

# Media Briefing

*2<sup>nd</sup> September 2020*

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

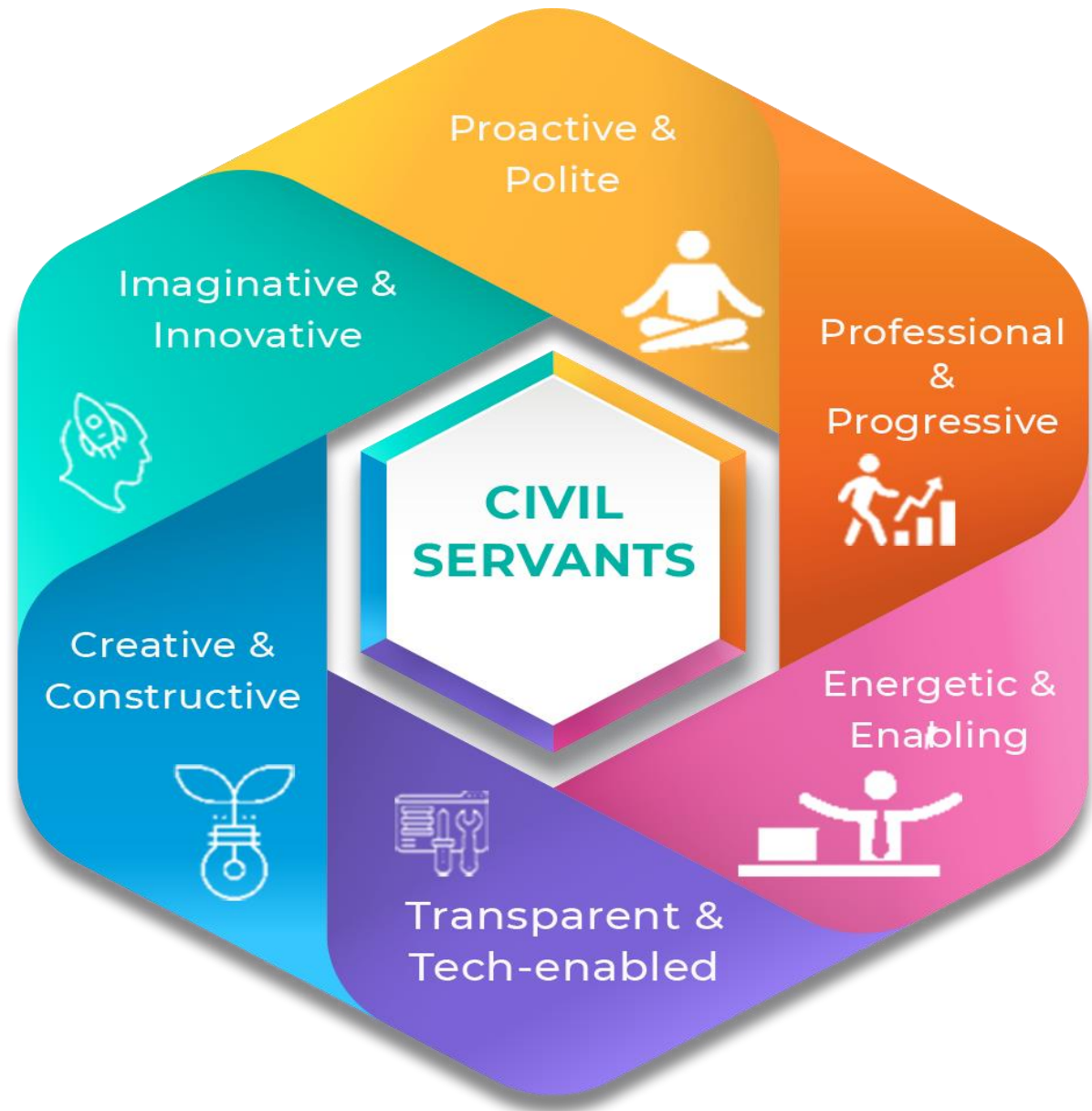
**Integrated Government Online Platform-iGOT**  
**Karmayogi**



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

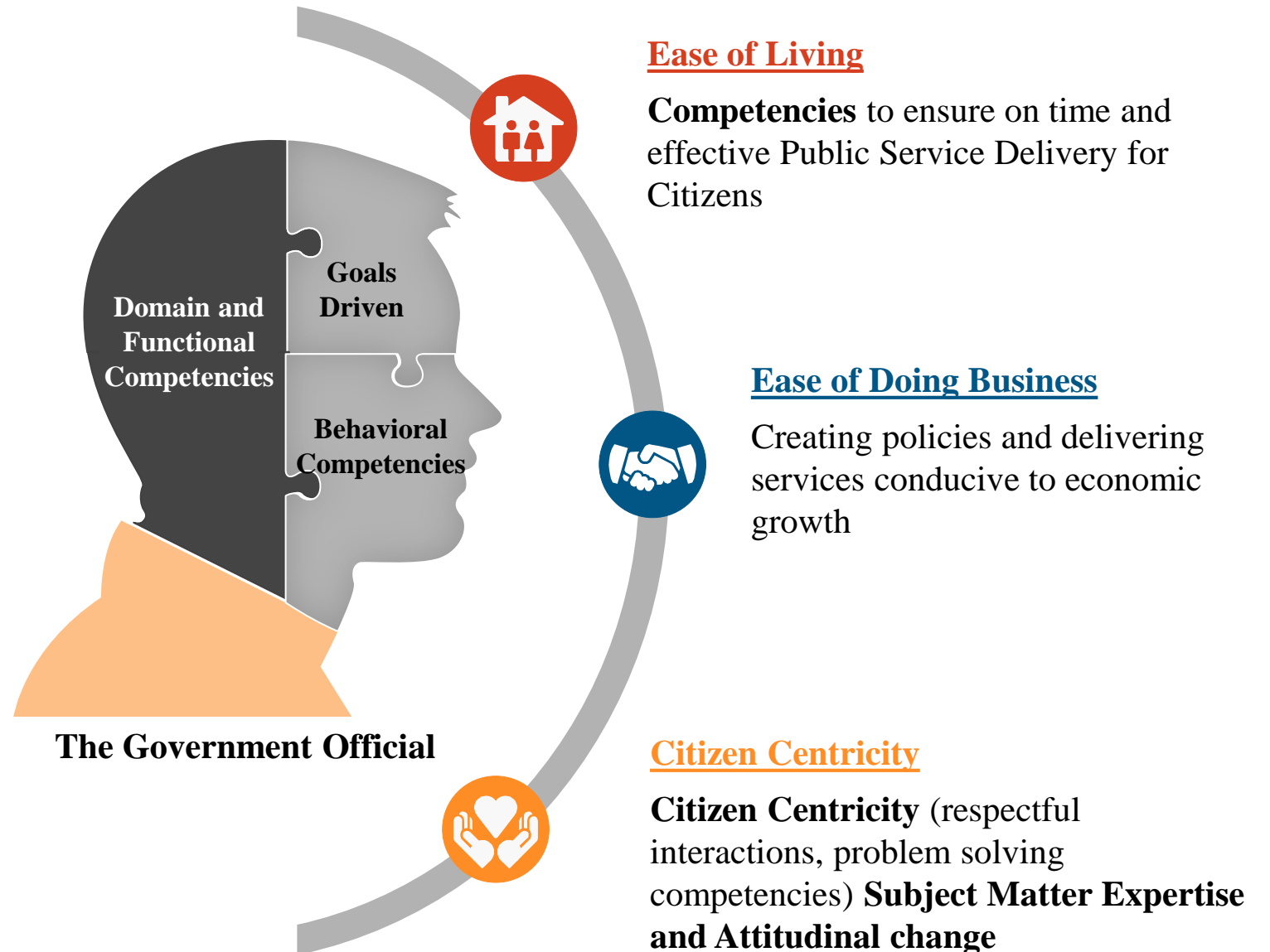
- with right Attitude, Skills and Knowledge, aligned to the Vision of New India

**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***

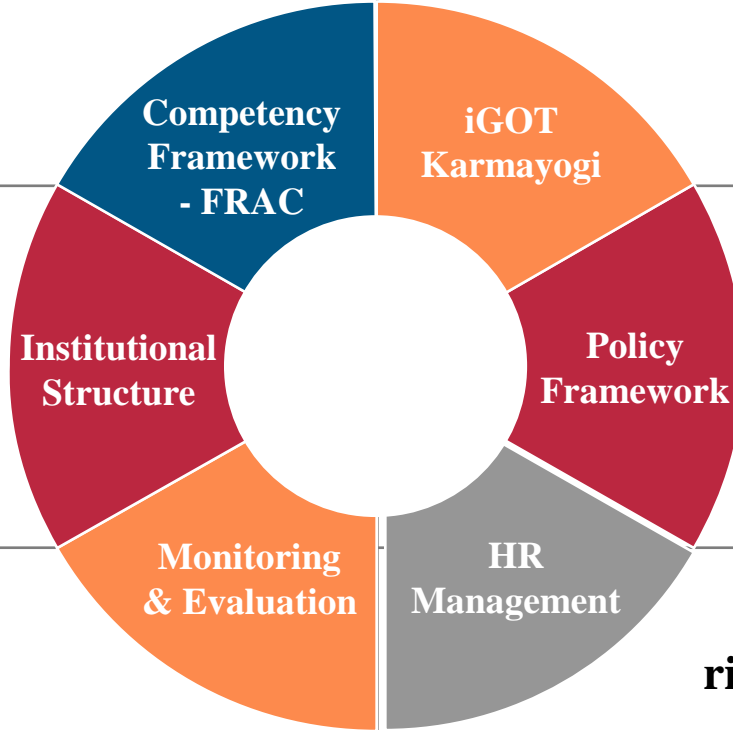
**Scale of Impact**  
*A **Global Exemplar** - ~30 Lac users in year 1 & ~2 Cr in long run*



# 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

**Governance  
Performance  
Accountability**

**Prime Minister's HR Council**

**Cabinet Secretariat Coordination Unit**

**Capacity Building  
Commission**

**Special Purpose  
Vehicle  
(100% govt.  
owned)**

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

**PM's HR Council (PMHRC)** - Apex Body to provide strategic direction to capacity building reforms

**Capacity Building Commission** to harmonize training standards, create shared faculty & resources & supervise Central Training Institutions

**Cabinet Secretariat Coordination Unit** - to monitor progress and execution and oversee plans

**SPV** - to own and operate the online platform - iGOT Karmayogi and facilitate world class learning

**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

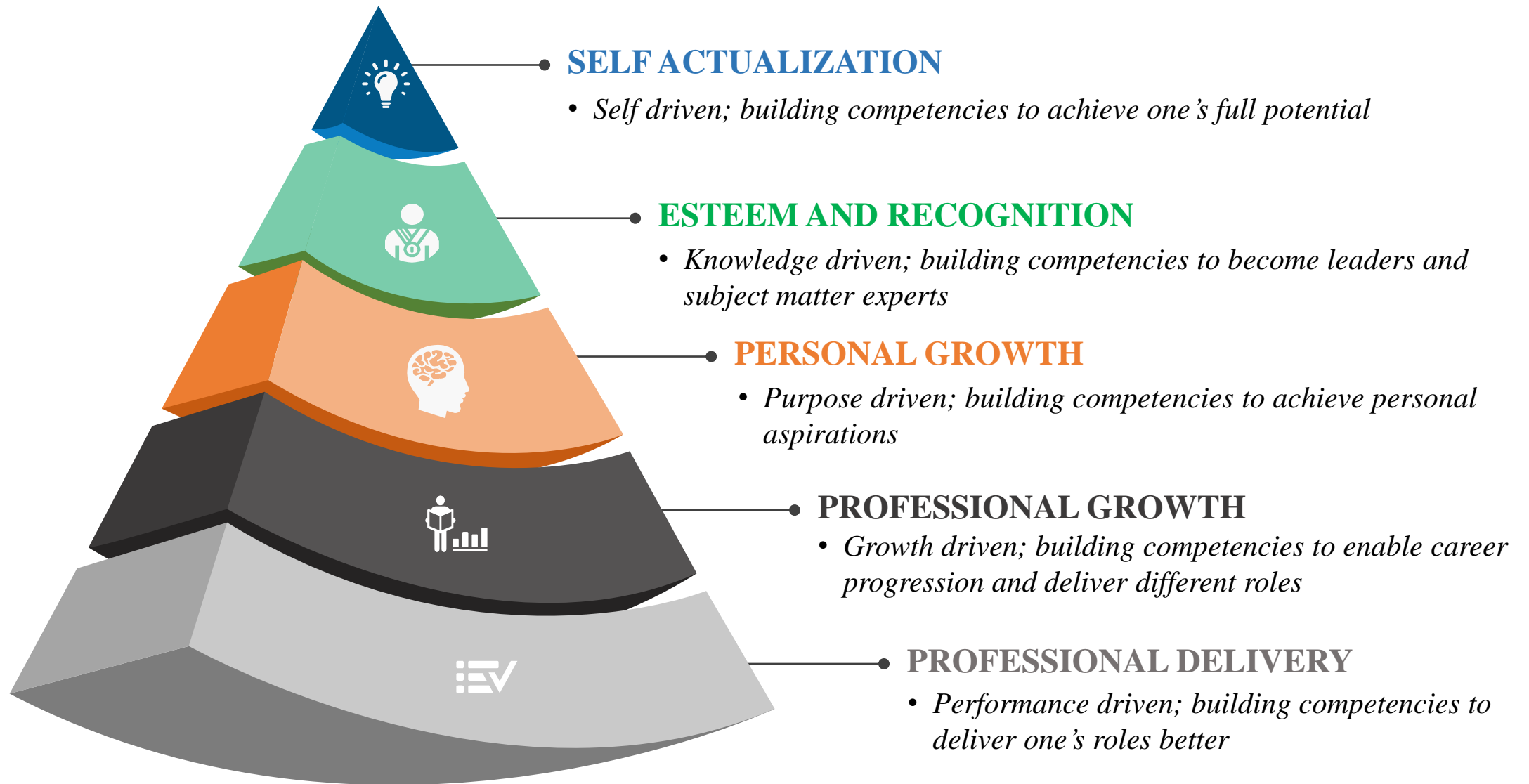
Consolidated Performance of **Civil Services as a whole** in a year with focus on **achievements & contribution** to National Progress



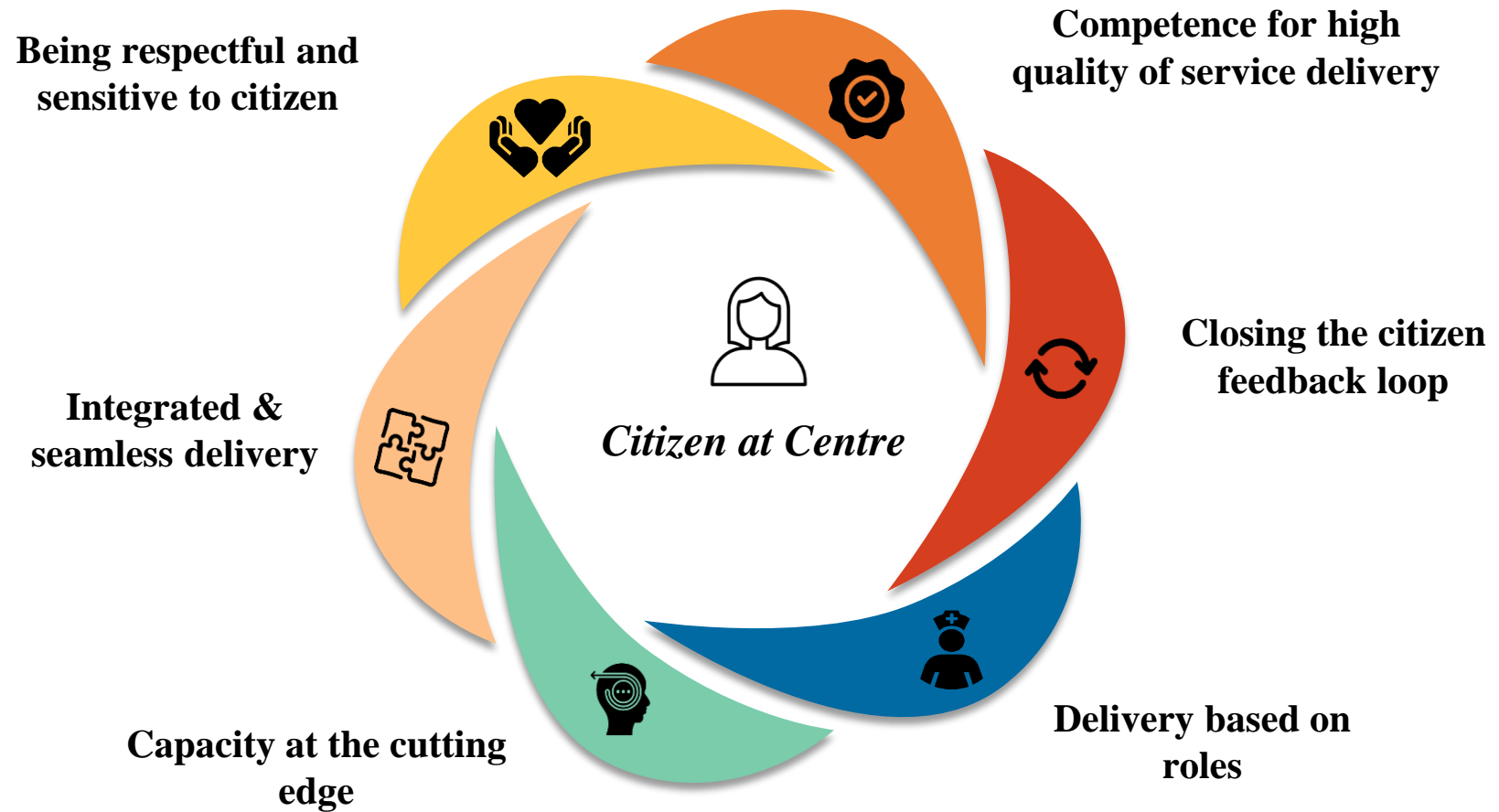
### Independent Audits

**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



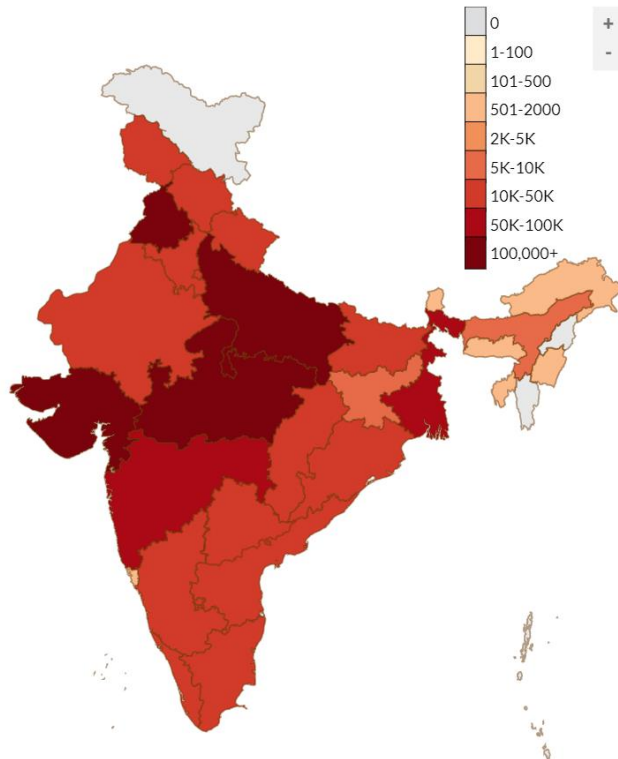
# iGOT Pilot Model has trained COVID Warriors and led India's fight against COVID

**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



Offline access –  
iGOT TV



Mobile  
Browser

**Thank You**