

2nd September 2020

कर्मयोगी अभियान
**Mission Karmayogi - National Programme for Civil
Services Capacity Building**

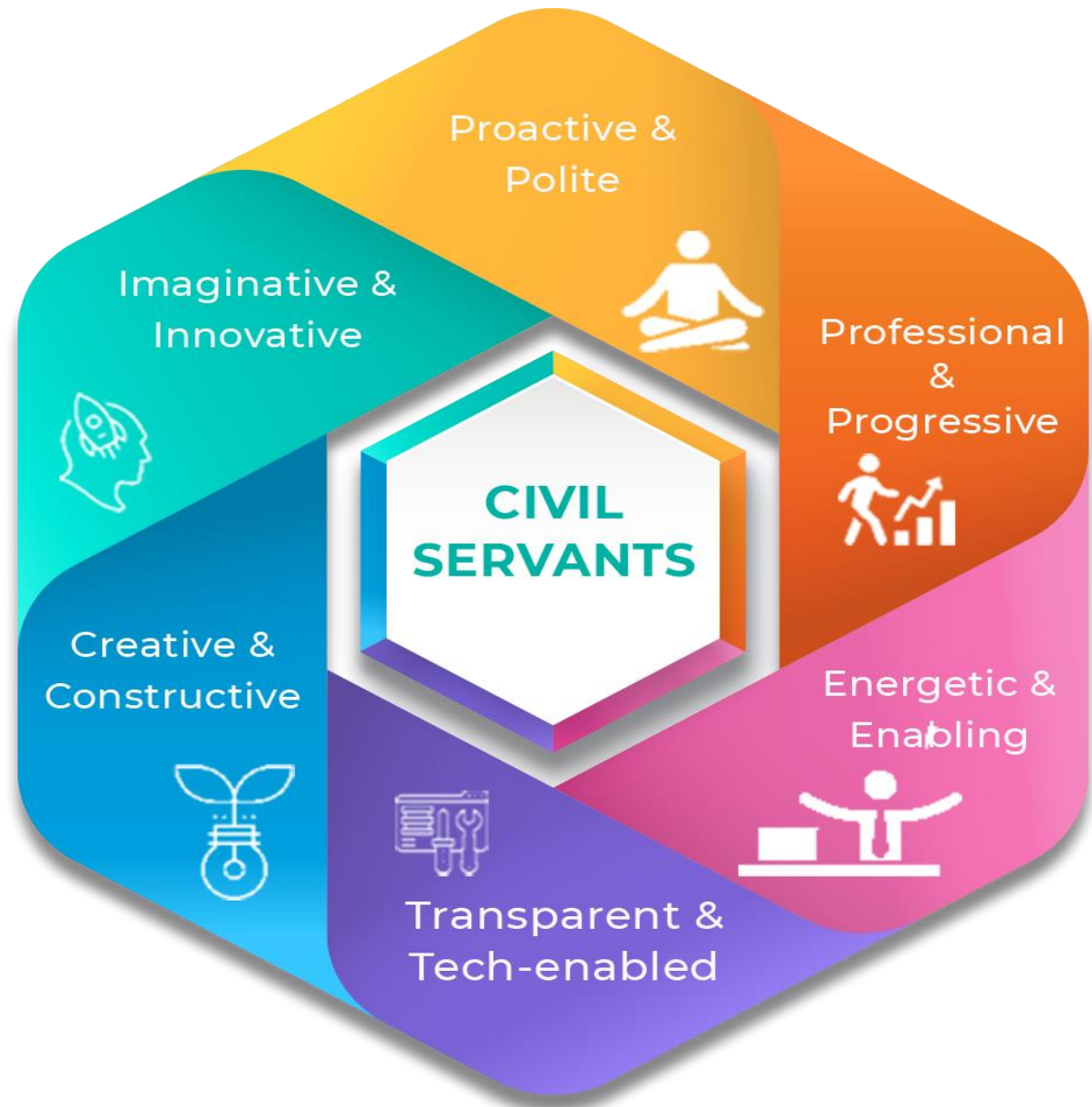
**Integrated Government Online Platform-iGOT
Karmayogi**



कार्मिक एवं प्रशिक्षण विभाग
DEPARTMENT OF
PERSONNEL & TRAINING

सत्यमेव जयते

Karmayogi for the Nation



Existing Impediments

1

Diverse and fragmented training landscape

2

Evolution of silos at Department level preventing shared understanding of India's development aspirations

3

Inconsistencies in training priorities, competency & pedagogy

4

Lack of common platform and barriers to exchange of knowledge

5

Lack of lifelong & continuous learning environment

6

Redundancy & duplication of efforts

Mission Karmayogi

1

New National Architecture for Civil Services Capacity Building

2

Comprehensive reform of the capacity building apparatus at individual, institutional and process levels for efficient public service delivery.

3

PM led HR Council to approve and monitor Civil Service Capacity Building Plans

4

Capacity Building Commission to harmonize training standards, create shared faculty and resources, and have supervisory role over all Central Training Institutions.

5

Wholly owned SPV to own and operate the online learning platform and facilitate world-class learning content market-place.

Mission Karmayogi – Build Future Ready Civil Service

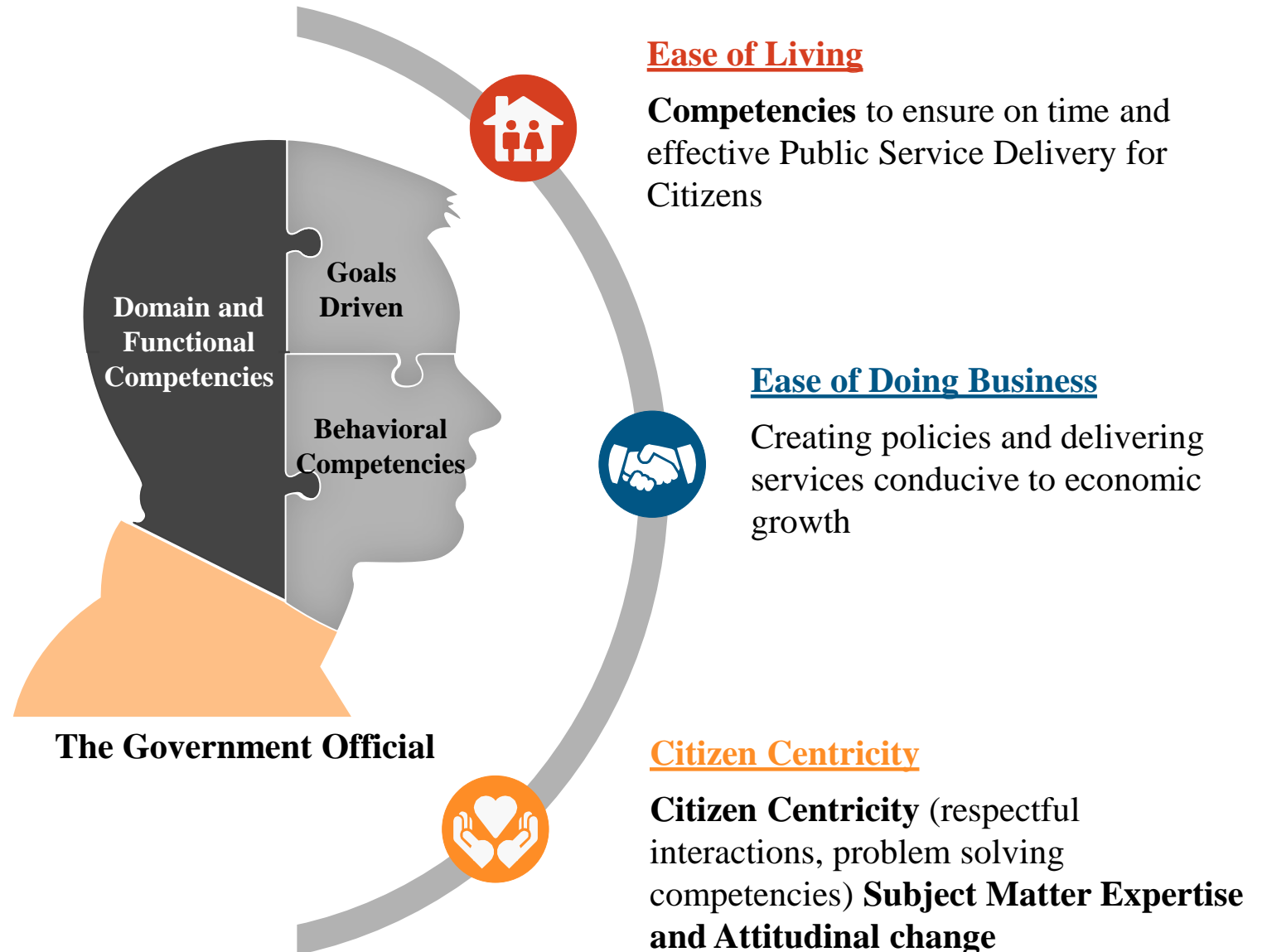
- with right Attitude, Skills and Knowledge, aligned to the Vision of New India

Competency led Capacity Building
*India's own **Civil Service Competency Framework***

Shared understanding of **India's developmental aspirations, National Programmes & Priorities**

Accountability & Transparency
*through **Objective Evaluations***

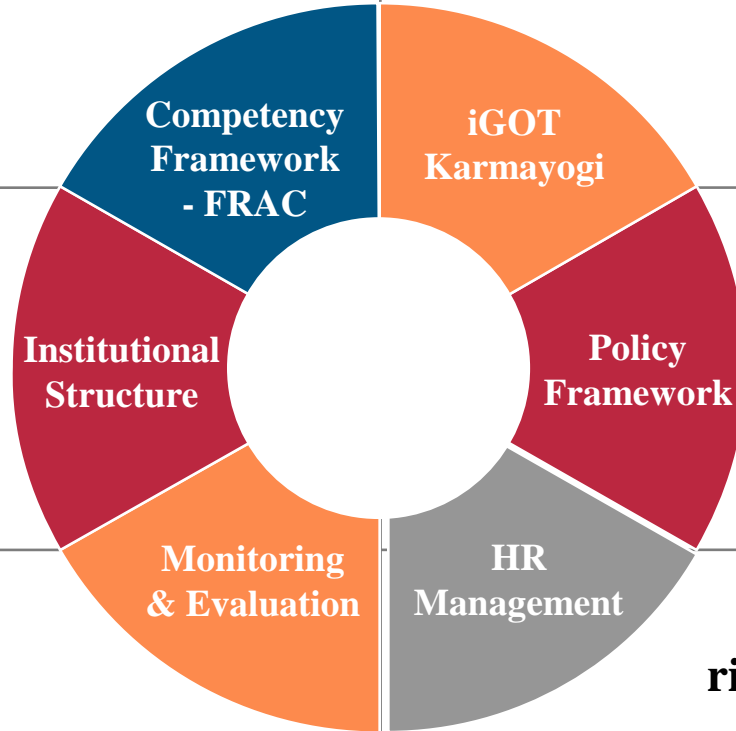
Scale of Impact
*A **Global Exemplar** - ~30 Lac users in year 1 & ~2 Cr in long run*



Mission Karmayogi – Key Programme Components

Shift from Rule to Role

Digital Platform, made in India, offering services around **Learning and Career Management**



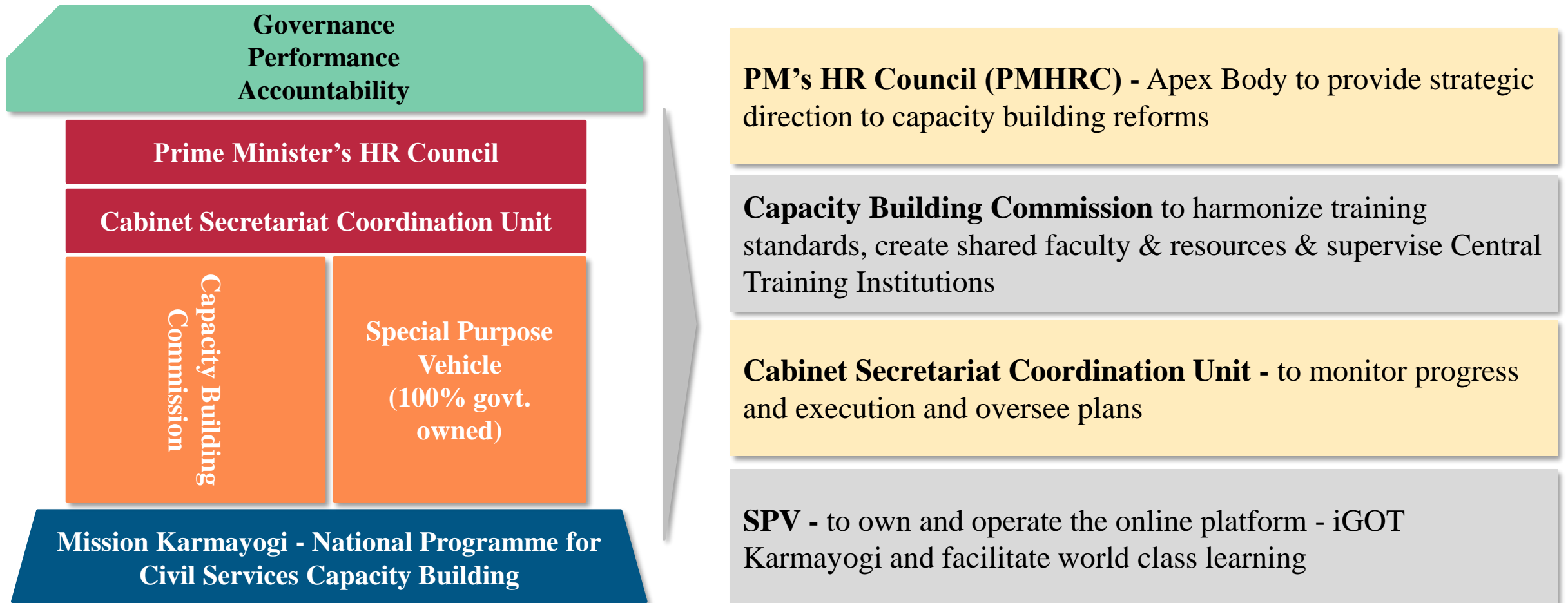
Credible and Autonomous Institutional Framework

Enabling policies to upgrade & harmonize capacity building

Continuous performance analysis, data driven goal-setting and real time monitoring

Strategic HR management to **deliver the right competencies – Behavioral, Domain & Functional**

Mission Karmayogi – Institutional Structure



Outlay of Rs 510 Cr. Over 5 years

Annual Subscription @ Rs 431 per civil servant charged by SPV

The Prime Minister's HR Council is at the apex



Structure of the PM's HR Council

- **Chairperson: Hon'ble Prime Minister**
- **Political Leadership:** Select Union Ministers, State Chief Ministers
- **Thought Leadership:** Eminent national and global Academicians, thought leaders, Industry leaders
- **Civil Service Leadership**



Prime Minister's HR Council



Mandate/ Charter of the HR Council

- **Apex body driving & providing strategic direction** to the Programme
- **Approves & Monitors** Civil Service Capacity Building plan
- **Reviews reports** submitted by Capacity Building Commission

The Capacity Building Commission – Key Functionalities



Mandate/ Charter of the Commission

- Drive **standardization, harmonization and shared understanding** of Capacity Building activities
- Create **shared learning resources**, including internal and external faculty and resource centers.
- Define templates for **Annual Capacity Building Plan**. Assist PM HR Council in **approval of the Plan**
- **Functional supervision** over all **Central Training Institutions**
- Set norms for **common mid-career training programs**
- **Analyse learning related data** from iGOT-Karmayogi
- Prepare the **Annual State of Civil Service Report**

Special Purpose Vehicle – Structure & Function



Structure of the Special Purpose Vehicle (SPV)

- **Legal:** Company under Section 8 (of Companies Act) with **100% Government ownership**
- **Board of Directors:** Representing all **participating entities of the Programme**



Revenue Model of SPV

- **Self sustaining:** Annual Subscription fee of **INR 431 per employee**



Key Functions of the SPV

- Own and operate **the online Platform, iGOT Karmayogi** on behalf of Government
- Operationalize a **robust content ecosystem**
- Manage **assessment & certification eco-system**
- **Marketing, Outreach & Change Mgmt.**
- Manage **governance of data & its analysis** and make them available to authorities
- Curate & deliver programmes for **capacity building of Civil Servants in other countries**

Monitoring & Evaluation Framework

Monitoring and Evaluation of Mission Karmayogi



Prime Minister's Dashboard

Real-time reporting of **Capacity Building KPIs** with **Annual Score Cards and Rankings** for Departments



Capacity Building Plan

Goal Setting - Annual Plans submitted by each Department **aligned to National ambitions**



Annual State of Civil Services Report

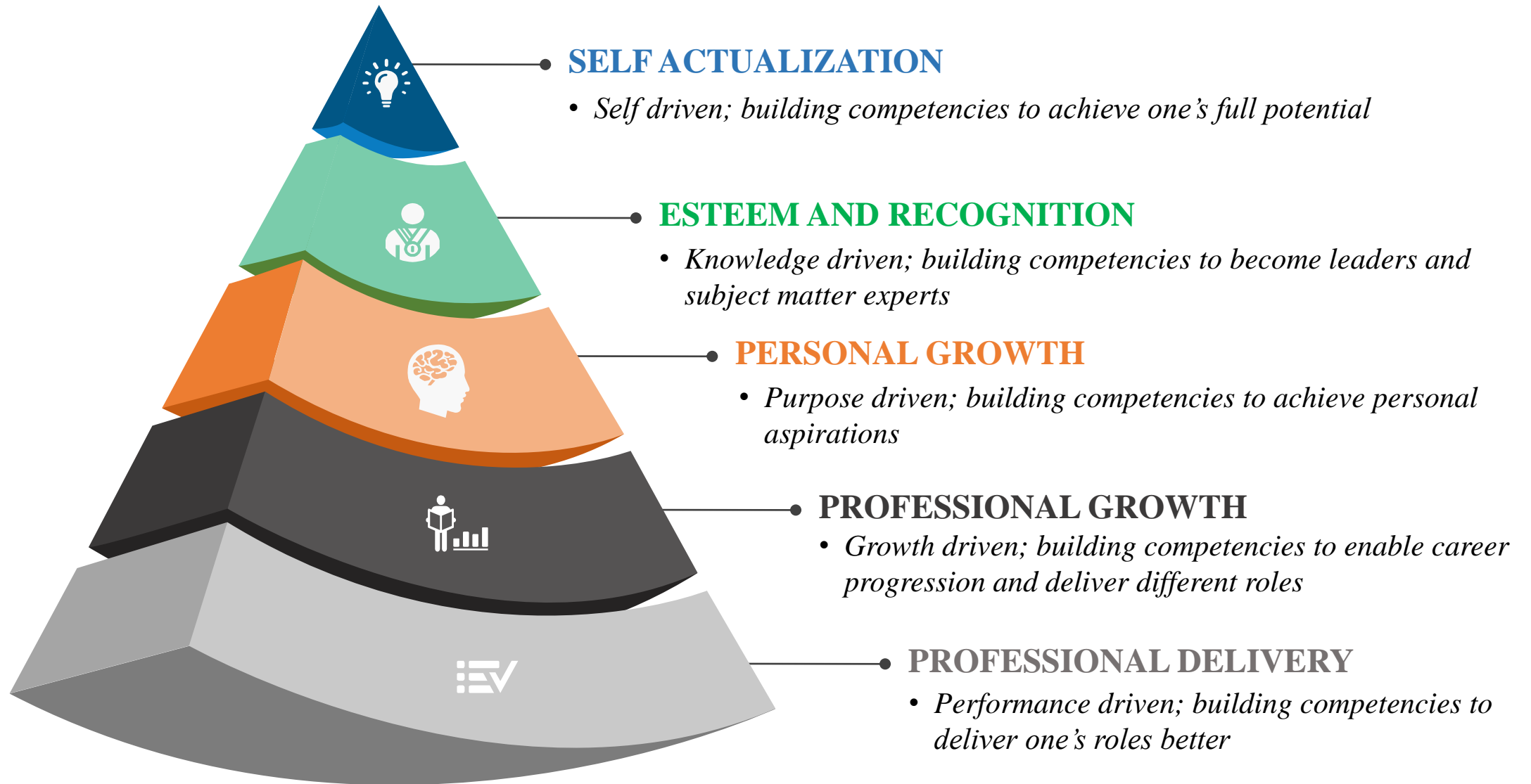
Consolidated Performance of **Civil Services as a whole** in a year with focus on **achievements & contribution** to National Progress



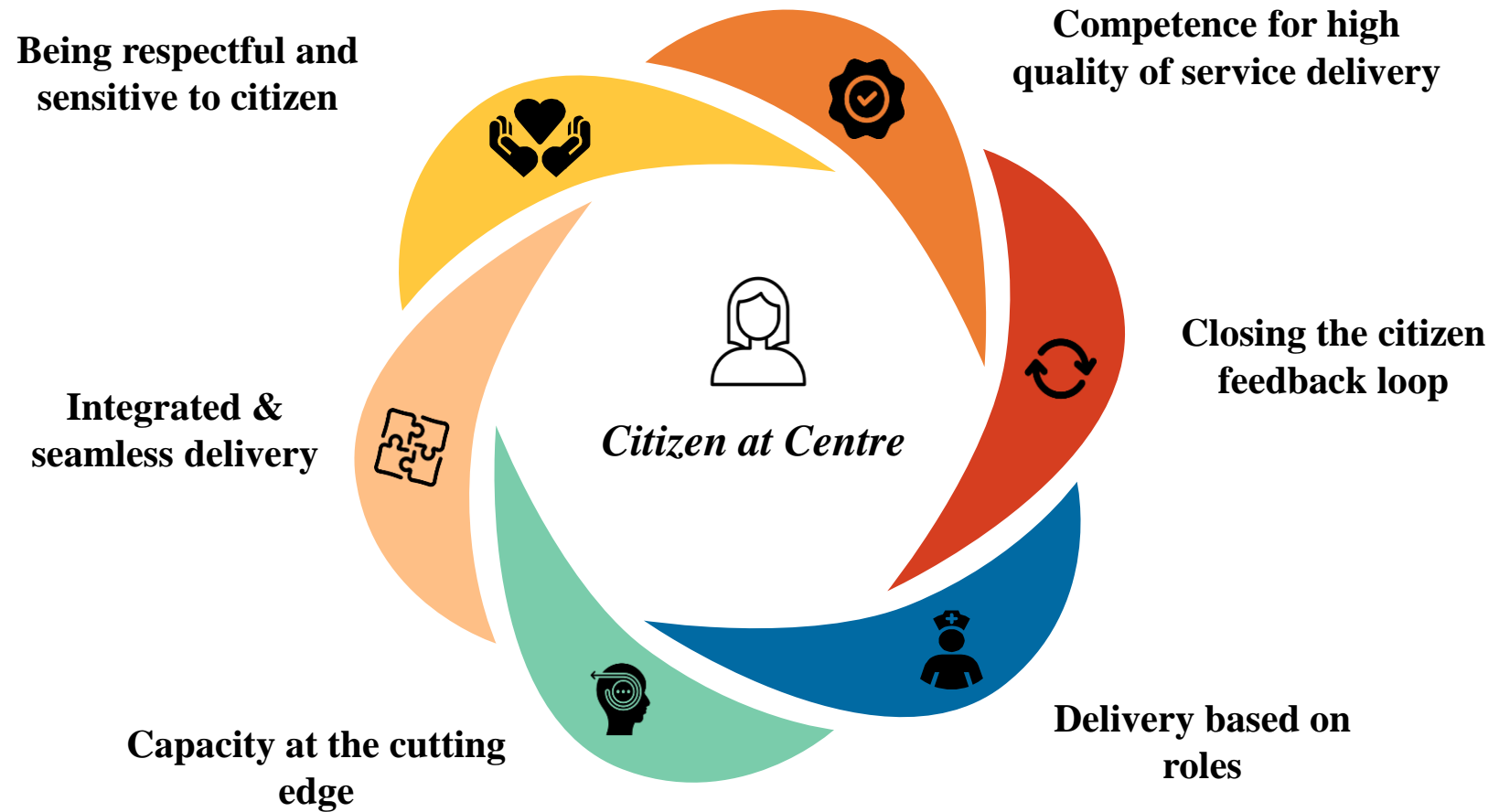
Independent Audits

Third Party Audit of Programme, in addition to regular **Audit and Quality Assurance** by Capacity Building Commission

Democratized Civil Service - Silo-less Performance



Focus on Citizen Centricity and Governance Reforms



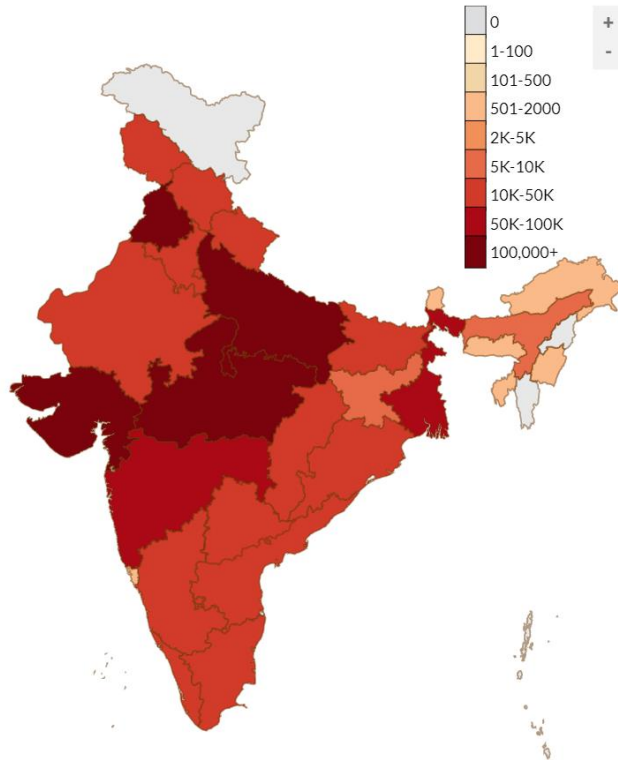
iGOT Pilot Model has trained COVID Warriors and led India's fight against COVID

12,73,276 Registered Users

17,66,793 Course Completion

14,06,564 Certificates Issued

State Wise Registration Map



Supporting content delivery in 12 Languages

Courses provided to Diverse Audience



Doctors



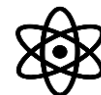
Nurses



NCC Cadets, NSS
Volunteers



Technicians



Allied &
Healthcare



ASHA & Anganwadi
volunteers

Through Multiple Channels of Delivery



Desktop Portal



Mobile
Browser



Offline access –
iGOT TV

Thank You