



GLOBAL SKILLS PARTNERSHIP (GSP)

The Indo–German model of collaboration in Nursing



KERALA.HEALTH

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FORE WORD

It is with immense pride and pleasure that I pen this foreword on the **Global Skills Partnership – Nursing Program (GSP-N)**, a groundbreaking collaborative initiative that marks a significant milestone in international nursing education and professional mobility. The core idea of the project is to ensure that the nursing student who mainly come from low and middle socioeconomic background, given an opportunity and proper training are capable of upward mobility and build successful careers. This does not stop at the individual level but the family, the community gain the confidence and it does transformation in the society over a period of time. Our focus is always on 'THE LAST IN LINE IS FIRST FOR US'.

As a flagship initiative in international collaboration in the health sector between India and Germany this project stands out as a true trailblazer. I am exceptionally proud to note that when looking to launch this global initiative in India, Kerala was chosen as the first partner state and the entire country's pilot project was successfully anchored right here within our own institution, SI-MET. This places our institute and the state of Kerala at the forefront of a major international milestone, proving that India's nursing standards and talent are ready to lead on the global stage.

The GSP Nursing Program is a unique, carefully designed framework that paves the way as a **definitive model for ethical migration in the global healthcare sector**. With partial commissioning and vital support from the German Federal Ministry of Health (BMG), this pilot program has established a structured, transparent, and ethical pathway for nurse mobility between India and Germany. By preparing our nursing graduates to become directly recognized registered nurses in Germany, the program ensures they meet global healthcare standards while strictly adhering to fair, responsible, and exemplary recruitment practices.

By fully funding the students' journey - spanning rigorous German language training up to B2 level, specialized training in Geriatric Nursing, recognition procedures, and travel the program ensures zero financial burden on our graduates. It beautifully balances international career opportunities for our nursing youth with institutional capacity building, including faculty exchanges and enhanced skills laboratories that permanently strengthen our local healthcare ecosystem.

The initiative was started in 2019 by doing correspondence with our Ambassador in Germany and with Ministry of External Affairs. After consistent follow ups and structuring the program, the successful rollout of this pilot, sanctioned by the Government of Kerala following vital approvals and a No Objection Certificate from the Ministry of External Affairs, Government of India is a testament to remarkable teamwork and vision.

I would like to take this opportunity to congratulate the Director of SI-MET, the Principals of the participating colleges, and the dedicated faculty and staff of SI-MET for their unwavering commitment and hard work which have been instrumental in transforming this visionary blueprint into a functioning reality for our first batch of fifty meritorious students who commenced their journey in September 2025.

As these students progress toward their completion in May 2028, I am confident that this partnership will serve as an enduring template for ethical, high-standard international workforce collaborations for years to come.

Dr Rajan N Khobragade IAS

**Additional Chief Secretary
Department of Health and
Family Welfare and AYUSH
Government of Kerala**



MESSAGE

It gives me immense pleasure to present this report on the Global Skills Partnership (GSP) – Nursing Program, a pioneering initiative that has opened new avenues in nursing education and international career development for the nursing students in Kerala state.

The pilot program of GSP, implemented in SI-MET, Kerala, in collaboration with Universitätsklinikum des Saarlandes (UKS), Germany and GIZ GmbH, with support from the German Federal Ministry of Health (BMG) established a structured, transparent, and ethical pathway for nurse mobility between India and Germany, The program prepares nursing graduates to become directly recognised registered nurses in Germany, meeting global healthcare standards while ensuring fair and responsible recruitment practices.

The successful implementation of this initiative has been possible through the visionary support of the Government of Kerala and the Government of India. I express my sincere gratitude to the Hon'ble Minister for Health and Family Welfare, the Additional Chief Secretary, Principal Secretary, Health & Family Welfare Department, and all officials of the Health Department for their guidance, encouragement, and unwavering commitment to this transformative program. I also acknowledge the support extended by the Ministry of External Affairs, Government of India, in facilitating the necessary approvals.

I place on record our deep appreciation to GIZ and Saarland University Medical Center for their invaluable partnership and continued commitment to capacity building, faculty development, and creating meaningful global opportunities for our students.

The first batch of 50 students has already enrolled in this initiative, with students securing employment pathways even before completing their nursing education. This program not only enhances professional prospects for graduates but also strengthens nursing education, promotes ethical migration, and contributes to the healthcare systems of both India and Germany.

The Global Skills Partnership stands as a model of international cooperation, mutual benefit, and responsible workforce development. We remain committed to further strengthening this partnership and creating new opportunities in future.

Dr. Asha S. Kumar
Director, SI-MET

EXECUTIVE SUMMARY

The Global Skills Partnership – Nursing Program is a collaborative initiative aimed at establishing a sustainable nursing education partnership between Germany and nursing colleges in India. The project is a flagship program by GIZ , Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, fully owned by the Federal Republic of Germany. The project seeks to develop nursing graduates whose qualifications are aligned with German professional standards and recognition requirements while equipping them with the German language proficiency and intercultural competencies necessary for employment in Germany.

The pilot project of Global Skills Partnership for Nursing is jointly implemented by the State Institute of Medical Education and Technology (SI-MET), Kerala, India; Saarland University Medical Center (Universitätsklinikum des Saarlandes – UKS), Germany and GIZ, with partial commissioning by the German Federal Ministry of Health (BMG). UKS is a state-of-the-art tertiary care academic medical centre with 1,466 beds, 32 clinical departments, 8 clinical institutes, and an established nursing school, offering extensive expertise in patient-centred care and nursing education

The pilot program, launched in 2025, comprises two key components: German language training up to the B2 level and specialized training in Geriatric Nursing. It also promotes institutional capacity building through faculty exchange, curriculum enhancement, and strengthening of skills laboratories. Interactive teaching sessions are conducted by nursing educators from the German partner institution.

The first batch enrolled 50 students, with 25 students each selected from two SI-MET nursing colleges in Thiruvananthapuram district based on merit and aptitude. The program is fully funded by the German partners, covering training, recognition procedures, travel, and related expenses, ensuring no financial burden on students.

The Government of Kerala sanctioned the pilot implementation of the program vide G.O. (Ms) No. 94/2026/H&FWD dated 13.03.2026 following approval and No Objection Certificate from the Ministry of External Affairs, Government of India. The first batch commenced in September 2025 and is expected to complete training in May 2028.

The GSP Nursing Program represents an innovative and ethical model of international workforce partnership, creating global career opportunities for nursing graduates while strengthening healthcare systems and nursing education in both India and Germany.

CHAPTER 1

OVERVIEW OF SI-MET

1.1. About SI-MET

The State Institute of Medical Education and Technology (SI-MET), was established in 2008 under the Ministry of Health & Family Welfare. The administrative control of the institution vests on a Governing body with Minister for Health & Family Welfare as Chairman and the Secretary to Health as Vice chairman. There are 12 Colleges of Nursing currently functioning under SIMET in various districts Conducting 4-year Bsc Nursing Course affiliated to Kerala University of Health sciences and Indian Nursing Council with the vision of “Moulding professionals par excellence with integrity, fairness and human value.”

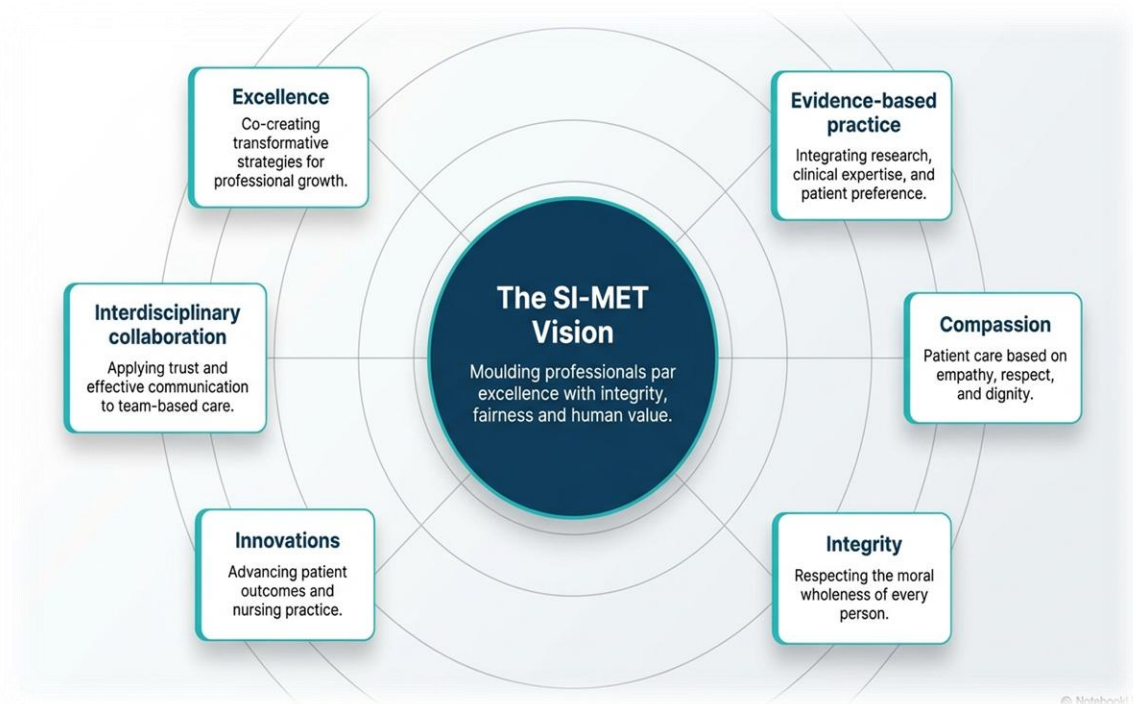
1.2. Institutional Vision, Mission and Core Values

Vision

“Moulding professionals par excellence with integrity, fairness and human value.”

Mission

1. We commit to develop the institution into a centre of excellence with international standards.
2. We guide our students in the attainment of intellectual professional competence for successful coping with the rapid advancement in medical technology and the ever-changing world of today and tomorrow.
3. We help our students in their personal growth into mature responsible citizens.
4. We strive to cultivate a sense of social responsibility in our students empowering them to serve the humanity.
5. We promise to ensure a healthy stress-free environment where quest for the truth is encouraged.



1.3. Institutional Profile

Aspect	Details
Legal Status	Society under Travancore-Cochin Literary, Scientific and Charitable Societies Registration Act, 1955 (Reg. No. T 899/08)
Established	May 2008
Ministry	Health & Family Welfare, Government of Kerala
Chairperson	Minister for Health
Vice Chairperson	Secretary to Government Health & Family Welfare Department
Nature	Government of Kerala Undertaking
Headquarters	Thiruvananthapuram
Total Colleges	12
Decision Making	Governing Body with Health Minister as Chairperson
Day-to-Day Operations	Director, SI-MET

CHAPTER 2

INTRODUCTION OF GSP

2.1. About GSP

The GSP is an international training initiative supported by the Federal Ministry of Health, Germany, and implemented by GIZ, is a public-benefit federal enterprise of Germany. It aims to create structured, fair, and transparent migration pathways for skilled healthcare professionals. Under this initiative, a training partnership is being established between nursing institutions in Kerala and healthcare institutions in Germany. The programme is designed to benefit both countries by addressing workforce needs while ensuring ethical recruitment practices.

The GIZ Project "Training Partnership in Nursing Care" (Global-Skills Partnership) aims to establish a training partnership with an autonomous University in Kerala, to build up a (directly) recognizable nursing qualification in accordance with German requirements, including German language skills at a suitable language level. This will save long time from recruitment to recognition of usual staff nurse recruitment. At the same time this collaboration would bring a benefit for the partner university and all its nursing students through an exchange program for lecturers, including technical training, providing additional needed material to an already existing skills-laboratory and implementing an adapted curriculum which offers new content and training opportunities to all students of the program. The program thus combines an "abroad track" with around 400 hours of additional practical exposure in long-term and geriatric care, where nurses are prepared for

a professional activity in Germany and a “home track”, where nurses who intend to stay and work in India benefit from the same additional elements of training.

2.2. Aim of the GSP Program

Global Skills Partnership (Training Partnership in Nursing Care) aims to establish and implement a qualification program of nursing staff for the German nursing labour market. To this end, a nursing qualification which is directly recognizable in accordance with German requirements is to be implemented, and at the same time the acquisition of German language skills at an appropriate level is to be supported.

2.3.Objectives of GSP

- Optimize the education and employment opportunities of nursing students during their regular training
- To obtain dual recognition for graduates in multiple countries (India and Germany)

2.4. GOALS OF GSP PROGRAM



2.5 BENEFITS OF GSP

For Candidates:

1. Migration through a fair and transparent channel with no placement fees or procedural costs.
2. Employer is already well known during the time of qualification
3. Working contract is offered during the qualification period.
4. Free language training from A1 to B2 level (worth approx. ₹1,25,000 per candidate).
5. Certification costs for B1/B2 level covered (₹71,000 per candidate).
6. Free authentication and translation of documents (₹40,000 per candidate).
7. Fully funded visa application, travel insurance, and airfare to Germany.
8. Training integrated with their nursing studies (no career/education break).
9. Registered nurse qualification recognized in both India and Germany.
10. Family reunification possibility within the first year.
11. Additional free online course on Geriatric care, Professional Care of Older People”

For Institutions:

1. Enhanced training infrastructure, including skill labs.
2. Hospitation visit programs in Germany (2 weeks) for faculties .
3. Exposure to advanced nursing practices and cultural exchange.
4. Recognition as a center for international placement and training excellence.

5. Additional teacher training courses (Train the Trainer)

For the State of Kerala:

1. Strengthen Kerala's leadership in nursing education and skilling.
2. Establishes direct recognition channels for Kerala's nursing graduates.
3. Promotes geriatric care practices through focused practical exposure.
4. Strengthening the standards and knowledge around Geriatric Care in the state.
5. Positions Kerala as the first Indian state to implement GSP, setting a model for other states.

CHAPTER 3

GSP- THE PLANNING PHASE

3.1. Stakeholders meeting at Goethe-Zentrum

A round table discussion on the "Global Skills Partnership in Nursing," was held on 23rd October 2024 at Goethe-Zentrum, Trivandrum with a delegation from Germany and key stakeholders from nursing institutions across Kerala to explore the possibilities of implementing this transformative partnership in our state. The discussion was organised by **Dr. Syed Ibrahim**, the Honorary Consul of Germany for Kerala. The session was attended by senior officials from the **Government of Kerala**, principals, administrative heads, and representatives from both government and private colleges under the Kerala University of Health Sciences.

The German delegates presented the GSP framework, which served as the foundation for a constructive discussion on its potential implementation in Kerala. The discussion highlighted opportunities for collaboration, capacity



building, and strengthening nursing education and practice in Kerala, marking an important step toward advancing international cooperation in healthcare skills development.

3.2. The German Delegation visits

The German delegates for implementing the Global Skills Partnership programme included Mr. Henning Haab, Senior Policy Advisor at BMG; Mr. Christian Müller, Vice President HR at UKS; Mrs. Judith Hammerschmidt from the Department of Nursing Sciences within the Nursing Directorate, UKS; Ms. Margarete Post, Project Lead for the Global Skills Partnership at GIZ Germany; and Ms. Ute Glöklen, Project Coordinator for the Global Skills Partnership at GIZ Germany.

3.3. Initial discussion with Government of Kerala

The German delegation, accompanied by the Honorary Consul of Germany for Kerala, **Dr. Syed Ibrahim**, and representatives from **GIZ**, held substantive discussions with **Dr. Rajan Namdev Khobragade**, Additional Chief Secretary to Government, Department of Health. This high-level engagement underscored the importance of aligning Kerala's healthcare priorities with international collaboration.

This discussion provided a platform to explore how the **Global Skills Partnership framework** could be adapted to Kerala's context, ensuring that nursing education and workforce development benefit from both German technical expertise and Kerala's strong healthcare infrastructure.



The GSP team with Dr Rajan N
Khobragade, Additional Chief Secretary ,
Health

3.4. Delegation Visit at SI-MET

The delegation visited the SI-MET Directorate and SI-MET College of Nursing, Muttathara, from October 21st to 24, 2024. During the visit, the Director provided a comprehensive orientation on the B.Sc. Nursing curriculum, institutional infrastructure, and the clinical training framework for nursing students. The delegation also interacted with faculty members and students to gain insights into the academic and professional training environment.

As part of the programme, the delegation visited the Government Medical College, Thiruvananthapuram, where they toured various departments, including the geriatric care ward, and engaged in discussions with doctors and nurses regarding patient care practices. They also visited the Government Old Age Home at Pulayanarkotta to understand the geriatric care services and support systems implemented in the state.

In addition, the delegation visited a Community Health Centre in Thiruvananthapuram, where they obtained a deeper understanding of Kerala's community-based healthcare delivery system, including home visits and home-health care services.

The visit strengthened opportunities for academic collaboration and partnership, provided valuable international exposure to the institution, and inspired students to explore global learning and professional development opportunities.



Visit of Delegates at Old Age Home and CHC, Puthenthope

3.5. Exchanging the Expression of Interest for GSP project between GIZ and SI-MET

Following the visit, the GIZ authorities informed SI-MET that Saarland University, Germany, had expressed interest in partnering with SI-MET under the Global Skills Partnership (GSP) Programme. As an initial step towards this collaboration, the Director, SI-MET, obtained the approval of the Executive Committee to sign an Expression of Interest (EOI) with Saarland University and to initiate the formal procedures required for implementation of the programme.

Accordingly, the Expression of Interest was formally exchanged on 3 June 2025, marking a significant milestone in establishing collaboration between SI-MET College of Nursing, Kerala, and Saarland University, Germany.

The EOI formalized the mutual commitment of both institutions to work together in the areas of academic collaboration, skill development, and global healthcare workforce advancement. The exchange laid the foundation for future collaborative



initiatives and international learning opportunities,

benefiting students, faculty, and the institution, while paving the way for a promising long-term relation.

3.6 Signing of the Memorandum of Understanding (MoU)

The signing of the Memorandum of Understanding (MoU) marked the first formal and foundational step toward strengthening collaboration and advancing programme implementation between SI-MET and UKS Germany. The partnership aims to establish institutional cooperation, promote academic exchange and international exposure, and develop a joint training framework for nursing skill development.

During the event, the MoU was formally signed by representatives of both institutions, reaffirming their commitment to future collaboration and programme development. The agreement officially established the SI-MET–UKS partnership, provided a structured framework for training and implementation activities, and demonstrated the long-term commitment of both institutions to fostering international educational excellence and healthcare workforce development. It was decided to continue the partnership for three consecutive years from initiation of the project.

3.7 The pilot Project

The pilot phase of the **Global Skill Partnership (GSP) Project** was initiated at SI-MET in collaboration with Universitätsklinikum des Saarlandes and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), marking a significant step towards international cooperation in healthcare education and workforce development.

3.8. Partner Institutes of the Pilot Program



SIMET College of Nursing at Kerala, India, the UNIVERSITY KLINIK SAARLAND in Germany and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, with partial commissioning of the German Federal Ministry of Health (Bundesministerium für Gesundheit BMG), are jointly implementing the Global Skills Partnership for nursing.

3.8.1. SI-MET (Indian Partner)

It was decided to launch the pilot project in **SiMET institutions** at Trivandrum. With the initial enrolment fixed at 50 candidates, the program will be conducted in two batches to facilitate effective language training. The two

batches, 25 students in each will be organized in the institutions **Muttathara** and **Neyyattinkara** ensuring better accessibility and focused instruction.

SI-MET Muttathara: SI-MET College of Nursing, Muttathara, was established in 2015 under the State Institute of Medical Education and Technology (SI-MET), Government of Kerala. The college is currently functioning at Pattoor, Thiruvananthapuram, and a permanent campus is under constructed at Muttathara. The Institution offers the Bachelor of Science in Nursing (B.Sc. Nursing), a four-year undergraduate programme affiliated with Kerala University of Health Sciences, Kerala Nurses and Midwives Council, and Indian Nursing Council. The parent hospitals of the college are General Hospital, Thiruvananthapuram, Women and Children Hospital, Thycaud, and Mental Health Centre, Peroorkada. These hospitals offer students extensive exposure to medical, surgical, maternal and child health, psychiatric, and community health nursing, enabling them to develop the clinical competence and professional skills required for quality patient care.

SI-MET Neyyattinkara: SI-MET College of Nursing, Neyyattinkara, established in 2023, is a constituent unit of the State Institute of Medical Education and Technology (SI-MET), a Government of Kerala undertaking. The college was established as part of the Government's initiative to strengthen the nursing workforce and meet the increasing global demand for qualified nursing professionals that emerged in the wake of the COVID-19 pandemic. The institution commenced its academic activities on 1 November 2023 with an intake of 60 students for the B.Sc. Nursing programme. The college is affiliated with the Kerala University of Health Sciences (KUHS) and is recognized by the Kerala Nurses and

Midwives Council (KNMC) and the Indian Nursing Council (INC). To ensure comprehensive clinical exposure and hands-on training, the students are attached to the parent hospital, General Hospital, Neyyattinkara, a 436-bedded government hospital that provides quality healthcare services to the community.

3.8.2 University Klinik Saarland University Germany (Future Employer)

The UKS is a state-of-the-art medical center offering patient focused care with extensive inter disciplinary expertise. UKS comprises 32clinics, 8 clinical institutes, a Medical Care Center (MVZ), and numerous other specialized



coverage across various medical specialties and specialized care in highly complex areas. Each year, over 50,000 patients receive inpatient care and more than 260,000 patients are treated on an outpatient basis at the UKS. These figures highlight the center's high capacity and the broad scope of its medical services. An interdisciplinary team of over 900 physicians and approximately 3,000 nursing and health professionals provides patient care in quality-certified centers. Close cooperation across specialties ensures coordinated, high-level patient care in UKS.

3.8.3 GIZ Germany-India (Project Coordination)

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, fully owned by the Federal Republic of Germany through the Federal Ministry for Economic Cooperation and Development (BMZ) and the Federal Ministry of Finance (BMF). It is the main German development agency and is headquartered in Bonn and Eschborn and provides services in the field of international development cooperation. GIZ was established on 1 January 2011, through the merger of three German international development organizations namely the Deutscher Entwicklungsdienst (DED), the Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ), and Internationale Weiterbildung und Entwicklung (InWEnt). GIZ is one of the world's largest development agencies. With the vision to shape a future worth living around the world, GIZ operates in over 90 offices worldwide. GIZ in India, works on behalf of the German government to promote sustainable development and international cooperation in India. GIZ India collaborates with various stakeholders, including the Indian government, private sector, and civil society, to implement projects in key areas such as renewable energy, climate change mitigation, vocational training, healthcare, and sustainable urban development. By leveraging German expertise and fostering bilateral partnerships, GIZ India supports capacity building, policy advisory, and innovative solutions to address India's socio-economic and environmental challenges, contributing to long-term, inclusive growth.

Since 2021, GIZ International Services Unit has set up a Skilling and Labour Migration team in Kerala. This is to undertake and execute the Triple Win Programme (Model-1) in collaboration with NORKA. The project starts its operation

in June 2022 and has now successfully placed over 950 nurses with employers and has integrated over 600 through fair migration practices into Germany. Following the pilot phase, eight nursing trainees (Model II) have already been integrated, additional twenty are ready to depart, and 12 more are currently in the migration process.

CHAPTER 4

DEVELOPMENT OF THE COURSE

4.1. Course Structure

Several discussions were held with the Programme Coordinator, GIZ India, responsible for nursing projects and the Project Lead for Nursing Projects, GIZ Germany, the HR head and Nursing Experts from Saarland University to develop the course structure for the Global Skills Partnership Programme.

The programme was designed to include two major components: German language training and specialized skill training in Geriatric Nursing. It was decided that German language training up to the B2 level would be provided within the participating SI-MET colleges, while the skill-training component would focus on geriatric nursing. The programme also envisaged interactive skill-training sessions conducted by nursing educators from the German partner hospital affiliated with Saarland University.

Considering the availability of language-training support through the Goethe Zentrum and the overall feasibility of programme implementation, the pilot project was planned in SI-MET College of Nursing, Muttathara, and SI-MET College of Nursing, Neyyattinkara. An initial batch of 50 students was proposed, with 25 students from each institution.

To ensure that regular academic activities were not disrupted, language training sessions were scheduled after academic hours, from 4.00 p.m. to 6.00 p.m., three days a week. The language-training programme was planned to

commence during the fifth semester and continue until the completion of the eighth semester.

Upon completion of the eighth-semester university examinations, students would undergo 400 hours of practical training in Geriatric Nursing, comprising 200 hours in geriatric wards of General Hospital and Medical course from at Pulayanarkotta and 200 hours in Government Old Age Homes. Successful completion of the B2-level German language certification and the additional 400 hours of geriatric nursing practical training would equip students with the competencies required for professional nursing practice in Germany, facilitating eligibility to work as Registered Nurse (RN), residency permit with family status, and long-term career prospects in the German healthcare sector.

4.2 Summary of Course structure

Aspect	Summary
Programme Components	1. German language training 2. Specialized Skill training in Geriatric Nursing.
<i>German language training</i>	
Language Training	German language training up to B2 level is provided within participating SI-MET colleges.
Training Schedule	Language classes were scheduled three days a week from 4:00 p.m. to 6:00 p.m. after regular academic hours.
Training Duration	Language training begins in the 5th semester and continues until the completion of the 8th semester.
<i>Specialized Skill training in Geriatric Nursing</i>	
Skill Training	Specialized training focuses on Geriatric Nursing, including interactive sessions conducted by nursing educators from the German partner hospital affiliated with Saarland University.
Practical Training	After the 8th-semester examinations, students complete 400 hours of Geriatric Nursing practical training.
Practical Training Distribution	200 hours in Geriatric wards and 200 hours in Government Old Age Homes.

CHAPTER 5

GSP -IMPLEMENTATION

5.1. Signing of the Memorandum of Understanding (MoU)

The signing of the Memorandum of Understanding (MoU) conducted in hybrid mode marked the first formal and foundational step toward strengthening collaboration and advancing programme implementation between SI-MET and UKS Germany. The partnership aims to establish institutional cooperation, promote academic exchange and international exposure, and develop a joint training framework for nursing skill development.

During the event, the MoU was formally signed by representatives of both institutions, reaffirming their commitment to future collaboration and programme development. The agreement officially established the SI-MET–UKS partnership, provided a structured framework for training and implementation activities, and demonstrated the long-term commitment of both institutions to fostering international educational excellence and healthcare workforce development. It was decided to continue the partnership for three consecutive years from initiation of the project.

5.2. Info Session for students and parents

The parent and student orientation session were conducted at SI-MET as part of the global skills partnership initiative with 4th semester BSc nursing student's faculty members, and program coordinators. The session aimed to providing clear understanding of the program, its benefits, training structure, German language requirements and future employment pathways in Germany after BSc Nursing. The

resource team explained the collaboration with UKS and GIZ, highlighting how students will be trained in nursing skills and the German language simultaneously. Details were shared regarding eligibility, the interview process, number of seats, training duration, and long-term career prospects. Parents were briefed about the support system academic responsibilities language proficiency requirements, and expected timelines for each program phase. An interacting Q&A segment addressed doubts on accommodation, travel, certification and employment. The session concluded with remarks of appreciation and an assurance of guidance throughout the program. The orientation helped parents gain a clear understanding of the programme structure and expectations, build confidence and trust in the international partnership and play crucial role in introducing the program to families.



5.3. Selection Interviews for the GSP Programme

The selection interviews for the Global Skills Partnership (GSP) Programme were conducted in July 2025 at SI-MET in hybrid mode with UKS Germany and GIZ Germany. The interviews aimed to identify motivated and eligible nursing students for German language training and specialized skill development leading to future employment in Germany.

The interview panel comprised representatives from UKS, GIZ, and SI-MET. A total of 67 students participated in the selection process. Candidates were assessed based on their motivation, communication skills, professionalism, aptitude for clinical and geriatric nursing, willingness to learn the German language, and ability to adapt to international healthcare settings.

The selection process was conducted in a transparent and supportive manner, with students demonstrating strong interest and enthusiasm for the international learning and career opportunities offered through the programme.

5.4. Hospitation visit to University Klinik Saarland (UKS), Germany

As part of the Global Skills Partnership (GSP) initiative, the Director and Principal undertook a hospitation visit to UKS Germany from 1–13 September 2025. The visit provided first-hand exposure to the German healthcare system, nursing education practices, hospital facilities, senior living facilities, and long-term geriatric care centres in the state of Saarland.

The primary objectives were to observe nursing practices and clinical standards, understand hospital workflows and patient care systems at UKS, study

geriatric care models in Germany, and visit nursing schools and training facilities to identify best practices for incorporation into the GSP training framework.

During the visit, the delegates observed practical training centres for novice nurses, nursing documentation systems, patient safety protocols, and interdisciplinary healthcare practices across various departments. Interactions with nursing staff and administrators provided valuable insights into the competencies expected of nurses working in Germany, as well as the social integration measures adopted to support newly recruited nurses and their families.

The visit also offered an opportunity to assess the work environment and living conditions that future SI-MET graduates may experience in Germany, providing confidence that they would be entering a safe and professionally regulated healthcare system. Overall, the visit enhanced understanding of German nursing standards and further strengthened the collaborative partnership between SI-MET and UKS.

The UKS is a state-of-the-art medical centre offering patient focused care with extensive interdisciplinary expertise. UKS has 1466 bed strength and has 32 clinics and 8 clinical institutes including a Nursing school. This structure allows comprehensive coverage across various medical specialties and specialized care in highly complex areas. Each year, over 50,000 patients receive inpatient care and more than 2,60,000 patients are treated on an outpatient basis at the UKS. These figures highlight the centre's high capacity and the broad scope of its medical services. An interdisciplinary team of over 900 physicians and approximately 3,000

nursing and health professionals provides patient care in quality-certified centres. Close cooperation across specialties ensures coordinated, high-level patient care.



5.5. Induction and Welcome Session for Selected Candidates

Following the student selection process, a welcome and induction session was organized for the candidates selected under the Global Skills Partnership (GSP) Programme. The session marked their formal entry into the programme and aimed to familiarize them with its objectives, expectations, and responsibilities.

The programme coordinators briefed students and their parents on the training structure, programme requirements, and the commitment necessary for successful completion. The Director and Principal shared their hospital visit experiences and detailed about the partner institution health care facilities where the candidates are going to work in future. Participants were also guided through the declaration form outlining programme, rules, attendance requirements, and participation responsibilities. Each selected candidate signed the declaration form, thereby formally enrolling in the programme.

The session concluded with the successful completion of the induction process, providing students with a clear understanding of programme expectations and

fostering a strong sense of commitment towards their participation in the GSP Programme.



Welcome session by GIZ & Goethe-Zentrum Officials & Signing of willingness letter by Students and their parents

5.6. Nursing Skill Training by UKS Faculty

As part of the Global Skills Partnership (GSP) Programme, nursing skill-training sessions were conducted by UKS faculty members Mrs. Dagmar Mathieu and Mr. Frank M. Schopp at SI-MET (20–31st October 2025).

The training focused on developing clinical skills and professional competencies in line with German nursing standards. Through demonstrations, simulations, and interactive sessions, students gained practical exposure to patient safety, infection control, communication, and essential clinical procedures. The programme enhanced students' confidence, practical competence, and preparedness for future international nursing practice.



5.7. German Language Training by Goethe-Zentrum, Trivandrum

German language training under the Global Skills Partnership (GSP) Programme commenced on 3 November 2025 and is being conducted by Goethe-Zentrum, Trivandrum. The training aims to develop German communication skills, prepare students for professional and clinical interactions, and support their cultural and workplace integration in Germany.

The classes are conducted in the respective colleges from 4.00 p.m. to 6.00 p.m., ensuring that the regular academic programme of the students is not affected. A coordinator appointed by GIZ oversees the programme and monitors student progress, thereby minimizing any additional administrative burden on the institutions and faculty.

As an incentive, students who successfully clear the A2 and B1 examinations in their first attempt are awarded scholarships of €150 and €400 respectively. The training includes structured sessions focusing on vocabulary, pronunciation, listening, speaking, reading, writing, and conversational skills.

At present, all enrolled students have successfully passed the A1 examination and are undergoing A2-level training. Their progress is regularly reviewed through monthly online meetings involving students, partner institution representatives, and GIZ officials.

CHAPTER 6

APPROVAL OF GSP

6.1 joint declaration of intent (JDI) on GSP frame work

A Joint Declaration of Intent (JDI) was signed by the officials of the Federal Ministry of Health of the Federal Republic of Germany and the Ministry of Health and Family Welfare of the Republic of India at New Delhi on 12 January 2026. The JDI constituted an agreement on the framework condition of GSP for the fair, ethical, and sustainable recruitment of healthcare professionals between India and Germany.

With this declaration, the GSP can be agreed in different constellations with various state and/or private sector partners. Training within the framework of GSP should be structured in such a manner that Indian healthcare professionals are recognised directly as healthcare professionals in the Federal Republic of Germany.

Both sides welcomed the fact that initial preparations for a pilot GSP are already under way in the Republic of India. The pilot will lay the groundwork for a standard procedure that should subsequently serve as a blueprint for German–Indian partner co-operation.

It is agreed that both sides will promote, in particular, the “Fair Recruitment Healthcare Germany” state quality seal and placement agreements as per the initiatives of the Federal Employment Agency Germany. The recruitment of healthcare staff should take place in accordance with the guidelines of the World Health Organization (WHO) and the International Labour Organization (ILO).

6.2. Follow up with MEA, Govt of India

A detailed proposal was sent to the Government seeking permission to implement the pilot project of GSP in SI-MET colleges. Following the recommendation of the Executive Committee, a letter was sent to the Government informing it of the sequence of events that had occurred thus far.

The State Government granted its consent for the implementation of the project and recommended obtaining the remarks of the Ministry of External Affairs, Government of India. Subsequently, the proposal was reviewed by the Legal and Treaties Division and the Europe West Division of the Ministry of External Affairs, both of which conveyed their “No objection” to moving ahead with the project.

Additional provisions suggested by the Ministry of Health and Family Welfare were incorporated into the draft MoU and JDI to be signed between the Ministry of Health, State Government of Kerala, the Federal Ministry of Health, Germany, and GIZ. The views and comments of the Ministry of Skill Development and Entrepreneurship regarding the implementation of the project were also obtained.

The Additional Chief Secretary and the officials of the Health Department carried out constant follow-up with the Ministry of External Affairs through several D.O. letters addressed to the concerned Secretaries in the respective areas.

The final approval and No Objection Certificate (NOC) from the MEA States Division were received vide Office Memorandum No. Q/States/102/17/2025 Vol XI dated 10.03.2026. The said Office Memorandum instructed that a signed copy of the modified MoU and JDI, incorporating the corrections suggested by the MEA, be furnished for record purposes. It further stipulated that the bond shall be executed in three original copies each in the Hindi, German, and English languages, all texts being equally authentic.

6.3. Approval by GOI

Subsequently, the Government of Kerala approved the implementation of the GSP Programme vide G.O. (Ms) No. 94/2026/H&FWD dated 13.03.2026. The Government accorded sanction for the pilot implementation of the GSP–Nursing Programme in selected nursing colleges under the State Institute of Medical Education and Technology (SI-MET), in collaboration with GIZ and partner healthcare institutions in Germany under the GSP framework supported by the Federal Ministry of Germany.

The Government further directed the constitution of a Steering Committee for the purpose of monitoring the implementation of the programme. The Government also designated NORKA–Roots, the approved and licensed agency of the State, as the implementing agency responsible for facilitating the deployment of eligible candidates under the GSP in the State of Kerala

CHAPTER 7

FUTURE ROAD MAP OF THE GSP PROGRAM

7.1 Future Road Map

The First batch of the GSP Programme commenced in September 2025 and is expected to be completed by May 2028. The students will appear for their final year university examinations by February 2028. Immediately after the examinations, they will undergo 400 hours of practical training in geriatric nursing (40 hours per week), which is expected to be completed within 10–12 weeks (2–3 months).

After the declaration of the University results and completion of registration with the State Nursing Council, the students are expected to certify German language training up to B2 level along with skill training in geriatric nursing, which are the two essential requirements for German Nursing Recognition.

The project will continue for three consecutive years, with student recruitment planned for the academic years 2025–2026 and 2026–2027. A total of 150 students are expected to benefit from the programme. Upon successful completion, they will be recognized as Registered Nurses (RN) and appointed in hospitals in the state of Saarland.

In the future, the programme is planned to be extended to other SI-MET Colleges, along with support for institutions in the state intending to implement the same initiative.

7.2. Time Plan

Year	Event
2025	Pilot Programme Launch Enrolment of batch I • Commencement of the pilot batch of the GSP Programme. • Integration of academic nursing education with German language and skill training.
2026	Enrolment of Batch II Recruitment of the second cohort of nursing students. • Strengthening training systems and partnerships to support international nursing careers.
2027	Enrolment of Batch III • Recruitment of the third cohort. • Consolidation of programme processes and enhancement of student support mechanisms.
2028	First Cohort Completion & Placement • Completion of University examinations. • 400 hours of Geriatric Nursing practical training. • State Nursing Council registration • German language training up to B2 level and advanced geriatric nursing skill development. • German Nursing Council Recognition and placement in healthcare institutions in Saarland.
2029–2030	Programme Outcomes • Completion of the second and third cohorts. • Recognition and placement of graduates in Germany. • Achievement of the programme target of approximately 150 internationally qualified nursing professionals.

7.3. Strategic future directions

Expansion to other Institutions

- Extend the GSP Programme to other SI-MET Colleges.
- Encourage wider participation of nursing institutions into this program.
- Provide guidance, mentorship, and implementation support to colleges planning similar programmes.

7.4. Key Features of the Program

INTEGRATED TRAINING MODEL

The program supplements the existing B.Sc. Nursing curriculum without altering its core structure.

GERMAN LANGUAGE TRAINING

Students receive training up to B2 level, enabling professional communication in Germany.

SPECIALIZED GERIATRIC CARE EXPOSURE

Additional practical training in geriatric care aligns with Germany's healthcare requirements.

INTERNATIONAL STANDARDS

The program aligns nursing education with German regulatory standards, facilitating recognition as registered nurses in Germany.

INTERNATIONAL CAREER PATHWAYS

Students can pursue employment opportunities in Germany while continuing their studies in Kerala.

DUAL RECOGNITION

Upon successful completion of the degree program, along with the additional curriculum under the GSP, candidates will be eligible for professional recognition and employment both in India (country of origin) and in Germany (country of destination).

ACKNOWLEDGEMENT

We sincerely acknowledge and express our heartfelt gratitude for the valuable contributions, guidance, and overall supervision provided by various officials throughout the implementation of the GSP Program. Their continuous support has been instrumental in the successful progress of this initiative.

We extend our sincere appreciation to the **Ministry of Health, Government of India**, and the **Ministry of Health, Government of Kerala** for their constant encouragement and policy support.

We also profoundly acknowledge the guidance and leadership of **Dr. Rajan N Khobragade, Additional Chief Secretary (Health)**, for his valuable direction, dedicated efforts, consistent follow-up, and effective supervision. We further place on record our sincere appreciation to the officials of the Health Department for their timely interventions and continued support in facilitating correspondence and follow-up activities throughout the programme.

Our sincere thanks are also extended to **Dr. Henning Haab**, Official Representative of the Federal Ministry of Health, Germany (BMG), **Mr. Christian Müller**, Head of International Recruitment, Saarland University and **Dr. Syed Ibrahim**, the Honorary Consul of Germany for Kerala, for their valuable support and facilitation.

We also gratefully acknowledge the contribution of the GIZ officials, including **Mrs. Judith Heepe**, Project Lead for GSP, GIZ Germany, **Mrs. Ute Gloeken**, Project Coordinator, GSP Germany; **Mr. Liju George**, Programme Component Manager (Triple Win and GSP), GIZ India; and **Dr. Namitha P**, Senior Coordinator, GSP, GIZ India, for their continued technical support, collaboration, and encouragement throughout the programme.

TESTIMONIAL- 1



"As a nursing student the Global skill partnership programme is a great opportunity that came into my life very unexpectedly. The GSP programme is special because it enables dual Registration in both India and Germany, and helps us avoid wasting time after completing the course. We already have an idea of where we are likely to work after

completing our studies, and provides a safe migration process. One of the greatest benefits of the GSP programme is that the German language classes are provided free of cost and are conducted within our institution. Being able to work together with our classmates makes the programme even sweeter and more memorable. After successfully completing the A1 level, I can look back with a sense of pride and satisfaction. This achievement has boosted my confidence and motivated me to continue my journey toward mastering the German language and pursuing future opportunities through the GSP program".

TESTIMONIAL- 2



"Joining the GSP program has been one of the most valuable experiences of my academic journey. It has helped me improve my German language skills, gain confidence in communication and learn about international career opportunities. The classes are interactive, supportive, and motivating. Through this program, I have developed both personally and professionally, and I am grateful for the opportunity to prepare for a global future."

– Ritu Devi B.Sc. Nursing Student, SI-MET

TESTIMONIAL- 3



As a B.Sc. Nursing student, I consider the GSP Programme a valuable opportunity that has enriched my academic journey.

What I appreciate most about GSP is that it has given me a clear goal to work towards. Having access to German language training free of cost while pursuing my nursing studies has enabled me to learn, grow, and prepare for opportunities that I once only aspired to.

Completing the A1 level was a proud achievement that boosted my confidence and motivated me to perform better in both academics and language learning. I am grateful for the support, learning experience, and opportunities that GSP has provided throughout this journey.

I am sincerely thankful to my Principal, the Director, and my institution for their constant support and encouragement.

-Farha Sudheer 6th semester Bsc Nursing ,
SI-MET College of Nursing ,Neyyattinkara

ANNEXURES

Annexure 1 Office Memorandum, Ministry of External Affairs

Q/States/103/17/2025 Vol. XI
Ministry of External Affairs
States Division

2

New Delhi, 10th March, 2026

Office Memorandum

Subject : Memorandum of Understanding (MoU) on implementation of Global Skills Partnership Program between State Institute of Medical Education & Technology (SIMET), T C 27/43, Pattoor, Vanchiyoor P.O, Trivandrum, State of Kerala, Republic of India and The Universitätsklinikum des Saarlandes (UKS), Homburg, Germany and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Eschborn, Germany.

The undersigned is directed to refer to letter No. C3/457/2024-H&FWD dated 10.07.2025 on the subject cited above and to convey Ministry of External Affairs' "No Objection" for signing the MoU between State Institute of Medical Education & Technology (SIMET), Kerala Government, and The Universitätsklinikum des Saarlandes (UKS), Homburg, Germany and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Eschborn, Germany.

2. A signed copy of the MoU may be sent to this Division on sostates@mea.gov.in for record purpose.

3. This issues with the approval of competent authority.



(Hermon N. Kujur)
Under Secretary (States)
Ministry of External Affairs
New Delhi
Email: dsstates1@mea.gov.in

To,
Dr. Rajan N. Khobragade
Additional Chief Secretary
Health & Family Welfare & Ayush Department
Government of Kerala
Thiruvananthapuram – 695001
E-mail : secy.hlth@kerala.gov.in

Annexure 2 GO H & FWD



GOVERNMENT OF KERALA

Abstract

Health and Family Welfare Department - Implementation of the Global Skills Partnership (GSP) – Nursing Program in collaboration with the Government of Germany and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) – Sanctioned- Orders issued.

HEALTH AND FAMILY WELFARE (C)DEPARTMENT

G.O.(Ms)No.94/2026/H&FWD Dated,Thiruvananthapuram, 13-03-2026

- Read: 1. Proposal dated 9/8/2024 submitted by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) India regarding the implementation of the Global Skills Partnership (GSP) in Kerala.
2. Letter No. E/3215/2024/SI-MET dated 14.10.2024 from the Director, SI-MET, Thiruvananthapuram
3. Office Memoranda no. Q/States/102/17/2025 Vol XI dated 10.03.2026 from Ministry of External Affairs
4. Letter No.ROOTS/903/2025-NRDI dated 07.03.2026 from Chief Executive Officer, NORKA ROOTS.

ORDER

The Government of Kerala have consistently prioritized strengthening the State's position as a global hub for high-quality nursing education and professional mobility. Kerala contributes significantly to the global healthcare workforce, and there is a growing demand for skilled nursing professionals in international healthcare systems.

2. The (GIZ) India, as per letter read as 1st above, submitted a detailed proposal regarding the project "Global Skills Partnership in Nursing," which aims to strengthen nursing education and establish a structured training partnership with institutional partners in Germany and seeks to promote fair and sustainable recruitment of nurses from Kerala to Germany. The German Agency for International Cooperation (GIZ), which is wholly owned by the Federal Government of Germany, is the country's leading service provider for international cooperation. GIZ introduced the project to the State of Kerala. Following the deliberations State Institute of Medical Education

and Technology (SI-MET) expressed its interest in collaborating with the GIZ for implementing a pilot project. Following this, the delegates visited SIMET colleges in Thiruvananthapuram and expressed their willingness to execute the pilot project of GSP .

3. The Global Skills Partnership (GSP) is an international training partnership initiative supported by the Federal Ministry of Health (Germany) and implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), which aims to create structured, fair, and mutually beneficial migration pathways for skilled healthcare professionals. Under this initiative, a training partnership between nursing institutions in Kerala and healthcare institutions in Germany will be established. The program integrates German language training up to B2 level, additional geriatric care practical exposure, and alignment of the nursing curriculum with German regulatory standards, enabling participating nursing students to obtain recognition for employment as registered nurses in Germany while continuing their regular academic studies in Kerala.

4. The Ministry of External Affairs have, as per the OM read as 3rd above, conveyed their No Objection to the signing of the Joint Declaration of Intent and Memorandum of Agreement for the implementation of the project “Global Skills Partnership – Nursing.”

5. Government examined the proposal in detail and consider that the implementation of the program will:

- Position Kerala as a pioneer state in India implementing the Global Skills Partnership model.
- Strengthen nursing education and skill development in the State.
- Provide globally recognized competencies to Kerala’s nursing graduates.
- Enhance institutional capacity through skills laboratories, and train-the-trainer initiatives.
- Facilitate fair, transparent, and ethical migration pathways for nursing professionals.
- Generate expanded employment opportunities for nursing professionals in the State and will be of significant benefit to Kerala.

6. In the above circumstances, sanction is accorded for the implementation of the Global Skills Partnership (GSP) – Nursing Program in Nursing Institutions in the State of Kerala. Sanction is also accorded for the pilot implementation of the Global Skills Partnership (GSP) – Nursing Program in selected nursing colleges under the

State Institute of Medical Education and Technology (SIMET). The program shall be implemented in collaboration with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and partner healthcare institutions in Germany under the Global Skills Partnership framework supported by the Federal Ministry of Health (Germany). Participation in the GSP program shall be voluntary for students enrolled in the B.Sc. Nursing program in the participating colleges. The program shall be implemented without compromising the existing academic curriculum prescribed by the Indian Nursing Council and Kerala University of Health Sciences. This does not involve any additional financial commitment from the Government of Kerala. Program components such as language training, certification support, training materials, and related activities shall be facilitated through the Global Skills Partnership project and associated partners.

7. In order to coordinate the program and further development of the partnership a Steering Committee shall be constituted separately.

8. Government are also pleased to designate NORKA-Roots, the approved and licensed agency of the State, as the implementing agency responsible for facilitating the deployment of eligible candidates under the Global Skills Partnership (GSP) in the State of Kerala.

(By order of the Governor)

Dr. Rajan Namdev Khobragade I A S

ADDITIONAL CHIEF SECRETARY

The Honorary Consul of the Federal Republic of Germany in Kerala,
Thiruvananthapuram

The Director, Medical Education Department, Thiruvananthapuram

The Registrar, Kerala University of Health Sciences, Thrissur

The Director, SI-MET, Thiruvananthapuram

The Chief Executive Officer, NORKA ROOTS.

The Programme Component Manager, GIZ , Thiruvananthapuram

Principal Accountant General (Audit/A&E), Kerala, Thiruvananthapuram

Stock File (C3/457/2024-HEALTH)

Forwarded /By order

Signed by

Resmi K Nair

Section Officer

Date: 13-03-2026 17:46:32

Copy to : The Private Secretary to the Hon'ble Minister of Health & Family Welfare