

No.T-28/98/2024-iGOT-Part(2)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training
Training Wing

Block-IV, Old JNU Campus,
New Delhi -110067
Dated: 18th December , 2024

Office Memorandum

Subject: Scoring System for Ministries/Departments for Implementation of the National Programme for Civil Services Capacity Building (NPCSCB) - Mission Karmayogi.

The undersigned is directed to say that the National Programme for Civil Services Capacity Building (NPCSCB) - Mission Karmayogi, approved by the Union Cabinet on 2nd September 2020, aims to transform from a rule-based to a role-based Human Resource (HR) system, with a focus on building a citizen-centric and future-ready civil service. Competency-driven training is being imparted through the iGOT-Karmayogi digital learning platform, managed by the SPV - Karmayogi Bharat. The platform offers anytime anywhere learning for all government officials to enhance their capacity development.

2. The iGOT portal, a key pillar of Mission Karmayogi has achieved substantial progress. As of today, more than 47 lakh officials from various central and state departments and organizations have been successfully on boarded on the platform, gaining access to 1500+ courses relating to a range of domain, functional and behavioral competencies.

3. Mission Karmayogi aims to cover all employees across different Ministries, Departments, and Organizations (MDOs) of the Union Government. Hence, all MDOs are responsible for its effective implementation. To provide a structured approach to the monitoring and evaluation activities necessary for such a large and significant program, a comprehensive M&E framework comprising of Key Performance Indicators (KPIs) has already been developed and notified. KPIs are based on the program's key activities, which are crucial for achieving its objectives.

4. The Department of Personnel & Training being the nodal agency for the implementation of the Mission Karmayogi and matters related to training of civil servants has developed a Scoring System for all central Ministries/Departments (M/Ds) to ensure that through their respective Capacity Building Units, the Ministries/Departments focus their efforts on the organizational KPIs.

5. The scoring system will play a crucial role in recognition of the top performing M/Ds which will further catalyze the adoption of the iGOT Karmayogi platform. The key highlights of the proposed Scoring System are as under:

- i. The Scoring System quantifies efforts and measures the success of Ministries/ Departments in implementing capacity-building initiatives;
- ii. It focuses on four broad areas including, user on-boarding, availability of KYM on iGOT, course completion, and implementation of Annual Capacity Building Plan (ACBP). The score will capture information across these parameters;
- iii. Indicators across the parameters will have weights assigned to them, and score for each M/D shall be the weighted sum of their performance on these criteria. The scores would be published on the iGOT portal.
- iv. M/Ds shall be ranked based on their total score. Top 5 M/Ds shall be recognized on the Civil Services Day for their outstanding performance in capacity building.

6. The details of the weights assigned to each parameter and the modality proposed to be used to evaluate each parameter are placed at **Annexure-I**. A provisional ranking of the Ministries /Departments based on the current status will be shared separately. The M/Ds are requested to maximize their efforts through their Capacity Building Units to align their capacity-building plans and complete necessary activities, such as employee on-boarding and competency mapping, to ensure full utilization of the iGOT platform.

Digitally signed by

Rajeev Kumar Choudhary

(Rajeev Kumar Choudhary)

Date: 18-12-2024 11:56:30

Under Secretary to the Government of India

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To

Secretaries to all the Ministries /Departments of the

Government of India

Copy to:

- (i) PSO to Secretary (P)
- (ii) Secretary, Capacity Building Commission
- (iii) CEO, Karmayogi Bharat

Annexure I

The scoring criteria will be as shown in the table below:

S. No.	Focus Area	Criteria	Weight (%)	Formula
1.	User onboarding on iGOT	% of employees onboarded on iGOT	5	Number of employees registered on platform/Total number of employees working in department including contractual workforce & others
2.	Availability of KYM on iGOT	KYM of the Ministry/Department live on iGOT	10	Whether KYM of respective Ministry/Department is live or not on iGOT
3.	Course Completion	% of employees who have completed at least three evaluated courses on iGOT	15	Number of employees who have completed at least three evaluated courses on iGOT/Total number of employees from the respective department onboarded on iGOT
4.	ACBP implementation	Identification and mapping of level-wise domain competencies* on iGOT	10	Whether Ministry/Department has identified and mapped level-wise domain competencies on iGOT or not
5.	ACBP implementation	% of identified domain competencies for which courses have been identified/published on iGOT by the M/D	40	Number of Domain competencies for which courses have been identified or published on iGOT/Total number of domain competencies identified by Ministry/Department
6.	ACBP implementation	% of ACBP man-hours completed on	20	Total man-hours completed by officials

	iGOT by employees of the M/D	from ACBP recommended iGOT courses/Total man- hours suggested on iGOT as per ACBP
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