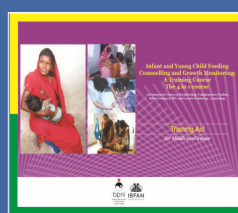
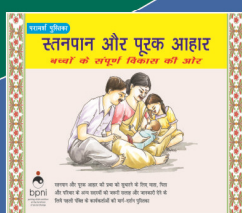
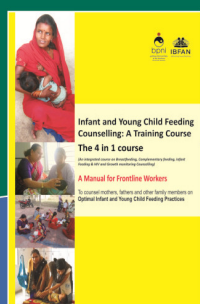


The '4 in 1' Training Programme

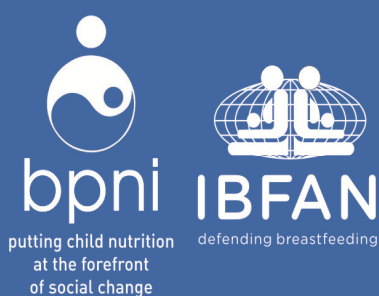
*Capacity building initiative for building health workers' skills in
Infant and Young Child Feeding Counseling*

Updated and revised course based on WHO and UNICEF's 3 training courses on breastfeeding, Complementary feeding, HIV& Infant feeding counseling with addition of Growth monitoring as the 4th component launched on 3rd December 2011

December 2015



Jointly Developed by the:



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**A UNIQUE WORLD CLASS INTEGRATED TRAINING PROGRAMME TO BUILD
SKILL CAPACITY AT SPECIALIST AND FAMILY LEVEL**

Jointly developed by the

Breastfeeding Promotion Network of India (BPNI)
International Baby Food Action Network (IBFAN), Asia

Endorsed by:

Indian Academy of Pediatrics (IAP)
Indian Association of Preventive and Social Medicine (IAPSM)

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Given the strong impact of breastfeeding on human survival and development, nations must invest on protecting, promoting and supporting breastfeeding, to rapidly reduce disease and deaths of infants. This would mean mainstreaming of breastfeeding and infant and young child feeding counselling within larger child health, nutrition and development programmes. Supporting all women to achieve this practice at work, and complete protection from commercial influence is another critical work to do. Scaling up of these interventions should be a priority.

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The '4 in 1' Training Programme

Introduction

BPNI and IBFAN Asia have jointly developed a unique integrated training programme based on the existing three training courses provided by WHO and UNICEF on infant and young child feeding counseling (Breastfeeding, Complementary Feeding, HIV & Infant Feeding) and Growth monitoring, the fourth component has been added to the course to make it '4 in 1'. It is also most updated as far as the scientific content is concerned, making it a world-class training course for imparting scientific knowledge, and clinical and counseling skills to health and child care providers. This '4 in 1' programme has two major elements. The first is to develop "infant and young child feeding counseling specialists" and the second is to develop "middle level trainers" and "family counselors".

The training course saves time and resources without compromising the content. The course has a built in mechanism to develop "national trainers" who teach this course of seven days to develop infant and young child feeding counseling specialists. The capacity building programme has been developed because of the vast need of the governments and related agencies, as it was very difficult for them to spare the health care providers for three different courses. This document provides detailed information about the training course and how to conduct the capacity building programme for a country or its part. It also provides guidance on use of training materials and selection of individuals to participate in the training programme. Background and brief history of the development of training resources is also given.

Background

Infant mortality continues to be unacceptably high in India and neighboring South Asian countries. Under-nutrition remained very high since last five decades, the basic reason being poor infant nutrition inputs. As babies grow rapidly during the first year of life, infant feeding practices have major role in determining the nutritional status of infant and resultant health and development outcomes. The UNICEF's 2006 "*Progress for Children- A Report Card on Nutrition*" identifies nutrition as the foundation of survival and development. It also emphasizes that improving nutrition is crucial towards meeting the millennium development goals. According to the Global strategy for Infant and Young Child Feeding, adopted by the World Health Assembly in 2001, child malnutrition has been responsible, directly or indirectly, for 60% of all deaths among children under-five years annually. Over 2/3rd of these deaths are associated with inappropriate feeding practices and occur during the first year of life. This leads to rampant under-nutrition below 2 years, which can be checked to a significant extent by the three crucial practices; i.e. starting breastfeeding within one hour of birth, practicing exclusive breastfeeding for the first six months, appropriate & adequate complementary feeding after six months along with continued breastfeeding for two years or beyond.

Optimal infant and young child feeding is the most effective single intervention to improve child health, prevent malnutrition and reduce neonatal, infant and child mortality.^{1,2,3} It is well documented that breastfeeding is the optimal nutrition for infants and reduces the risk of infectious diseases like diarrhoea and pneumonia substantially.⁴ Breastfeeding may also enhance the effect of some vaccines.⁵ Improvements

¹ Edmond KM, Kirkwood BR, Amenga-Etego S, Owusu-Agyei S, Hurt LS. Effect of early infant feeding practices on infection-specific neonatal mortality: an investigation of the causal links with observational data from rural Ghana. *Am J Clin Nutr* 2007; 86: 1126-1131.

² Black RE, Allen LH, Bhutta ZA, Caulfield LE, de Onis M, Ezzati M, et al, for the Maternal and Child Undernutrition Study Group. Maternal and child undernutrition: global and regional exposures and health consequences. *Lancet* 2008; 371(9608): 243-260.

³ Quinn VJ, Guyon AB, Schubert JW, Stone-Jimenez M, Hainsworth MD, Martin LH. Improving breastfeeding practices on a broad scale at the community level: success stories from Africa and Latin America. *J Hum Lact* 2005; 21: 345-354.

⁴ Jones G, Steketee RW, Black RE, Bhutta ZA, Morris S S, and the Bellagio Child Survival Study Group. How many child deaths can we prevent this year? *Lancet* 2003; 362: 65-71.

⁵ Jackson KM. Breastfeeding, the Immune Response, and Long-term Health. *JAOA* 2006; 106 (4): 203-207.

of complementary feeding could substantially reduce stunting and related burden of disease.³ Thus, effective interventions to improve infant and young child feeding will have positive effects on child morbidity and mortality, as well as adult human capital.⁶

In 2006 and 2007, many new studies have appeared. Firstly, the Ghana study, which clearly showed, for the first time in the world, an association between timing of initiation of breastfeeding and newborn survival. Edmond et al in this study showed that 22% of all neonatal deaths could be prevented if all women could initiate breastfeeding within one hour of birth. Further analysis now suggests that this figure could be as high as 31%. The effect was found to be independent of exclusive breastfeeding patterns. This data set is an important addition to existing data on child survival published in the Lancet in 2003.

The State of World's Breastfeeding

In spite of the stated benefits of optimal feeding of infants, only one third of world's babies are exclusively breastfed for the first 6 months. Recently International Baby Food Action Network (IBFAN) Asia did a report card on initiation of breastfeeding within one hour and found that data was available only of 68 countries and average rates were 42%. For exclusive breastfeeding it was from 128 countries with average rate of 32%. In 51 countries, IBFAN Asia launched a programme on a comprehensive assessment of policy and programme to study the implementation of the Global Strategy for Infant and Young Child Feeding, which sets ten target areas of action including a strong national level coordination. Action areas included national policy and plan on infant and young child feeding with assured funds, BFHI, health and nutrition care programmes, international code, maternity protection, community outreach, information support, infant feeding in difficult circumstances like HIV and emergencies, and monitoring and evaluation. All countries get a grading and ranking based on its performance on 15 indicators; including 10 mentioned above and 5 of the resultant infant and young child feeding practices. Individual country reports of 23 nations received so far highlight how each one lags behind in many of the ten areas requiring action. The IBFAN South Asia report lays bare gaps in all ten areas of action. A comparison between 2005 and 2008 in South Asia reveals some countries have made a progress showing impact of this programme. (www.worldbreastfeedingtrends.org)

Secondly, exclusive breastfeeding can cut down HIV transmission rates in infants born to HIV positive women by half. The new intervention cohort study from South Africa, assessed the HIV-1 transmission risks and survival associated with exclusive breastfeeding and other types of infant feeding in HIV positive women. Risk of acquisition of infection at six months of age via exclusive breastfeeding was 4.04%. Breastfed infants who received some solids had 11 times higher risk of infection and if other milk or formula is given along with breastfeeding the risk could almost double.⁷

Thirdly, the World Health Organisation (WHO) conducted a systematic meta-analysis, published in May 2007, to assess the association between breastfeeding and blood pressure, diabetes and related indicators, serum cholesterol, overweight and obesity, and intellectual performance. Subjects who were breastfed experienced lower mean blood pressure and total cholesterol, as well as higher performance in intelligence tests. Prevalence of overweight/obesity and type-2 diabetes was lower among breastfed subjects. All effects were statistically significant but for some outcomes their magnitude was relatively modest.⁸

Finally, the Lancet series on maternal and child under nutrition 2008⁹ provide further support to the view that poor nutrition inputs during early infancy, like suboptimal breastfeeding during 0-6 months and inadequate complementary feeding after 6 months, remain the major reason for childhood malnutrition and mortality.

⁶ Victora CG. Nutrition in early life: a global priority. *The Lancet* 2009; 374 (9696): 1123-1125.

⁷ Coovadia et al. Mother-to-child transmission of HIV-1 infection during exclusive breastfeeding in the first 6 months of life: an intervention cohort study. *Lancet* 2007; 369:1107-1116.

⁸ Horta BL et al. Evidence on the long-term effects of breastfeeding: Systematic reviews and meta-analysis. WHO 2007. http://whqlibdoc.who.int/publications/2007/9789241595230_eng.pdf

⁹ Bhutta ZA et al. What works? Interventions for maternal and child undernutrition and survival. *Lancet* 2008; 371(9610):417-440.

One of the main conclusions of the Lancet is to focus on the window of opportunity - from conception to the first 24 months of life. It says 1.4 million deaths (12% of under five) and 43.5 million DALYs (10% of global under-5 DALYs are attributable to suboptimal breastfeeding. And out of these attributable deaths 77% numbering 1.06 million child deaths are due to non-exclusive breastfeeding during 0-6 months of life. Apart from strengthening the value of breastfeeding, the Lancet series has also clarified what works for breastfeeding. It is 'one to one individual counseling' and 'group counseling' both have potential to increase exclusive breastfeeding substantially at 1 and 6 months significantly. And for complementary feeding again, it can be enhanced through education programmes, and counseling. However for food insecure populations, food supplements are required.

According to the World Health Statistics Report of 2009, certain risk factors are associated with increased child mortality and morbidity. The most common preventable risks are: poor infant feeding practices, low birth weight, being overweight or obese, childhood and maternal under-nutrition among several others.^{10 5}

Why is such training needed?

One to one or group counseling on breastfeeding increase breastfeeding rates & has one of the greatest potentials to reduce the burden of child morbidity and mortality. Complementary feeding could also be improved through nutrition counseling, although additional measures may be necessary in food insecure settings.⁷ Unfortunately, many mothers and newborns do not receive the help they need to initiate breastfeeding within one hour, and to practice exclusive breastfeeding during the first six months. The help includes assistance, education about breastfeeding, answers to their questions, and prevention of breast conditions like sore nipples and mastitis and tackling these if they do arise. Majority of mothers do not get antenatal information about advantages of breastfeeding, risk of artificial or replacement feeding, techniques of feeding and how to breast feed their babies. Only very few mothers breastfeed their babies starting after birth, majority give other feeds and fluids while waiting for breast milk to come. False perception of "not enough milk" leads to early and unnecessary formula feeding resulting in repeated episodes of diarrhea and pneumonia and under-nutrition. One in seven breastfeeding mothers develops sore nipples, cracks, engorgement or mastitis due to lack of correct breastfeeding skill. Avoiding certain foods and stopping foods altogether during sickness are also common social practices along with thin and watery foods for complementary feeding. Skilled and adequately trained health care providers are needed at 2 levels. One, the specialist level for given population of 5000-10000, and second is at the family level for a population of about 1000. Both these counselors are required as human resources available to improve the rates of optimal feeding practices through a behavior change in the society and family.

History of the training in breastfeeding counseling

It was in 1989 and 1990 that India hosted two sessions of a 40-hour course "Recent Advances in Human Lactation Management" followed by a training of trainer's course of 12 days (100hours) duration in 1991. These were based on the course "Lactation Management Topic Outlines for health professionals", a 100-hour course developed for African workers (by Helen Armstrong). Since 1991, trainers developed in these courses have led breastfeeding promotion movement and action in India both in enhancing the training capacity and improving its outreach. In 1992, WHO/UNICEF provided 18 hours training on BFHI; in 1993, WHO/UNICEF provided a training on breastfeeding titled "Breastfeeding counseling: a training course" (BFC) of 40-hour duration. In 1998, WHO SEARO and BPNI together organized a 'Regional Training Course' in New Delhi and considering the local situation, a 34th chapter on 'complementary feeding' was added making it as "Breastfeeding Counseling and Complementary Feeding: A Training Course" and it was recommended to WHO SEARO and WHO HQ to include 'complementary feeding' in the existing courses. In 2000, WHO/UNICEF/UNAIDS provided "HIV and Infant feeding counseling: a training course" of 18-hour course which required the participants to undergo 40 hours of **BFC course as a pre-requisite**. In 2001, WHO/UNICEF provided "Complementary Feeding Counseling: A training course", an 18-hour course, again requiring 40 hours BFC course as a prerequisite.

¹⁰ World Health Statistics 2009. WHO 2009. http://www.who.int/entity/whosis/whostat/EN_WHS09_Full.pdf

In 2003, the UN provided its guidelines to deal with HIV and infant feeding and recommended combining of the 18-hour course “HIV and Infant feeding counseling: a training course” with Breastfeeding Counseling course and they also provided a ‘framework program’ of 6 days duration. In February 2004, WABA’s International Task Force on HIV & Infant Feeding at Lusaka also recommended similar action. In 2004, BPNI/IBFAN Asia made significant effort of combining these two courses into one and named it ‘2 in 1 course’, and trained 54 counselors of HIV/AIDS programme in Delhi. Based on this successful experience and the availability of additional materials on ‘complementary feeding’ from WHO, the BPNI/IBFAN and UNICEF India team made further efforts to combine complementary feeding into the above course calling it “infant and young child feeding counseling, A training course: the ‘3 in 1’ training course (an integrated course on breastfeeding, complimentary feeding and infant feeding & HIV).

The Secretary, Ministry of Women and Child Development, Government of India released this ‘3 in 1 course’ to the nation on the occasion of the World Breastfeeding Week 2005. Since then the course has been used in several states of India. It has been regularly updated every year.



Release of training material “3 in 1” course by Smt. Reva Nayyar, Secretary, Ministry of Women and Child Development, Government of India (2005)

In 2005, the WHO also launched a course on “Infant and Young Child Feeding Counseling: An Integrated Course” for the purpose of familiarizing the lay counselors. According to WHO, this 5-day course does not replace the existing 3 courses of breastfeeding, complementary feeding and HIV but is a simplified version for lay counselors to cover all 3 subjects. According to WHO, if one has to acquire specialized skills, he/she must undergo the earlier available 3 courses. The ‘3 in 1’ course actually does that to develop ‘Infant and Young Child Feeding Counseling Specialists’, and replaces the existing three courses of WHO, UNICEF on breastfeeding, complementary feeding and HIV and infant feeding counseling. Additionally ‘3 in 1’ training programme provides training right upto the village level their comparison between existing training courses has been made to show complementary nature. This programme has been field tested by National Institute of Public Cooperation and Child Development (NIPCCD) and found useful.

In 2005-2006, various State governments of India, UNICEF and BPNI realized that there is another need to multiply efforts at a scale to train large numbers of its frontline family workers. BPNI and UNICEF India together developed a 3-day training course for family workers; a need based programme. This required to develop large numbers of ‘middle level trainers’ who will be able to provide a 3-day training on infant and young child feeding counseling to family counselors who are working at the grassroots level. Training modules and visual aids have been developed in several local languages along with a communication guide for the family workers to use for counseling women.

In the year 2011, with the availability of 'growth monitoring training materials of WHO, and Government of India's keen interest in linking this to infant and young child feeding counseling and launching of the a maternity entitlement scheme "Indira Gandhi Matritva Sahyog Yojna" (IGMSY), BPNI/IBFAN Asia added the growth monitoring component to the existing training materials and launched on 3rd December 2011 an updated training programme "Infant and Young Child Feeding Counseling: A Training Course", the 4 in 1 Course, (integrated course on breastfeeding, complementary feeding, Infant feeding and HIV and growth monitoring). This training programme provides skills on the subject for different levels, family level and health facility (specialist) level. Further the programme has a capacity building component for developing trainers at both levels.



Release of Training Material 'The 4 in 1' Training Programme was released by Sh. P.K. Pradhan, Secretary, Ministry of Health and Family Welfare and Dr. Shreeranjana, Joint Secretary, Ministry of Women and Child Development, Government of India (2011)

Following is a chronological listing of the development of the training and resources on infant and young child feeding by BPNI

S.No	Year	Developments of the training on breastfeeding
1	1989-1990	• First ever 40 hour training courses on recent advances in Human lactation management was organized.
2	1992	• WHO/UNICEF provided 18 hours training on BFHI. India developed adapted version (UNICEF and BPNI) later.
3	1993	• WHO/UNICEF gave "Breastfeeding counseling: a training course" (BFC) of 40 hour duration.
4	1994	• BPNI provided 18-hours training on "Human Lactation Management Training" essentially to impart training in BFHI
5	1998	• WHO SEARO and BPNI organised a Regional Training Course in New Delhi. Considering the local situation, a 34th chapter on 'complementary feeding' was added to the "Breastfeeding counseling: a training course" making it "Breastfeeding Counseling and Complementary Feeding: A Training Course". Three experts (Felicity Savage King, Dr. K P Kushwaha and Dr. Arun Gupta) developed this chapter before the training session and it was well received. In the report it was recommended to WHO SEARO and WHO HQ to include complementary feeding in the existing courses
6	1998-	• Several trainers that came out of these courses used these materials for further local

S.No	Year	Developments of the training on breastfeeding
	2000	<p>training in the states of India.</p> <ul style="list-style-type: none"> • BPNI translated “Breastfeeding Counseling and Complementary Feeding: A Training Course” course into Hindi supported by WHO SEARO. This version was field tested in January 2000.
7	2000	<ul style="list-style-type: none"> • WHO/UNICEF/UNAIDS provided “HIV and Infant feeding counseling: a training course” of 18 hour course. The course required 40 hours of BFC course as a prerequisite
8	2001	<ul style="list-style-type: none"> • WHO/UNICEF provided “Complementary Feeding Counseling: A training course” again requiring 40 hours BFC course as a prerequisite
9	2003	<ul style="list-style-type: none"> • The UN published its guidelines, and recommended combining of the 18 hour course “HIV and Infant feeding counseling: a training course” with Breastfeeding Counseling course and provided a framework programme for 6 days.
10	2004	<ul style="list-style-type: none"> • WABA’s international task force on HIV & Infant Feeding in February 2004 at Lusaka also recommended combining two courses. • Based on the above, BPNI/IBFAN Asia did this effort of combining these two courses of breastfeeding and HIV and Infant feeding into one and named it ‘2 in 1 course’.
11	2004-2005	<ul style="list-style-type: none"> • WHO HQ saw the above 2 in 1 course and provided comments and text of acknowledgement of WHO materials that was needed; it was inserted in the module. • BPNI/IBFAN Asia team made further efforts to combine complementary feeding into the above course calling it “ infant and young child feeding counseling, A training course: 3 in 1 training course (an integrated course on breastfeeding, complementary feeding and infant feeding & HIV”. This was developed in collaboration with UNICEF & WABA. This was used by BPNI, UNICEF in partnership with at least 3 state governments. The course was further refined with the feedback received. First version was launched in 2004, and now is in its 4th version of March 2008.
12	2005	<ul style="list-style-type: none"> • The Secretary, Ministry of Women and Child Development, Government of India released this version to the nation on the occasion of World Breastfeeding Week 2005 in the presence of UNICEF, BPNI and other government officials. This was the 2nd version. • The 2nd version was further refined with lessons learnt and feedback from trainees and participants.
13	2005-2006	<ul style="list-style-type: none"> • WHO launched a course on “Infant and Young Child Feeding Counseling: An Integrated Course” for counselors in Manila, Philippines in October. One of BPNI-IBFAN's key trainers took part on invitation of WHO and learnt that the new course launched by the WHO UNICEF is not replacing the early 3 courses of breastfeeding/ complementary feeding and HIV. However, it is a simplified version for lay counselors to cover all 3 subjects. • UNICEF & BPNI conducted another round of training courses and following materials were developed, a Middle Level Trainer guide, Training visual aid, Manual for Frontline Workers and Counseling Guide for Frontline Workers.
14	2006	<ul style="list-style-type: none"> • 3-day training course for family workers has been field tested by National Institute of Public Cooperation and Child Development (NIPCCD) and found useful.
15	2007	<ul style="list-style-type: none"> • BPNI/ IBFAN Asia In collaboration with UNICEF & WABA organised 3 in 1 course nationally and internationally.
16	2008	<ul style="list-style-type: none"> • Further Course is updated as on March 2008. The course has been endorsed by the Indian Academy of Pediatrics (IAP) and Indian Association of Preventive and Social Medicine (IAPSM).
17	2009	<ul style="list-style-type: none"> • IBFAN Asia supported a 3 in1 programme in Yemen in collaboration with UNICEF and MOH Yemen. • BPNI used 3 in 1 training course in different states of India.
18	2010-2011	<ul style="list-style-type: none"> • BPNI used 3 in 1 training course in different states of India.

S.No	Year	Developments of the training on breastfeeding
19	2012	<ul style="list-style-type: none"> BPNI/IBFAN Asia team made further efforts to combine Growth Monitoring into the above course calling it “ infant and young child feeding counseling, A training course: 4 in 1 training course (an integrated course on breastfeeding, complementary feeding and infant feeding & HIV and Growth Monitoring”. After updation this course was used by BPNI in different states of India. The course was further refined with the feedback received.
20	2013-2015	<ul style="list-style-type: none"> After updation of the 4 in 1 Course. BPNI used and tested this course in different states of India. The 4 in 1 course was further refined with lessons learnt and feedback from trainees and participants and as per the revised Guidelines of W.H.O. Last updation of the 4 in 1 course has been done in April, 2015.

Human Lactation Management Course:-

S.No	Year	Trainings
1	1989-1990	<ul style="list-style-type: none"> First ever 40 hour training courses on recent advances in Human lactation management is organized, in Maharashtra, about 50 persons trained.
2	1991	<ul style="list-style-type: none"> First TOT in Wardha, to produce 25 trainers to lead above courses organized in India. Training materials used was based on 1990: Helen C. Armstrong, of IBFAN provided “Lactation Management Topic Outlines for health professionals” a 100-hour course developed for African workers.

International & National Trainers Training:-

S.No	Year	Trainings
1	2006	<ul style="list-style-type: none"> BPNI/IBFAN Asia organized the first international course in India hosted by a pioneer medical school and Laos UNICEF and government sent as team to participate. Similarly Nepal, Laos PDR and Bhutan along with Indian states like: Andhra Pradesh, Madhya Pradesh, Delhi, Tamil Nadu, Punjab, Maharashtra, Karnataka, Rajasthan, Chandigarh and Jammu & Kashmir sent a team to participate. Such courses have been organized three times.
2	2007	<ul style="list-style-type: none"> BPNI/IBFAN Asia organized second international course in New Delhi in which 3 countries (Indonesia, Nepal and Indians states {Delhi, Utrakhand, Punjab, and Haryana}) took part. IBFAN Asia supported a 3 in1 course in Timor Lesté. The course was introduced after translation and adaptation of the whole programme.
3	2008	<ul style="list-style-type: none"> BPNI in collaboration with NRHM Haryana organized a Training of Trainers (13 day) course from 21 November to 3 December. BPNI and Yusuf Zulaiha Trust, Tamil Nadu organized a training of trainers at thassim Beevi Abdul kader College for Women, Kilakarai from 4th march to 17th March. BPNI and Government of U.P organised a National Trainers Training course for 13 days at Lucknow from 21st April to 4 May. BPNI and NRHM Haryana organized training of trainers in Rohtak Haryana from 21st November to 3rd December.
4	2009	<ul style="list-style-type: none"> IBFAN Asia supported a 3 in1 programme in Yemen in collaboration with UNICEF and MOH Yemen.
5	2012	<ul style="list-style-type: none"> BPNI and Department of Pediatrics, UCMS & GTB Hospital, Delhi organised Training Course on “Infant and Young Child Feeding Counselling Specialist”(The 4 in 1 course) at Delhi in May 2012
6	2013	<ul style="list-style-type: none"> BPNI/IBFAN Asia organised international course in New Delhi in which 2 countries (Afghanistan & Nepal) took part. Department of Pediatrics, UCMS & GTB Hospital, Delhi Organised Training Course on “Infant and Young Child Feeding Counselling

S.No	Year	Trainings
		Specialist”(The 4 in 1 course) at Delhi in June-July 2013.
7	2014	<ul style="list-style-type: none"> BPNI, National Institute of Public Cooperation and Child Development (NIPCCD) and National Children’s Fund (NCF) organized National Trainers Training on “Infant and Young Child Feeding Counseling Specialist” (The 4 in 1 course) at Delhi in August 2015.
8	2015	<ul style="list-style-type: none"> AIMI and BPNI/IBFAN had jointly organized this training course to develop International trainers in IYCF Counseling and IYCF Counseling Specialist for Indonesia. Jammu & Kashmir state resource centre for IYCF and Government Medical College, Srinagar has engaged the BPNI for the training of National Trainers and IYCF Counseling Specialist training.

Infant and Young Child Feeding Counseling Specialist Trainings:-

S.No	Year	Trainings
1	2006	<ul style="list-style-type: none"> BPNI, UNICEF Andhra Pradesh and Andhra Pradesh Government organized a training course on “Infant and Young Child Feeding Counseling: A Training Course The 3 in 1 course (an integrated course breastfeeding, complementary feeding and infant feeding & HIV counseling)” at Hindupur, Andhra Pradesh in April 2006.
2	2007	<ul style="list-style-type: none"> BPNI organized 4 training courses to develop 'infant and young child feeding counselling specialists' in Delhi, Bangalore, Kolkata, Ranchi.
3	2008	<ul style="list-style-type: none"> BPNI / IBFAN Asia organised IYCF Counselling Specialist “3 in 1 course” in Gwalior. BPNI & Women Development & Child Welfare Government of Andhra Pradesh organised IYCF Counselling Specialist course at Hindupur, Andhra Pradesh from 17-23 June.
4	2010	<ul style="list-style-type: none"> BPNI and Department of Pediatrics, UCMS & GTB Hospital, Delhi organised Training Course on “Infant and Young Child Feeding Counselling Specialist” (The 3 in 1 course) at Delhi in August 2010. BPNI and Women & Child Development Department Government of Andhra Pradesh organised Training Course on “Infant and Young Child Feeding Counselling Specialist” (The 3 in 1 course) at Hindupur in Nov 2010. BPNI and Department of Pediatrics, G.R. Medical College, Gwalior, Madhya Pradesh organised Training Course on “Infant and Young Child Feeding Counselling Specialist” (The 3 in 1 course) at Gwalior in December 2010.
5	2011	<ul style="list-style-type: none"> BPNI and Department of Pediatrics, UCMS & GTB Hospital, Delhi organised Training Course on “Infant and Young Child Feeding Counselling Specialist”(The 3 in 1 course) at Delhi in Sep-Oct 2011. BPNI and Department of Women & Child Development, Government of Andhra Pradesh organised Training Course on “Infant and Young Child Feeding Counselling Specialist” (The 3 in 1 course) at District Hospital Hindupur in Oct 2011. BPNI and Department of Pediatrics, G.R. Medical College, Gwalior (M.P.) organised Training Course on “Infant and Young Child Feeding Counselling Specialist” (The 3 in 1 course) in December 2011.
6	2012	<ul style="list-style-type: none"> BPNI and Department of Pediatrics, UCMS & GTB Hospital, Delhi organised Training Course on “Infant and Young Child Feeding Counselling Specialist”(The 4 in 1 course) at Delhi in May 2012 BPNI and Department of Women & Child Development, Government of Andhra Pradesh organised Training Course on “Infant and Young Child Feeding Counselling Specialist” (The 4 in 1 course) at District Hospital Hindupur in June 2012
7	2013	<ul style="list-style-type: none"> BPNI and Department of Pediatrics, Kalawati Sarn Hospital, Delhi organised Training Course on “Infant and Young Child Feeding Counselling Specialist”(The 4 in 1 course) at Delhi in June 2013. BPNI/IBFAN Asia organised international course in New Delhi in which 2 countries

S.No	Year	Trainings
		(Afghanistan & Nepal) took part. Department of Pediatrics, UCMS & GTB Hospital, Delhi Organised Training Course on "Infant and Young Child Feeding Counselling Specialist"(The 4 in 1 course) at Delhi in June-July 2013.
8	2014	<ul style="list-style-type: none"> • BPNI and Department of Pediatrics, Kalawati Sarn Hospital, Delhi organised Training Course on "Infant and Young Child Feeding Counselling Specialist"(The 4 in 1 course) at Delhi in Jan. 2014 • BPNI and Manipal College of Nursing (MCON), Manipal organised Training Course on "Infant and Young Child Feeding Counselling Specialist" (The 4 in 1 course) at Manipal University in July 2014 • BPNI and MTPG & RIHS and RGGW & CH Pudducherry organised Training Course on "Infant and Young Child Feeding Counselling Specialist" (The 4 in 1 course) at Pudducherry in September 2014. • BPNI, National Institute of Public Cooperation and Child Development (NIPCCD) and National Children's Fund (NCF) organised "Infant and Young Child Feeding Counselling Specialist" (The 4 in 1 course) at Delhi in August 2015
9	2015	<ul style="list-style-type: none"> • BPNI, Government of Bihar, National Health Mission (NHM) Bihar, UNICEF organise training course on "Infant and Young Child Feeding Counselling Specialist" (The 4 in 1 course) at Patna From Feb to March, 2015. • BPNI, National Health Mission (NHM) Himachal, organised Training Course on "Infant and Young Child Feeding Counselling Specialist" (The 4 in 1 course) at Shimla in April 2015. • BPNI and Department of Pediatrics, UCMS & GTB Hospital, Delhi organised Training Course on "Infant and Young Child Feeding Counselling Specialist"(The 4 in 1 course) at Delhi in April 2015. • BPNI and Department of Pediatrics, UCMS & GTB Hospital, Delhi organised Training Course on "Infant and Young Child Feeding Counselling Specialist"(The 4 in 1 course) at Delhi in August 2015 • BPNI and MTPG & RIHS Pudducherry organised Training Course on "Infant and Young Child Feeding Counselling Specialist" (The 4 in 1 course) at Pudducherry in October 2015. • AIMI and BPNI/IBFAN had jointly organized a training course to develop IYCF Counselling Specialist at Indonesia. • Jammu & Kashmir state resource centre for IYCF and Government Medical College, Srinagar has engaged the BPNI for the training course on Infant Young Child Feeding Counselling Specialist training.

Middle Level Trainers Trainings:-

S.No	Year	Trainings
1	2004	<ul style="list-style-type: none"> • The "2 in 1", training course was tested and 54 counselors of AIDS programme in Delhi (India) were trained. It also led to developing 32 trainers for the 2 in 1 combined "Infant Feeding & HIV Counseling Course".
2	2005	<ul style="list-style-type: none"> • BPNI and UNICEF conduct IYCF Counseling course in northern districts like in Jodhpur from 22-27 January, In Gwalior from 7-11 February, In Dhar from 16-20 March. • BPNI organized training in collaboration with UNICEF Bhopal, M.P and Department of WCD, Bhopal at the MGM Medical college Indore, MP from 25-29 July and 1-5 July 2005.
3	2006	<ul style="list-style-type: none"> • BPNI in collaboration with Ministry of Women Empowerment and Child Development of Uttarakhand Government organized four trainings workshops in Haridwar from December 2006 to Jan 2007. • BPNI in collaboration with NIPCCD organized four training workshops at NIIPCCD regional centres in Bangalore, Guwahati, Indore and Lucknow from October to December 2006.

S.No	Year	Trainings
4	2008	<ul style="list-style-type: none"> BPNI and WCD Punjab organized a training course in Ludhiana, Punjab from 16-26 September. BPNI organized a IYCF training course for MLT's with CARE, Jharkhand at Ranchi from 26 September to 1 October. BPNI and WCD, Andhra Pradesh was conducted a training course at Hindupur from 6th to 13th December. BPNI and Women & Child Department, Haryana organize a MLT Training at Rohtak from 24-29 December.
5	2009	<ul style="list-style-type: none"> BPNI and Department of Health & Family Welfare, NRHM, government of Punjab conducted MLT training course during Jan-April 2009. BPNI and Women & Child Development Department Government of Andhra Pradesh conducted MLT training course during Feb-Sep 2009 BPNI and Women & Child Development Department Government of Haryana conducted MLT training course in May 2009.
6	2010	<ul style="list-style-type: none"> BPNI and Department of Health & Family Welfare, Government of Punjab conducted Training of Middle Level Trainers (MLTs) and Frontline workers on Infant and Young Child Feeding Counseling in 8 Districts of Punjab (Oct 2010-Feb 2011).
7	2012	<ul style="list-style-type: none"> BPNI, National Rural Health Mission, Government of Rajasthan and Norway India Partnership Initiative (NIPI) organized Training for Middle Level Trainers and Yashoda workers, District Level Capacity Building on Infant and Young Child Feeding (IYCF) in 33 Districts of Rajasthan. BPNI and Department of Health & Family Welfare, National Rural Health Mission, Government of Punjab conducted Training of Middle Level Trainers (MLTs) and Frontline workers on Infant and Young Child Feeding Counseling in 10 Districts of Punjab (Mar-Dec 2012).
8	2013	<ul style="list-style-type: none"> BPNI and Department of Health & Family Welfare, National Rural Health Mission, Government of Punjab conducted Training of Middle Level Trainers (MLTs) and Frontline workers on Infant and Young Child Feeding Counseling in remaining districts of Punjab (Jan. - Feb. 2013). BPNI and National Rural Health Mission, Government of Haryana and Integrated Child Development scheme (ICDS) organized Training for Middle Level Trainers on Infant and Young Child Feeding (IYCF) in Panchkula, Haryana. (March, 2013) BPNI, Government of Bihar, UNICEF and ICDS Bihar conducted Training of Middle Level Trainers (MLTs) on Infant and Young Child Feeding Counseling from Oct. - Dec. 2013) BPNI & SHIFW Karnataka organized two IYCF counseling training for four Districts of Karnataka (Belagum, Gulbarga, Kolar, Mysore) at Bangalore.
9	2014	<ul style="list-style-type: none"> BPNI, Government of Bihar, UNICEF and ICDS Bihar and ANNMCH medical college, Gaya conducted Training of Middle Level Trainers (MLTs) on Infant and Young Child Feeding Counseling from Jan., Feb., May 2014) BPNI, Government of Bihar, National Health Mission (NHM) Bihar, UNICEF conducted Training of Middle Level Trainers (MLTs) on Infant and Young Child Feeding Counseling from March to December 2014) BPNI and National Health Mission (NHM) Haryana, Government of Haryana organized training for Middle Level Trainers on "Infant and Young Child Feeding Counseling Specialist" (The 4 in 1 course) in 10 districts of Haryana. Training conducted at Rohtak & Gurgaon in March & April 2014. BPNI, National Institute of Public Cooperation and Child Development (NIPCCD) and National Children's Fund (NCF) organized Middle Level Trainers Training for ICDS worker in all districts regional centres of NIPCCD from May to Nov. 2015. BPNI and UNICEF Chhattisgarh organized IYCF training course at Raipur From 13 to 19 January 2015
10	2015	<ul style="list-style-type: none"> BPNI, Government of Bihar, National Health Mission (NHM) Bihar, UNICEF conducted

S.No	Year	Trainings
		<p>Training of Middle Level Trainers (MLTs) on Infant and Young Child Feeding Counseling September 2015)</p> <ul style="list-style-type: none"> • BPNI and Women and Child Development (WCD), Dehradun department organized Middle Level Trainers Training for ICDS Workers at Dehradun in October 2015. • BPNI, Government of Maldives, UNICEF Maldives conducted training of Middle Level Trainers (MLTs) on Infant and Young Child Feeding Counseling in Maldives in October 2015. • BPNI, National Health Mission (NHM) Himachal, conducted training of Middle Level Trainers (MLTs) on “Infant and Young Child Feeding Counseling” (The 4 in 1 course) at Shimla in November 2015.

Other Trainings:-

S.No	Year	Trainings
1	2010	<ul style="list-style-type: none"> • BPNI and UCL Institute of Child Health, London and BRD Medical College, Gorakhpur (UP) organized “International Outreach Course on Breastfeeding: Advocacy & Practice Course”, 21 Nov-4 Dec 2010.
2	2011	<ul style="list-style-type: none"> • BPNI and Plan International organized “Capacity Building of State Mentors: Improving Breastfeeding and other IYCF practices” in Bihar and Uttar Pradesh in Mar-May 2011.

Training conducted by BPNI (1989-2015)

S.No	Trained Professionals	Number of people trained
1	National Trainers	162
2	International Trainers (Timor Leste, Yemen, Afghanistan, Nepal, Indonesia)	25
3	IYCF Counseling Specialist	902
4	Middle Level Trainers	1978
5	Frontline Workers	44818 (approx.)

How the training programme runs?

This training programme has 2 major courses, a 7 day/one-week course to develop “infant and young child feeding counselling specialists” and a 4-day course to develop a “family counselor”. To train these two cadres, trainers are needed. This programme has also developed training for the trainers as well as the training materials.

One experienced 'course director' develops 6 (six) 'national trainers' in 6 days to learn training skills as well as become familiar with training materials of both levels. They in turn develop 24 'infants and young child feeding counseling specialists' over a period of 7 days. Depending upon the needs the 'national trainers' can be utilized to prepare more infant and young child feeding counseling specialists.

Further to reach the family level, 4 national trainers train 24 'middle level trainers' in 7 days. 3 middle level trainers in turn can train 30 family counsellors (in 4 days). The diagram below (Fig.1) shows how the capacity can be rapidly multiplied to enhance outreach to family level.

For the specialist level services: Health care providers/workers need appropriate skills e.g. to build mother's confidence to increase her own milk flow from the mother to the baby when she has a 'feeling' of 'not enough milk'; assist her to initiate breastfeeding within one hour of the birth of the baby; assist her in making proper attachment at the breast to allow effective suckling which will help in preventing breast problems like sore nipples and engorgement; and in solving problems if they do arise; answer any questions if mothers have; counsel mothers and families on adequate and appropriate complementary feeding. Growth monitoring- frequent assessment of weight and length/height during infancy and childhood may detect growth faltering at an early stage, hence adequate steps may be taken promptly for the management of suboptimal growth and prevention of serious repercussions thereto and finally be able to counsel mothers about infant feeding options and support their feeding choice. Unfortunately, most health care providers and frontline workers have not adequately acquired these 'skills' in counseling and management of breastfeeding and complementary feeding either during their pre-service or in-service training.

For the family level services: Family level counselors require skills on counseling in normal circumstances, motivating mothers for early breastfeeding within one hour, support them to initiate breastfeeding and skin to skin contact, and exclusive breastfeeding, Mother Child Protection card, such as one issued by the Government of India, which helps to track the nutritional status, immunization schedule and developmental milestones for both child ,the pregnant and lactating mothers .They should be able to recognize difficulties that may need specialist level care.

Inadequate knowledge and skills of these workers complicates the situation but there is very little time assigned to infant and young child feeding in their basic curricula or in the child health programmes later. Aggressive commercial pressures of baby food companies add to this problem in a significant manner. This situation makes it imperative to train all care providers in the required skills till we achieve such a skill in their pre-service training. With increasing HIV prevalence and the knowledge that HIV can be transmitted through breastfeeding, it becomes critical to help women to decide the best possible option for infant feeding.

Growth assessment prompts a health worker to ask from mother as to what and how a child is being fed; and how a child was keeping health in the past.

The '4 in 1' training programme addresses this specific need of skill building in counselling in all health and childcare settings, as well as at family level.

Figure 1

How the capacity building programme works?

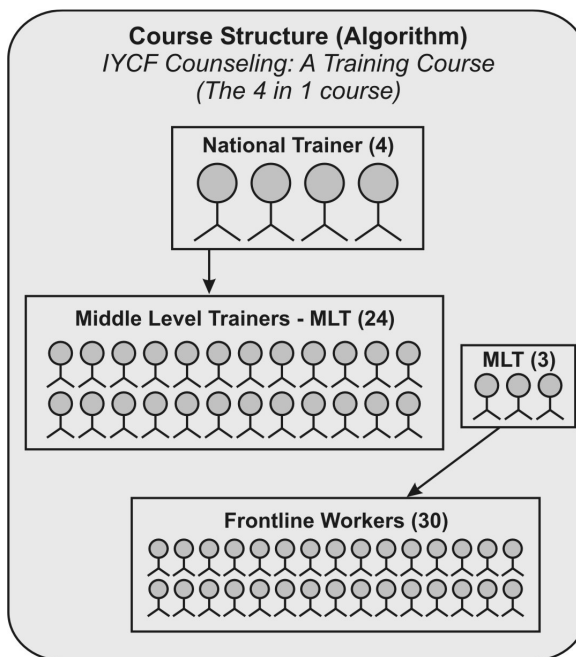
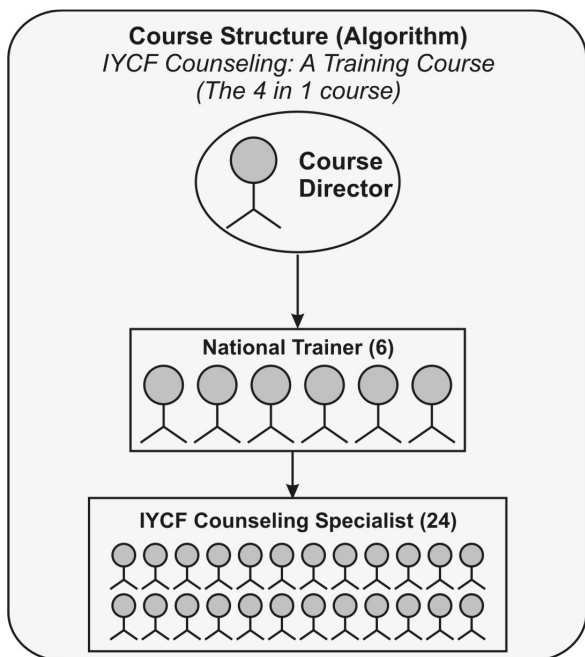
Specialist Level

To prepare IYCF counselling specialists	<ul style="list-style-type: none"> • One BPNI/IBFAN 'Course director' prepares 6 national trainers (1:6) over 6 days and supervises them to train 24 infant and young child feeding counselling specialists, which takes 7 days 	<ul style="list-style-type: none"> • 6 National Trainers • 24 IYCF Counseling Specialists
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Family Level

Need based programme	<ul style="list-style-type: none"> • 4-6 national trainers prepare 24 middle level trainers (MLT). Duration 7 days 	<ul style="list-style-type: none"> • 24 Middle Level Trainers
Prepare family counselors	<ul style="list-style-type: none"> • 24 MLT train family counselors/frontline workers in the ratio of 1:10 Duration 4 days • Family counselors counsel mothers in the community. 	<ul style="list-style-type: none"> • 240 family counselors trained

This algorithm suggests how this capacity building programme works, with one course director going out to start the process in a state or a country.



Details of the '4 in 1' training courses

1. Preparation of 'Infant and Young Child Feeding Counseling Specialists' and 'National Trainers'

BPNI and IBFAN Asia now run this course regularly to prepare and certify "infant and young child feeding counselling specialists". The participants have to undergo 7 days (51 hours) training and they use a training module. There are 46 sessions structured around five clinical sessions for interpersonal counselling skills with the mothers and babies in a clinical situation. Participants learn the skills in the preceding classroom sessions, in a sequence of lecture, discussions, demonstrations and written exercises. Training is conducted partly with the whole class together and partly in smaller groups. The ratio of trainer and participants is ideally maintained at 1:6.

For preparation of 'National trainers' additional 6 days (48hours) are required. This can be done in the week preceding the 7-days course. It is essentially focused on training skills using materials developed to run in structured format. One course director conducts this part of training to train 6 national trainers. Very next week, they have to teach the 7-days course mentioned above, under supervision of the course director. This process enables them to become national trainers. They learn and practice the training skills and continue to sharpen as well as gain more experience by getting involved in more training. The national trainers and IYCF counselling specialists act as breastfeeding advocates for the state or the nation apart from being able to assess and analyse the situation of infant and young child feeding. (See Tables 1-5)

The crucial point here is, the National trainer's training in total takes 13 days (99 hours) which has 7 days (51 hours) of IYCF counseling specialist training as its perquisite with additional 6 days (48 hours) .The six-day course enables trainers to become familiar with course materials, and learn how to conduct the different kinds of training sessions. While, IYCF counseling specialist course can be done independently as well.

2. Need based training for preparation of family counselors on infant and young child feeding counselling

For the family counselors, the 4-days training course is used, which suits her basic knowledge and requirements. This has to be in the local language for those who adapt this. The course has 21 sessions and provides her with a 'counselling guide' for using to counsel the family members or mothers. This training course has been field tested and found to be useful by Indian government institution that develops training materials and programmes on all child related issues. In this course 3 'middle level trainers' train about 30-40 family counselors over a period of 4 days.

The middle level trainers are trained by the national trainers using a 7 day training package specially developed for this purpose. (See Tables 6-9)

In the following Tables 1 & 3 you will see a typical programme schedule for these two courses, preparation of national trainers and infant and young child feeding counselling specialists. Table 2 & 4 show the criteria and guidelines for these.

Table 1: Prototype timetable for preparation of national trainer's course

Infant and Young Child Feeding Counseling: A training course (The 4 in 1 Course)

Duration: 13 Days
(Part I – 6 days)

(An Integrated Course On Breastfeeding, Complementary Feeding, Infant Feeding & HIV and Growth Monitoring- Counseling)

Time	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6
0900 - 1000	Introduction of trainees and Introduction to the course material and training skills	Listening and learning Preparation for clinical practice I	Positioning baby at the breast Preparation of clinical practice II	Expression breast milk Preparation of clinical practice III	Hospital practices and BFHI Preparation of clinical practice IV	Counseling HIV +ve mothers for feeding options and teaching replacement feeding Preparation of clinical practice V
1000-1030	Tea					
1030-1200	Visit to hospital – place of clinical practice Introduction of the training skills	Clinical practice I (OBG ward)	Clinical practice II (OBG ward)	Clinical practice III (OBG ward + NICU)	Clinical practice IV (OBG ward, NICU & Ped ward)	Clinical practice V (Ped OPD)
1200-1300	Why optimal infant and young child feeding	Listening and learning exercises	Building confidence exercises	History practice	Overview of infant feeding and HIV Preparation of clinical practice IV	Growth monitoring
1300-1400	Lunch					
1400-1500	Production and intake of breastmilk	Building confidence, giving support and checking understanding	Taking a breastfeeding history	Complementary feeding – foods to fill the nutrient gap	Breastmilk feeding options for HIV positive mothers	Monitoring Growth: weight and length/height Taking Action
1500-1600	Assessing a breastfeed	Breast conditions	Refusal to breastfeed and crying	Quantity variety and frequency of complementary feeds	Replacement feeding in the first six months by HIV	Preparation of milk feeds
1600-1630	Tea					
1630-1730	Observing breastfeeding	Breast conditions exercise	Not enough milk	Feeding technique, strategies	Counseling practice in HIV +ve mothers	Not enough milk, BF refusal crying exercises
1730-1800	Nutrition of lactating mothers & their fertility	Breastfeeding by working mothers	Feeding low birth weight babies	Feeding during illness & recovery	IMS Act	Increase breastmilk & relactation
1800-1830	Trainers meeting	Trainers meeting	Trainers meeting	Trainers meeting	Trainers meeting	Trainers meeting

Table 2: Criteria and guidelines for a course for preparation of national trainers

Title	“National Trainer” Infant and Young Child Feeding Counseling
Aim	To prepare National Trainer who can transfer knowledge and training skills on IYCF to all health professionals and child care workers.
Interest and commitment	Protecting, promoting and supporting breastfeeding. Interested to provide time to conduct future training
Who can do it	<ul style="list-style-type: none"> • Senior Faculty members in medical colleges (Pediatrics/Oby/Gynae and Preventive & Social medicine), nursing colleges, nutrition colleges • Any one who has already taken a 7-day IYCF Counseling – A Training Course: The 4 in 1 course on IYCF.
Duration of training (13 days)	<ul style="list-style-type: none"> • Participate in the 6 days course “Preparation of Trainers”, • Conduct a 7 –day (51 hrs) training course “Infant and Young Child Feeding Counseling: the 4 in 1 course” including 5 x 2 hr clinical training in hospitals for IYCF Counseling Specialist under supervision of BPNI’s Course Director for Infant and Young Child Feeding Counseling Specialist
Competence after receiving training	<p>Able to Conduct:</p> <ul style="list-style-type: none"> • The 7- day IYCF Counseling – A Training Course: The 4 in 1 to develop Infant and Young Child Feeding Counseling Specialist, • A 7 day course on IYCF for developing Middle Level Trainers for frontline workers • 4- days IYCF training course for Frontline workers/family counsellors • The 5 day training course Infant feeding and HIV Counseling for PPTCT counselors/doctors & nurses • Able to set up a IYCF Counseling Support Centre
Future potential	Can become a Course Director after additional training for 2 days.
TOT	4-6 National Trainers can be trained by one Course Director
Training Material	<ol style="list-style-type: none"> 1. Trainers guide 2. Participants manual for IYCF counseling specialist 3. Overhead figures / transparencies / CD 4. Answer sheets 5. Counseling guide for infant feeding options in PPTCT programme 6. Participants annual for middle level trainer 7. Middle level trainer’s guide 8. Training aids for training frontline workers 9. A manual for frontline workers 10. Counseling guide for workers on infant and young child feeding 11. Counseling guide for infant feeding options in PPTCT programme <p><i>*To be obtained from BPNI head quarter, Delhi on payment</i></p>
Place of Training	It should be held in a Medical College/hospital setting where 40-50 mothers-baby pairs are available for counseling sessions.

Table 3: Prototype timetable for preparation of infant and young child feeding counseling specialist course

Infant and Young Child Feeding Counseling: A training course (The 4 in 1 Course)

Duration: 13 Days
(Part II – 7 days)

(An Integrated Course On Breastfeeding, Complementary Feeding, Infant Feeding & HIV and Growth Monitoring- Counseling)

Time	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
0900-0930	Registration and pre-test	Listening and learning exercises	Breastfeeding positioning	Expression of breast milk	Hospital practices and BFHI	Growth monitoring Taking Weight, Length/Height	IMS Act Sustaining optimal IYCF
0930-1000	Introduction of participants						Feeding LBW & Sick Babies
1000-1100	IYCF counseling & support centre	Breast conditions	Breast condition exercise	History Practice	Overview of HIV and infant feeding	Growth monitoring taking action	Infant feeding in emergency situations
1100-1130	Tea	Preparation for clinical practice I <i>Tea</i>	Preparation for clinical practice II <i>Tea</i>	Preparation for clinical practice III <i>Tea</i>	Preparation for clinical practice IV <i>Tea</i>	Preparation for clinical practice V <i>Tea</i>	
1130-1230	Why optimal infant and young child feeding	Clinical practice I Listening and learning & assessing breastfeed	Clinical practice II Building confidence, giving support and checking understanding Positioning baby at the breast	Clinical practice III Taking feeding history	Clinical practice IV Counseling mothers in different situations and filling dietary recall form	Clinical practice V Complementary feeding	Relactation
1230-1330	Production and intake of breastmilk						Women Nutrition Health and Fertility
1330-1430	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1430-1530	Assessing a breastfeed 4	Building confidence and giving support	Refusal to breastfeed and crying	Complementary feeding-foods to fill the Nutrient gap	Breastfeeding option for HIV +ve mothers	Counseling for HIV +ve mothers for feeding options	Women and work
1530-1630	Observing breastfeeding	Building confidence and giving support exercise	Not enough milk refusal to breastfeed and crying exercises	Quantity variety and frequency of complementary feeding	Replacement feeding during first 6 months by HIV +ve mothers	Feeding during Illness and recovery	Post-test valedictory function Presentation of certificate
1630-1645	Tea	Tea	Tea	Tea	Tea	Tea	Tea
1645-1745	Listening and Learning	Not enough milk	Taking a feeding history	Feeding techniques and strategies	Preparation of Milk Feeds	Counseling practice in HIV+ve mothers	
1745	Trainers meeting	Trainers meeting	Trainers meeting	Trainers meeting	Trainers meeting	Trainers meeting	

Table 4: Criteria and guidelines for a course for preparation of IYCF Counseling Specialist

Title	“Infant and Young Child Feeding Counseling Specialist”
Aim	To prepare health care providers with knowledge and appropriate counseling skills on infant and young child feeding to manage IYCF counseling centre.
Interest and commitment	Protecting, promoting and supporting breastfeeding and complementary feeding. Help for solving mother’s problems
Who can do it	Doctors, staff nurses, graduates in nutrition, science, dietetics, home science, social work etc.
Duration of training (7days)	7 days (51 Hours) including 5 X 2 hours clinical practice in hospital.
Competence after receiving training	<p>Able to:</p> <ul style="list-style-type: none"> • Provide individual counselling on breastfeeding, complementary feeding HIV and Infant Feeding • Initiate setting up a infant and young child feeding counseling center • Provide referral level support • Advocacy on IYCF • Monitor IYCF programme and IMS Act.
Future potential	Can become National Trainer after undergoing 13 days training in IYCF.
Training	4 National Trainers will train 24 infant and young child feeding counseling specialists in one training session
Training Material	<ol style="list-style-type: none"> 1. Participants Manual 2. Counseling Guide for Infant Feeding Options in PPTCT Programme 3. Counseling guide for mothers on IYCF <p><i>*To be obtained from BPNI head quarter, Delhi on payment</i></p>
Place of Training	It should be held in medical college/hospital setting where 40-50 mothers-baby pairs are available for counseling sessions.

Table 5: List of sessions for the 7 days course to develop IYCF Counseling Specialist

1. Why optimal infant and young child feeding?
2. Local situation of infant and young child feeding
3. Production and intake of breastmilk
4. Assessing a breastfeed
5. Observing a breastfeed
6. Listening & learning
7. Listening and learning exercises
8. Hospital practices and baby friendly hospital initiative
9. Clinical Practice 1
 - Listening and learning
 - Assessing a breastfeed
10. Positioning baby at the breast
11. Building confidence, giving support and checking understanding
12. Building confidence exercises
13. Clinical Practice 2
 - Building confidence, giving support and checking understanding Positioning baby at the breast
14. Breast conditions
15. Breast condition exercises
16. Refusal to breastfeed and crying
17. Taking a breastfeeding history
18. History practice
19. Overview of infant feeding and HIV
20. Breastmilk feeding options for HIV positive mothers
21. Replacement feeding in the first six months by HIV positive mothers
22. Preparation of milk feeds
23. Counselling HIV positive mothers for feeding options and teaching replacement feeding
24. Practice counseling skills in HIV positive mothers
25. Expressing breastmilk
26. Not enough milk
27. Refusal to breastfeed, crying and not enough milk exercises
28. Breastfeeding low birth weight babies and sick babies
29. Increasing breastmilk and relactation
30. Complementary feeding - foods to fill the nutrient gap
31. Quantity, variety and frequency of complementary feeds
32. Counselling practice (BF & CF)
33. Clinical Practice 3
 - Taking a feeding history
34. Feeding techniques, strategies and food hygiene
35. Clinical Practice 4
 - Counseling mothers in different situations and Filling dietary recall form
 - Complementary feeding
36. Feeding during illness and recovery
37. Sustaining optimal infant and young child feeding
38. Clinical Practice 5
 - Growth monitoring
39. Nutrition of lactating mothers, their health and fertility
40. Breastfeeding by working mothers
41. Regulating marketing of infant milk substitutes (IMS Act) - International Code of Marketing of Breastmilk Substitutes
42. Infant feeding in emergency situations
43. Setting up Infant & Young Child Feeding Counseling and Support Centre and their Future Commitments
44. Growth Monitoring and Measurements
45. Growth Monitoring by Growth Charts
46. Monitoring Growth & taking action

Table 6: Prototype timetable for preparation middle level trainer's of frontline workers course

Infant and Young Child Feeding Counseling: A training course (The 4 in 1 Course)

Duration: 7 Days

(An Integrated Course On Breastfeeding, Complementary Feeding, Infant Feeding & HIV and Growth Monitoring- Counseling)

Time	Imparting Learning Skills			How to Conduct Training of FLW			
	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
9:00 - 9:30	Registration	Positioning the baby at the Breast (S7-60 mins)	Growth Monitoring and Measuring (S22 – 50 mins)	Refusal to Breastfeed and Crying (S9 – 45 mins)	Positioning the baby at the Breast (S7 – 60 mins)	Growth Monitoring and Measuring (S22 – 50 mins)	Refusal to Breastfeed and Crying (S9 – 45 mins)
9:30 - 10:00	Introduction of the participants/ Trainers and the Training/ Training Material			IMS Act (S21 – 30 mins)			IMS Act (S21 – 30 mins)
10 -10:30	Tea	Tea	Tea	Tea	Tea	Tea	Tea
10:30 - 11:30	Why Optimal Infant and Young Child Feeding (S1 – 60 mins)	Clinical Practice 1 (Practicing Listening/ Learning, Confidence Building, Giving Support, Taking Feeding History, Assessing and Observing the breastfeed and Positioning the baby at the Breast (S19 – 120 mins)	Growth Monitoring by Growth Charts and Taking Action (S23 & 24 - 60 + 60 mins)	Why Optimal Infant and Young Child Feeding (S1 – 60 mins)	Clinical Practice 3 (Practicing Listening/ Learning, Confidence Building, Giving Support, Taking Feeding History, Assessing and Observing the breastfeed and Positioning the baby at the Breast (S19 – 120 mins)	Growth Monitoring by Growth Charts and Taking Action (S23 & 24 – 60 + 60 mins)	Clinical Practice - 5; Communication Skills, Taking Measurements, Plotting on the charts, Counselling for Complementary Feeding (S 20 – 120 mins)
11:30 - 12:30	Production and Intake of Breastmilk (S2 – 60 mins)			Clinical Practice - 2; Communication Skills, Taking Measurements, Plotting on the charts, Counselling for Complementary Feeding (S- 20 – 120 mins)			
12:30 - 13:00	Assessing and Observing Breastfeeding (S3 – 60 mins)	Breast Conditions (S8 – 45 mins)	Assessing and Observing Breastfeeding (S- 20 – 120 mins)	Assessing and Observing Breastfeeding (S3 – 60 mins)	Breast Conditions (S8 – 45 mins)	Assessing and Observing Breastfeeding (S 20 – 120 mins)	Breastfeeding by Working Mothers (S17 – 30 mins)
13:00 - 13:30		Expressing Breastmilk (S10 – 30 mins)			Expressing Breastmilk (S10 – 30 mins)		
13:30 - 14:30	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
14:30 - 15:30	Listening and Learning (S4 – 60 mins)	Complementary Feeding: Foods to fill the Nutrient Gaps (S13 – 70 mins)	Not Enough Milk (S11 – 60 mins)	Listening and Learning (S4 – 60 mins)	Complementary Feeding: Foods to fill the Nutrient Gaps (S13 – 70 mins)	Not Enough Milk (S11 – 60 mins)	Institutionalizing skilled Infant and Young Child Feeding Counselling (S15- 60 mins)
15:30 - 16:00	TEA	TEA	TEA	TEA	TEA	TEA	TEA
16:00 - 16:30	Building Confidence, Giving Support & Checking Understanding (S5 – 60 mins)	Feeding Techniques and Strategies (S14 – 60 mins)	Practice 2- Preparation of Replacement Feed (S27 – 60 mins)	Building Confidence, Giving Support & Checking Understanding (S5 – 60 mins)	Feeding Techniques and Strategies (S14 – 60 mins)	Practice 2- Preparation of Replacement Feed (S27 – 60 mins)	Post - Test and Valedictory Function
16:30 - 17:00			Breastfeeding in special Circumstances specially HIV & IF (S18 – 30 mins)			Breastfeeding in special Circumstances specially HIV & IF (S18 – 30 mins)	
17:00 - 17:30	Hospital Practices and Baby Friendly Hospital Initiative (S6 – 60 mins)	Practical -1; Preparation of Complementary Feeding (S26 – 60 mins)	Breastfeeding Low Birth Weight Babies and Twins (S12 – 35 mins)	Hospital Practices and Baby Friendly Hospital Initiative (S6 – 60 mins)	Practical -1; Preparation of Complementary Feeding (S26 – 60 mins)	Breastfeeding Low Birth Weight Babies and Twins (S12 – 35 mins)	
17:30 - 18:00	Trainers meeting	Trainers meeting	Trainers meeting	Trainers meeting	Trainers meeting	Trainers meeting	

Table 7: Criteria and guidelines for a course for preparation of middle level trainers

Title	"Middle Level Trainer" for Infant and Young Child Feeding Counseling.
Aim	To prepare trainers of frontline workers to transfer knowledge and skills on IYCF.
Interest and commitment	Committed to provide training to frontline workers responsible for maternal and child care.
Who can do it	Instructors /trainers/tutors of frontline workers, CDPO/supervisor, Grade A Staff nurses, nutrition officers, medical officers, MSW, graduate in science, graduate in home science etc.
Duration of training (7 days)	<ul style="list-style-type: none"> • Part I : 3 days : Receive training from trainers • Part II: 4days: Practice how to conduct a course for frontline workers /family counsellors including 3 X 2 hrs clinical practice in hospital
Competence after receiving training	<p>Able to:</p> <ul style="list-style-type: none"> • Conduct 4 days training course for frontline workers • Provide skilled support to in-service worker • Supervise monitoring and evaluation health component of IYCF
Future potential	Can become National Trainer after undergoing 13 days training in IYCF.
Training	4 National Trainers will train 24 middle level trainers in one training sessions
Training Materials	<ol style="list-style-type: none"> 1. Participant Manual for Middle Level Trainers 2. Middle Level Trainer's Guide 3. Training Aids for training frontline worker 4. A Manual for frontline workers 5. Communication Guide for Counseling mothers on IYCF <p><i>*To be obtained from BPNI head quarter, Delhi on payment</i></p>
Place of Training	It should be associated with a medical college/district hospital/other hospitals where 20-25 mothers baby pairs are available for counseling sessions

Table 8: Prototype timetable for 4-days course for frontline workers / peer counselors

Infant and Young Child Feeding Counseling: A training course (The 4 in 1 Course)

Duration: 4 Days

(An Integrated Course On Breastfeeding, Complementary Feeding, Infant Feeding & HIV and Growth Monitoring- Counseling)

Day 1		
Time	Sessions	Minutes
9-10am	Registration of participants, introduction of course material	60
10-10.30am	Tea	30
10.30-11.30am	Session 1: Why Optimal Infant and Young Child Feeding	60
11.30-12.30 pm	Session 2 Production and Intake of Breastmilk	60
12.30-1.30 pm	Session 3 Assessing and Observing a Breastfeed	60
1.30-2.30 pm	Lunch	60
2.30-3.30 pm	Session 4 Listening and Learning	60
3.30-4.00pm	Tea	30
4.00-5.00 pm	Session 5 Building Confidence, Giving Support and Checking Understanding	60
5.00-5.30pm	Session 6 Antenatal Preparation and Establishing Community Breastfeeding Support	30
Day 2		
9.00-10.00am	Session 7 Positioning Baby at the breast	60
10.00-10.30am	Tea	30
10.30-11.15 am	Session 8 Breast conditions	45
11.15-12.00 am	Session 9 Refusal to Breastfeed and Crying	45
12.00-12.30 pm	Session 10 Expression Breastmilk	30
12.30-1.30 pm	Session 11 Not Enough Milk	60
1.30-2.30 pm	Lunch	60
2.30-3.00 pm	Session 12 Breastfeeding Low Birth Weight Babies	30
3.00-5.30 pm	Tea Home visit / visit to anganwadi center / Health Centre <i>(Listening & learning, confidence building, assessing to breastfed, feeding history, positioning)</i>	120
Day 3		
9.00-10.10am	Session 13 Complementary Feeding - Foods to Fill the Nutrient Gap	70
10.10-10.30am	Tea	20
10.30-11.30 am	Session 14 Feeding Techniques and Strategies	60
11.30-1.30 pm	Home visit / visit to anganwadi center / Health Centre <i>(confidence building, complementary feeding)</i>	120
1.30-2.30 pm	Lunch	60
2.30-3.15 pm	Session 15 Sustaining Optimal Infant and Young Child Feeding	45
3.15-3.35pm	Session 16 Nutrition of lactating mothers their Health and Fertility	20
3.35-4.00 pm	Tea	30
4.00-4.30pm	Session 17 Breastfeeding by working mothers	30
4.30-5.00 pm	Session 18 Breastfeeding in Special Circumstances	30
Day 4		
9.00-10.00am	Monitoring Growth	60
10.00-10.30am	Tea	30
10.30-11.30 am	Growth Monitoring Weight &Length/Height	60
11.30-12.30 pm	Growth Monitoring and taking action	60
12.30-1.30 pm	Feedback from trainees	60
1.30- 2.30 pm	Lunch	60
2.30-3.45 pm	Valedictory Function including distribution of Certificate to participants	45

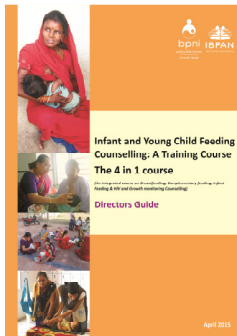
Table 9: Criteria and guidelines for a course for training of family counsellors/ frontline workers

Title	“FLW/Family counsellor” on Infant and Young Child Feeding Counseling
Aim	To prepare skilled frontline workers/peer counselors for counseling on IYCF.
Interest and commitment	To promote and support breastfeeding and complementary feeding in National Programmes
Who can do it	Frontline workers responsible for maternal and child health. ANM, AWW, ASHA, TBA, Women support groups, school teachers, breastfeeding mothers, self help groups peer counselors etc.
Duration of the course (4 days)	4 days (27 hours) including 4 hours (2 hours x 2 days) of counseling skills practices on mother & baby during the training session
Competence after receiving training	Able to : <ul style="list-style-type: none"> • Provide IYCF counseling to pregnant and lactating women and their families • Solve breastfeeding/complementary feeding problems • Refer for breast problems like mastitis to a IYCF counseling specialists
Training	3 middle level trainers for training of 24-30 counsellors
Training Materials	<ol style="list-style-type: none"> 1. A Manual for frontline workers 2. Counseling Guide for mothers on IYCF 3. Breastfeeding and Complementary Feeding: A guide for Parents <p><i>*To be obtained from BPNI head quarter, Delhi on payment</i></p>
Place of Training	It should be conducted on Block/PHC

The Training Materials

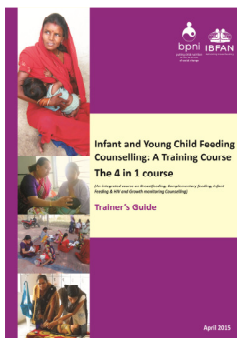
This section provides a brief about each of the training materials and training aids. It will serve as a catalogue. Training materials are meant only for use by the trained personnel for their best impact. These are not for routine sales. However, certain materials are meant for reading of health workers and parents. These can be widely disseminated and ordered for purchase. This is indicated along with the material.

Specialist Level



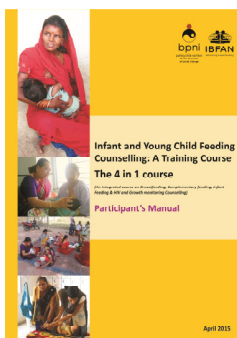
Course Director's Guide

The document contains Guidelines on planning and administration on how to organize the different types of courses. It describes in detail preparation of national trainers and the course director's role before and during the course. It includes details of course materials, checklists of forms, timetables and items required for demonstration, and checklists of equipments needed. It includes course outline, course structure, and a description of the facilities required.



Trainer's Guide to train IYCF counseling specialist or middle level trainer

The Trainer's Guide is a comprehensive manual comprising of the 4 in 1 (integrated course on breastfeeding, complementary feeding, infant feeding & HIV and Growth Monitoring – counseling) all covered in 46 sessions. It is an essential tool for the national trainers, and contains all the information needed, with detailed instructions on how to conduct each session. It describes the teaching methods to be used, and includes all exercises, clinical practice sessions, group discussions, role plays, practical guidelines, summary boxes, forms, checklists and the case stories needed during the course. This guide is provided to those who have completed the 13 days training course to be a “National Trainer on infant and young child feeding”



Participants Manual for IYCF Counseling Specialist

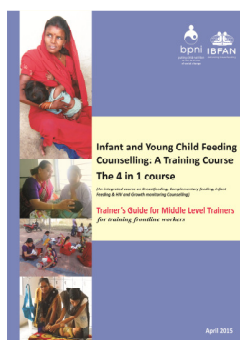
The Participants' Manual follows the same pattern as the Trainer's Guide covering all 46 sessions. It contains the key information presented in the lectures and other sessions that it is useful for participants of the IYCF counseling Specialists course to remember.



CD PowerPoint of AV aids

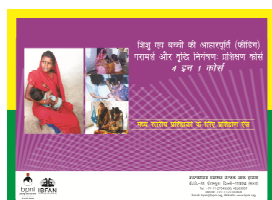
The CD contains 150 visual aids to be used while training participants. This is for use by the national trainers only.

Family Level



Trainer's Guide to train 'Frontline Workers'

This is an essential tool for a middle level trainer. The guide provides how to conduct each session and the teaching methods to be used while training frontline workers. It also contains other guidelines and checklists. This is meant for a middle level trainer to conduct 4-days training on IYCF for family counsellors.



Training Aids for trainers of family counselors

This is a set of flip charts laminated in large sizes, which middle level trainers can use during the training session for family counsellors at any place.



Manual for family counselors

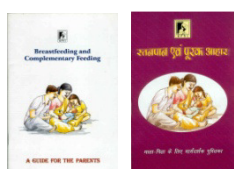
This is a self-learning reference manual for family counsellors/ frontline workers having information on various topics discussed during the 4-days training. It helps her to refer whenever required.

Communication Materials for the Family Counselors



Breastfeeding and Complementary Feeding - Counseling Guide for Frontline Workers

This is a counseling guide to be used by the family counselors /frontline workers for counseling mothers and other family members to improve infant and young child feeding practices, especially early and exclusive breastfeeding, complementary feeding and child caring practices during the various interactions with them during antenatal home visits and Mahila Mandal meetings. The guide has information on how to practice exclusive breastfeeding, correct suckling position and complementary feeding etc.



Breastfeeding and Complementary Feeding - A Guide for Parents

CD – "Maa Kaa Pyaar Shishu Ahhar"

Comparison with global training courses

WHO/UNICEF has provided 3 courses on different aspects of Infant and Young Child Feeding (breastfeeding, complementary feeding and HIV and infant feeding are three critical areas). Now WHO has provided a course on 'Infant and Young Child Feeding Counseling: an Integrated course, (October 2005) which is a 5 day course meant for lay counselors & WHO recognizes need of specialist counsellors. UN Framework for Priority Action and guidelines for Policy Makers and Health Care managers recommended that breastfeeding and HIV and Infant Feeding modules should be combined for better implementation. This is because while implementing the HIV and Infant Feeding training module, a 3-day module, cannot be given in isolation it asks for pre-requisite to complete 5 days of breastfeeding counseling course. WABA runs a breastfeeding advocacy and policy course. BPNI/IBFAN Asia runs the '3 in 1' training programme. It is important to compare the three most commonly offered courses because the three have different aims and objectives, in fact complement each other. Comparison of three important training courses being promoted regularly for promotion of breastfeeding can be seen in the Table-10.

For example, the 3-in-1 is for frontline counselors, and gives them practical skills for helping mothers, with necessary minimal theoretical back-up. The WABA advocacy course is at a higher level for resource people and leaders, such as might become trainers or programme organisers, with more theory. It fills the same role as the London Course, though obviously being shorter it cannot cover so much material. In a country, those who may have done policy advocacy course, may like to become 'national trainers' for the 4-in-1 course. It is not appropriate to do the policy course for all the counselors. People trained only on the '4-in-1' programme may not become sound for advocacy, training and planning and organising the BFHI etc. So they have very distinct roles and cannot substitute for one another, but truly do complement one another.

Most important point is that BPNI is running a training programme through its various IYCF trainings while the global training courses are tools which can be adapted.

Table 10: Comparison of three important training courses for imparting skills on IYCF counseling and advocacy.

Title	Duration	Output	Aim/Objective	Relationship with the existing courses
WHO/UNICEF's integrated infant and young child feeding counseling course; 5 day course (Structured)-2006	5 days	Well oriented Lay counselor	The course aims to familiarize the lay counselors in health and nutrition care systems to be able to counsel mothers on basic knowledge on infant feeding.	The course DOES NOT replace the 3 WHO/UNICEF courses.
BPNI/IBFAN's "Infant and young child feeding counselling, A training Course, the 4 in 1 course (integrated course for breastfeeding, complementary feeding and infant feeding & HIV counseling & Growth Monitoring) - 2011	7 days	Infant and young child feeding counseling specialist	The course aims to develop trainers, infant and young child feeding counselling and support specialists; who are able to solve all kinds of breastfeeding and complementary feeding problems, counseling to HIV positive mothers in infant feeding and to monitor growth to provide support to them and offer specialist services in feeding difficulties, monitor code, offer services to the organizations/ Governments to support programmes to improve IYCF status in community.	The course REPLACES the three WHO UNICEF courses and adds up growth monitoring. In addition it is simplified and updated. It is linked to a programme to build capacity for counseling.
Centre for International Child Health,UCL-2006	2 x 2 weeks	A national breastfeeding advocate	Designed for senior health professionals who are at a position to influence practice and policy, to act as advocates for optimal feeding in national programmes. The course doesn't develop advanced trainers or counselors for skills training.	It provides comprehensive and in-depth scientific, technical and practical orientation on all aspects of breastfeeding.



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