

Model Curriculum

QP Name: Geriatric Caregiver (Institutional & Home Care)

QP Code: HSS/Q0001

QP Version: 1.0

NSQF Level: 3

Model Curriculum Version: 1.0

Healthcare Sector Skill Council | | Healthcare Sector Skill Council, 520, DLF Tower A, 5th Floor, Jasola
District Centre, New Delhi – 110025

Training Parameters

Sector	Healthcare
Sub-Sector	Allied Health & Paramedics
Occupation	Curative Services
Country	India
NSQF Level	3
Aligned to NCO/ISCO/ISIC Code	NCO-2015/5321
Minimum Educational Qualification and Experience	<ul style="list-style-type: none"> 12th class pass OR <ul style="list-style-type: none"> 10th Class Pass + ITI (2 years after Class 10th) Min Age: 20 Year
Pre-Requisite License or Training	Not Applicable
Minimum Job Entry Age	20 Years in completed years, medically fit Preferred Age is 35 Years and above
Last Reviewed On	12/04/2022
Next Review Date	01/07/25
NSQC Approval Date	30/06/2022
QP Version	1.0
Model Curriculum Creation Date	18/08/2022
Model Curriculum Valid Up to Date	
Model Curriculum Version	1.0
Minimum Duration of the Course	450 Hrs. (For 12th class pass OR 10th Class Pass + ITI (2 years after Class 10th) 150 Hrs. (for existing certified professionals in relevant field as upskilling program)
Maximum Duration of the Course	450 Hrs.
Optional Option 1- Geriatrics Palliative Caregiver Option 2 – Dementia Caregiver	120 Hour for each option

Program Overview

This section summarizes the end objectives of the program along with its duration.

Training Outcomes

At the end of the program, the learner should have acquired the listed knowledge and skills.

- Discuss & verbalize the role and responsibilities of a Geriatric Caregiver (Institutional & Home Care).
- Discuss about the basic qualities of a proficient geriatric caregiver.
- Discuss about National Programme for healthcare of Elderly (NPHCE-NHM) program including Geriatric package of AB-HWC component.
- Demonstrate techniques to maintain the personal hygiene needs of an elderly patient.
- Demonstrate professional techniques in maintaining Daily Living Activities.
- Maintenance of perineal hygiene, Catheter care in catheterized patients.
- Support patient to eat and drink—orally/assisted feeds e.g., RT Feeds.
- Assist medication care of the immobile/semi or un-conscious patients under supervision/ guidance of Nurse professional or medical in-charge.
- Identify risk factors/events and inform doctor/nurse/family immediately.
- Understand the scope of work and act within the competence of authority.
- List the basic healthcare needs of ambulatory conscious elderly people, non-ambulatory / bed-ridden frail elderly people etc.
- Build a comprehensive knowledge base to be a companion and support in home safety management.
- Understand about national schemes and provisions related to geriatrics.
- Demonstrate the ability to perform skills essential in providing basic healthcare to senior citizens.
- Promote safety, understand usage of protective devices, and demonstrate precautions to be taken while usage of equipment and assistive devices.
- Demonstrate technical skills in providing first aid care to victims as per the emergency condition.
- Demonstrate about universal precautions.
- Reporting signs of severe illness/ deterioration to higher authorities as per timelines.
- Follow biomedical waste disposal and infection control policies and procedures in the organization.
- Act within the limits of competence and authority.

	Unit	Training Duration in HRS	Theory (Hr)	Practical (Hr)	OJT
	Mandatory Units of Curriculum				
1	Introduction to healthcare delivery systems	450	10	5	OJT at any relevant attached work facility such as old age home, care facility, Healthcare Service Providers etc
2	Basic Structure and Function of human Body		10	5	
3	Concept of Ageing and related common health problems of Elderly		10	5	
4	Role and responsibilities of a Geriatric Care Giver		10	10	
5	Care of Geriatrics		20	50	
6	Nutrition and Diet		5	6	
7	Safety, Comfort Devices & Assistive Devices for Senior Citizens		5	20	
8	Yoga, Exercise & Rehabilitation		10	15	
9	Companionship		10	20	
10	End of Life Care		10	10	
11	Reporting and Documentation		5	2	
12	Safety and Emergency Response		10	8	
13	Infection control practices and waste management		5	10	
14	Employability & Entrepreneurship Skills		10	4	
15	Basic Communication Skills		10	5	
16	Financial and Digital Literacy		10	5	
	Total		150	180	120
	Optional Units of Curriculum to gain additional competency		T	P	OJT
17	Palliative Care	120	30	60	30
18	Dementia Care	120	30	60	30

Module Details

Module 1: Introduction to healthcare delivery systems

Mapped to: Bridge Module

Terminal Outcomes:

- Describe the basic structure and function of healthcare delivery system in India.
- Understand the healthcare facilities available specific to meet geriatrics needs.

Duration: 10:00	Duration: 5:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none">• Discuss the healthcare delivery system in India at the primary, secondary, tertiary, and quaternary levels.• Discuss about NPHCE-NHM program including Geriatric package of AB-HWC component.• Discuss about care facilities such as Respite Care & its associated services, Acute Care Facility and its services, Hospice Care and its services, Palliative Care and its services, Long Term Care Facility etc.• Discuss about Healthcare Service Providers.• Distinguish between private, public, and non-profit healthcare delivery systems, NGO's etc.• Understand about Elderly and their specific needs.• Discuss Rights of Elderly (Constitutional Rights).	<ul style="list-style-type: none">• Prepare a report summarizing the observations about basic structure and function of healthcare delivery system in India.• Prepare a chart regarding facilities available for geriatrics nationally and internationally.
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Board eraser, Power point presentation.	
Tools, Equipment and Other Requirements	
Visit to Hospital (Medicine/Geriatric department), Senior Citizen Home, Day Care Center.	

Module 2: Basic Structure and Function of human Body

Mapped to: Bridge Module

Terminal Outcomes:

Geriatric Caregiver (Institutional & Home Care)

- Describe basic structure and function of the human body.
- Describe about body system associated common diseases.

Duration: 10:00	Duration: 05:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • Basic sensitization about Human Body System. • List various body parts. • Describe different types of organ systems. • Discuss different types of body fluids. 	<ul style="list-style-type: none"> • Identify various body parts/organs in a model, Manikin etc. • Design working charts depicting functioning of human body system.
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster, Power point presentation	
Tools, Equipment and Other Requirements	
3D models of human body and accessory organs, model human skeletal system, organ specimen. Mannequin, charts, demonstration kits of different body parts and mechanics, internet use	

Module 3: Concept of Ageing and related common health problems of Elderly

Mapped to: Bridge Module

Terminal Outcomes:

- Understanding Ageing and related concerns
- Describe about basics health related problems among elderly

Geriatric Caregiver (Institutional & Home Care)

Duration: 10:00	Duration: 05:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> Describe the changes occurs in the human body during the ageing process Discuss the National Policy on Older Persons and its Implementation Describe the general provisions/schemes/promotions etc. under laws related to geriatric welfare Sensitization with reference to definition, causes, sign & symptoms, care procedures as per the scope of a geriatric caregiver for common disease conditions. 	<ul style="list-style-type: none"> Identify various body parts/organs models of human organ system. Design various working models depicting functioning of each human body system.
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster, , Power point presentation.	
Tools, Equipment and Other Requirements	
3D models of human body and accessory organs, model human skeletal system, organ specimen.	

Module 4: Role and responsibilities of a Geriatric Caregiver

Mapped to:

Terminal Outcomes:

- Describe the key roles and responsibilities of a Geriatric Care Giver.

Duration: 10:00	Duration: 10:00
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Geriatric Caregiver (Institutional & Home Care)

Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • Explain the role and responsibilities of the Geriatric caregiver. • Understand Do's and Don'ts of a Geriatric caregiver as per roles and responsibilities. • Distinguish between the scope of work of a Geriatric caregiver and that of other healthcare professionals. • Explain the challenges and limitations of the role. • Understand concept of caregiving. • Discuss characteristics/traits/qualities of Geriatric Caregiver. • Understand about scope and Job opportunities related to the role. • Discuss Code of conduct related to the role. • Explain significance of adherence to legislation, protocols, and guidelines relevant to one's role and field of practice 	<ul style="list-style-type: none"> • Prepare a chart depicting roles and responsibilities of a Geriatric Caregiver at different settings. • Role play related to Do's and Don'ts of a geriatric caregiver.
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, board eraser, Power point presentation.	
Tools, Equipment and Other Requirements	
Document and guidelines with detailed role description and limitations.	

Module 5: Care of Geriatrics

Mapped to:

Terminal Outcomes:

- Understand the importance of Geriatric Care.
- Explain the SOP's related to Caring Procedures.

Duration: 20:00	Duration: 50:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • Understand about Geriatric Care. • Explain the support provided to maintain daily living activities. • Importance of maintaining Personal Hygiene. • Understand how to provide care related to Bed Making, Sponge Bath/Bed Bath, mouth care, care of Hair Lice, Hair Wash, Back Care, Shaving, Foot & Nail Care, denture care • Explain about elimination need, giving and removing bed pan, Diaper Change, Urinal Pot, providing enema, suppositories. • Explain about pressure sores, causes and process to identify the same. • Discuss about 5R's of Medication. • Understand the process for dispensing Medication such as Eye care & Instillation of ointment/ Instillation of eye/ear drops, Administration of Nasal drops. • Assist the nurse in calibrating the scales and following manufacturer's guidelines and use different types of scales including manual, digital, standard, chair and bed scales. • Measure and record patient's height, weight, blood pressure and other vital signs accurately. • Explain the process for support required for special Procedures like Hot/cold Compress, Oxygen Administration, Nebulization, Steam Inhalation, bandaging under the guidance. • Explain the importance of maintain mobility in elderly and positioning such as lithotomy, supine, prone, fowlers, semi fowler etc. • List the devices used in Transportation, Three Man Lift, process of lifting from Bed to Wheelchair. • Describe methods to measure Intake of fluid and food & output of faeces, urine & vomitus of patient. • Discuss the importance of observing and reporting color changes such as bluish or yellowish discoloration of the skin or consistency of urine and stools. • Discuss the role during special procedures while assisting nurse/physician <ul style="list-style-type: none"> ○ Application of heat and cold ○ Administering Oxygen 	<ul style="list-style-type: none"> • Demonstrate in a role play the role during special procedures while assisting nurse/physician <ul style="list-style-type: none"> ○ Application of heat and cold ○ Administering Oxygen ○ Suctioning ○ Catheterization ○ Enema ○ Specimen collection ○ Medicine dispensing ○ Feeding through Ryle tube • Demonstrate the role related to Sponge Bath/Bed Bath, Care of Hair Lice, Hair Wash, Back Care, Shaving, Foot & Nail Care, denture care • Demonstrate the procedure related to assistance for elimination needs. • Demonstrate regarding the Dispensing Medication as per scope of practise • Role play for to record and report vital parameters. • Demonstrate the functioning of devices or equipment used in transportation such as wheelchair, clutches, cane, bed etc.

<ul style="list-style-type: none"> ○ Suctioning ○ Catheterization ○ Intravenous Observations ○ Enema ○ Specimen collection ○ Medicine dispensing ○ Feeding through Ryle tube ● Care of geriatrics suffering from diseases such as: <ul style="list-style-type: none"> ○ Parkinson's ○ Incontinence ○ Arthritis ○ Osteoporosis ○ Respiratory Disease ○ Heart Disease and Implants ○ Nervous Disorders ○ Loss of Vision and Hearing ○ Cancer ○ Paralysis ○ Stroke 	
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster, , Power point presentation	
Tools, Equipment and Other Requirements	
Mannequin, charts, demonstration kits of different body mechanics & positions & internet use, stretcher, wheelchair, trolley, patient assisted devices, kidney tray, bed sore treating kit, O2 cylinder, suction kit, catheter, specimen, Ryle's tube, suction apparatus, heat and cold application methods, Patient safety tools such as wheel chairs, trolleys, side rails, PPE, First Aid kit, betadine, cotton, bandages, sanitizers, disinfectants, Bed sheets, bandages, cotton, disinfectants, topical ointments/ lotions/medications etc., syringes, gloves, needles, spatula Visit to Hospital (Medicine/Geriatric department) , Senior Citizen Home	

Module 6: Nutrition and Diet

Mapped to: HSS/N3013, v1.0

Terminal Outcomes:

- Understand concept of nutrition, nutrients, and calories.
- Understand support to be provided by caregiver while feeding geriatric.

Duration: 05:00	Duration: 06:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none">• Explain about dietary requirements of elderly and sources of nutrition.• Understand about diet pyramid for elderly.• Explain diet associated health concerns among elderly.• Understand criterion to identify right food for elderly.• Discuss about appropriate intervention to be taken per case with special with Alzheimer's disease, immobile/semi or unconscious patients, geriatrics suffering with dementia.• Understand the importance of special diets such as diabetic diet, hypertensive diet, Soft Diet, Liquid diet etc.• Explain cooking methods and steps for basic diets for elderly.	<ul style="list-style-type: none">• Prepare light snacks or soft diet such as Khichdi, Porridge or Juice.• Demonstrate the usage of basic kitchens tools and machines such as Fridge, Induction, Microwave etc.
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster, power point presentation	
Tools, Equipment and Other Requirements	
Mannequins, mock environment of home-based environment, kidney tray, patient daily care articles, bio medical waste management, RT tubes, sample food items, Visit to Senior Citizen Home care	

Module 7: Safety, Comfort Devices & Assistive Devices for Senior Citizens

Mapped to: HSS/N3014, v1.0

Terminal Outcomes:

- Discuss the significance of safety measures for Geriatric.
- List the Comfort and Assistive devices and related indications.

Duration: 05:00	Duration: 20:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none">• Define body mechanics.• Discuss safety precautions that need to be followed when lifting a geriatric.• Demonstrate the use of protective devices (restraints, safety devices).• Describe measures to be taken to prevent falls.• Types and usage of Comfort devices.• Types and usage of Assistive devices.• Types and usage of mobility devices.• Describe action in event of a fall incident• Discuss about appropriate intervention as per case with special focus and attention for Care of patients with Alzheimer’s disease, immobile/semi or un-conscious patients, geriatrics suffering with dementia & its different manifestation etc	<ul style="list-style-type: none">• Demonstrate the usage of Comfort devices, Assistive devices, mobility devices• Demonstrate the usage of air mattress.
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster, power point presentation	
Tools, Equipment and Other Requirements	
Personal Protective Equipments, emergency kit. mannequin, Visit to Senior Citizen Home care Patient trolley, wheelchair, stretcher, bed sheets, screens, Support devices etc, air mattress , air mattress pump and electrical fittings,	

Module 8: Yoga, Exercise & Rehabilitation

Mapped to: HSS/N3015, v1.0

Terminal Outcomes:

- Learn about range of motion exercise suitable for elderly.
- Rehabilitation techniques and coping mechanism.
- Yoga Techniques.
- Concept of Wellbeing and being stress free.

Duration: 10:00	Duration: 15:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none">• Understand about psychological wellbeing & concept of motivation, affect, cognition, behaviour, and personality.• Discuss about mental health problems among elderly and associated symptoms.• Discuss myths and conception related to mental health.• Discuss regarding assistance required with the transition from Hospital to Home related to post-operative rehabilitation.• Discuss about basic exercise for elderly.• Explain about Yoga, Meditation, and its significance in daily life.• Explain the significance of self-care of caregiver by practising yoga and meditation for self to promote self-relaxation and make oneself stress free.	<ul style="list-style-type: none">• Demonstrate range of motion exercise.• Demonstrate yoga postures for well being.• Practice meditation techniques.
Classroom Aids:	
Charts, Video presentation, Flip Chart, White-Board/Smart Board, Marker, board eraser	
Tools, Equipment and Other Requirements	
Visit to Hospital (Medicine/Geriatric department) , Senior Citizen Home	

Module 9: Companionship

Mapped to: HSS/N, v1.0

Terminal Outcomes:

- Explain the significance of being a companion for an elderly.

Duration: 10:00	Duration: 20:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none">• Explain the concept of Companionship and Socialization.• Discuss the importance of Caring, kind and being compassionate.• Understanding patience and empathetic behaviour.• Importance of Companionship while assisting with Shopping, Transportation to Appointments, Meal Preparation or Planning, Light Housekeeping and Laundry.• Discuss about assistance in Socialization.• Discuss the need to preserve dignity through professional support while maintaining daily living activity.• Understand interventions required for Improved safety at home by identify and manage safety risks and make recommendations for simple home modifications.• Explain about Home Safety Management with respect to types and causes of accident faced by elderly including strategies for ensuring home safety for elderly (Labelling, Faucets, Door Lock, uncluttered, walkways etc.	<ul style="list-style-type: none">• Demonstrate in a role play about home safety measures.• Demonstrate in a role play a caregiver role while assisting with Shopping and Errands, transportation to appointments, meal preparation or planning, Light housekeeping, and laundry.
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
Tools, Equipment and Other Requirements	
Visit to Senior Citizen Home care, Stretcher, mannequins, cots, patient safety measures tools, wheelchair, side rails, assisted devices	

Module 10: End of Life Care

Mapped to: HSS/N, v1.0

Terminal Outcomes:

- Importance of providing care related to end of life.

Duration: 10:00	Duration: 10:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none">• Describe the physical symptoms of dying aged.• Demonstrate an understanding of the issues related to withholding or providing nutrition and hydration as death approaches.• Identify some of the typical needs of dying person that will influence the goals of care.• Explain about Managing Last Offices including Preparing and Packing body.• Discuss the significance of counselling of elderly – death and bereavement.	<ul style="list-style-type: none">• Prepare a chart on physical symptoms of dying aged.• Demonstrate managing Last Offices including preparing and packing body.
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster, PowerPoint presentation.	
Tools, Equipment and Other Requirements	
Dead body /mannequin, bed sheets, bandages, cotton, disinfectants.	

Module 11: Reporting and Documentation

Mapped to: HSS/N, v1.0

Terminal Outcomes:

- Importance of maintaining records and documentation specific to scope of work.

Duration: 05:00	Duration: 02:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none">• Define consent and discuss the methods of obtaining consent.• Differentiate between expressed and implied consent.• Understand importance of maintaining various records & how to obtain them.• Explain about dose, frequency and how to write the same in the documentations such as BD, TID, NPO, Medical abbreviations etc.• Understand how to report and document the readings and measurement related to vital signs.• Explain various types of records to be maintained by Geriatric Caregiver.• Explain the importance of maintaining dignity and privacy of geriatrics while documentation.• Explain the importance of maintaining confidentiality of documents.• Significance of adherence to legislation, protocols, and guidelines relevant to one's role and field of practice.	<ul style="list-style-type: none">• Practise to report vital signs in a prescribed format.• Practise to document intake and output measurements.• Practise to document medicine intake in a predefined format.
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
Tools, Equipment and Other Requirements	
Medical Record Department, Visit to Hospital (Medicine/Geriatric department) , Senior Citizen Home	

Module 12: Safety and Emergency response

Mapped to: HSS/N9624, v1.0

Terminal Outcomes:

- Perform Cardio-Pulmonary Resuscitation (CPR) as per standard procedure.
- Apply the standard protocols of providing first aid.
- Respond to institutional emergencies appropriately

Duration: 10:00	Duration: 08:00
Theory - Key Learning Outcomes	Practical - Key Learning Outcomes
<ul style="list-style-type: none"> • Discuss about the good Samaritan Law and its general principles. • Describe the importance of maintaining local emergency numbers as prevalent in region. • Discuss about immediate safety responses such as switching off the ignition of the motor vehicle in case of a motor vehicle accident, cutting off main electrical switch before approaching a victim of suspected electrocution, etc. • Describe the guidelines and safety precautions that need to be followed when moving the victims such as special carrying procedures on stairs, pushing and pulling the victim, etc • Determine the need for additional help or assistance such as trained lifeguards or trained swimmers to extricate the drowning person. • Describe the standard procedure of Cardiopulmonary Resuscitation (CPR). • Identify precautions to be taken for self-safety. • Explain the basic components of first aid kit. • List the various dos and don'ts to be followed while providing first aid care during trauma emergencies. • Describe about various bandaging procedures. • List the precautions to be taken for personal safety. • Explain the use of protective devices such as safety devices. • Explain about fire emergencies and safe use of electrical appliances • Explain about disaster management techniques to deal with institutional emergencies. • List the common emergencies which could happen in and out of institutions like trauma, snake bites, accidents, dog-bite, sprains, choking, fainting, unconsciousness, etc. 	<ul style="list-style-type: none"> • Prepare a list of local emergency response agencies such as Emergency Medical Service (EMS) team, ambulance, bomb disposal squads, fire and police departments, etc. along with their contact details. • Demonstrate correct technique of providing CPR on manikin using both single rescuer and two rescuer methods. • Design a dummy portable and segregable first aid kit as per requirements. • Demonstrate appropriate techniques of providing first aid and bandaging.
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster, power point presentation	
Tools, Equipment and Other Requirements	
CPR Nursing Manikin, Mannequin, Ambu Bag with Mask Adult, Torch, Stretcher, cot, scoop	

Module 13: Infection control practices and waste management

Mapped to: HSS/N9622, v1.0

Terminal Outcomes:

- Apply self-hygiene and social distancing practices and follow infection control guidelines.
- Demonstrate correct waste disposal methods as per guidelines and regulations

Duration: 5:00	Duration: 10:00
Theory - Key Learning Outcomes	Practical - Key Learning Outcomes
<ul style="list-style-type: none"> • Discuss the concept of disease outbreak, epidemics, and pandemics and their impact on society at large. • List common infectious diseases such as diarrhea, influenza, typhoid, malaria, measles, chicken pox, etc. • Explain the significance of following prescribed rules and guidelines during an epidemic or a pandemic. • Differentiate between self-quarantine and self-isolation and their significance. • Discuss the significance of social distancing and alternate ways of carrying out everyday tasks (use of e-payment gateways/online learning/virtual meetings, etc.) during a pandemic. • Discuss the significance of conforming to basic personal and workplace hygiene practices such as washing hands, using alcohol-based hand sanitizers, examining office supplies/deliveries and their sanitization, etc. • List various surfaces that may serve as potential fomites at workplace. • Identify PPE to be used at workplace and the process of donning, doffing, and discarding them. • Discuss the importance and process of identifying and reporting symptoms to the concerned authorities. • Discuss organizational hygiene and sanitation guidelines and ways of following them and reporting breaches/gaps if any. • Explain the importance and mechanism of proper and safe disposal, transportation, and treatment of waste including bio medical waste. • Discuss the ways of dealing with stress and anxiety during a disease outbreak. 	<ul style="list-style-type: none"> • Show how to sanitize and disinfect one's work area regularly. • Demonstrate the correct way of washing hands using soap and water, and alcohol-based hand rubs. • Display the correct way of donning, doffing, and discarding PPE such as face masks, hand gloves, face shields, PPE suits, etc. • Demonstrate appropriate social and behavioral etiquette (greeting and meeting people, spitting/coughing/sneezing, etc.). • Select different types of waste and various types of color-coded bins/containers used for disposal of waste.
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, Whiteboard/Smart Board, Marker, Duster, Power point presentation	
Tools, Equipment and Other Requirements	
Different coded color bins, chart for color coding of bins	

Module 14: Employability & Entrepreneurship Skills

Mapped to:, v1.0

Terminal Outcomes:

- Introduction to Employability Skills
- Constitutional values – Citizenship, Becoming a Professional in the 21st Century

Duration: 10:00	Duration: 04:00
Theory - Key Learning Outcomes	Practical - Key Learning Outcomes
<ul style="list-style-type: none"> • Outline the importance of Employability Skills for the current job market and future of work • List different learning and employability related GOI portals and their usage • Research and prepare a note on different industries and the available opportunities • Discuss the shift in the requirement of skills in the market, post covid • Explain the essential civic rights and duties required to be followed to become a responsible citizen • Discuss the role of personal values and ethics in personal and social development • Identify different environmentally sustainable practices • Highlight the importance of practicing skills like Self-Awareness, Behavior Skills, Positive attitude, self -motivation • Define the concept of entrepreneurship • List the roles and responsibilities of a Freelancer • State the advantages of Freelancing • Identify key Freelancer skills and attitudes • Explain the basic process of accounting • State the need to create a professional Curriculum Vitae (CV) • Illustrate the importance of dressing neatly and presentably for job interviews • Demonstrate basic etiquette such as greeting a person and answering politely during the selection process • Describe oneself to the interviewer, stating your strengths and interests • Maintain calm, confident, and composed behaviour throughout the interview • Explain the importance of current information related to the sector/market to identify job/livelihood opportunities across sectors 	<ul style="list-style-type: none"> • Demonstrate the appropriate ways to promote environment sustainability • Prepare a case study to depict the impact of honing problem solving, decision making and time management skills in personal or professional life • Create a pathway for adopting a learning mindset for personal and professional development • Create a professional CV, providing all the relevant details of academic background, experience, skills, etc. • Identify various offline and online job search services, such as employment exchanges, job fairs, recruitment agencies and centers, and online job portals • Complete the process of registration on employment exchange, updating all the relevant information • Register with recruitment agencies in your locality • Use online job portals and search engines effectively for seeking relevant jobs by logging into the portal, filling in relevant details, searching relevant jobs using appropriate keywords, and applying for jobs • Create a folder for keeping commonly required documents for the interview
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster, B	
Tools, Equipment and Other Requirements	
PPE kit, fire extinguisher	

Module 15: Basic Communication Skills

Mapped to:, v1.0

Terminal Outcomes:

- Basic Communication Skills
- Inclusion, Gender Sensitivity, PWD etc

Duration: 10:00	Duration: 05:00
Theory - Key Learning Outcomes	Practical - Key Learning Outcomes
<ul style="list-style-type: none">• Identify the correct steps to prepare and appear for an interview• Identify the different types of communication such as verbal, non-verbal (body language, eye contact, facial expression, posture, touch space), written, formal, informal etc.• Identify the different factors affecting communication such as language, past experiences, prejudice, feelings, etc.• Follow verbal and non-verbal communication etiquette while communicating in professional and public settings• Explain the different ways communicating nonverbally and their significance in developing social relationships• Describe aspects of negative communication pertaining to facial expressions and body language• Describe active and passive of listening• Explain the concept of effective active listening• List the common barriers to listening• Explain the importance of communicating disagreement in a calm, polite, and positive manner• List and use basic negotiation strategies at work and in the marketplace• Use basic conflict resolution techniques to address disagreements and deadlock in given situations	<ul style="list-style-type: none">• Demonstrate effective listening skills for healthy communication• Illustrate the steps to active listening such as focusing on the listener, seeking clarifications, managing distractions, probing, etc.
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
Tools, Equipment and Other Requirements	
PPE kit, fire extinguisher	

Module 16: Financial and Digital Literacy

Mapped to:, v1.0

Terminal Outcomes:

- Basic Financial Skills
- Basics of Digital Skills

Duration: 10:00	Duration: 05:00
Theory - Key Learning Outcomes	Practical - Key Learning Outcomes
<ul style="list-style-type: none"> • Recognize the importance and benefits of saving money and list the different methods of saving money using different types of bank accounts such as savings, current, and joint accounts • Explain the importance of regularly updating the passbook and usage of debit and credit cards • Identify the common features of ATM/debit and credit cards such as microchip, PIN, limits, charges, payment dates, etc. • Explain the need for insurance and the purpose for insurance of various types such as general, life and medical insurance • Explain the common components of salary on a salary slip such as Basic, PF, Allowances (HRA, TA, DA, etc.), tax deductions • State the need for digital transactions and different modes of digital transactions such as e-wallets, debit or credit cards, net banking, etc. • Describe the role of digital technology in day-to-day life and the workplace and Identify different types of digital devices such as basic mobile phones, smartphones, etc. • Identify the components of a mobile phone and computers • Follow effective safety and security measures related to information sharing on digital devices and platform • Describe the importance and benefits of using MS office tools and its usage and main features of MS excel- work area, quick access toolbar, ribbon, title bar, formula bar, tab lists, rows and columns, standard toolbar, formatting toolbar, etc. 	<ul style="list-style-type: none"> • Demonstrate the process of opening a bank account. • Identify the features of bank deposit /withdrawal slips, and a cheque book • Demonstrate the use of e-wallets such as Unified Payments Interface (UPI), Paytm, etc. for making digital transactions • In a role play make ticket bookings for various purposes in safe and accurate manner • In a role play cancel and amend bookings online • Use computers for navigating through the desktop, changing screensaver/ display settings, changing date/time in the calendar, identifying drives in the computer, memory, etc • Use search engines such as Google, etc. and change the language preference • Create an e-mail id and access various features of e-mail and Write e-mail professionally by following e-mail etiquette
<ul style="list-style-type: none"> • Classroom Aids: 	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster, B	
Tools, Equipment and Other Requirements	
PPE kit, fire extinguisher	

Module 17: Option – Palliative Care

Mapped to:, v1.0

Terminal Outcomes:

- Demonstrate the skills required for Palliative Care

Duration: 30:00	Duration: 60:00
Theory - Key Learning Outcomes	Practical - Key Learning Outcomes
<ul style="list-style-type: none"> • Provide patient care that is compassionate, appropriate and effective related to hospice patients. • Develop an approach to support patient following common symptoms: <ul style="list-style-type: none"> • anorexia • bowel obstruction • constipation • Delirium • depression • dyspnea • edema/ascites • fatigue • nausea • pain <ul style="list-style-type: none"> • Communicate with hospice patients and family caregivers in a compassionate, culturally sensitive manner to enrich interactions. • Discuss about applying dressings to wounds. • Changing catheters and other medical equipment that the patient requires under the guidance of medical supervision • Ensuring that all devices and equipment are correctly cleaned and stored • Provide support in maintaining activities of daily living • Monitoring the patient's condition and informing the other health care providers who are also involved in their care 	<ul style="list-style-type: none"> • Demonstrate to maintain activities of daily living during palliative care
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster,	
Tools, Equipment and Other Requirements	
Manikin, tools and equipments to maintain activities of daily living	

Module 18: Option – Dementia Care

Mapped to:, v1.0

Terminal Outcomes:

- Demonstrate the skills required for Dementia Care

Duration: 30:00	Duration: 60:00
Theory - Key Learning Outcomes	Practical - Key Learning Outcomes
<ul style="list-style-type: none"> • Provide patient care that is compassionate, appropriate and effective related to dementia patients. • Develop an approach to support patient following common symptoms • Communicate with patients and family caregivers in a compassionate, culturally sensitive manner to enrich interactions. • Ensuring that all devices and equipment are correctly cleaned and stored • Provide support in maintaining activities of daily living • Monitoring the patient's condition and informing the other health care providers who are also involved in their care • Obtaining a deeper knowledge of dementia • Managing changes in communication and behavior • Tips for personal care and hygiene • Home safety tips • Fall prevention strategies • Medication management • Managing financial and legal issues • Emergency procedures 	<ul style="list-style-type: none"> • Demonstrate to maintain activities of daily living for dementia patient • Demonstrate in a role play about home safety tips while caring for a dementia patient
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster, B	
Tools, Equipment and Other Requirements	
Manikin, tools and equipments to maintain activities of daily living	

Mandatory Duration: 120	Recommended Duration: 150:00 (Including OJT Hrs for one option)
Module Name: On-the-Job Training Location: On Site	
Terminal Outcomes <ul style="list-style-type: none"> • Discuss & verbalize the role of a basic care provider • Demonstrate basic healthcare needs of ambulatory conscious elderly people • Build a comprehensive knowledge base on basic issues in geriatric care • Demonstrate techniques to maintain the personal hygiene needs of an elderly patient • Demonstrate professional techniques in feeding • Promote safety, understand usage of protective devices and demonstrate precautions to be taken while usage of equipment and devices • Demonstrate Basic Life Support, Cardiopulmonary Resuscitation, and other actions in the event of medical and facility emergencies • Practice infection control measures • Demonstrate right methods of bio-medical waste management • Build an understanding of various situations and innovative approaches in the field of ageing • Enhance knowledge in resource management, advocacy, and networking • Enhance skill and capacities in counseling and management of age care institutions • Enhance skill and capacities to provide care for a Dementia Patient • Enhance skill and capacities to provide care for Palliative Care 	

Annexure

Trainer Requirements

Trainer Prerequisites						
Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks
		Years	Specialization	Years	Specialization	
MD	Physician Geriatrician	1				
Medical Graduate	MBBS	2	Experience working with geriatrics	1		
PhD	Nursing	3	Experience working with geriatrics	1		
M. Sc.	Nursing	4	Experience working with geriatrics	2		
B.Sc.	Nursing	5	Experience working with geriatrics	2		
Medical Social Worker	Geriatric Care	8	Experience working with geriatrics in facilities such as old age home, care facilities etc	3		
One Year PG Diploma in Integrated Geriatric Care Course	Geriatric Care	8	Experience working with geriatrics in facilities such as old age home, care facilities etc	3		
Trainer Certification						
Domain Certification			Platform Certification			
Certified for Job Role: "Geriatric Caregiver (Institutional & Home Care)" mapped to QP v1.0" with minimum score of 80%.			Recommended that the Trainer is certified for the Job Role: "Trainer", mapped to the Qualification Pack: "MEP/Q2601" with minimum score of 80%.			

Assessor Prerequisites						
Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training/Assessment Experience		Remarks
		Years	Specialization	Years	Specialization	
MD	Physician Geriatrician	2				
Medical Graduate	MBBS	3	Experience working with geriatrics	1		
PhD	Nursing	4	Experience working with geriatrics	2		
M. Sc.	Nursing	5	Experience working with geriatrics	3		
B.Sc.	Nursing	6	Experience working with geriatrics	3		
Medical Social Worker	Geriatric Care	10	Experience working with geriatrics in facilities such as old age home, care facilities etc	4		
One Year PG Diploma in Integrated Geriatric Care Course	Geriatric Care	10	Experience working with geriatrics in facilities such as old age home, care facilities etc	4		

Assessor Certification	
Domain Certification	Platform Certification
Certified for Job Role: "Geriatric Caregiver (Institutional & Home Care)" mapped to QP v1.0" with minimum score of 80%.	Recommended that the Trainer is certified for the Job Role: "Assessor", mapped to the Qualification Pack: "MEP/Q2701" with minimum score of 80%.

The emphasis is on 'learning-by-doing' and practical demonstration of skills and knowledge based on the performance criteria. Accordingly, assessment criteria for each job role is set and made available in qualification pack.

The assessment papers for both theory and practical would be developed by Subject Matter Experts (SME) hired by Healthcare Sector Skill Council or with the HSSC accredited Assessment Agency as per the assessment criteria mentioned in the Qualification Pack. The assessments papers would also be checked for the various outcome-based parameters such as quality, time taken, precision, tools and equipment requirement etc.

Each NOS in the Qualification Pack (QP) is assigned a relative weightage for assessment based on the criticality of the NOS. Therein each Element/Performance Criteria in the NOS is assigned marks on relative importance, criticality of function and training infrastructure.

The following tools would be used for final assessment:

1. Practical Assessment: This comprises of a creation of mock environment in the skill lab which is equipped with all equipment required for the qualification pack.

Candidate's soft skills, communication, aptitude, safety consciousness, quality consciousness etc. is ascertained by observation and marked in observation checklist. The outcome is measured against the specified dimensions and standards to gauge the level of their skill achievements.

2. Viva/Structured Interview: This tool is used to assess the conceptual understanding and the behavioral aspects with regard to the job role and the specific task at hand. It also includes questions on safety, quality, environment and equipment etc.

3. On-Job Training: OJT would be evaluated based on standard log book capturing departments worked on, key observations of learner, feedback and remarks of supervisor or mentor.

4. Written Test: Question paper consisting of 100 MCQs (Hard:40, Medium:30 and Easy: 30) with questions from each element of each NOS. The written assessment paper is comprised of following types of questions:

- i. True / False Statements
- ii. Multiple Choice Questions
- iii. Matching Type Questions.
- iv. Fill in the blanks
- v. Scenario based Questions
- vi. Identification Questions

QA Regarding Assessors:

Assessors are selected as per the "eligibility criteria" laid down by HSSC for assessing each job role. The assessors selected by Assessment Agencies are scrutinized and made to undergo training and introduction to HSSC Assessment Framework, competency-based assessments, assessors guide etc. HSSC conducts "Training of Assessors" program from time to time for each job role and sensitize assessors regarding assessment process and strategy which is outlined on following mandatory parameters:

- 1) Guidance regarding NSQF
- 2) Qualification Pack Structure
- 3) Guidance for the assessor to conduct theory, practical and viva assessments
- 4) Guidance for trainees to be given by assessor before the start of the assessments.
- 5) Guidance on assessments process, practical brief with steps of operations practical observation checklist and mark sheet
- 6) Viva guidance for uniformity and consistency across the batch.
- 7) Mock assessments
- 8) Sample question paper and practical demonstration

References

Glossary

Term	Description
Declarative Knowledge	Declarative knowledge refers to facts, concepts and principles that need to be known and/or understood in order to accomplish a task or to solve a problem.
Key Learning Outcome	Key learning outcome is the statement of what a learner needs to know, understand and be able to do in order to achieve the terminal outcomes. A set of key learning outcomes will make up the training outcomes. Training outcome is specified in terms of knowledge, understanding (theory) and skills (practical application).
OJT (M)	On-the-job training (Mandatory); trainees are mandated to complete specified hours of training on site
OJT (R)	On-the-job training (Recommended); trainees are recommended the specified hours of training on site
Procedural Knowledge	Procedural knowledge addresses how to do something, or how to perform a task. It is the ability to work, or produce a tangible work output by applying cognitive, affective or psychomotor skills.
Training Outcome	Training outcome is a statement of what a learner will know, understand and be able to do upon the completion of the training .
Terminal Outcome	Terminal outcome is a statement of what a learner will know, understand and be able to do upon the completion of a module . A set of terminal outcomes help to achieve the training outcome.

Term	Description
QP	Qualification Pack
NSQF	National Skills Qualification Framework
NSQC	National Skills Qualification Committee
NOS	National Occupational Standards
ADL	Activities of Daily Living
CPR	Cardio-pulmonary Resuscitation
BMW	Bio Medical Waste Management
PPE	Personal Protective Equipment
NPHCE	National Programme for healthcare of Elderly