



Maldives National Skills Development Authority



National Competency Standard for Care Worker

Standard Code: SOC-22L3-V1-25

Qualification Name: National Certificate III in Care Worker

FOREWORD

The pivotal role of the Maldives National Skills Development Authority (MNSDA) in meticulously implementing and expanding Technical and Vocational Education & Training (TVET) exemplifies the steadfast commitment of the Maldives to build a skilled and resilient workforce. This commitment is evident from the strategic formulation of National Standards and the establishment of a comprehensive framework for training and certification.

Under the Higher Education and Training Act 7/2021, the MNSDA assumes an instrumental role, reflecting the government's unwavering dedication to streamlining TVET policies and procedures. This includes the establishment of a robust system for accrediting and registering both Institution Based Training (IBT) and Employer Based Training (EBT) providers. The MNSDA's active involvement in conducting the National Apprenticeship Program (NAP), National Trade Testing and Certification (NTTC), and the issuance of National Certificates reflects a comprehensive approach to ensure elevated quality standards and competency within the workforce.

The National Competency Standards (NCS) revised through the Maldives Enhancing Employability and Resilience of Youth (MEERY) project accentuates the commitment to updating and sustaining contemporary skill sets aligned precisely with industry demands. Deliberate efforts to revise existing NCS, coupled with the development of curriculum, teaching materials, resource books, and logbooks, attest to our dedication to ensuring the ongoing relevance and currency of the TVET system in the Maldives.

The active engagement of Technical Panels and Employment Sector Councils in the NCS development and approval process, coupled with alignment to the Maldives National Qualification Framework (MNQF) and accreditation by the Maldives Qualifications Authority (MQA), certifies that the TVET system not only remains highly responsive but also ensures the quality standards demanded by industries. This approach enables the system to effectively meet the diverse needs of industries and adapt to the evolving economic landscape.

The collaborative development of the National Certificate III in Care Worker by the MNSDA, MEERY, and the Maldives Institute of Technology exemplifies the practical implementation of TVET initiatives. This training package represents a critical stride towards addressing the requisite skills while fostering opportunities to integrate sustainable economic development within the TVET framework.



Dr. Zahra Mohamed

Chief Executive Officer

Maldives National Skills Development Authority

EMPLOYMENT SECTOR COUNCILS			
#	Name	Designation	Organisation
01	Saudath Afeef	Director	Ministry of Youth Empowerment, Information and Arts
02	Miruzza Mohamed	Deputy Director General	Ministry of Climate Change, Environment and Energy
03	Alfeen Adnan Ismail	Allied Health Council Member	Maldives Allied Health Council
04	Abdul Wahid Mohamed	Director	FENAKA Corporation Limited
05	Ali Shareef	Director	Villa College / Centre for Foundation Studies
06	Salma Hassan	Industry Expert	-
07	Hamid Abdul Ghafoor	Industry Expert	-
08	Fathimath Haula	Program Officer	Maldives National Skills Development Authority
09			
National Occupational Standard has been endorsed by:			
<p>Hamid Abdul Ghafoor Chairperson Social Sector Council</p>			
<p>Maldives National Skills Development Authority Umar Zahir Office Building, 5th Floor, Orchid Ma higun, HulhuMale', Republic of Maldives.</p>			
Date of Endorsement: 23.02.2025			

TECHNICAL SUPPORT			
#	Name	Designation	Organisation
01			
02			

TECHNICAL PANEL MEMBERS			
#	Name	Designation	Organisation
01	Fazna Shakir	Member	Society for Health Education
02	Mizna Qasim	Owner Part time lecturer	Chimes day care and pre school Polytechnic
03	Aishath Zuhurubaan	State Minister	Ministry of Social and Family Development

VERSION	DEVELOPER	DATE	STANDARD CODE
V1	Maldives Institute of Technology	03.07.2024	SOC-22L3-V1-25

Standard Development Process

The development of the “National Certificate III in Care Worker” Standard involved a comprehensive study of Care Working occupations in Maldivian workplaces, with a focus on tourism enterprises. Job descriptions and international occupational trends were analysed to draft an initial Occupational Standard. This draft will undergo further refinement through a Technical Panel (TP) from Maldivian workplaces, ensuring incorporation of competencies and edits. The TP will provide technical input, suggesting changes to the standard, until a final draft is agreed upon. The approved Final Draft will then be submitted to the Tourism Employment Sector Council for endorsement and validation. A brief report detailing the compilation process will accompany the Standard for the Council's review, and any recommended changes will be addressed before final endorsement.

With the endorsement from the Tourism Employment Sector Council, the finalised National Occupational Standard for Care Worker will be submitted to the Maldives Qualification Authority (MQA) for final approval. Upon receiving MQA approval, the standard will be officially published on the Maldives National Skills Development Authority (MNSDA) website. This publication will enable training providers in the Maldives to utilise the standard for delivering the Care Worker program, ensuring its widespread implementation across the country.

Description of “Care Worker”

The "Care Worker" standard is a foundational guideline crafted to enhance essential skills, with a primary focus on providing high-quality support and care to individuals across various settings. This program is dedicated to equipping individuals with fundamental competencies crucial for efficient caregiving and effective care processes specific to the health and well-being of clients. Participants will gain practical insights into core techniques and practices, emphasising the significance of maintaining dignity, promoting independence, and preventing health-related issues at crucial stages.

The certification serves as an entry point for professionals venturing into the field of caregiving, providing a robust foundation in the fundamental skills necessary for delivering high-quality care and support services. This standard is particularly valuable for individuals aiming to establish proficiency in ensuring smooth and compassionate care operations within various healthcare and community settings.

Proposed Qualification Titles

Following are the recommended titles by the selected internal expert team of MIT for the National Certificate III in Care Worker.

1. Nil-

Job opportunities upon completion of “National Certificate III in Care Worker”

Upon successful completion of the National certificate III in Care Worker, students can work in related field.

KEY FOR CODING

Coding Competency Standards and Related Materials

DESCRIPTION	REPRESENTED BY
Industry Sector as per ESC (Three letters)	Construction Sector (CON) Fisheries and Agriculture (FNA) Information, Communication and Technology (ICT) Transport Sector (TRN) Tourism Sector(TOU) Social Sector (SOC) Foundation (FOU)
Standard Number - Occupation with in an industry sector	Two digits 01-99
Common Competency	CM
Core Competency	CC
Unit Number - Occupation within a Standard	Three digits 01-99
MNQF level of qualification	L1, L2, L3, L4 etc.
Version Number	V1, V2 etc.
Separator	-
Year of Last Review of standard, qualification	Two digits responding to the year of last review, example 23 for the year 2023
Qualification Code	Refers to Standard code in cover page

1. Endorsement Application for Qualification 01		
2. NATIONAL CERTIFICATE III IN CARE WORKER		
3. Qualification code: SOC-22L3-V1-25		Total Number of Credits: 60
4. Purpose of the qualification This qualification prepares individuals for diverse roles as care workers by providing essential knowledge and skills. Tailored to emphasise high-quality care and support, it equips learners with practical and theoretical insights for effective implementation and management of care services. Successful completion readies individuals for challenges in health monitoring, personal care, and promoting the well-being of clients within the caregiving industry.		
5. Regulations for the qualification		National Certificate III in Care Worker will be awarded to those who are competent in units 1+2+3+4+5+6+7+8+9+10+11+12
6. Schedule of Units		
Unit No.	Unit Title	Code
Common Competencies		
01	Perform computer operations	SOC-01-CM06-V2-24
Core Competencies		
02	Respond to emergency situations in caregiving	SOC-22-CC01-V1-25
03	Practice effective communication skills as a care worker	SOC-22-CC02-V1-25
04	Understand basic principles of care giving	SOC-22-CC03-V1-25
05	Understand and apply legal and ethical principles in care work	SOC-22-CC04-V1-25
06	Understand self-care	SOC-22-CC05-V1-25
07	Apply care giving practices	SOC-22-CC06-V1-25
08	Understand the human life cycle	SOC-22-CC07-V1-25
09	Understand nutrition	SOC-22-CC08-V1-25
10	Provide first aid for care workers	SOC-22-CC09-V1-25
11	Understand health and safety in care work	SOC-22-CC10-V1-25
12	Practice care giving	SOC-22-CC11-V1-25
7. Accreditation requirements		The training provider should have made arrangements to ensure students are provided with adequate theory and practicals for them to develop all the required knowledge and skills stipulated in the National Competency Standard.
8. Recommended sequencing of units		As appearing under the section 06

Unit Details

Unit No.	Unit Title	Code	Level	No. of credits	Credit hours	Contact hours
01	Perform computer operations	SOC-01-CM06-V2-24	III	03	30	15
02	Respond to emergency situations in caregiving	SOC-22-CC01-V1-25	III	05	50	25
03	Practice effective communication skills as a care worker	SOC-22-CC02-V1-25	III	04	40	20
04	Understand basic principles of care giving	SOC-22-CC03-V1-25	III	04	40	20
05	Understand and apply legal and ethical principles in care work	SOC-22-CC04-V1-25	III	03	30	15
06	Understand self-care	SOC-22-CC05-V1-25	III	04	40	20
07	Apply care giving practices	SOC-22-CC06-V1-25	III	08	80	40
08	Understand the human life cycle	SOC-22-CC07-V1-25	III	04	40	20
09	Understand nutrition	SOC-22-CC08-V1-25	III	04	40	20
10	Provide first aid for care workers	SOC-22-CC09-V1-25	III	05	50	25
11	Understand health and safety in care work	SOC-22-CC10-V1-25	III	04	40	20
12	Practice care giving	SOC-22-CC11-V1-25	III	12	120	60
Total				60	600	300

Packaging of National Qualifications:

National Certificate III in Care Worker will be awarded to those who are competent in units 1+2+3+4+5+6+7+8+9+10+11+12

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COMPETENCY BASED ASSESSMENT

The final assessment of the National Competency-Based Programmes conducted by the Maldives National Skills Development Authority (MNSDA) is a competency-based assessment.

The Competency-Based Assessment ensures that the students' performance meets the requirements specified in the National Competency Standards (NCS). This assessment approach is designed to verify that graduates are job-ready and meet established occupational competency requirements within their respective fields.

Eligibility for Final Assessment

To be eligible for the final Competency-Based Assessment, students must fulfil the following conditions:

- achieve a **minimum of 80%** attendance
- deemed competent in each of the units of the programme in the pre-assessment

Competency-Based Assessment Process

Upon submission of the Pre-assessment report by the training provider, MNSDA will check for all the necessary supporting documents and conduct Competency-Based Assessment through a National Assessor registered with MNSDA. It is important to note that any trainer involved in the training process is **not permitted** to conduct the assessment to maintain impartiality and integrity of the process.

The final Competency-Based Assessment conducted by MNSDA includes both:

- **Theory:** Evaluating students' knowledge and understanding of key theoretical aspects of the competency.
- **Practical:** Assessing hands-on skills and application of knowledge in real-world or simulated environments.

Once the assessment is completed, the National Assessor will send the Competency-Based Assessment Report to MNSDA.

Competency Status Requirement

For certification to be granted, the student must be officially declared "**Competent**" in each of the units of the programme by the National Assessor.

Conclusion

Competency-Based Assessment is a critical component in ensuring the quality and credibility of technical and vocational skills-based training. By adhering to the outlined procedure, MNSDA upholds the standards required to certify students who are fully prepared to meet industry demands.