

**Presentation on  
Mission Karmayogi  
to  
Ministry/Departments/  
Organisations.**

**Mission Karmayogi**  
कर्मयोगी अभियान

**National Programme for Civil  
Services Capacity Building**



कार्मिक एवं प्रशिक्षण विभाग  
DEPARTMENT OF  
**PERSONNEL & TRAINING**

सत्यमेव जयते

# Mission Karmayogi – Background

## Goals



**Rules based to Roles based HR Management**



**Increased citizen centricity and improved governance outcomes**



**Right person at the right job**



**Creating shared national aspirations**



**Democratization of learning / Shared Resources**



**Continuous identification and assessment of competencies**

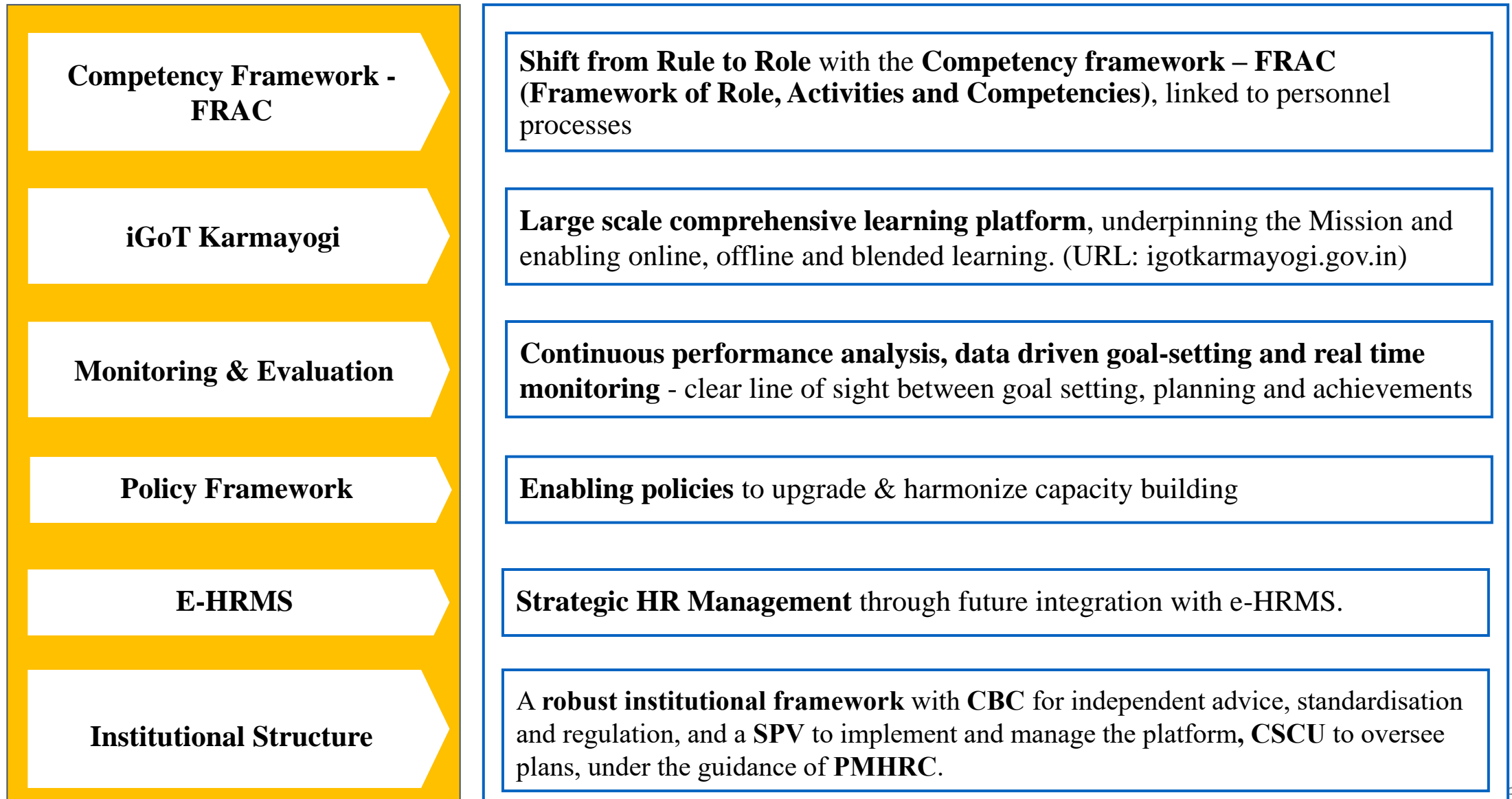


**Any-time, anywhere and continuous learning at scale**

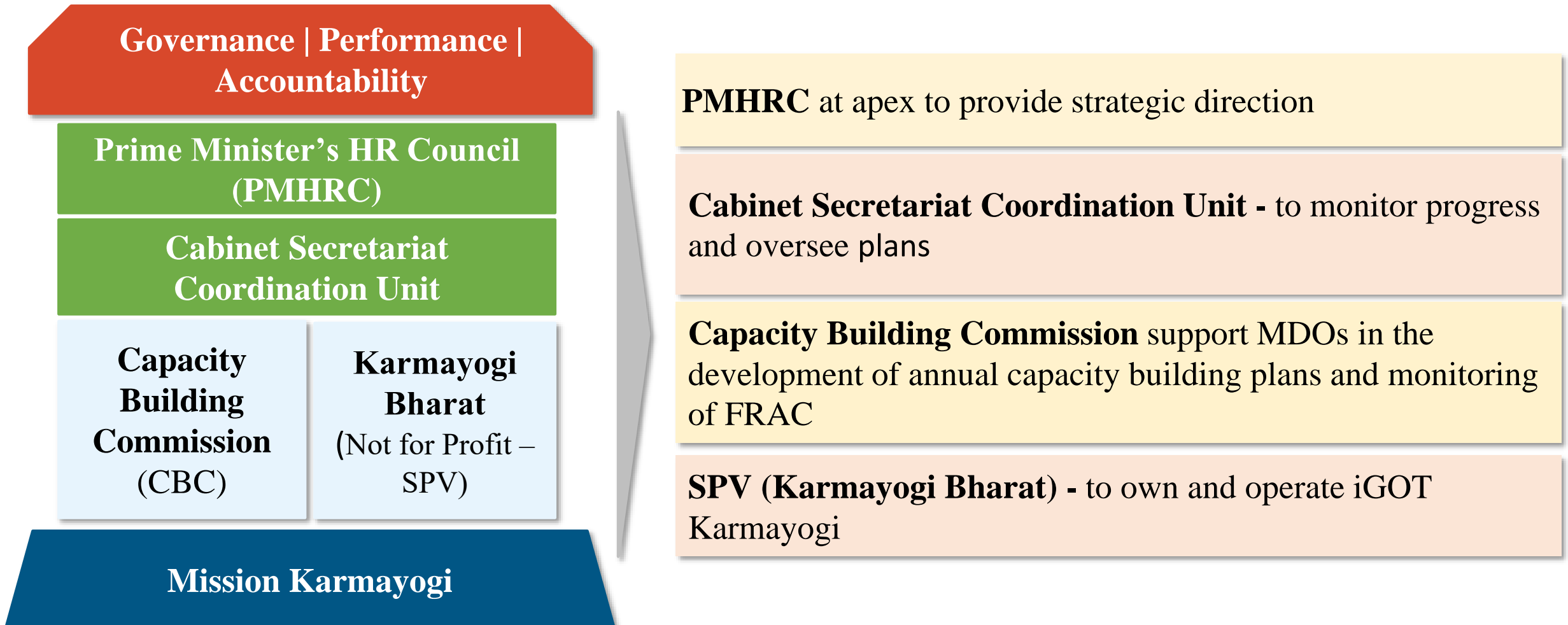


**Lifelong learning and competency records**

# Mission Karmayogi in a nutshell



# Institutional Framework



# FRAC – An overview

For **each Position in Government**, FRAC defines the **Roles, Activities** and **Competencies** needed by an individual **for effective performance**

**CBC**

CBC will act as a centralised body to **monitor FRACing exercise** as per the FRAC framework and further **handhold** FRACing units and establish guidelines for all MDOs to follow.

**MDO**

A **FRACing unit** will be set up in every MDO which will act as the owners of FRACing exercise within the Ministry/Department and assist in putting together the MDOs' **capacity-building plan**.

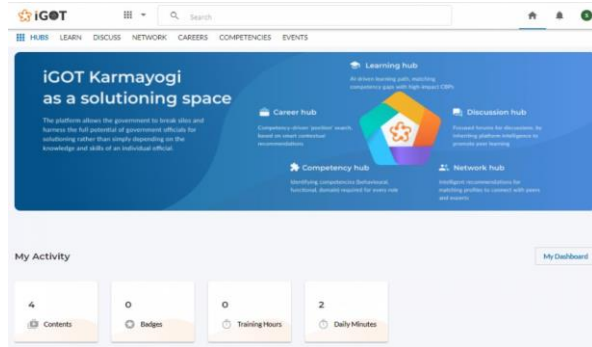
<b>Position</b>	Designation + Location of an individual
<b>Role</b>	Set of sequential activities carried out to complete a defined objective or outcome
<b>Activity</b>	Action taken to contribute towards successful completion of objective /outcome
<b>Competency</b>	Combination of attitudes, skills, and knowledge req. for successful performance



**3 Types of Competencies**

<b>Domain</b>	<ul style="list-style-type: none"> <li>Skills and knowledge req. for a domain. Typically concentrated in a department, but may be needed by others as well</li> <li><i>E.g. Customs Inspection</i></li> </ul>
<b>Behavioural</b>	<ul style="list-style-type: none"> <li>Values, strengths and observable behaviours applicable across the govt.</li> <li><i>E.g. Problem solving, Communication</i></li> </ul>
<b>Functional</b>	<ul style="list-style-type: none"> <li>Cross cutting skills &amp; knowledge needed to perform across domains and positions</li> <li><i>E.g. Project management, Public Procurement</i></li> </ul>

# iGOT Karmayogi Platform



**iGOT Karmayogi**



## Learning Hub

Competency building through suitable Content / Competency Building Products (CBPs) & assessments



## Discussion Hub

Focused forums for discussion/ query resolution enabling officials to benefit from experience of others



## Networking Hub

Enabling officials to connect with experts who may be in a position to help solve a problem



## Career Hub

Vacancy postings linked to required competencies, enabling govt. to match right candidates with vacancies



## Competency Hub

Repository of FRAC for all positions and competency records for all individuals



## Events Hub

Enable synchronous interactive experiential and peer learning

# Present Status of the iGOT Platform

**152848** users on the platform representing **773** Ministries, Departments, Organisations and third-party providers

**280+**

Live courses

**682**

Hours of available content



Hosted on Govt. NIC Cloud for enhanced security

**16**

World Bank courses

**84**

ISTM courses



Hosting infrastructure managed by NIC

**10**

Microsoft courses

**15**

COMMIT modules for State frontline staff



Parichay Single Sign On enabled

\*\*Comprehensive Online Modified Modules for Induction Training

# Glimpse of a few courses on iGoT Karmayogi

The screenshot shows the course page for "Microsoft Excel for Beginners" on the iGoT Karmayogi platform. The course is presented as a video player with a blue "Enroll" button. It features a rating of 0.0 stars from 0 reviews. The course duration is 6h 55m, consisting of 28 videos, 2 PDFs, and 1 assessment. The source is Microsoft, and the license is CC BY 4.0. The course is free and self-paced. The content overview includes topics like pivot tables, excel, calculations, pivot charts, spreadsheets, formulas, charts, tables, microsoft, functions, and macros.

### Microsoft Excel for Beginners

Excel for Beginners

0.0 ☆☆☆☆☆ (0)

6h 55m

28 Videos

2 PDFs

1 Assessment

Source name: Microsoft

License: CC BY 4.0

Cost: Free

Learning mode: Self Paced

Topics: pivot table, excel, calculations, pivot chart, spreadsheets, formulas, charts, tables, microsoft, functions, macros

#### Summary

Welcome to the Beginner's Guide course in Excel. This Excel Course enables you to Learn MS Excel in simple and easy steps. In this course we will learn how to Enter and edit Excel data, Format numbers, fonts, and alignment make simple pivot tables and charts, create simple Excel formulas, filters, formatting. Learn common Excel functions used in any Office. Expected Outcomes: - Understand how to start Excel documents and navigate through them. - One can pin documents and templates in MS Excel as per their requirement. - Even Bibho many comprise functions that help in using MS Excel easily. - Understand the different elements

## General System For Financial Management

The screenshot shows a presentation slide titled "General System for Financial Management" from the Ministry of Finance, Government of India. The slide discusses the need for a general system for financial management and lists the following objectives:

- Uphold the rule of law
- Provide financial accountability
- Enable officers to discharge duties diligently
- Improve department's ability to serve the citizens better

The screenshot shows the course page for "Introduction to the Government e Marketplace" on the iGoT Karmayogi platform. The course is presented as a video player with a blue "Enroll" button. It features a rating of 0.0 stars from 0 reviews. The course duration is 10s. The content overview includes topics like the GeM ecosystem, pre-requisites for RFP, purchase of products and services, awarding of bid, order processing, payment process, think resource, do resource, and explore resource.

### Introduction to the Government e Marketplace

GeM Government e Marketplace Procurement Remagned Efficient • Transparent • Inclusive

10s

The GeM Ecosystem 5m

Pre-requisites for RFP 2m

Purchase of Products... 6m

Purchase of Service ... 6m 10s

Awarding of Bid / Vi... 2m 15s

Order Processing CRA... 1m 10s

Payment Process thro... 5m 20s

Think Resource 10m

Do Resource 6m

Explore Resource 20m

Test 5m

The screenshot shows the course page for "A Course on Environmental Social and Governance" on the iGoT Karmayogi platform. The course is presented as a video player with a blue "Resume" button. It features a rating of 0.0 stars from 0 reviews. The course duration is 1h 2m, consisting of 4 videos and 4 assessments. The source is Ministry of Power, and the license is CC BY 4.0. The course is free and self-paced. The content overview includes topics like the Environmental Social and Governance Framework and Module - I Assessment.

### A Course on Environmental Social and Governance

Environmental Social and Governance

0.0 ☆☆☆☆☆ (0)

1h 2m

4 Videos

4 Assessments

Source name: Ministry Of Power

License: CC BY 4.0

Cost: Free

Learning mode: Self Paced

Environmental Social and Governance Framework 13m 36s

Module - I Assessment 4m

# iGOT Karmayogi – Content | WTDE-T Model



## Key points

Type of resources supported on the platform

- PDF
- Flipbook
- MP4 (videos)
- MP3 (Audio files)
- HTML5 (index.html single SCORM files)
- Maximum size of files for upload: 400MB
- All content must be tagged to a competency

# Key guidelines for content developed on iGOT Karmayogi

## Things to keep in mind while creating Courses



### Content Appropriateness

Check for content to meet basic appropriateness guidelines.



### No Plagiarism

Ensure originality of the content being developed, so that there is no issue of plagiarism and copyright

## CONTENT FOCUS AREAS



National Aspirations & Challenges



Environmental and Climate Change Focus



Women and Gender Sensitiveness



Focus on Diversity & Social Inclusion

## INSTRUCTIONAL DESIGN GUIDELINES

Byte-sized content

Real-life scenarios/  
Case studies

Avoid copyright  
infringement

Human Voice-over

Target Competencies

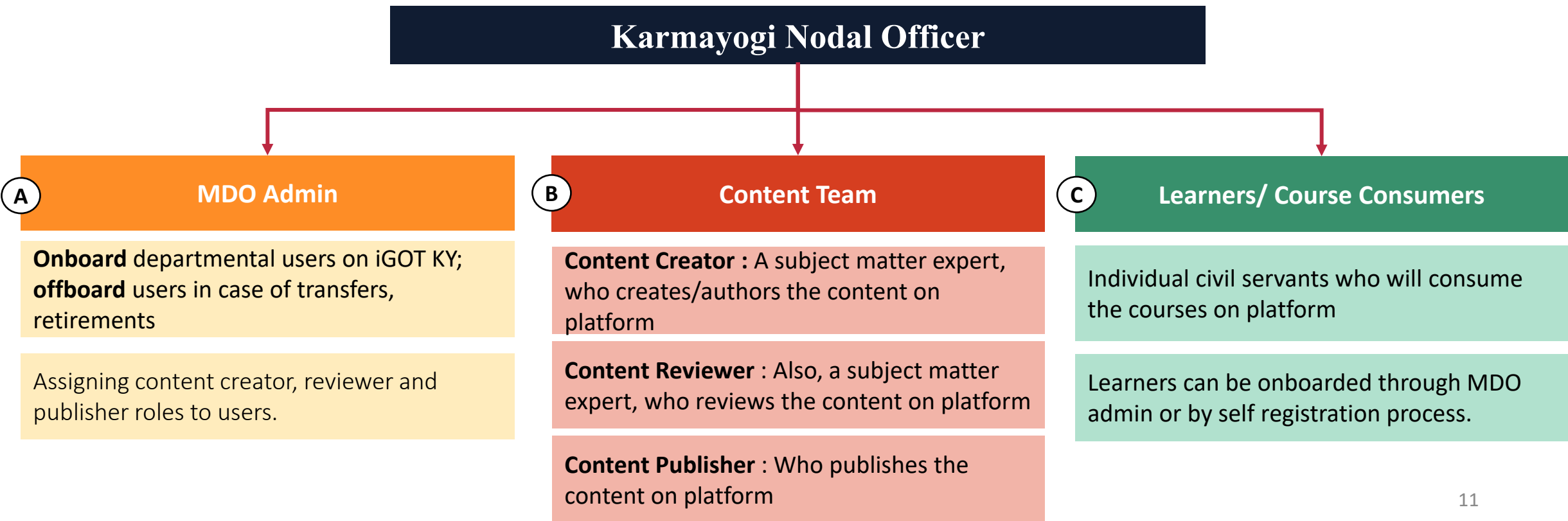
Post Course Assessment

Multiple format of  
Questions

Additional Resources &  
Link

Subtitles, closed  
captions

# Onboarding of MDOs



# Self registration of learners/ Content Consumers

Every central/state govt. personnel can be onboarded on to the iGoT Platform ([igotkarmayogi.gov.in](http://igotkarmayogi.gov.in)) as a learner through a simple process of **self registration**.



**New User arrives at the landing page**  
Clicks "Register"



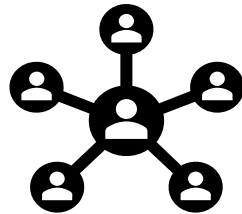
**New user submits**  
registration details



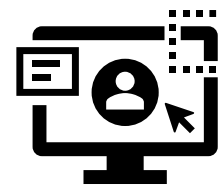
**Clicks on activation**  
link sent on user's  
email id



**Sets their password**  
to finish activation



**Signs in to update profile**  
(Selects Roles & Activities, current &  
desired Competencies etc.)



**Adds details & save them**  
(Personal Details, Academics,  
Professional Details and  
Certification & Skill)



**Starts consuming**  
courses



*Thank You!*

## FRACing Exercise | What does FRAC look like?

Competency View of  
all Positions/ Users

Shows Competencies  
needed against a  
Position

