s)he talks freely and expresses his emotions/feelings/thoughts
- Assist SJPU to ensure the privacy, dignity and respect of the child when brought to the police station
- Assist SJPU in informing the parent/guardian of the child about taking the child into custody and reasons for the same.
- Make Social Investigation Report through personal interviews etc.
- Prepare Case History of the Juvenile including the socio-cultural and economic background
- Assist the Institutionalized Juvenile in attending the proceedings of JJBs
- Clarify the problems and difficulties of the Juveniles in the institutional life.
- Prepare and Individual Care Plan for the Juvenile to facilitate his/her rehabilitation and reintegration.
- Work with the families of the Juvenile in question for his/her convalescent behaviour.

***Other work***



- Coordinate with Childline services, and other Stakeholders including NGOs, Panchayats / municipal body members, functionaries of developmental schemes (ICDS), designated officer under various laws such as DVA, ITPA, CLPRA, CMA etc.

**Objective of the training programme is to:**

1. Enhance the knowledge base of participants on child rights and child protection issues
2. Expand the knowledge on Juvenile Justice system in India
3. Understand Integrated Child Protection Scheme and its implementation
4. Develop understanding on the specific roles and responsibilities of Social Workers under ICPS
5. Design an intervention plan in their respective work areas
6. Develop techniques of working with children in need of care and protection and juvenile in conflict with law
7. Develop expertise in carrying out vulnerability and resource mapping
8. Understand the importance of convergence of stakeholders/services under ICPS.
9. To develop effective training skills among the participants

**Programme Coverage**

The training programme will cover the following areas:

1. Status of Children in India
2. Understanding Child Psychology
3. Child Rights – National and International Perspective
4. Child Protection – issues and concerns
5. Juvenile Justice System in India

6. Integrated Child Protection System
7. Functioning of Juvenile Justice Board
8. Functioning of Child Welfare Committees
9. Rehabilitation and Reintegration of Juvenile in Conflict with Law and Children in Need of Care and Protection
10. Tools and Techniques of Working the Children
11. Preventive strategies for Children in Need of Care and Protection
12. Need and importance of convergence of services at District Level
13. Implementing child participation

### **Expected Outcome**

#### **After completion of the training programme the participants would be able to**

1. Understand the Integrated Child Protection Scheme completely
2. Update knowledge on Juvenile Justice System in India and other laws and legislations related to children
3. Be able to clarify about their roles and responsibilities in ICPS
4. Learn more about the categories of Children in Need of Care and Protection
5. Develop skills of working with children and family
6. Demonstrate skills of using PLA technique while preparing plans and maps during community work
7. Make an Individual Care Plan
8. Develop preventive strategies like awareness generation programmes, training programme etc.

9. Follow up the rehabilitation and reintegration process of Children in Need of Care and Protection and Juvenile in Conflict with Law.
10. Work with stakeholders as a team member
11. Advocate child rights and child participation

**PROGRAMME SCHEDULE**  
**for**  
**ORIENTATION TRAINING OF TRAINERS OF SOCIAL WORKERS UNDER ICPS**

Participants:	Trainers from NGOs working in the area of child rights and child protection
Duration:	5 Days

Timing	Session	Content	Learning Objectives	Methodology	Expected Outcome
<b>DAY I</b>					
9: 30 AM to 10:45 AM	Registration and Inauguration	<ul style="list-style-type: none"> <li>• Welcome of participants</li> <li>• Introduction about NIPCCD/ Training Organization and its activities.</li> <li>• Welcome Address by Head of Organization.</li> </ul>	<ul style="list-style-type: none"> <li>• To provide an introduction about the Institute/ organization.</li> <li>• Introduction of participants.</li> <li>• Welcome address.</li> </ul>		<ul style="list-style-type: none"> <li>• Participants get basic orientation about the training programme</li> </ul>
10:45 AM to 11:00 AM	<b>Tea Break</b>				
11:00 AM to 12:30 PM	Introduction, Icebreaking and Ground Rules	<ul style="list-style-type: none"> <li>• Introduction of participants</li> <li>• Objective of training programme and expectations from the participants</li> <li>• Introduction to training methodology</li> <li>• Participants expectations</li> <li>• Setting ground rules for training programme</li> <li>• Hostel/Library/ Internet use rules</li> </ul>	<ul style="list-style-type: none"> <li>• To develop a sense of ownership amongst the participants about the training programme</li> <li>• To reduce the participants' inhibitions</li> <li>• To create a congenial and informal environment of learning</li> <li>• Do's and don'ts</li> </ul>	<ul style="list-style-type: none"> <li>• Discussion</li> <li>• Games</li> </ul>	<ul style="list-style-type: none"> <li>• Rapport building</li> <li>• Participants feel comfortable in the situation</li> <li>• Develop a sense of ownership in the programme</li> <li>• Clarity about the programme</li> </ul>
12:30 PM to 1:00 PM	Pre training assessment	<ul style="list-style-type: none"> <li>• Administration of Pre Assessment tools</li> </ul>	<ul style="list-style-type: none"> <li>• To assess the level of knowledge , attitude and skills participants have</li> </ul>	Questionnaire	<ul style="list-style-type: none"> <li>• Assessment of baseline knowledge, aptitude and skills on the issue</li> </ul>
1:00 PM to 2:00 PM	<b>Lunch Break</b>				
2:00 PM to 3:00 PM	Understanding 'Child' and Child Psychology	<ul style="list-style-type: none"> <li>• Who is a child?</li> <li>• What is Child Growth &amp; Development (physical social, mental and psychological)?</li> </ul>	<ul style="list-style-type: none"> <li>• To make the participants aware about the significant developmental changes during childhood.</li> </ul>	<ul style="list-style-type: none"> <li>• Power point</li> <li>• Group work</li> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will be able to comprehend the term 'child' and 'child development' in context of India.</li> </ul>
<b>11   Page</b>		<ul style="list-style-type: none"> <li>• Needs and concerns during childhood</li> <li>• Special needs children</li> </ul>	<ul style="list-style-type: none"> <li>• To explain the developmental needs of children</li> <li>• To explain the repercussions of unmet needs and developments</li> </ul>		<ul style="list-style-type: none"> <li>• Develop an understanding about the reasons behind the problems faced by children in India</li> </ul>

			<ul style="list-style-type: none"> <li>To learn about special needs children</li> </ul>		
3:00 PM to 4:00 PM	Situational Analysis of children in India	<b>Status of Children in India</b> <ul style="list-style-type: none"> <li>Literacy Rate,</li> <li>Health Status,</li> <li>Employment,</li> <li>Missing, violence etc.)</li> </ul> <b>Crimes against Children in India</b> <ul style="list-style-type: none"> <li>Child Marriage,</li> <li>Child Labour,</li> <li>Child Trafficking,</li> <li>Female Foeticide,</li> <li>Special needs children</li> <li>Children in Disaster Situation in India</li> <li>Inter-generation cycle &amp; children</li> </ul>	<ul style="list-style-type: none"> <li>To provide a glimpse of status of children in India in terms of their population, health, educationstatus etc.</li> <li>To explain the vicious circle of crime against children in India.</li> <li>To develop an understanding of correlating various factors responsible interrupted development of children in India.</li> </ul>	<ul style="list-style-type: none"> <li>Discussion</li> <li>Group exercise</li> <li>Power Point</li> </ul>	<ul style="list-style-type: none"> <li>Participant will be able to know the situation of children in India</li> <li>Participants will develop an understanding on the factors responsible for interrupted development of children in India.</li> </ul>
4:00 PM to 4:15 PM	<b>Film show on situation of children in India</b>				
4:15 PM to 4:20 PM	<b>Tea Break</b>				
4:20 PM to 5:30 PM	Understanding Child Rights and related policies, programmes and legislations	<ul style="list-style-type: none"> <li>Why do children need special attention/ rights</li> <li>Constitution of India: article 21 (A), 24, 39 (e) (f) etc. provisions of children under IPC</li> <li>Convention on Rights of the Child</li> <li>Riyadh Guidelines</li> </ul>	<ul style="list-style-type: none"> <li>To orient the participants about the various legal provisions for the protection of children from all forms of exploitations and for development as well.</li> <li>To acquaint the participants about the National Commitment for children</li> </ul>	<ul style="list-style-type: none"> <li>Group exercise</li> <li>Discussion</li> <li>Power point</li> </ul>	<ul style="list-style-type: none"> <li>Develop Understanding on Child Rights</li> <li>Develop an ability to analyse the policies and programmes for children in India</li> <li>Understand the international initiatives on child rights</li> </ul>

		<ul style="list-style-type: none"><li>• SAARC Convention</li><li>• Policies &amp; Legislations related to children e.g. NPA, NCPCR, ITPA, Labour Act, HAMA, JJ Act etc.</li><li>• Review of the existing provisions related to children</li></ul>	<ul style="list-style-type: none"><li>• To sensitize the participants about the important features of international conventions on child rights</li><li>• The participants will be able to analyse the policies and programme related to children.</li></ul>		
5:30 PM to 5:45 PM	<b>Individual Home Assignment</b> <b>(Profile of the area from where participants are coming- approx. population, resources available, vulnerability status etc. and listing of factors leading to a child to commit a crime)</b>				
<b>DAY II</b>					
9:00 AM to 9:10 AM	Feedback & discussion		Collect the home assignment		
9:10 AM to 10:30 AM	Child Protection: Issues and Concerns	<ul style="list-style-type: none"><li>• Definition of Child Protection</li><li>• Need for Child Protection</li><li>• Issues on Child protection: birth registration &amp; right to identity, sexual exploitation of children, violence and neglect, child marriage, child labour etc.</li><li>• Policies and programmes for children</li></ul>	<ul style="list-style-type: none"><li>• To sensitize the participants about the need for child protection</li><li>• To make the participants aware of the issues of child protection</li><li>• To orient the participants about various policies and programmes related to children</li></ul>	<ul style="list-style-type: none"><li>• Case study</li><li>• Power point presentation</li><li>• Discussion</li><li>• Film show</li></ul>	<ul style="list-style-type: none"><li>• Understand what child protection is and its importance</li><li>• Develop an understanding on the need of child protection policy and related procedures</li><li>• Ability to share the knowledge on Child Protection with other trainees/beneficiaries</li></ul>
10:30 AM to 11:30 AM	Salient features of Juvenile Justice (Care and Protection ) Act 2000 and its Amendment Act 2006	<ul style="list-style-type: none"><li>• Principles of Juvenile Justice system</li><li>• Need of the Act</li><li>• History of JJ Act</li><li>• Objectives of JJ Act</li><li>• Beneficiaries of the Act (CNCP, CCL etc.)</li><li>• Salient features of JJ Act</li></ul>	<ul style="list-style-type: none"><li>• To enhance the understanding of the participants about the main features of JJ Act 2000</li><li>• To compare the difference between JJ Act 2000ant its amendment act of 2006</li></ul>	<ul style="list-style-type: none"><li>• Group exercise</li><li>• Discussion</li><li>• Lecture</li><li>• Power point presentation</li></ul>	<ul style="list-style-type: none"><li>• The participants will be able to understand the circumstances for origin and later amendments in the juvenile justice legislations in India</li><li>• The participants will be able to make the difference between the present law and the earlier law of 1986</li></ul>

11:30 AM to 11:45 AM	<b>Tea Break</b>				
11:45 AM to 1:00 PM	Introduction to Integrated Child Protection Scheme	<ul style="list-style-type: none"> <li>• Origin of ICPS</li> <li>• Child protection mechanisms (Child Line Services, CARA, NPCL etc.)</li> <li>• Gaps in child protection services</li> <li>• Objectives of ICPS</li> <li>• Principles of ICPS</li> <li>• Approaches of ICPS</li> <li>• Target groups of ICPS</li> <li>• Convergence framework for protecting children under ICPS.</li> <li>• Target groups under ICPS.</li> <li>• Implementation plan under ICPS.</li> <li>• Organogram of different structures</li> </ul>	<ul style="list-style-type: none"> <li>• To acquaint the participants about the origin of ICPS and its various components</li> <li>• To enhance the knowledge base of the participants ICPS</li> </ul>	<ul style="list-style-type: none"> <li>• Discussion</li> <li>• Group work</li> <li>• PowerPoint presentation</li> </ul>	<ul style="list-style-type: none"> <li>• the participants will develop an understanding of the ICPS</li> </ul>
1:00 PM to 2:00 PM	<b>Lunch Break</b>				
2:00 PM to 3:30 PM	Service Delivery System of ICPS	<ul style="list-style-type: none"> <li>• Programmes &amp; activities under ICPS</li> <li>• Service delivery structure at National , State and District Level</li> </ul>	<ul style="list-style-type: none"> <li>• To enable the participants to understand the structure and service delivery system under ICPS</li> </ul>	<ul style="list-style-type: none"> <li>• Group work</li> <li>• Discussion</li> <li>• Power point presentation</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen the knowledge and awareness about the service delivery system</li> <li>• Ability to share the knowledge in the field.</li> </ul>
3:30 PM to 3:45 PM	<b>Tea Break</b>				
3:45 PM to 5:00 PM	Networking and Coordination with Stakeholders	<ul style="list-style-type: none"> <li>• Need of networking with other organizations</li> <li>• Steps to build and sustain networks- defining goals, objectives, joint action plans etc.</li> <li>• General guidelines for networking –concrete activities, committed</li> </ul>	<ul style="list-style-type: none"> <li>• To enable the participants to plan and coordinate with allied systems</li> <li>• To understand the role of allied departments under ICPS</li> </ul>	<ul style="list-style-type: none"> <li>• Group exercise</li> <li>• PowerPoint</li> </ul>	<ul style="list-style-type: none"> <li>• Develop the ability to work as a team</li> <li>• Understand the working of allied systems which will be helpful in making effective plans for prevention of crime</li> </ul>

		core group etc. <ul style="list-style-type: none"><li>• Role of various departments/ agencies/ organizations in working with children</li><li>• Services provided by allied system</li></ul>			against children
5:00 PM to 5:30 PM	<b>Film Show along with Home Assignment – should be done individually</b> <b>(Prepare a list of children in conflict with and those who need care and protection ,list the reasons why children fall in these categories, methods of identifying these children )</b>				
<b>DAY III</b>					
9:00 AM to 9:30 AM	Discuss the Home Assignment of Day I/ Feedback		Collect the Home Assignment		
9:30 AM to 11:00 AM	Juvenile Justice Board: Working with Children in Conflict with Law	<ul style="list-style-type: none"><li>• Factor responsible for children coming in contact with law</li><li>• Issues related to CCL</li><li>• Role and responsibilities of JJBs (Dos and don'ts )</li><li>• Alternative Justice Mechanisms</li><li>• Diversion</li><li>• Restorative Justice</li><li>• Understanding JJB in relation to working with CCL</li><li>• Institutions for CCL</li><li>• Role of Police/SJPU</li></ul>	<ul style="list-style-type: none"><li>• To acquaint the participants about the working and functions of JJB</li></ul>	<ul style="list-style-type: none"><li>• Group work case studies</li><li>• Discussion</li><li>• Lecture</li><li>• Power point presentation</li></ul>	<ul style="list-style-type: none"><li>• The participants will have accurate knowledge about Child in conflict with law.</li><li>• Participants will be able to draw difference between SBR &amp; SIR</li></ul>
11:00 AM to 11:15 AM	<b>Tea Break</b>				
11:15 AM to 1:00 PM	<b>Child Welfare Committee – Working with Children in Need of Care and Protection (CNCP)</b>	<ul style="list-style-type: none"><li>• Issues/Problems related to CNCP</li><li>• Role of NGOs/ Childline</li><li>• Role and responsibilities of CWCs</li><li>• Non-institutional services<ul style="list-style-type: none"><li>- adoption</li><li>- foster care</li><li>- sponsorship</li></ul></li><li>• Institutions for CNCP</li></ul>	<ul style="list-style-type: none"><li>• To acquaint the participants about the role and functions of CWC</li></ul>	<ul style="list-style-type: none"><li>• Group work based on the case studies</li><li>• Discussion</li><li>• Lecture</li><li>• Power point presentation</li></ul>	<ul style="list-style-type: none"><li>• The participants will be able to make the difference between CCL &amp; CNCP</li><li>• Participants will have accurate knowledge about institutional and non-institutional services</li></ul>



1:00 PM to 2:00 PM	<b>Lunch Break</b>				
2:00 PM to 3:30PM	Planning and Management of a Training Programme	<ul style="list-style-type: none"> <li>• Meaning, definition and objectives of training</li> <li>• Types of training programme s</li> <li>• Steps in planning a training programme : <ul style="list-style-type: none"> <li>• Need of the training</li> <li>• Aims &amp; Objectives of training</li> <li>• Selection of participants</li> <li>• Selection of topics/contents</li> <li>• Selection of training methods and techniques</li> <li>• Implementation of training programme</li> <li>• Evaluation of training programme</li> </ul> </li> <li>• Characteristic of an effective plan</li> <li>• Key points while planning a training session</li> </ul>	<ul style="list-style-type: none"> <li>• To develop the skills of organizing training an effective programme</li> <li>• To make the participants understand about the importance of ‘ Planning’ in training programmes</li> </ul>	<ul style="list-style-type: none"> <li>• Group work</li> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• The participants will be able to organize any training programme with proper planning</li> </ul>
3:30 PM to 3:45PM	<b>Tea Break</b>				
3:45 PM to 5:15 PM	Training Methodology and Techniques	<b>Methods of training</b> <ul style="list-style-type: none"> <li>• Lecture, discussion</li> <li>• FGD</li> <li>• Role Play</li> <li>• Brain Storming</li> <li>• Games, Puzzles</li> </ul> <b>Good trainer- role, qualities and skills</b> <ul style="list-style-type: none"> <li>• Coping with problem participants</li> <li>• Use of effective participatory methods such as ice breakers, communication skills, use of</li> </ul>	<ul style="list-style-type: none"> <li>• To acquaint the participants about various methods and skills required in an effective training programme</li> <li>• To develop the skills of a good trainer</li> <li>• To help the participants to come out of the inhibitions of public speaking</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• Demonstrati on</li> <li>• Mock sessions</li> </ul>	<ul style="list-style-type: none"> <li>• Develop clear understanding about the method of training programme</li> <li>• Develop skills of a good trainers like communication skills, interpersonal skills etc.</li> </ul>

		audio-visual aids etc. • Skills required- leadership, team building etc.			
5:15 PM to 5:30 PM	<b>Home Assignment – Should be done individually (What are the parameters to assess an observation home, special home, children’s homes )</b>				
<b>DAY IV</b>					
9:00 AM to 9:30 AM	Discuss the Home Assignment of Day II/ Feedback		Collect the Home Assignment		
9:30 AM to 11:00 AM	Rehabilitation and Social Re-integration of CNCP & CCL	<ul style="list-style-type: none"><li>• Aftercare Organizations- definition, need and objectives</li><li>• Rehabilitation of CCL &amp; CNCP- importance and techniques</li><li>• Role of stakeholders in rehabilitation</li><li>• Role of stakeholders in rehabilitation</li><li>• Networking and linkages with other agencies and sectors</li></ul>	<ul style="list-style-type: none"><li>• To make the participants aware about after care organisations</li><li>• To acquaint the participants about the importance and techniques of rehabilitation of CNCP &amp; CCL</li><li>• To make the participants understand about the role of stakeholders in rehabilitation of children in need of care and protection</li></ul>	<ul style="list-style-type: none"><li>• Discussion</li><li>• Power point presentation</li></ul>	<ul style="list-style-type: none"><li>• The participants will be able to understand the different methods of rehabilitation of CNCP and CCL</li><li>• Develop an understanding about the roles played by stakeholders in rehabilitation of CNCP &amp; CCL</li></ul>
11:00 AM to 11:15AM	<b>Tea Break</b>				
11:15 AM to 1:00 PM	Identification of families at risk and children in need of care and protection	<ul style="list-style-type: none"><li>• What is risk?</li><li>• Methods of risk identification</li><li>• What does ‘Families at Risk’ means?</li><li>• Indicators to assess the families at risk</li><li>• Factors and sources of risk</li><li>• Collection and compilation of database on children of the respective area</li><li>• Identification of causes of vulnerability for families and</li></ul>	<ul style="list-style-type: none"><li>• To acquaint the participants about the ways of identifying families at risk</li><li>• To teach the methods and techniques of identification of families at risk</li></ul>	<ul style="list-style-type: none"><li>• Documentary</li><li>• Discussion</li><li>• Case study</li><li>• Power point</li></ul>	<ul style="list-style-type: none"><li>• Learning of methods and techniques of identifying families and children at risk.</li></ul>

		children			
1:00 PM to 2:00 PM	Lunch Break				
2:00 PM to 5:00 PM	Field Visit (use the previous day home assignment) Home Assignment (should be done individually) Report of the field visit				
DAY V					
9:00 AM to 9:30 AM	Discussion on the field visit/ Experience sharing		Collect Home Assignment		
9:30 AM to 11:00 AM	Methods of working with Children in Need of Care and Protection and Juvenile in Conflict with Law	<ul style="list-style-type: none"><li>• Intake interview</li><li>• Initial assessment</li><li>• Family &amp; Child tracing</li><li>• Case planning</li><li>• Networking with NGOs</li></ul>	<ul style="list-style-type: none"><li>• To develop the skills of working with children individually and with family</li><li>• To teach the method of family tracing</li></ul>	<ul style="list-style-type: none"><li>• Role play</li><li>• Discussion</li><li>• Documentary</li><li>• Power point presentation</li></ul>	<ul style="list-style-type: none"><li>• The participants will understand the process of dealing with children and apply the same in the field</li><li>• Understand the method of family tracing</li></ul>
11:00 AM to 11:15 AM	Tea Break				
11:15 AM to 1:00 PM	Communicating with Children	<ul style="list-style-type: none"><li>• Interview skills</li><li>• Counselling skills</li><li>• Listening</li><li>• communication</li></ul>	To develop the case work skills	<ul style="list-style-type: none"><li>• Role play</li><li>• Discussion</li><li>• Power point presentation</li></ul>	The participants will be able to take individual interviews of CNCP & CCL to understand their issues effectively
1:00 PM to 2:00 PM	Lunch Break				
2:00 PM to 3:30 PM	District Child Protection Plan including vulnerability and resource mapping	<ul style="list-style-type: none"><li>• What is a plan</li><li>• Components of plan (demographic profile of children of the area, educational status, problems faced by children, services available etc)</li><li>• Techniques of preparing a plan (FGDs, observations, questionnaire, PLA etc)</li><li>• What is mapping of</li></ul>	<ul style="list-style-type: none"><li>• To make the participants aware about the importance of an intervention plan while working with children in conflict with law or children in need of care and protection</li><li>• To teach the techniques of vulnerability mapping and resource mapping</li></ul>	<ul style="list-style-type: none"><li>• Group work</li><li>• Power point presentation</li></ul>	<ul style="list-style-type: none"><li>• Participants will be able to make a comprehensive prevention plan of situations leading to exploitation and abuse.</li><li>• They will be able to prepare of map of services so that in case of emergency they can be availed at the shorted</li></ul>

		vulnerabilities <ul style="list-style-type: none"> <li>• Use of mapping</li> <li>• Mapping of vulnerable families by using PLA techniques</li> </ul>			possible time. <ul style="list-style-type: none"> <li>• To exchange the knowledge in other training programmes</li> </ul>
3:30 PM to 3:45 PM	<b>Tea break</b>				
3:45 PM to 4:45 PM	Post training Assessment	<ul style="list-style-type: none"> <li>• Sound knowledge of laws and legislations for children</li> <li>• Clarity of the terms used under the JJ Act</li> <li>• Clarity on the important provisions of the JJ Act</li> <li>• Clarity about the roles and responsibilities of various officials under ICPS</li> <li>• Development of skills of working with children</li> </ul>	<ul style="list-style-type: none"> <li>• To assess the effectiveness of training programmes in terms of knowledge and skills gained by the participants</li> </ul>	Questionnaire	<ul style="list-style-type: none"> <li>• The facilitator of the programme will come to know the usefulness of the programme in term of knowledge gained by the participants</li> </ul>
4:45 PM to 5:30 PM	<b>Valedictory session</b>				