

REPORT ON TRAINING OF TRAINERS (TOT) PROGRAM ON GERIATRIC CAREGIVING

Introduction

The **Training of Trainers (ToT) Program on Geriatric Caregiving** was organized by the **Caregivers Asha Society in collaboration with ACMERI-ASHA Care Skill Institute** with the aim of developing a trained pool of professionals who could subsequently educate and support family and community caregivers of older adults.

The two-day program was conducted **online on 1–2 September 2025 from 10:00 AM to 2:00 PM (IST)**. The program focused not only on essential geriatric caregiving knowledge and skills but also on **adult learning, online facilitation, assessment, feedback, microteaching, and mentoring**, thereby preparing participants to function as trainers in geriatric caregiving.

The program was designed around a **WHO-aligned Healthy Ageing framework** and incorporated interactive learning methods, case studies, role plays, digital resources, and practical teaching activities.

2. Organizing Institution

- ACMERI-ASHA Care Skill Institute
In collaboration with Caregivers Asha Society and AIIMS Bibinagar.
- Mode: Online
- Dates: 1–2 September 2025
- Duration: 10:00 AM–2:00 PM (IST) on both days
- Program: Training of Trainers (ToT) Program on Geriatric Caregiving
- No of participant registered: 130
- No of participant attended: 110

Objectives of the Training Program

The major objectives of the ToT program were to:

1. Build capacity in essential geriatric caregiving skills.
2. Develop participants' facilitation and mentoring skills for caregiver education.
3. Strengthen caregiving support systems within the family and community.
4. Equip participants with appropriate approaches for delivering geriatric-care education.
5. Develop skills in online teaching, assessment, feedback, and competency monitoring.
6. Prepare participants to conduct caregiver training through structured teaching and microteaching.

Target Participants

The program was designed for individuals involved in healthcare, caregiving, education, and community-based support, including:

- Healthcare professionals
- Social workers
- NGO staff
- Educators and trainers
- Community volunteers

Day 1 – 1 September 2025

The first day began with an inauguration and orientation, followed by sessions on adult learning, online facilitation, and core geriatric caregiving.

Inauguration Session

The program commenced with a welcome, introduction, and inauguration session. Participants were introduced to the purpose and overall structure of the ToT program.

Orientation

The orientation provided participants with an overview of the training program, its learning objectives, schedule, and expectations.

Pre-Test

A pre-test was conducted at the beginning of the training to assess participants' baseline knowledge.

Principles of Adult Learning

The session introduced the principles of adult learning, which are particularly important when training family caregivers, community workers, and other adult learners.

The session emphasized the importance of making learning relevant, practical, participatory, and connected to learners' existing experiences.

Facilitation Skills for Online Learning

Participants were introduced to strategies for effective online facilitation, including:

- Engaging learners in online sessions
- Use of interactive tools
- Polls and breaks
- Managing diverse learner backgrounds
- Facilitating participation in virtual learning environments
- Use of the **CareAsha App** and digital resources

This session was particularly relevant to the ToT objective because participants were expected to subsequently facilitate caregiver education.

Core Geriatric Care – Part I

Module 1: Caregiving and Ageing

The first core caregiving module focused on **caregiving and ageing**, providing a foundation for understanding the needs of older adults and the role of caregivers.

Facilitator: Dr. Latha T.

Module 2: Personal Hygiene and Daily Care

The second module focused on essential aspects of **personal hygiene and daily care** for older adults.

The session emphasized practical caregiving needs associated with routine daily activities.

Facilitator: Dr. Latha T.

Module 3: Mobility Assistance and Fall Prevention

This module focused on assisting older adults with mobility and preventing falls.

Key areas included:

- Safe mobility assistance
- Supporting older adults during movement
- Fall prevention
- Safe caregiving practices

Facilitator: Dr. Mohanasundari

Module 4: Nutrition and Hydration

The fourth module addressed **nutrition and hydration in older adults**, highlighting the caregiver's role in supporting adequate nutritional and fluid intake.

Facilitator: Dr. Mohanasundari

Question-and-Answer Session

The first day concluded with a Q&A and wrap-up session. Participants were provided an opportunity to clarify concepts, reflect on the day's learning, and receive announcements regarding subsequent activities.

Day 2 – 2 September 2025

The second day began with a recap of the previous day's learning and progressed to advanced geriatric caregiving topics, assessment and feedback, microteaching, and certification.

Recap

The session reviewed the major concepts covered during Day 1 and helped participants connect previous learning with the topics planned for Day 2.

Core Geriatric Care – Part II

Module 5: Symptom Management and Condition-Specific Care

This session focused on **symptom management and condition-specific caregiving**, helping participants understand how caregivers can provide appropriate support according to the needs of older adults.

Facilitator: Mrs. Rashmi Singh

Module 6: Emergency Care and Medical Equipment Use

The module addressed **emergency care and the use of medical equipment**, providing participants with knowledge relevant to supporting older adults during emergencies and assisting with commonly required equipment.

Facilitator: Mr. Manulata

Module 7: Self-Care for Caregivers

The session emphasized the importance of **caregiver self-care**, recognizing that caregivers themselves require strategies to maintain their physical and emotional well-being while providing care.

Facilitator: Ms. Nikita

Module 8: Dementia Care and Stress Management

This module addressed **dementia care and stress management**, focusing on caregiving challenges associated with dementia and the importance of managing caregiver stress.

Facilitator: Ms. Nikita

Module 9: Legal Aspects, Elder Abuse and Documentation

The final core caregiving module addressed:

- Legal aspects of caregiving
- Elder abuse
- Documentation

These topics highlighted the importance of protecting older adults' rights, recognizing potential abuse, and maintaining appropriate caregiving records.

Facilitator: Dr. Mohanasundari

Assessment and Feedback Techniques

A dedicated session was conducted on **assessment and feedback techniques**.

The session included:

- Quizzes
- Case discussions
- Reflective notes
- Supportive feedback
- Monitoring caregiver competency through online approaches

This component strengthened participants' ability to evaluate whether caregivers had understood and could apply the skills taught.

Microteaching and Practicum

The **microteaching and practicum** session provided participants with an opportunity to demonstrate their teaching abilities.

Selected participants delivered a **5-minute demonstration teaching session**, followed by:

- Peer feedback
- Facilitator feedback
- Reflection on teaching performance

The session helped participants translate the knowledge gained during the ToT into practical facilitation skills.

Closing and Certification

The program concluded with a closing session that included:

- Certification

- Discussion of the rollout calendar
- Development of a support network
- Next steps following the ToT program

The closing session emphasized the importance of applying the acquired knowledge and skills in future caregiver-training activities.

Major Areas Covered During the ToT

The training provided comprehensive exposure to three major domains:

A. Geriatric Caregiving Knowledge and Skills

- Ageing and caregiving
- Personal hygiene and daily care
- Mobility assistance
- Fall prevention
- Nutrition and hydration
- Symptom management
- Condition-specific care
- Emergency care
- Medical equipment use
- Dementia care

B. Caregiver Well-being and Protection

- Self-care for caregivers
- Stress management
- Elder abuse
- Legal aspects
- Documentation

C. Trainer Development

- Adult learning principles
- Online facilitation
- Interactive teaching
- Assessment
- Feedback
- Competency monitoring
- Microteaching
- Peer learning

13. Key Learning Outcomes

At the completion of the ToT program, participants were oriented toward:

1. Understanding the **basic principles of geriatric caregiving**.
2. Supporting older adults with **personal hygiene and daily care**.
3. Promoting safe mobility and **fall prevention**.
4. Supporting adequate **nutrition and hydration**.
5. Recognizing approaches to **symptom and condition-specific care**.
6. Understanding basic **emergency care and medical equipment use**.
7. Supporting persons with **dementia** and addressing caregiver stress.
8. Recognizing issues related to **elder abuse, legal aspects, and documentation**.
9. Applying principles of **adult learning** while training caregivers.
10. Using appropriate **online facilitation and interactive teaching strategies**.
11. Conducting basic assessments of caregiver learning and competency.
12. Providing **constructive and supportive feedback**.
13. Applying microteaching techniques to caregiver education.
14. **14. Overall Reflection**

The ToT program provided an integrated learning experience combining **geriatric caregiving competencies with trainer-development skills**. Rather than focusing only on the care of older adults, the program emphasized the ability of participants to **teach, facilitate, assess, mentor, and support caregivers**.

The combination of core caregiving modules, adult learning principles, online facilitation, assessment techniques, and microteaching provided a structured foundation for participants to undertake future caregiver-training activities.

The inclusion of topics such as **fall prevention, nutrition and hydration, dementia care, emergency care, caregiver self-care, elder abuse, and documentation** addressed important practical dimensions of geriatric caregiving.

Conclusion

The **Training of Trainers (ToT) Program on Geriatric Caregiving**, conducted on 1–2 September 2025 by the **Caregivers Asha Society in collaboration with ACMERI-ASHA Care Skill Institute**, provided participants with a structured foundation in both geriatric caregiving and caregiver education.

The two-day program successfully brought together **clinical caregiving knowledge, adult learning principles, online facilitation, assessment, feedback, and microteaching**. The training is expected to support the development of a pool of trainers capable of disseminating essential geriatric caregiving knowledge and skills to family and community caregivers.

Overall, the program represented an important step toward strengthening **community-based caregiving capacity and support for healthy ageing** through trained educators and caregivers.