













# (DCHDHO)

Certifying and Empowering India's Frontline Health Workforce

Training aligned with GDA certification under NSDC



- **Duration:** 11 months
- Mode: Blended (LMS + Skills stations + Practicals + Mentorship)

#### INTEGRATED LEARNING MODULES







**Primary Care & Diagnostics** 



**Digital Literacy & Health Information** 



Communication & **Behavioural Engagement** 



Leadership & Community Mobilization

# THE LANDSCAPE: STRENGTHENING INDIA'S COMMUNITY HEALTH WORKFORCE

Beyond the government's frontline cadre of ASHAs and ANMs, India's healthcare ecosystem is also supported by a large and diverse network of community health workers engaged through private organizations, NGOs, and social enterprises. Estimates suggest that over 500,000 community-based health facilitators operate under non-governmental organizations and programs.

**Service areas:** Maternal and child health, Disease surveillance, Primary care delivery, Rural and semi urban healthcare, Preventive and promotive services

**Current challenges:** Lack of standardized training, No formal certification, Inconsistent service quality, Limited career mobility



The Diploma in Community Health and Digital Healthcare Operations (DCHDHO) seeks to bridge this gap by offering:

- Structured, and competency-based certification
- Scientific grounding and digital fluency
- Institutional legitimacy

## GLOBAL INSPIRATION: PROVEN COMMUNITY HEALTH WORKFORCE MODELS

01

#### Alaska's CHAP (Community Health Aide Program)

KEY FEATURES: Locally trained health aides, continuous mentorship, quality oversight systems, frontline care delivery IMPACT: Improved health care access in remote Alaskan villages, reduced preventable mortality

02

## Ethiopia's HEP (Health Extension Program)

**KEY FEATURES:** 40,000+ Health extension workers, Household-level care delivery, National health framework integration

**IMPACT:** Major gains in maternal and child health, increased immunization coverage, enhanced disease prevention

Building on these proven outcomes, the DCHDHO program seeks to replicate these successes in the Indian context — emphasizing scientific competency, ethical practice, digital literacy, and social legitimacy to professionalize and strengthen India's community health workforce.

# ALIGNMENT WITH NATIONAL SKILL DEVELOPMENT CORPORATION (NSDC)

The DCHDHO program is structured in alignment with the National Skill Development Corporation (NSDC) standards and the Healthcare Sector Skill Council (HSSC) competency frameworks to ensure national recognition, standardized training, and workforce mobility within India's skilling ecosystem.

By mapping each learning domain to relevant national occupational standard competencies, the DCHDHO ensures:

- Standardized curriculum delivery
- Industry-recognized certification
- Quality assurance
- Relevance to India's evolving community health needs

### PROGRAM STRUCTURE AND BENEFITS

Partnership and **MOU Signing** 



Onboarding of **CHWs** 



Initiation of the Training

#### **MODULE: Community Health & Wellness**

Basic anatomy, Physiology, Nutrition, Hygiene

Strengthened foundational health knowledge

Better outcomes in preventive and promotive health, Improved training standardization

Reduction in common illnesses, Enhanced preventive health awareness, Earlier recognition of health risks

#### **MODULE: Primary Care & Diagnostics**

Phlebotomy, Basic nursing, Wound dressing skills

Expanded clinical and diagnostic skill set

Increased operational efficiency, Better-quality diagnostic and basic care services

Improved chronic disease monitoring and continuous care

#### **MODULE: Digital Literacy & Health Information**

Telehealth, Digital diagnostics, Data entry

Ability to use digital tools and technologies

Digitally enabled workforce, Improved data accuracy

Faster referrals and follow-up, Access to telehealth consultations

#### MODULE: Community & Behavioral Engagement

Patient history taking, Mental health awareness, Health education

Improved communication & behavioral engagement skills Stronger community-centered health promotion

Better adherence to treatment and healthier behaviors

#### **MODULE: Leadership & Community Mobilization**

Campaign planning, Teamwork, Community engagement and coordination

Empowerment as community leaders

Higher retention, Stronger motivation, Long-term commitment

Greater community participation

**Duration:** 11 months

Mode: Blended (LMS + Skills

stations + Practicals + Mentorship)

**Certification:** IIHMR Bangalore

Program Fee: ₹35,000 per

learner

#### **Eligibility Criteria:**

Community health workers with minimum qualification of 10<sup>th</sup> standard and functional knowledge of digital devices

\*Flexible implementation, Local language-based learning ensures inclusivity and accessibility.

#### ASSESSMENT FRAMEWORK

Assessment Type	Methodology	Purpose
Knowledge Evaluation	Online and written quizzes	Measure understanding
Skill Demonstration	OSCEs (Objective structured clinical examination)	Validate field competency
Community Impact	Field projects	Assess applied knowledge
Peer & Mentor Feedback	Structured evaluations	Encourage collaboration
Capstone Assessment	Viva and final review	Certify readiness

Certification: 75% attendance and 50% minimum score required.



## **ABOUT IIHMR BANGALORE**

IIHMR Bangalore, a NAAC 'A'-accredited and AICTE-approved institution under the Indian Institute of Health Management and Research, Jaipur has over 30 years of expertise in healthcare management education and policy research and program implementation. The DCHDHO is part of The Centre for Advancing Digital Health (ADMIRE) an accelerated digital and modular institutional response for education, promoting scalable, modular training frameworks in community health care delivery.

### **OUR PARTNERSHIP ECOSYSTEM**

The DCHDHO program is strengthened by expert partners who support curriculum development, training quality, and on-ground implementation.

#### TRAINING PARTNERS



**REDVERSITY** 



**HEART HEALTH INDIA** FOUNDATION



**THINKAR FOUNDATION** 

#### **PILOT IMPLEMENTATION PARTNER**



**DVARA HEALTH** FINANCE

#### PARTNER WITH US

We invite NGOs, CSR foundations, health-tech companies, social enterprises, and private healthcare providers to collaborate with IIHMR Bangalore in building a certified, high-quality CHW workforce for India's evolving health needs.



Institute of Health Management Research, Bangalore BANGALORE Accredited with "A" Grade by NAAC

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