Media Briefing

2nd September 2020



कर्मयोगी अभियान

Mission Karmayogi - National Programme for Civil Services Capacity Building

Integrated Government Online Platform-iGOT Karmayogi

Karmayogi for the Nation



Existing Impediments



Diverse and fragmented training landscape



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



Inconsistencies in training priorities, competency & pedagogy



Lack of common platform and barriers to exchange of knowledge



Lack of lifelong & continuous learning environment



Redundancy & duplication of efforts

Mission Karmayogi

- New National Architecture for Civil Services Capacity Building
- 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
- Capacity Building Commission to harmonize training standards, create shared faculty and resources, and have supervisory role over all Central Training Institutions.
- 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

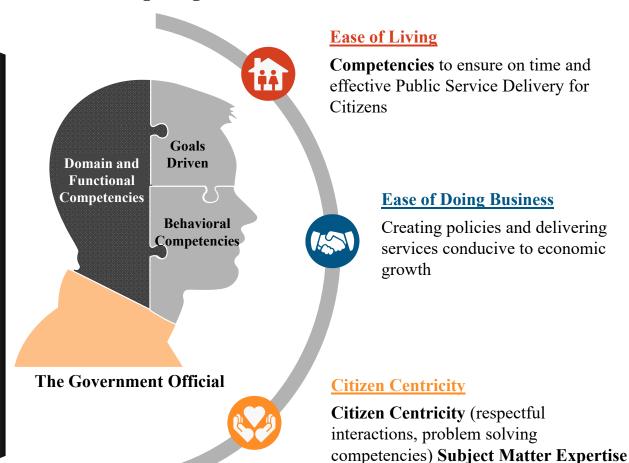
Shared understanding of India's developmental aspirations, National Programmes & Priorities

Accountability & Transparency

through Objective Evaluations

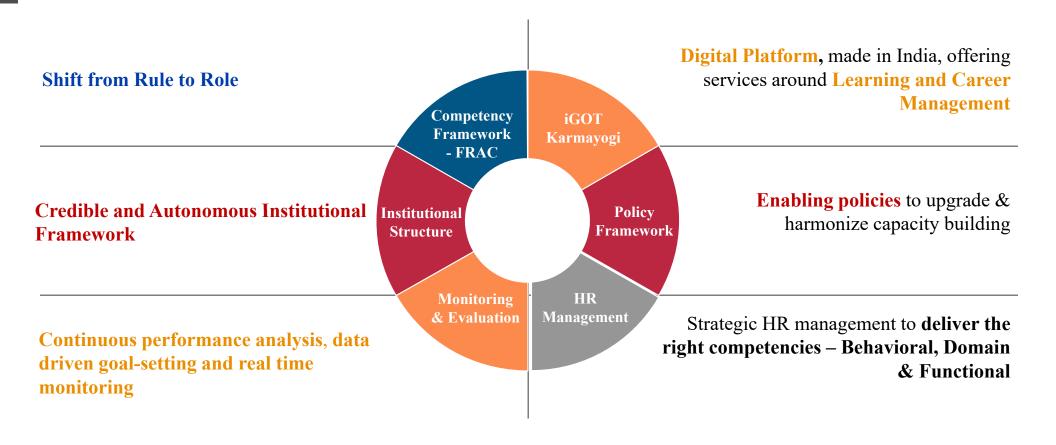
Scale of Impact

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



and Attitudinal change

Mission Karmayogi – Key Programme Components



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





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

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

Capacity Building Plan

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

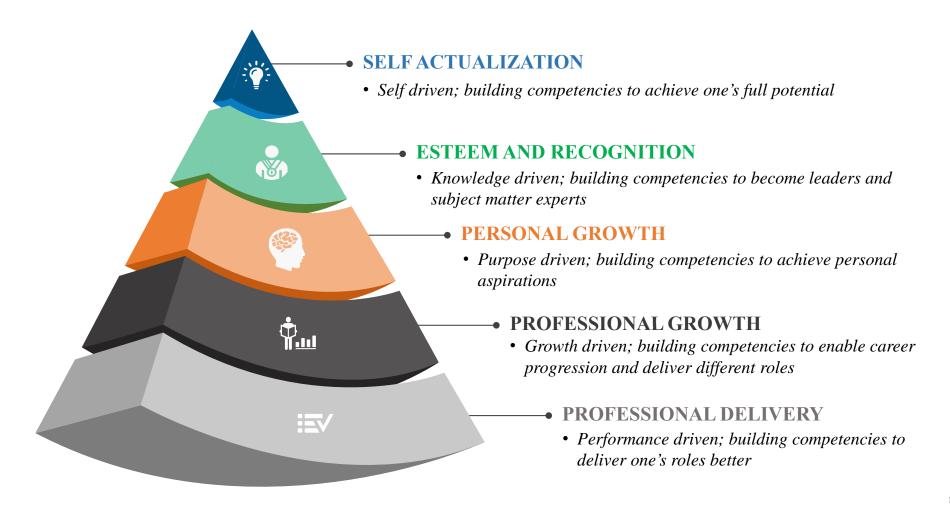
Annual State of Civil

Services Report

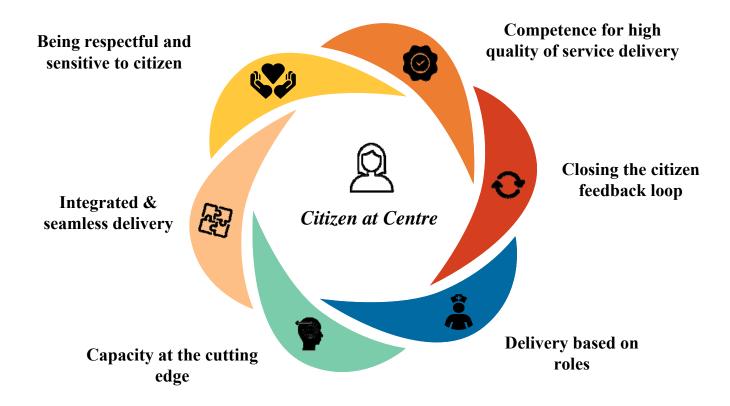
Independent Audits

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

Supporting content delivery in 12 Languages

Courses provided to Diverse Audience



Doctors



Technicians



Nurses



2

NCC Cadets, NSS Volunteers



ASHA & Anganwadi volunteers

Through Multiple Channels of Delivery





Desktop Portal Offline access – iGOT TV



Mobile Browser

Stats as on 24 July 2020

