

Healthcare Workforce Certification & Training Model

Global Standards | Philippine Localization | Department of Health (DOH) Integration

Consultant Framework: Global Care Corporation – Philippines as the Operational Company (OpCo) and Real Estate Development International (RED Int'l) as the Property Company (PropCo) Management for Senior Living Facilities

Primary Objective

To standardize and professionalize the Philippine healthcare workforce by introducing **North American-aligned certification, onboarding, competency validation, and continuing education** protocols under the guidance of the Department of Health (DOH), supported by digital learning platforms and regional training centers.

This model is designed to strengthen workforce quality, improve regulatory compliance, support healthcare facility licensing, and prepare healthcare professionals for both domestic employment and international career pathways.

Target Healthcare Professionals

The certification framework supports training and credential development for:

- Certified Nursing Assistants (CNA)
- Home Health Aides (HHA)
- Licensed Practical/Vocational Nurses (LPN/LVN)
- Medication Management Technicians
- Phlebotomy Technicians
- Wound Care Specialists
- Home Care Administrators
- Home Health Administrators
- Hospice Administrators
- Directors of Nursing (DON)
- Healthcare Compliance Officers
- Case Managers
- Patient Care Coordinators
- Skilled Nursing Facility Administrators
- Senior Living Executive Directors

- Marketing and Community Liaison
- Senior Real Estate Specialist Agents for National and International

Model Components

1. Curriculum Frameworks (North American Reference Models)

International Reference Standard	Philippine Application
CNA 75-Hour Curriculum (OBRA '87 / NATCEP)	Department of Health (DOH)-aligned CNA curriculum adapted from North American standards
Home Health Aide (HHA) 120-Hour Certification	Integrated into Philippine Home Care and Home Health workforce development
Wound Care Education Institute (WCEI) Framework	Wound Care Specialist certification pathway through the International Healthcare Institute & Technology (IHIT) Philippines
Adaptation standard model of Centers for Medicare and Medicaid Services (CMS) Conditions of Participation	Administrator and Compliance Officer training
HIPAA Privacy Standards	Localized to align with the Philippine Data Privacy Act of 2012
OSHA Safety Standards	Adapted to applicable Philippine occupational safety requirements
Joint Commission Quality Standards	Quality Improvement and Accreditation readiness training

2. Digital Learning & Certification Platform

Module	Features
Online Learning Portal	Self-paced video instruction, interactive learning modules, multilingual support (English/Filipino)
Skills Validation	Digital and printable competency checklists verified by accredited instructors
Certification Examinations	Secure online testing with digital proctoring capabilities
Clinical Hours Tracker	Electronic documentation of classroom, laboratory, and clinical training hours

Module	Features
Continuing Education (CE) Tracker	Automatic monitoring of renewal requirements and continuing education credits
Digital Certificates	Secure certificate generation with QR-code verification and electronic validation

3. Regional Training Centers

Training centers may be established through partnerships with:

- Department of Health (DOH) Regional Offices
- State Universities and Colleges
- Private Colleges and Universities
- Hospitals and Medical Centers
- Skilled Nursing Facilities
- Home Health Agencies
- Hospice Providers
- Local Government Units (LGUs)
- International Healthcare Institute & Technology (IHIT) Philippines

Each regional center may implement standardized curricula while allowing localized operational delivery based on regional healthcare needs.

4. Train-the-Trainer Program

The program establishes standardized instructor qualifications through:

- Instructor Certification Standards
- Clinical Teaching Methodologies
- Skills Evaluation Procedures
- Student Assessment Rubrics
- Continuing Faculty Development
- Annual Instructor Competency Reviews
- Digital Instructor Credential Registry

5. Certification & Compliance Toolkit

Each training provider receives a standardized implementation package including:

- Training Operations Manual
- Instructor Handbook

- Student Handbook
- Clinical Skills Competency Checklists
- Standard Operating Procedures (SOPs)
- Classroom Audit Checklist
- Clinical Rotation Evaluation Forms
- Attendance Monitoring Templates
- Examination Security Procedures
- Digital Student Records Management Templates
- Department of Health (DOH) Regional Training Calendar Templates



6. Performance Measurement & Quality Assurance

The program incorporates measurable quality indicators including:

Key Performance Indicator (KPI)	Measurement
Enrollment Rate	Number of students enrolled by region and program
Program Completion Rate	Percentage of students completing required training
Certification Examination Pass Rate	First-attempt and overall certification success rates
Employer Satisfaction	Employer surveys conducted after placement
Graduate Employment Rate	Employment outcomes within established reporting periods
Compliance Audit Score	Results from training center audits
Continuing Education Compliance	Percentage of professionals maintaining active certification
Instructor Performance	Annual instructor evaluation and competency reviews



Digital Integration

The workforce certification platform may integrate with:

- Department of Health (DOH) Workforce Systems
- Professional Regulation Commission (PRC)
- Technical Education and Skills Development Authority (TESDA) where applicable)
- PhilHealth Provider Networks
- Healthcare Facility Human Resource Systems
- Digital Licensing Platform
- Background Check & Credential Verification Modules
- Continuing Education Tracking Systems

International Workforce Mobility

The model supports healthcare professionals pursuing opportunities within the Philippines and internationally through:

- International competency alignment
 - Standardized documentation
 - Credential verification support
 - Workforce readiness assessments
 - Continuing education tracking
 - Employer verification tools
 - Digital certification authentication
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Expected Outcomes

Implementation of this workforce certification and training model is intended to:

- Improve the quality and consistency of healthcare workforce education
- Standardize competency-based training across regions
- Strengthen regulatory compliance and workforce readiness
- Support healthcare facility licensing and accreditation efforts
- Enhance patient safety through standardized clinical competencies
- Increase workforce retention and professional development
- Support long-term healthcare system modernization initiatives throughout the Philippines