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Title of the Thesis: **Efficacy of Training of Anganwadi Workers in ICDS Programme**

Summary of Findings

- The Methodology of the study includes a combination of survey and experimental design. The study has followed the Kirkpatrick Model of Training Evaluation (KMTE), measuring training effectiveness based on Four levels i.e. capturing Trainees' Reactions, Training Learning Outcomes (TLOs), Transfer of TLOs in field situation and Training Results.
- The study found significant improvement in Knowledge Gain as well as Attitudinal Transformation amongst the trainee Anganwadi Workers (AWWs) as the result of Job Training Course (JTC). However, its impact on building Service Delivery Skills in respect of various key services is limited.
- Significant gaps exist between the contents of the training programmes and the field realities. The existing training syllabi as well as training methodology need revision to make the training an effective tool for improving service delivery.
- The training management and its administration requires streamlining as well as strengthening as the study found several gaps in operational issues which can be addressed by the programme authority, without much financial implications.
- It was found that significant improvement in all nine sub sets of knowledge gain took place amongst trainee AWWs as a result of Job Training Intervention. These various sub sets includes knowledge gain concerning General Orientation, Child Development, Non Formal Pre School Education (NFPSE), Child Health Care, Growth Monitoring, Supplementary Nutrition (SN), Nutrition and Health Education (NHED), Community Participation and Other Allied Issues like Adolescent Girls Scheme, Women's Empowerment, Self Help Groups and other Managerial concerns.
- It was found that significant improvement in seven out of nine sub sets of Knowledge Gain took place amongst trainee AWWs as a result of Refresher Training intervention. No improvement in knowledge gain was found in 2 areas namely NFPSE and Growth monitoring.
- It was found that significant improvement in all four sub-sets of Attitudinal Transformation took place as a result of attending JTC, i.e. (i) Rapport building with Fellow Workers (ii) Rapport building with Stake Holders (iii) Willingness to Update Knowledge (iv) Develop positive Attitude.
- Service Delivery Skills (SDS) amongst trainee AWWs was assessed based on 3 components; NFPSE, SN and NHED. Positive significant differences were reported in only Three (softness in

voice, Proper Selection of Theme and use of relevant IEC material) out of 34 Service Delivery Skills.

- One of the crucial factors for efficient delivery of training of functionaries is the existence of a proper training infrastructure. Though the study has found that there are enough training centres for training of the AWWs at the national level (about 500) however these are found to be lacking in many basic facilities which are crucial for the conduct of efficacious training.
- With regard to various equipments and training aids, it was observed, though Salter/Bar Scale and TV sets were found to be available in all AWTCs included in the study, however the same were found of needing replacement in every eight out of ten AWTCs. Other related findings are:
 - The availability and use of aids developed from indigenous material by AWWs in every nine out of ten units of AWTCs substantiates the fact of placing considerable emphasis by ICDS trainers on developing such material by trainee AWWs.
 - The effectiveness of training depends on not only the infrastructure facilities but also on the process based training inputs (PBTIs). An overall analysis of the status of process based inputs into the training of AWWs does not bring very encouraging results. Beginning with absence of a simple prerequisite like the prescribed syllabus in all the AWTCs and the other important things like unsatisfactory arrangements for field practice, problems of involving of adequate number of guest faculty, ad-hocism in following proper sequence of delivery of training curriculum etc. seem to affect the training adversely. Insufficient budgetary provision was the reason for poor involvement of guest faculty in most of the training centres.
- It was rather discouraging to find that lecture method (95%) emerged as a most preferred method of training. Other methods of training deployed were: demonstration (72%), group discussion (65%), role play (63%), brain storming (61%), case study (56%) and project method (54%).
- The findings strengthen two facts which emerged firstly out of the content analysis of training syllabus of JTC for AWWs which show that it largely focuses more on enhancing the knowledge and awareness of the AWWs as more than 3/4th (77%) of its total working hours are devoted entirely for theoretical sessions followed by class room assignments (12%), that are to be completed in the institutional settings.
- The findings pertaining to financial and academic administration of AWTCs shows that a vast majority (77%) respondents reported unusual delay in preparation of STRAPs which contribute to deterioration of training. As many as 92% of the respondents also stated that there was delay in release of funds to the training centres.
- So far as updating the knowledge is concerned, the major source of updating the knowledge of trainers was found to be training by NIPCCD followed by participation in professional meetings.