

A HYBRID MODEL THAT LEVERAGES TECHNOLOGY AND OVERCOMES THE BARRIER OF THE PANDEMIC TO TRAIN COMMUNITY WORKERS IN CHILD DEVELOPMENT AND DISABILITIES



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INTRODUCTION

Barriers to conducting training and creating community resources:

- Covid-19 pandemic
- Lack of direct access to children and families due to lockdown

Possible solutions:

- Creating and delivering a hybrid version of training
- Implementation of the training by community workers (working with children and families online and/or in-person)

APPROACH

Hybrid version of the Child Development Aide (CDA) training

1. Online mode on Zoom platform (Synchronous):

- Lecture modules 1-4
- Demonstrations
- Video debriefs
- Evaluations
- Mocks
- Supervision and mentorship (group & individual)



2. Offline mode (Asynchronous):

- Reading material
- Videos
- Assignments
- Projects
- Mentorship



3. On-site mode (Asynchronous):

- Working with children and families
- Mentorship & coaching



IMPLEMENTATION OF THE CDA TRAINING

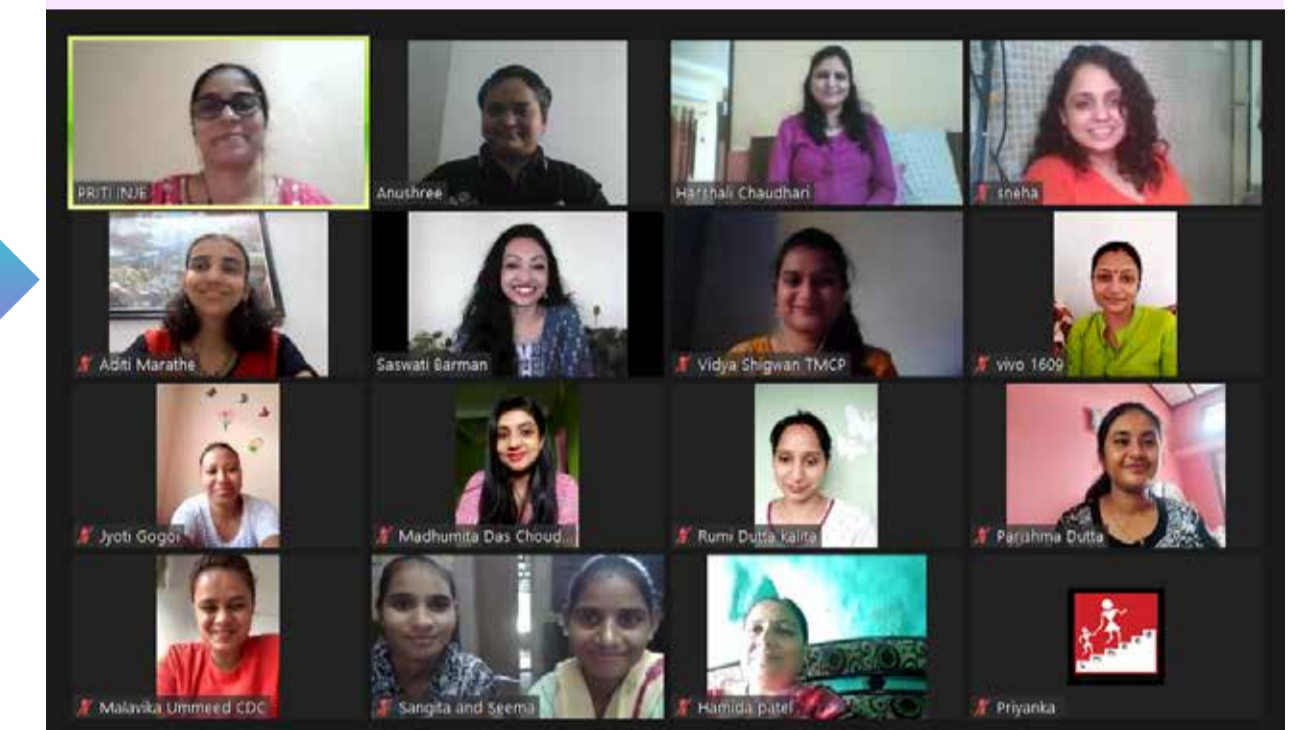
The candidates could:

- apply knowledge to practice
- partner and collaborate with children and families
- modify environment to enhance participation of children with delays/ disabilities
- articulate (self-reported) happiness and confidence while working with children and families



RESULTS

- 12 community workers from remote corners of India trained in the CDA program in 2021
- Thus, it created grass root level resources to promote development and work with disabilities, despite the pandemic



CONCLUSION

Leveraging technology and modifying the existing curriculum to create a hybrid model enabled online delivery of the CDA training program. It opened up new avenues to reach out to individuals in remote locations and more children and families.

CURRICULUM OF THE CDA TRAINING:

• **Module 1** (Typical child development, 0-6 years)

• **Module 2** (Guide for Monitoring Child Development)

• **Module 3** (Assessment of developmental domains and goal setting to work with children)

• **Module 4** (Developmental disabilities and intervention to enhance childrens' participation)

• **Supervision and mentorship** (candidates working with children and families)

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