Training Module on Orientation Programme for Programme Managers of State Child Protection Society (SCPS)

Six Working Days

National Institute of Public Cooperation & Child Development 5, Siri Institutional Area, Hauz Khas, New Delhi-110 016

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.

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 Programme Managers of State Child Protection Society (SCPS)

This syllabus has been tailored to orient the newly recruited Programme Managers appointed for 'Child Protection', 'Training and IEC'; programme Officers at the State Child Protection Society (SCPS) 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

Programme Managers in the State Child Protection Society (SCPS) play a key role in effective implementation of ICPS in the concerned State. Hence, comprehensive orientation on child protection issues, situation analysis of different social problems viz. child labour, child marriage, child trafficking, female foeticide, girl infanticide and child abuse along with legislative support is necessary to ensure effective child protection. It is imperative for Programme Managers to develop an in-depth understanding of the implementation framework 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 and partnership with other stakeholders including CSOs, NGOs, Academic Institutions, credible leaders and elected representatives etc. This will not only enable them in effective implementation but also aid in monitoring ICPS at the State level.

Functions of Programme Managers of SCPS

1. Child Policy and strategy development

2. Information building and technical support

3. Partnership management

4. Advocacy and networking

5. Planning, monitoring and evaluation

6. Programme management

7. Ensuring quality of services

8. Representation, leadership, mentoring

9. Others

Job Responsibilities of Programme Managers of SCPS

1. Develop and manage Child Protection Management Information System (CPMIS)

2. Initiate action to develop a website / web-based information on missing & found children

3. Liaison and Coordinate with National, Regional, State level agencies to leverage issues of child protection as well as forge partnership for working children.

4. Maintain contact and liaison with allied system Departments in order to realise child-friendly systems in the State

5. Mapping of areas prone to child trafficking, child labour, child abuse etc. Develop and update a State Resource Directory of institutions and resources for child protection

6. Facilitate incorporation of child protection as a curricular subject at Graduate and Post Graduate Programmes of Colleges / Universities in order to address future manpower requirements of the State

7. Maintain upto date information on children in the State. Forge lies & encourage educational institutions, colleges, universities and other academic bodies and CSOs to work on emerging / challenging issues concerning children

8. Adapt / Develop and implement monitoring systems

9. Ensure that SCPS procedures and practices are in tune with legal requirements and confirm to the administrative rules and regulations of State Govt.

10. Identify and develop performance assessment measures and key indicators for both (i) programme implementation / service delivery and (ii) personnel associated with ICPS

11. Interpret, identify and implement legislative responsibilities by initiating / drafting / facilitating appropriate policies / actions for approval of competent authority

12. Prepare and execute service agreements for all personnel of associated with ICPS in line with State Government rules and regulations for such appointments

13. Initiate and associate with recruitment and selection of staff as required

14. Manage / enable management of allocated resources whether capital, revenue or otherwise

15. Represent SCPS in planning, negotiation and development of services with other agencies.

16. Forge liaison with other line departments such as Railways, Industry, Trade & Commerce, Rural Development, Urban Affairs, Tourism, Legal Affairs, Home Affairs, Education, Health & Family Welfare and information & Broadcasting.

17. Develop and implement Knowledge Management strategy in consultations with academic institutions / Universities in the State in order to collate, document and sustain learning on the job by staff.

18. Synergise Public-Private Partnership (PPP) in the area of child protection

19. Identify and facilitate collaboration or sponsorship with corporate houses / philanthropists to broad base implementation of ICPS

20. Any other work as assigned by the Competent Authority

Specific Job Responsibilities of Programme Manager (Training, IEC and Advocacy)

In addition to the above, the job responsibilities of Programme Manager (Trg, IEC & Advocacy) are as follows:

1. Develop a State Training Plan for all functionaries connected with child protection;

2. Adapt the training materials developed by NIPCCD or other agencies with local content, innovations and good practices with a view to enhance learning and replication in other areas.

3. Develop or collaborate with State / national institutions / academic institutions / universities / colleges / media agencies etc for developing IEC material.

4. Develop and / or network / link with National / Regional Resource portals (for eg. Nutrition Resource Platform – NRP) etc relevant to child protection and act as State Information clearing house by regular / periodic updation of data, research, reports and other relevant information including audio / video materials, advocacy materials etc.

5. Linkages with Childline India Foundation (CIF), school advocacy programme, Usage of local media technique for child protection.

Objectives

a. To sensitize the PMs to the problems of children;

b. To develop a clear understanding among Programme Managers about Juvenile Justice System in the context of ICPS along with its mechanism at various levels in State; and

c. To develop a State Plan of Action for implementation of ICPS as per the State Mandate

Programme Coverage

a. International Instruments including UNCRC and India's commitment in the context of child protection;

b. Policies relating to children – NPC, 1974 / 2011(expected), NPAC 2005, National Charter for Children 2003, other National Policies on nutrition, population, education, health etc.;

c. Programmes / Schemes for children – Integrated Child Protection Scheme (ICPS)

d.   Problems / Challenges faced by children- viz. Child marriage, Child Trafficking, Child Labour, female feticide and girl infanticide and Child Abuse, child beggary, children affected by HIV/AIDs etc

e.   Legal provisions concerning children; NCPCR / SCPCR – Introduction & role

f.   Juvenile Justice (Care and Protection of Children) Act 2000, Amendment Act 2006-its Rules 2007/State Rules as notified.

g.   The need and importance of coordination and cooperation between various stakeholders, such as judiciary, police, administration, CSOs, NGOs, Media, parents and children themselves etc.

h.   Role of NGOs, PRIs, CSOs etc. in Chid Protection

i.   Family and Community based Care Strategies challenges, models and plan for implementation

j.   Monitoring and evaluation strategy under ICPS implementation,

k.   Capacity building and documentation and synergies with State level institutions, NIPCCD, CIF, MWCD etc

l.   Adoption – legal provisions guidelines, institutions (CARA / SARA, ACA, SAA), practices, case law etc

m.   Dealing with children, listening & communication with children; child psychology, child development

n.   Managing adolescents and children - Counselling and guidance

o.   Advocacy, media and interface with citizens

p.   Grant-in-Aid to NGOs Procedures, Processing and Management of Project Proposals

Expected Outcomes

The Programme Managers will develop an understanding on:

a. Measures for child protection

b. Legislative cover for children

c. Juvenile Justice System

d. ICPS & its components; Service delivery structures etc.

e. Role and responsibilities of functionaries under ICPS including Programme Managers

f. Formal Care and alternative care in the alignment of ICPS

g. Concept and need of IEC, capacity building and advocacy

h. Importance of building effective liaison between the service providers in the alignment of ICPS

i. Role of different stakeholders

j. Monitoring and evaluation under ICPS.

Programme Module cum Schedule of Orientation Training of Programme Managers

(Child Protection /Training / IEC and Advocacy)

State Child Protection Society (SCPS)

Participants: Programme Managers – SCPS

Duration: 6 days

Time	Topic	Contents	Learning Objectives	Methodology	Expected Outcome
Day-I					
09:00 am – 9.30 am	**Registration**	• Registration of participants and distribution of kit.	-	-	-
9.30-10.00 am	**Inaugural Session**	• 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.
10.00am - 10.10 am	Tea Break				
10.10 am – 10.30	**Introduction & Pre- training**	• Introduction of participants and ice breaking game(s),	• To asses knowledge level	Games, discussion and pre-	• Comfortable and eased environment

am	Evaluation	• Setting the ground rules for the training programme. • Pre-training evaluation	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	training evaluation questionnaire.	for will be developed for training. • Participants will develop understanding on ground rules of the programme. • Trainers will develop understanding about the knowledge level of the participants. • Participants will familiarise with each other – rapport building.

			. • Enable particip ants to know each other		
10.30 am- 11.45 am	**Situation Analysis of Children in India**	1. Global situation of children • Children dying globally(Unicef Data) • Globally Children underweight and malnourished. • Percentage of children aged 5-14 years across the globe in child labour. • Percentage of children 2-14 years experiencing violence globally. • Understanding the spread of child labour through map, through Continent spread (UNICEF) • Data of Child trafficking globally • Globally children in Justice systems(A knowledge of children around the globe in pre-sentence detention and post–conviction detention.(UNICEF)	Participants will develop insight about the situation of children globally in different situations and challenges faced by children for their holistic developmentall y	Presentation, discussion	Participants will develop understanding on the current situation of children in India along with Global and SAARC scenario of children.

		2. Indian scenario of children • Population of children in India • Adolescent Population in India • Birth Registration of children in India • Status of health of children in India • Orphaned children due to all causes in India(Data -Unicef) • Status of child education,	Participants will develop insight		

		3. Vital statistics on children in India; Census data; information & data by UNICEF
		
		4. Situation of children in SAARC
		
		     • SAARC Abbreviation, Objectives and Principles.
		
		     • Children of primary school age living in SAARC countries
		
		     • Estimate of children who donot go to school
		
		     • Major reasons for non-enrolment of children in primary schools in SAARC countries.
		
		5. Problems of vulnerable children
		
		     • Define who is a vulnerable child?(UNICEF views)
		
		     • Factors of Vulnerability
		
		          a. Age within age,
			about the situation of children in India and challenges faced by children for their holistic developmentally		

		b. Physical disabilities,			
		c. Mental disability			
		d. Provocative behavior,			
		e. Powerlessness,			
		f. Defenselessness			

		• List the various protection issues concerning children.
		
		   a. Abuse and violence
		
		   b. Street children
		
		   c. Children living with AIDS
		
		   d. Child in armed Conflict
		
		   e. Girl child
		
		   f. Child Marriage
		
		   g. Children with disabilities
		
		   h. Children affected by substance abuse
		
		   i. Missing children
		
		   j. Child labour			

		k. Child beggars			
		l. Child Trafficking			
		m. Children of Scheduled Caste and Scheduled tribes			
		n. Children in Poverty			
		o. Children without Parental care			
		p. Children in Conflict with law			

11:45 am - 1:30 pm	**Child Rights and its Implication**	1. Definition of a child
		
		• Difference between an adolescent, child and juvenile
		
		• Understanding the concept of Child development.
		
		   a. Cognitive growth (*How does a child think differently from Adults)
		
		   b. Emotional growth
		
		   c. Physical growth
			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	Power point presentation, lecture, discussion, brainstorming.	Participants will be acquainted with child right issues and its implementation.

		d. Social growth (Environmental and Interactional influences) e. Educational growth f. A need to understand *"Experience shapes who we are"* 2. Understanding Child Protection, rights perspective: Shift to rights-based approach • What is Child protection? • A brief knowledge about which countries also have the Child protection rights(just naming them to be aware) 3. Understanding child rights in the context of ICPS 4. UNCRC & Optional protocols; Beijing Rules, Riyadh Guidelines, CEDAW, Hague Convention etc	way, understanding of this later brings him in early adulthood, on issues related to child right; Know key International Instruments – UNCRC& Optional protocols; Beijing Rules, Riyadh Guidelines, CEDAW, Hague Convention etc.		

1:00 pm - 2:00 pm	Lunch	-	-	-	-

2:00 pm - 4.00 pm	**Current child protection issues, problems and challenges**	1. Social problems related to Child (Define &Conceptual background in brief)
		
		    a. Crime against children(Socially costly potential outcomes of Maltreatment –"Crime")
		
		    b. Child Maltreatment
		
		    c. Child marriage,
		
		    d. Child labour
		
		    e. Child trafficking,
		
		    f. Child abuse,
		
		    g. Female foeticide
		
		2. Child Destruction
		
		(Child destruction is the crime of killing an unborn but viable fetus; that is, a child "capable of being born alive", before it has "a separate existence)
			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.

		• Why is it practiced? Reasons
		
		 • Recent data about the facts and figures in brief
		
		 • Problems related to female foeticide, female infanticide
		
		 3. Special children
		
		      • Understanding the concept of who are special children?
		
		      • What are their specific needs or Children with specific needs?
		
		      • Medical Issues
		
		      • Behavioural Issues
		
		      • Developmental Issues
		
		 4. HIV infected and affected children and mentally challenged children.
		
		 5. Magnitude, services and strategy to deal with these concerns			

4:00 pm -	Tea				

4:15 pm					
4:15 p.m. - 5:30 pm	**Child Protection: Policies, Legislations, Programmes/ Interventions**	• Coverage of major policies with implications for children such as: • National Policy for Children 1974 / 2011 (proposed revision); • National Charter for Children 2003; • National Plan of Action Children 2005; • MDGs • Other National Policies with implications for Children such as NNP, NPH, NEP; Programmes: • ICDS, • ICPS • SABLA, NCLP, SSA etc.; • Legislation: • JJ Act & Rules • NCPCR Act • PCPNDT Act 2003, • Child Marriage Prohibition Act, Bonded	Orient them about the main features of Policies & Legislation Related to Child protection, Sensitize them about existing legislation, amendments in different legislations from time to time and to sensitize them on the provision made under these legislations	PowerPoint presentation, lecture, documentary, discussion and brainstorming.	Participants will develop better understanding on issues and legal provisions related to children.

		Labour(Abolition Act, ITPA, HAMA, GAWA			
Day-II					
9:30 am - 10.00 a.m.	**Recapitulation of Day-I**				
10:00 a.m. - 11:30 a.m.	**Overview of Juvenile Justice (Care and Protection of Children) Act 2000, its' Amendment Act 2006 & Rules 2007 / State JJ Rules**	• Discussion on Principles, Components. • Approaches of Juvenile Justice system under Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act 2006 • Central / State Rules	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** • **Child in Need of Care and Protection (CNCP)** • **Juvenile in Conflict with Law (JCL)**	1. Definition of Child in need of care and Protection and Juvenile in Conflict with law according to Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act 2006. • Why does a child need care and Protection? • What would be the benefits of providing the child with a safety net? • 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	**Role, Responsibilities and Functioning**	• Defining Juvenile Justice Board, Child Welfare Committee and Legal Aid Authority.	To enrich the knowledge of participants	Power point presentation, lecture-cum-	Acquaintance of the participants about role, Responsibilities

p.m.	of Statutory Bodies under JJ Act: *Juvenile Justice Boards (JJBs) & Child Welfare Committees (CWCs)*	• Discussion on Role, responsibility of Juvenile Justice Board, Child welfare Committee and Legal Aid Authority. • Functioning of Juvenile Justice Board, Child Welfare Committee.	about the roles, responsibilities and functioning of Juvenile Justice Board, Child Welfare Committee	discussion.	and Functioning of Special Juvenile Justice Board, Child Welfare Committee.
3:15 p.m. - 4:30 p.m.	**Role, Responsibilities and Functioning of SJPU / Police**	• Defining Special Juvenile Police Unit (SJPU) and Police. • Discussion on fair demarcation of role, responsibilities of Special Juvenile Police Unit and Police. • Functioning of Special Juvenile Police Unit and Police.	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**	• Defining institutions and non-institutions in brief. • Guidelines for 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. - 10.00 a.m.	**Recapitulation of Day-II**				
10:00 a.m. - 11:15 a.m.	**Integrated Child Protection Scheme (ICPS)**	• Background, Concept, objectives, guiding Principles and Approaches ICPS. • Convergence Frame work for protecting children under ICPS. • Target groups under ICPS. • Programme activities under ICPS (Care, Support & Rehabilitation services, Statutory support services and other activities, Advocacy, public education and communication) • Implementation plan under ICPS.	To acquaint the participants about the background, concept, principles, approaches, programme activities and implementation plan under ICPS. To enrich the knowledge level of the participants about ICPS.	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.	**Session Cont'd**	-do-	-do-	-do-	-do-
12:45 p.m. - 1:45 p.m.	Lunch	-	-	-	-
1:45 pm - 3: 00 pm	**Service Delivery Structures under ICPS**	• Service delivery structure at National, State and District Level under ICPS • Care, Support and Rehabilitation Services. • A brief about the Statutory support services	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	**Monitoring and**	• Monitoring and evaluation system under ICPS	Participants will	Power point	Participants will

pm - 4:30 pm	**evaluation mechanisms under ICPS.**	at District, State and Central level. • Techniques used to monitor and evaluate the ICPS activities. • Funding pattern and Fund Flow under ICPS. • Financial implication during setting up of SCPS and DCPS under ICPS.	develop better understanding about the monitoring and evaluation system and techniques under ICPS. To acquaint the participants with financial implications and funding pattern at all level of implementation under the scheme.	presentation, lecture-cum-discussion and games	develop clear understand about monitoring, evaluation and financial implications under ICPS.
4:30 pm - 5:30 pm	**Procedure for Adoption: Role of CARA, SARA, SAA and ACA**	• About CARA, SARA, SAA and ACA. • Procedure for In-country and Inter-country Adoption according to the guidelines given by CARA. • Role of CARA, SARA, SAA and ACA in Adoption.	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**	• Functioning of the visited facility (JJB, CWC, Children / Shelter Home; Observation Home etc) to acquaint with the operations, of key personnel, facilities for children, child participation, develop understanding etc.	To gain first hand practical information / understanding of Home and JJB / CWC.	• 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 /	Participants will develop better understanding of the functioning of visited statutory bodies / institutions under the JJ Act

				exit procedures; JJBs / CWCs: Case load, timings, type of cases, child-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**	• Type of institutions • Standards of Care in Institutions as per State JJ Rules • Management of CCIs • Entry & exit procedures in CCIs for children • Staffing & Personnel management • Child Participation: Committees	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 in for joint consultation in management of CCIs etc.	Lecture / presentation, discussion	Participants will learn about CCIs, the children as inmates, standards for CCIs and overall management of Homes for children.

Time	Topic	Content	Objective	Method	Outcome
10:00 a.m. - 11:15 a.m.	**CHILDLINE – Concept and emergency outreach services.**	• Concept of CHILDLINE. • Various emergency outreach services of CHILDLINE.	To acquaint participants with the understanding of CHILDLINE system and its various services.	Power point presentation and discussion.	Enriched knowledge of participants about the CHILDLINE emergency outreach system and its services.
11:15 am - 11:30 am	Tea	-	-	-	-
11:30 am - 01:00 pm	**Alternative Care Models: Foster Care, Sponsorship & Community-based Care – Guidelines & Challenges**	• Alternatives to Institutional Care for Children; Foster Care; Sponsorship Guidelines, Community-based Child Care Models; Issues & Difficulties	To enrich the understanding of participants on Alternative Systems of care	PowerPoint presentation, discussion.	Participants will have better understanding of Alternative and community-based models of child care
01:00 p.m. - 2:00 p.m.	Lunch	-	-	-	-
2:00 pm - 3:15	**Roles and Responsibilities of Programme Manager (CP,**	• Roles and Responsibilities of Programme Manager Child Protection, Training, Information Education and Communication and Advocacy.	To explain the participants about their roles and	Power point presentation discussion	Participants will develop clear understanding of the role and

pm	**Training, IEC and Advocacy) – SCPS**	• Reporting and protocol. • Procedures, Processing and Management of Project Proposals and GIA to NGO's	responsibilities.	and games.	responsibilities of Program Manager.
3:15 p.m. - 3:30 a.m.	Tea	-	-	-	-
3:30 pm - 4:45 p.m.	**Capacity Building of Personnel – Training Needs Assessment& Implementation of State Training Plan for ICPS**	• Training Needs Assessment (TNA); • Development of State Training Plan for ICPS • Identification and liaison with State and National Training Institutions – • Use / adapt training curricula for State ICPS personnel in consultation with NIPCCD • Funding for capacity building in ICPS	Enable participants to learn the use of TNA, develop and maintain database of personnel with training status; Liaison and develop State Training Plan etc. .	Presentation, discussion and classroom exercise.	Participants will develop better understanding of how to conduct training need assessment; identify capacity building; develop and maintain database of personnel for training; develop and implement State Training Plan.
4:45 pm - 5:30	**Child Tracking System – Issues & strategy for**	• Concept of child tracking system. • Component of Child tracking system	To enrich the knowledge of participants on	Power point presentation and	Participants will have better understanding of child tracking

pm	**implementation**		child tracking system.	discussion.	system.
Day- VI					
9:30 a.m. - 10:00 a.m.	**Recapitulation of Day-V**	Brushing up of day V sessions one by one in nutshell through discussion.	To recall what was discussed on day V	Discussion with participants over day V sessions.	Participants will brush up knowledge of participants for day V theoretical and practical learning.
10:00 a.m. - 11:15 a.m.	**Need & Importance of IEC Materials;** **Techniques of developing problem specific publicity materials;** **Advocacy –Need & Steps in Planning an Advocacy Campaign**	• Concept, definition and need of Information, Education and Communication (IEC) materials. • Different methods and techniques for developing IEC Materials. • Do's and Don'ts while developing Problem Specific IEC material. • Defining the term advocacy and its need Under ICPS. • Planning and procedure to organise an Advocacy campaigns.	To develop understanding of the participants about identification of IEC material and the techniques to develop them; To enable participants understand need of advocacy under the scheme and planning for it.	Presentation, discussion, simulation games and questionnaire.	Participants will be acquaintance about the techniques and procedure to assess the IEC material need and techniques to develop it. Participants will improve understanding about the need of advocacy and organising campaigns.

Time	Session	Content	Objective	Methodology	Outcome
11:15am - 11:30 am	Tea	-	-	-	-
11:30 a.m. - 12:45 p.m.	**State Plan of Action ICPS scheme** **(Exercise)**	• Develop State Plan of Action with timeline; • Thematic Sub-plans may be prepared as group activity	To enable participants develop action plans along with time line for their State	Group work, presentation, Classroom exercise	The planning and execution of mandate under ICPS for the State will be the exercise and participants will learn by doing the same
12:45 p.m. – 1.45 p.m.	**Lunch**	-	-	-	-
1.45 pm – 2.45 pm	**State Plan of Action ICPS scheme** **(Exercise)**	• Presentation of Action Plans & Discussions			
2:45 p.m. – 4:00 p.m.	**Team Management** (leadership and management, motivation, conflict management)	1. Concept of motivation • Direction • Intensity • Persistence • Applying this concept while networking in	Soft skill development of the participants.	Presentation Games Group exercise Role play	Participant will develop soft skill for implementation of scheme and team management.

		group and with the children as well. 2. Methods of conflict management 3.Leadership and management			
4:00 pm-4:15 pm	**Tea**				
4:15 pm-5:00 pm	**Programme Evaluation cum valedictory session**	• Post-training evaluation through questionnaire. • Feedback of Programme by participants • Distribution of Certificates • Concluding Remarks by Chief Guest	To assess the improvement in the skill and knowledge level of the participants after completing the training. Presentation of Action Plan prepared by participants & discussion thereof Feedback about the programme	Questionnaire Presentations & discussion	Participants will be able to develop clear understanding about their learning's from the training program.