



Maldives National Skills Development Authority



National Competency Standard for Phlebotomy

Standard Code: SOC28S18V1

**Qualification Name: National Certificate III in Phlebotomy
Qualification Code: SOC28SQ1L318**

PREFACE

The ADB Loan 2028 MLD, Employment Skills Training Project's (ESTP) objective is to increase the number of Maldivians, men and women, actively participating in the labor force, employed and self-employed. The Project will support the expansion of demand driven employment-oriented skills training in priority occupations and improve the capacity to develop and deliver Competency Based Skill Training (CBST). The Project aims to (i) provide youth with employment-oriented skills training; (ii) improve public perception of training and employment in locally available skills-oriented occupations; (iii) make available employment-related information to more Maldivians; and (iv) strengthen the capacity for labor administration and for labor market analysis.

The objective of the project is to deliver CBST programs to satisfy employer demand-driven needs. The National Competency Standards (NCS) provide the base for this training. Initially training will be focused on five key sectors: tourism, fisheries and agriculture, transport, construction and the social sectors. These sectors are included as priority sectors in the national development plan and play a vital role in the continued economic growth of the country.

The NCS are developed in consultation with Employment Sector Councils representing employers. They are designed using a consensus format endorsed by the Maldives Accreditation Board (MAB) to maintain uniformity of approach and the consistency of content amongst occupations. This single format also simplifies benchmarking the NCS against relevant regional and international standards.

NCS specify the standards of performance of a competent worker and the various contexts in which the work may take place. NCS also describes the knowledge, skills and attitudes required in a particular occupation. They provide explicit advice to assessors and employers regarding the knowledge, skills and attitudes to be demonstrated by the candidates seeking formal recognition for the competency acquired following training or through work experience. By sharing this information, all participants in the training process have the same understanding of the training required and the standard to be reached for certification. Certification also becomes portable and can be recognized by other employers and in other countries with similar standards.

NCS are the foundation for the implementation of the Technical and Vocational Education and Training (TVET) system in Maldives. They ensure that all skills, regardless of where or how they were developed can be assessed and recognized. They also form the foundation for certifying skills in the Maldives National Qualification Framework (MNQF).

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 Sector (FNA) Transport sector (TRN) Tourism Sector (TOU) Social Sector (SOC) Foundation (FOU)
Competency Standard	S
Occupation with in a industry Sector	Two digits 01-99
Unit	U
Common Competency	1
Core Competency	2
Optional/ Elective Competency	3
Assessment Resources Materials	A
Learning Resources Materials	L
Curricula	C
Qualification	Q1, Q2 etc
MNQF level of Qualification	L1, L2 etc
Version Number	V1, V2 etc
Year of endorsement of standard, qualification	By two digits Example- 07

2. Endorsement Application for Qualification 01**2. NATIONAL CERTIFICATE III IN PHLEBOTOMY****2. Qualification code:** SOC28Q1L318**Total Number of Credits: 48****3. Purpose of the qualification**

The holders of this qualification are expected to work as phlebotomist by following the guideline of world health organization.

4. Regulations for the qualification

National Certificate III in Phlebotomy will be awarded to those who are competent in units 1 to 8.

5. Schedule of Units

Unit Title	Unit Title	Code
1.	Communication, social and stress management skills	SOC ₂₈ S ₁ U ₀₁ V ₁
2.	Health care delivery system and medical terminology	SOC ₂₈ S ₁ U ₀₂ V ₁
3.	Infection control and safety in accordance with defined policies and procedures	SOC ₂₈ S ₁ U ₀₃ V ₁
4.	Anatomy and physiology of body systems	SOC ₂₈ S ₁ U ₀₄ V ₁
5.	Introduction to phlebotomy	SOC ₂₈ S ₁ U ₀₅ V ₁
6.	Apply quality system and continuous improvement process	SOC ₂₈ S ₁ U ₀₆ V ₁
7.	Specimen packing, transportation and processing	SOC ₂₈ S ₁ U ₀₇ V ₁
8.	Introduction to basic laboratory investigations required to evaluate a patient's pathologic conditions	SOC ₂₈ S ₁ U ₀₈ V ₁

6. Accreditation requirements

The training provider should have a Medical Laboratory or similar training facility to provide the trainees the hands-on experience related to this qualification

7. Recommended sequencing of units

UNITS DETAILS

Unit Title	Unit Title	Code	Level	No of credits
1	Communication, social and stress management skills	SOC ₂₈ S ₁ U ₀₁ V ₁	3	3
2	Health care delivery system and medical terminology	SOC ₂₈ S ₁ U ₀₂ V ₁	3	3
3	Infection control and safety in accordance with defined policies and procedures	SOC ₂₈ S ₁ U ₀₃ V ₁	3	6
4	Anatomy and physiology of body systems	SOC ₂₈ S ₁ U ₀₄ V ₁	3	6
5	Introduction to phlebotomy	SOC ₂₈ S ₁ U ₀₅ V ₁	3	12
6	Apply quality system and continuous improvement process	SOC ₂₈ S ₁ U ₀₆ V ₁	3	6
7	Specimen packing, transportation and processing	SOC ₂₈ S ₁ U ₀₇ V ₁	3	6
8	Introduction to basic laboratory investigations required to evaluate a patient's pathologic conditions	SOC ₂₈ S ₁ U ₀₈ V ₁	3	6

Packaging of National Qualifications:

National Certificate III in Phlebotomy will be awarded to those who are competent in units 1+2+3+4+5+6+7+8

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COMPETENCY STANDARD FOR PHLEBOTOMY

Unit No	Unit Title
1.	Communication, social and stress management skills
2.	Health care delivery system and medical terminology
3.	Infection control and safety in accordance with defined policies and procedures
4.	Anatomy and physiology of body systems
5.	Introduction to phlebotomy
6.	Apply quality system and continuous improvement process
7.	Specimen packing, transportation and processing
8.	Introduction to basic laboratory investigations required to evaluate a patient's pathologic conditions