

GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(DEPARTMENT OF PERSONNEL & TRAINING)

LOK SABHA
UNSTARRED QUESTION NO. 1787
(TO BE ANSWERED ON 21.09.2020)

IGOT

1787. PROF. SAUGATA RAY:

Will the **PRIME MINISTER** be pleased to state:

- (a) whether the Government has any proposal to start Integrated Government Online Training (IGOT) platform;
- (b) if so, the details thereof;
- (c) whether the project would upskill the Government employees; and
- (d) if so, the details thereof?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE
(DR. JITENDRA SINGH)**

(a) & (b): Yes, Sir. The Government has approved the National Programme for Civil Services Capacity Building (NPCSCB) – “Mission Karmayogi” with the objective of enhancing governance through Civil Service Capacity Building.

The “National Programme for Civil Services Capacity Building”- Mission Karmayogi will have the following six pillars, including the integrated Government Online Training (iGOT):-

I.

- (i) Policy Framework,
- (ii) Institutional Framework,
- (iii) Competency Framework,
- (iv) Digital Learning Framework (Integrated Government Online Training Karmayogi Platform (iGOT-Karmayogi),
- (v) Electronic Human Resource Management System (e-HRMS), and
- (vi) Monitoring and Evaluation Framework.

II. For implementation and monitoring of the programme, following institutional framework has been approved:

- (i) Prime Minister's Public Human Resource Council (PMHRC): A Council under the Chairmanship of Hon'ble Prime Minister is conceived to be the apex body for driving and providing strategic direction to civil service reforms and capacity building.

- (ii) Cabinet Secretariat Coordination Unit: It will monitor the implementation of NPCSCB, align stakeholders and provide mechanism for overseeing capacity building plans.
- (ii) Capacity Building Commission– It will be set up for functional supervision of training institutions and facilitate in preparation of annual capacity building plans.
- (iii) Special Purpose Vehicle (SPV, an autonomous company) under Section 8 of the Companies Act, 2013 – It will own and operate all the digital assets created for NPCSCB on behalf of the Government of India.
- (v) Programme Management Unit (PMU) - It will provide Program Management and Support services to the Department.

(c) & (d): Yes Sir. The policy framework will enable adoption of modern technological tools such as a digital learning platform, Artificial Intelligence, data analytics etc for implementation of the programme.

Some of the principles aimed at upgradation of skills, knowledge and attitude of Civil Servants, included in the proposed policy framework for the Programme are as follows:

1. To complement the Physical Capacity Building approaches with the Online Training approaches.
2. To calibrate civil service tasks to a Framework of Roles, Activities and Competencies including skills approach, thereby identifying the relevant behavioural, functional and domain needs of individual positions in the Government structure.
3. To make available to civil servants, agnostic to their geographical location and their position in the hierarchy, an opportunity to build capacity and undertake self-improvement by making available the training content in different languages.
4. To facilitate policies for empowerment of individual learners to acquire required competencies and follow self-driven as well as mandated learning paths.
