

Training Module on Orientation Programme for Programme Officers of State Child Protection Society

Eight Working Days



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

Syllabus for Orientation Training of Programme officers of State Child Protection Society (SCPS)

Participants: Programme Officers of SCPS.

Duration: 8 days

Rationale: one of the major concerns of the ICPS is that professionals providing services for children should be competent and they should be bound by professional standards. Obviously, howsoever well intentioned a programme may be, if it fails to deliver at the implementation level because of lack of well-equipped professionals, the programme becomes a meaningless instrument in the absence of a realistic application strategy. This aspect, which needs to be looked into with adequate thoughts and perspectives therefore calls for active and enriching participation of all the stakeholders by strengthening their level of knowledge, skills and attitude. However, even before doing so, it is essential to sensitise and orient those who are directly and indirectly engaged in training and strengthening capabilities of functionaries to be engaged in implementation of the ICPS on various aspects of the Scheme and its mode of application at various levels. Keeping this in view, an attempt has been made to develop a **Syllabus for Orientation Training for Programme Officers of State Child Protection Societies (SCPS)**.

Job Responsibilities of Programme Officers of SCPS:

In SCPS, four Programme Officers will function with different job responsibilities. These Programme Officers are: Programme Officer (CNCP), Programme Officer (JCL), Programme Officer (Training) and Programme Officer (IEC & Advocacy). Programme Officer (CNCP) and Programme Officer (JCL) shall function under the overall supervision of Programme Manager (Child Protection). On the other hand, Programme Officer (Training) and Programme Officer (IEC & Advocacy) shall support the Programme Manager (Training, IEC & Advocacy) in coordinating and supervising all capacity building programme, IEC and advocacy initiatives.

Programme Officer (CNCP)

- Coordinating with DCPS for implementation of services for Child in Need of Care and Protection.

- Monitoring and supervision of all the institutions/agencies responsible for care and protection of children.
- Providing support to the programme manager of child protection for ensuring institutional and non-institutional care for CNCP.

Programme Officer (JCL)

- Coordinating with DCPS for implementation of services for Juvenile in Conflict with Law.
- Monitoring and supervision of all the institutions/agencies responsible for care and protection of children, who are in conflict with law.
- Providing support to the programme manager of child protection for ensuring institutional and non-institutional care for JCL.

Programme Officer (Training)

- Programme Officer (Training) will support Programme Manager (Training, IEC& Advocacy) in conducting training needs assessment of all functionaries (Government, NGOs and Corporate Houses) and allied systems, namely, Police, judiciary, concerned government departments (viz., WCD, Railways, Education, Health, labour, Housing etc.) at State level and district level.
- Assisting Programme Manager (Training, IEC & Advocacy) in Planning, coordinating, supervising and implementing all training and capacity building programmes for the functionaries under ICPS at State level and district level.
- Liaison with NIPCCD and its regional units of central and state govt.

Programme Officer (IEC & Advocacy)

- Programme Officer (IEC & Advocacy) will support Programme Manager (Training, IEC & Advocacy) in assessing the IEC requirement of the State and develop appropriate advocacy plan and media strategy on child Protection.
- Assisting Programme Manager in planning, coordinating, supervising and implementing all IEC, advocacy and awareness generating programmes on Child Protection issues at State and district level.

Objectives:

The objectives of the training programme would be to:

- a) Help the participants develop a comprehensive perspective on child protection in global and Indian context;
- b) Enable them understand various issues concerning children in need of care and protection and juveniles in conflict with law in India and the existing juvenile justice system including the prevailing laws to address these issues;
- c) Orient them to ICPS and its various components and discuss specific role of different Programme Officers of SCPS;
- d) Discuss with them the role of different stakeholders in ICPS; and
- e) Facilitate them understand the monitoring and evaluation mechanism of ICPS.

Programme Coverage:

- a) International Instruments on Child Rights such as UNCRC, HDI, MDGs
- b) Legal Framework on Child Rights in India such as Constitutional provisions, IPC, SLL, National Plan of Action etc.
- c) Historical and contemporary perspective of the issues on Child Protection (India and Abroad)
- d) Situational Analysis of Children in India with Specific Reference to the States (being covered in the training programme)
- e) Juvenile Justice System in India and the prevailing Laws
- f) Children in Need of Care and Protection and Children in Conflict with Law in India: Issues and Challenges

- g) Components, Implementation Plan and service delivery structure of ICPS
- h) Institutional and Non Institutional Care for children
- i) Role of Different Stakeholders in Juvenile Justice System
- j) Role of Adoption Agencies in Promoting In-country Adoption and their Linkages with ICPS
- k) Mechanisms for Coordinating and Liaison with Different Stakeholders
- l) Child Tracking system in India
- m) Techniques of Developing IEC Materials
- n) Monitoring and evaluating system under ICPS

Expected Outcome:

- a) Proper channelisation of child protection issues
- b) Legislative cover for children
- c) Juvenile Justice System
- d) ICPS & its components; Service delivery structures, implementation plan etc.
- e) Institutional and non-institutional care in the alignment of ICPS
- f) Will be equipped in developing IEC material
- g) Importance of building effective liaison between the service providers in the alignment of ICPS
- h) Role of different stakeholders
- i) Monitoring and evaluation under ICPS.

Programme Module cum Schedule of Orientation Training of Programme Officers

(CNC/P/JCL /Training / IEC and Advocacy)

State Child Protection Society (SCPS)

Participants: Programme Officers – SCPS

Duration: 8 days

| Time | Topic | Contents | Learning Objectives | Methodology | Expected Outcome |
|-------------------------|--------------------------|---|---|--------------------------|---|
| Day-I | | | | | |
| 09.30 a.m. – 10.00 a.m. | Registration | Registration of participants and distribution of kit. | | | |
| 10.00 a.m. – 11.00 a.m. | 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 |
| 11.00 a.m. – | Tea | | | | |

| | | | | | |
|----------------------------|---|--|--|---------------------------------|---|
| 11.15 a.m. | | | | | |
| 11.15 a.m. – 12.00 noon | Introduction and Pre-training Assessment | <ul style="list-style-type: none"> • Introduction of participants through ice breaking games • Setting the ground rules of the training programme <p>Pre-training assessment by administering set of questions</p> | <ul style="list-style-type: none"> • Enable the participants know each other • Understand the knowledge level of the participants regarding the child rights and protection related issues. • Help the participants understand the basic norms to be followed by all of them during the training programme • Help the participants express their views on areas required to be | Games, filling up 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 knowledge level of the participants. • Participants will familiarise with each other – rapport building. |

| | | | | | |
|-------------------------|--|---|---|---|---|
| | | | assessed in pre-training situation | | |
| 12.00 noon – 01.15 p.m. | Child Rights and Child Protection: Global Initiatives | <ul style="list-style-type: none"> Defining child rights and child protection in historical and contemporary perspective International Instruments such as UNCRC, HDI, MDGs | <ul style="list-style-type: none"> Enable the participants define child rights and child protection Inform the participants about various international instruments vis-à-vis child rights and protection | Lecture through power point presentation, discussion | Participants will develop understanding on the Global and SAARC scenario of children. Also understanding will develop on UNCRC & MDGs |
| 01.15 p.m. – 02.15 p.m. | Lunch | | | | |
| 02.15 p.m. – 03.30 p.m. | Situational Analysis of Children in India with Specific Reference to the States (being covered in the training programme) | <ul style="list-style-type: none"> Situation of children with regard to health, nutrition, education, social and gender discrimination, abuse, exploitation and neglect, infant mortality, female foeticide etc.. Population of children in India Adolescent Population in India | <ul style="list-style-type: none"> Enable the participants to understand the situation of children particularly with regard to their | Lecture through power point presentation, small exercises | Participants will develop understanding on the current situation of children with respect of child rights and child protection in |

| | | | | | |
|-------------------------|--------------------------|---|--|--|---|
| | | <ul style="list-style-type: none"> • 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 • Existing interventions to address the above situation and their impact on children • Participants' own views on situation of children | <p>problems and difficulties</p> <p>Enable the participants to strategise their work keeping in mind the situation of children they would be addressing to</p> | | <p>India</p> <p>Region specific problems will be discussed.</p> |
| 03.30 p.m. – 03.45 p.m. | Tea | | | | |
| 03.45 p.m. – 5.00 p.m. | Session Continued | | | | |
| Day-II | | | | | |

| | | | | | |
|-------------------------|--|--|---|--|--|
| 09.00 a.m. – 09.30 a.m. | Recapitulation of Day-I | | | | |
| 09.30 a.m. – 10.45 a.m. | Child Rights and Child Protection: Issues and Challenges in India with Specific Reference to the States (being covered in the training programme) | <ul style="list-style-type: none"> • Various issues such as child marriage, child labour, child trafficking, female foeticide, female infanticide, HIV/AIDS, disability, child abuse, neglect and exploitation, children in difficult circumstances • Socio-economic and socio-cultural hindrances to address the above problems • Extent of interventions to tackle the issues | Enable the participants develop an understanding and perspective on various issues and challenges being faced in the area of child rights and child protection in India | Brain storming, lecture through power point presentation, discussion | Participants will develop better understanding on issues, problems and legal provisions related to children. |
| 10.45 a.m.– 1.00 a.m. | Tea | - | - | - | - |
| 11.00 a.m. – 12.15 p.m. | Session Continued | | | | |
| 12.15 a.m. – 1:30 p.m. | ICPS: Its Components and Implementation Plan | <ul style="list-style-type: none"> • Various components and provisions of ICPS | <ul style="list-style-type: none"> • Help the participants to know about ICPS | Lecture through power point presentation, discussion | Participants will be able to get detailed understanding of ICPS. |

| | | | | | |
|-----------------------|--|---|--|--|--|
| | | <ul style="list-style-type: none"> Road map for the States: implementation plan | <p>and its various components</p> <p>Enable them to understand the modalities of implementation of ICPS</p> | | |
| 1:30 pm- 2:30 pm | Lunch | | | | |
| 2.30 p.m. – 3.45 p.m. | Service Delivery Structure under ICPS and Role and Responsibilities of Programme officers of State Child Protection Society(SCPS) | <ul style="list-style-type: none"> Service delivery structure of ICPS at various levels Care, Support and Rehabilitation Services. A brief about the Statutory support services Job responsibilities of POs Administrative responsibilities of | <ul style="list-style-type: none"> Orient the participants about the service delivery structure of ICPS help them understand the Coordinating and Networking Mechanisms for implementation of ICPS at district level Help them understand their | Power point presentation with discussion and organogram. | Participants will have better understanding of service delivery structure at State level under ICPS. |

| | | | | | |
|-------------------------|---|--|---|---|--|
| | | POs within the functional responsibilities of SCPS | job responsibilities within the framework of ICPS | | |
| 03.45 p.m. – 04.00 p.m. | Tea | | | | |
| 04.00 p.m. – 5.15 p.m. | Session Continued | | | | |
| Day – III | | | | | |
| 09.00 a.m. – 09.30 a.m. | Recapitulation of Day-II | | | | |
| 9:30 a.m. - 11:00 a.m. | Overview of Juvenile Justice (Care and Protection of Children) Act 2000, its' Amendment Act 2006 & Rules 2007 / State JJ Rules | <ul style="list-style-type: none"> • 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 | Power point presentation, lecture- cum- discussion and games. | Participants will gain in depth knowledge of Juvenile Justice System |

| | | | | | |
|---------------------------|---|---|---|--|---|
| | | | 2006. | | |
| 11.00 a.m.- 11:15 am | Tea | | | | |
| 11.15 p.m. – 1.30 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) | <p>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.</p> <ul style="list-style-type: none"> • Why does a child need care and Protection? • What would be the benefits of providing the child with a safety net? <p>1. Legal provisions for CNCP and JCL in Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act 2006.</p> | 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. |
| 1.30 p.m.- 2.30 p.m. | Lunch | | | | |

| | | | | | |
|---------------------------|---|---|--|--|--|
| 02.30 a.m. – 3.45 a.m. | Institutional and Non Institutional Care under Juvenile Justice (Care & Protection of Children) Act 2000 and its Amendment Act 2006. | <ul style="list-style-type: none"> • Various non-institutional care services being spelt out in the JJ Act and covered under ICPS • Minimum standards of care for children in institutions established under Juvenile Justice (Care & Protection of Children) Act 2000 and its Amendment Act 2006 as well as under ICPS | <ul style="list-style-type: none"> • Facilitate the participants know about various non-institutional care services being spelt out in the JJ Act and covered under ICPS • Help them understand the minimum standards of care for children in institutions | Lecture through power point presentation, discussion | Participants will have better understanding of Institutional care services and non-institutional care services provided under JJ Act |
| 3.45 p.m. – 4.00 p.m. | Tea | | | | |
| 4.00 p.m. – 5.15 p.m. | Role of Different Stakeholders in Juvenile Justice System viz. Juvenile Justice Board, Child Welfare | <ul style="list-style-type: none"> • Different role and responsibilities being carried out by and functioning of Juvenile Justice Board, Child Welfare Committee and Legal Aid | <ul style="list-style-type: none"> • Orient the participants about different role and | Lecture through power point presentation, discussion | Acquaintance of the participants about role, Responsibilities and Functioning of |

| | | | | | |
|------------------------|---|---|---|--|--|
| | Committee | <p>Services Authority</p> <ul style="list-style-type: none"> Linkages of these bodies with ICPS | responsibilities being carried out by and functioning of Juvenile Justice Board and Child Welfare Committee | | Special Juvenile Justice Board, Child Welfare Committee. |
| Day- IV | | | | | |
| 9:00 a.m. - 9:30 AM | Recapitulation of Day III | | . | | |
| 09.30 a.m. – 10.45a.m. | Role of Different Stakeholders in Juvenile Justice System viz. Legal Aid Services Authority and SJPU | <ul style="list-style-type: none"> Different role and responsibilities being carried out by and functioning of Legal Aid Services Authority and SJPU Linkages of these bodies with ICPS | <ul style="list-style-type: none"> Orient the participants about different role and responsibilities being carried out by and functioning of Legal Aid | Lecture through power point presentation, discussion | Acquaintance of the participants about role, Responsibilities and Functioning of Juvenile Justice Police Unit and Police |

| | | | | | |
|---------------------------|--|---|--|--|--|
| | | | Services Authority and SJPU | | |
| 10.45 a.m. – 11.00a.m. | Tea | | | | |
| 11.00 a.m. – 12.15p.m. | Session Continued | | | | |
| 12.15 p.m. – 1.30 p.m. | Role of Different Stakeholders in Juvenile Justice System viz. Civil Society Organisations, NGOs, Childline and Community | <ul style="list-style-type: none"> Different role and responsibilities being carried out by Civil Society Organisations, NGOs, Childline and Community | <ul style="list-style-type: none"> Orient the participants about different role and responsibilities being carried out by Civil Society Organisations , NGOs, Childline and Community | Lecture through power point presentation, discussion | Enriched knowledge of participants about the CHILDLINE emergency outreach system, and other stakeholders in Juvenile Justice System. |
| 1.30 p.m. – 2.30 p.m. | Lunch | | | | |
| 2.30 p.m. – 5.00 p.m. | Visit to a Children's Home | <ol style="list-style-type: none"> Visit to a Children's Home <ul style="list-style-type: none"> The neutral mind-set entry in | <ul style="list-style-type: none"> Make participants familiarize with | | Participants will develop better understanding of |

| | | | | | |
|-------------------------|---|---|--|------------|--|
| | | <p>these homes.</p> <ul style="list-style-type: none"> Observing the practical functioning in consonance to the laws. Observation of children and the recruited staff and their relation i.e communication observation, rehabilitation attempt, happiness of the child in dwelling in observation homes to be observed. <p>2. Discussion and interaction</p> <p>3. Noting down observations</p> | <p>the functioning of a Children's Home established under the Juvenile Justice Act</p> | | <p>the functioning of visited Institutions under the JJ Act</p> |
| Day- V | | | | | |
| 09.00 a.m. – 09.30 a.m. | Recapitulation of Day 4 | | | | |
| 09.30 a.m. – 10.45 a.m. | Discussion on the Field Visit to a Children's Home | <p>1. Discussion on observations of all the participants on the visit</p> <ul style="list-style-type: none"> What were the ground realities | <ul style="list-style-type: none"> Enable the participants give feedback on their visit to Children's | Discussion | <p>Participants will learn about CCIs, the children as inmates, standards for CCIs and overall</p> |

| | | | | | |
|-------------------------|--|---|---|--|---|
| | | <p>found?</p> <ul style="list-style-type: none"> • Differences or Complexities observed if any? • Is any Material/Structural Construction missing according to the Act? • Any pushing on children observed? • Overall Reflection about Observation Homes-concluding the visit experience. | Home | | management of Homes for children. |
| 10.45 a.m. – 11.00 a.m. | Tea | | | | |
| 11.00 a.m. – 12.15 p.m. | Role of Adoption Agencies in Promoting In-country Adoption and their Linkages with ICPS | <ul style="list-style-type: none"> • Different role and responsibilities being carried out by various adoption agencies in promoting in-country adoption • Areas of linkages between adoption agencies and ICPS | <ul style="list-style-type: none"> • Orient the participants about different role and responsibilities being carried out by various adoption agencies in promoting in-country adoption | Lecture through power point presentation, discussion | Enriched knowledge of participants about the in-country and Inter-country adoption procedure. |

| | | | | | |
|------------------------|--|--|--|--|--|
| | | | <ul style="list-style-type: none"> Discuss with them about the areas of linkages between adoption agencies and ICPS | | |
| 12.15 p.m. – 1.30 p.m. | Session Continued | | | | |
| 1.30 p.m. – 2.30 p.m. | Lunch | | | | |
| 2.30 p.m. – 3.45 p.m. | Mechanisms for Coordinating and Liaison with Different Stakeholders: Role of Programme Officers of SCPS | <ul style="list-style-type: none"> Role of Programme Officers of SCPS of different categories in coordinating and liaison with different stakeholders | <ul style="list-style-type: none"> Sensitise the participants about their possible role in coordinating and liaison with different stakeholders | Lecture through power point presentation, discussion | Role of Programme officers and convergence with other stakeholders will be clear |
| 3.45 p.m. – 4.00 p.m. | Tea | | | | |
| 4.00 p.m. – 5.15 p.m. | Session Continued | | | | |
| Day- VI | | | | | |

| | | | | | |
|-------------------------|---|--|--|--|---|
| | | | | | |
| 09.00 a.m. – 09.30 a.m. | Recapitulation of Day 5 | | | | |
| 09.30 a.m. – 10.45 a.m. | Child Tracking System – Issues & strategy for implementation | <ul style="list-style-type: none"> Emerging problem of missing and found children in the country as well as the available child tracking system Role of ICPS in developing an effective system for child protection data management and reporting and a tool for monitoring implementation of all child protection schemes of MWCD Role of ICPS in tracking missing children and their ultimate repatriation and rehabilitation Concept and components of child tracking system. | <ul style="list-style-type: none"> Orient the participants about the emerging problem of missing and found children in the country as well as the available child tracking system | Lecture through power point presentation, discussion | Participants will have better understanding of child tracking system. |

| | | | | | |
|----------------------------|--|---|---|--|--|
| 10.45 a.m. – 11.00 a.m. | Tea | | | | |
| 11.00 a.m. – 01.00 p.m. | Group exercise on Child Tracking System | | | | |
| 01.00 p.m. – 2.00 p.m. | Lunch | | | | |
| 2.00 p.m. – 5.00 p.m. | Visit to an Observation Home | 1. Visit to an Observation Home <ul style="list-style-type: none"> • The neutral mind –set entry in these homes. • Observing the practical functioning in consonance to the laws. • Observation of children and the recruited staff and their relation i.e communication observation, rehabilitation attempt, happiness of the child in dwelling in observation homes to be observed. 2. Discussion and interaction 3. Noting down observations | <ul style="list-style-type: none"> • Make the participants familiar with the functioning of an Observation Home established under the Juvenile Justice Act | | Participants will develop better understanding of the functioning of visited institutions under the JJ Act |
| | | | | | |

| | | | | | |
|-------------------------|--|---|---|---|---|
| Day- VII | | | | | |
| 09.00 a.m. – 09.30 a.m. | Recapitulation of Day 6 | | | | |
| 09.30 a.m. – 10.45 a.m. | Discussion on the Field Visit to an Observation Home | <p>1. Open Discussion on observations of all the participants on the visit</p> <ul style="list-style-type: none"> What were the ground realities found? Differences or Complexities observed if any? Is any Material/Structural Construction missing according to the Act? Any pushing on children observed? Overall Reflection about Observation Homes-concluding the visit experience. | <ul style="list-style-type: none"> Enable the participants give feedback on their visit to Observation Home, by making it more of a discussion oriented sessions based on keen observations. | Discussion | Will give more clarity to the participants regarding the functioning and the model functioning under JJ Act |
| 10.45 a.m. – 11.00 a.m. | Tea | | | | |
| 11.00 a.m. – 01.00 p.m. | Techniques of Capacity Building Need Assessment including | <ul style="list-style-type: none"> Why to build capacity? | <ul style="list-style-type: none"> Help the participants recognize the | Lecture through power point presentation, | Participants will develop better understanding of |

| | | | | | |
|------------------------|---|--|--|---|---|
| | Group Work | <ul style="list-style-type: none"> How to identify and assess the capacity building needs? What would be the restorative activity to sustain the capacity building | importance of identifying their own capacity building needs and understand the techniques of assessing these needs | discussion | how to conduct training need assessment; identify capacity building; develop and maintain database of personnel for training; develop and implement State Training Plan |
| 01.00 p.m. – 2.00 p.m. | Lunch | | | | |
| 2.00 p.m. – 5.00 p.m. | Need & Importance of IEC Materials; Techniques of developing problem specific publicity materials; Advocacy –Need & Steps in Planning an Advocacy Campaign | <ul style="list-style-type: none"> 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. | <p>To develop understanding of the participants about identification of IEC material and the techniques to develop them;</p> <p>To enable participants understand need of advocacy under the scheme and planning</p> | Presentation, discussion, simulation games and questionnaire. | <p>Participants will be acquaintance about the techniques and procedure to assess the IEC material need and techniques to develop it.</p> <p>Participants will improve understanding about the need of advocacy and</p> |

| | | | | | |
|-------------------------|---|---|--|--|---|
| | | | for it. Orient the participants about the role of advocacy, public education and communication in the area of child rights and child protection | | organising campaigns. |
| Day- VIII | | | | | |
| 09.00 a.m. – 09.30 a.m. | Recapitulation of Day 7 | | | | |
| 09.30 a.m. – 10.45 a.m. | Monitoring and Evaluation System in ICPS | <ul style="list-style-type: none"> Monitoring mechanism in ICPS at different levels Evaluation system in ICPS | <ul style="list-style-type: none"> Orient the participants about the monitoring and evaluation system as envisaged in | Lecture through power point presentation, discussion | Participants will be able to develop clear understanding about methods of monitoring and evaluation of ICPS scheme. |

| | | | | | |
|-------------------------|--|--|--|--|---|
| | | | ICPS | | |
| 10.45 a.m. – 11.00 a.m. | Tea | | | | |
| 11.00 a.m. – 12.00 noon | Session continued | | | | |
| 12.00 noon – 1.15 p.m. | State Plan of Action ICPS scheme (Exercise) | <ul style="list-style-type: none"> • 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 |
| 01.15 p.m. – 02.15 p.m. | Lunch | | | | |
| 2.15 pm – 3.15 pm | Team Management(leadership and management, motivation, conflict management) | 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. | Soft skill development of the participants. | Presentation Games Group exercise Role play | Participant will develop soft skill for implementation of scheme and team management. |

| | | | | | |
|-----------------|---|--|---|---|--|
| | | 2. Methods of conflict management 3. Leadership and management | | | |
| 3:15 pm-3:45 | Programme Evaluation | <ul style="list-style-type: none"> Post-training evaluation through questionnaire. Feedback of Programme by participants | To assess the improvement in the skill and knowledge level of the participants after completing the training. | Questionnaire Presentations & discussion | Participants will be able to develop clear understanding about their learning's from the training program. |
| 3:45 pm-4:00 pm | Tea | | | | |
| 4:00 pm-5:00 pm | Panel Discussion/Open House Discussion | 1. Situational Analysis <ul style="list-style-type: none"> a. The Push and Pull around Child Protection in the present context. b. Perspectives c. Partialities d. Situatedness e. Negative Cases f. Search and Securing for | Comprehending situation of children Appreciate factors affecting/ concerns for implementation of ICPS. Importance of partnership between stake-holder for child protection. | Open discussion | Enhanced understanding on situational analysis for the implementation of Scheme. |

| | | | | | |
|-----------------|----------------------------|---|--|--|--|
| | | Purity through ICPS. 2. Functioning of ICPS and its implementation. | | | |
| 5:00 pm-5:30 pm | Valedictory session | <ul style="list-style-type: none"> • Distribution of Certificates • Concluding Remarks by Chief Guest | | | |