

**Presentation on  
Mission Karmayogi  
to  
Ministry / Department /  
Organization (MDOs)**

**Mission Karmayogi  
कर्मयोगी अभियान**

**National Programme for Civil  
Services Capacity Building**



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



**1. Mission Karmayogi - Background**

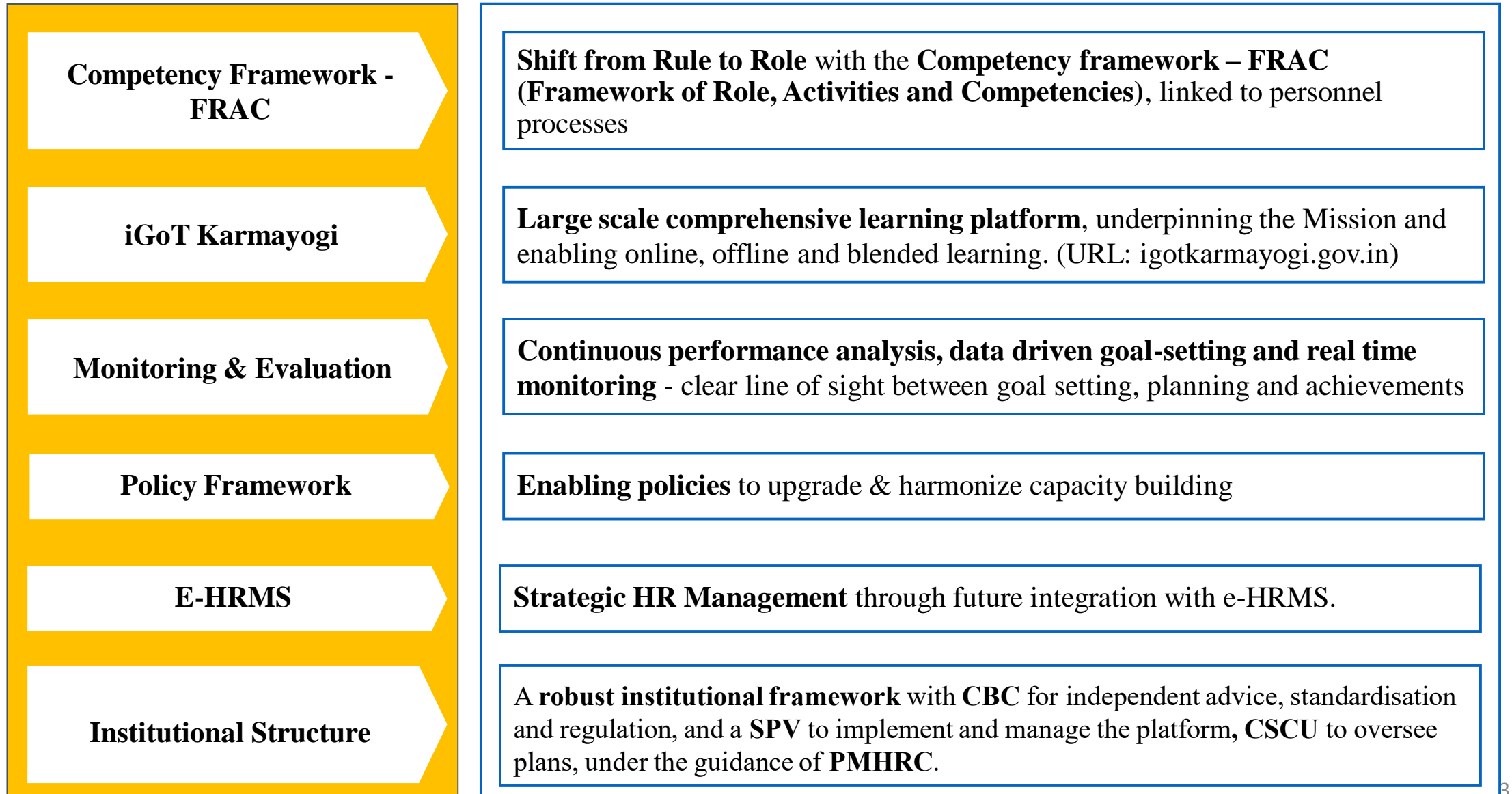
**2. Institutional Framework**

**3. FRAC – An overview**

**4. Onboarding on iGoT Platform**

**5. Content Onboarding**

# Mission Karmayogi in a nutshell





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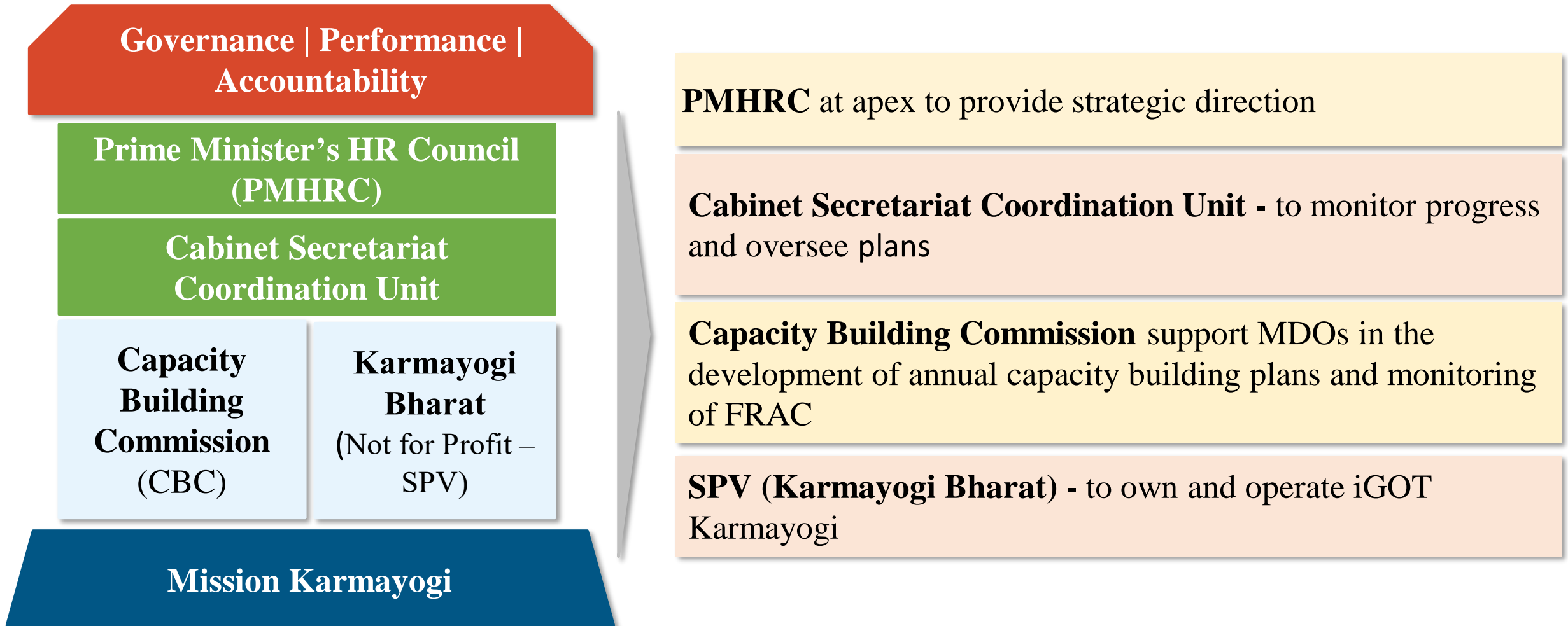
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# Institutional Framework





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# 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.

### Position

Designation + Location of an individual

### Role

Set of sequential activities carried out to complete a defined objective or outcome

### Activity

Action taken to contribute towards successful completion of objective /outcome

### Competency

Combination of attitudes, skills, and knowledge req. for successful performance

## 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**.

## 3 Types of Competencies

### Domain

- Skills and knowledge req. for a domain. Typically concentrated in a department, but may be needed by others as well
- ***E.g. Customs Inspection***

### Behavioural

- Values, strengths and observable behaviours applicable across the govt.
- ***E.g. Problem solving, Communication***

### Functional

- Cross cutting skills & knowledge needed to perform across domains and positions
- ***E.g. Project management, Public Procurement***



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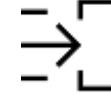
**5. Content Onboarding**



# Onboarding of MDOs

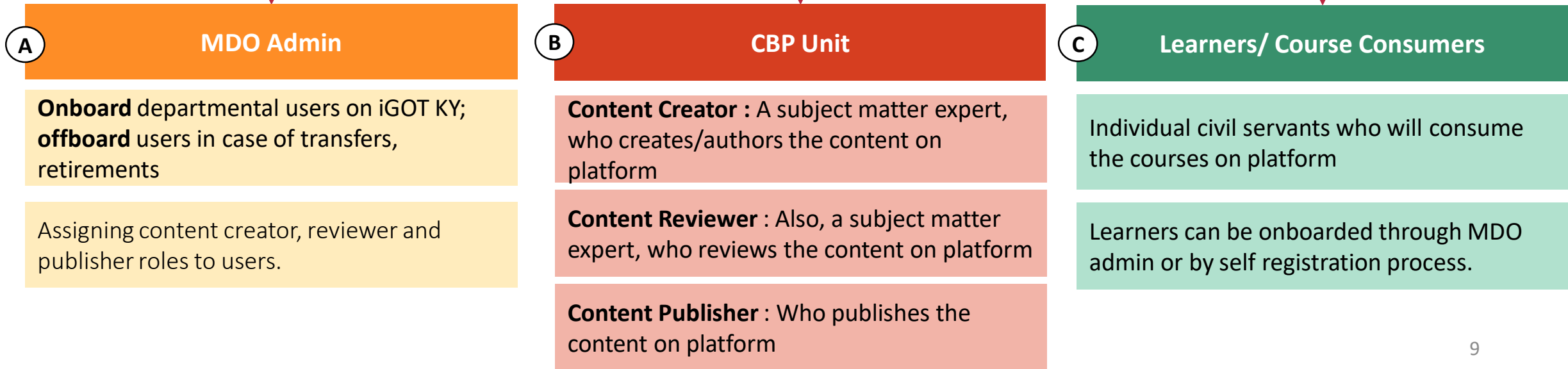


*Department identifies 1-3 iGOT KY Administrators and intimate credentials to DoPT*



*DoPT team creates Department on iGOT KY and provides Admin access for department to nominated administrators*

## Karmayogi Nodal Officer





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# iGOT Karmayogi Platform



**iGOT Karmayogi**



1



## **Learning Hub**

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

2



## **Discussion Hub**

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

3



## **Networking Hub**

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

4



## **Career Hub**

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

5



## **Competency Hub**

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

6



## **Events Hub**

Enable synchronous interactive experiential and peer learning

# Content Onboarding

## Prepare Digital Content

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- Identify courses which can be offered online – digital content can be procured or prepared internally
- Learn to create courses on iGOT KY platform: *DoPT webinars for Authoring Tool*
- Develop Digital Content for iGOT KY – onboard Instructional Design Agencies (*if required*)
- Instructional Design Agencies (service providers) onboarded on GeM

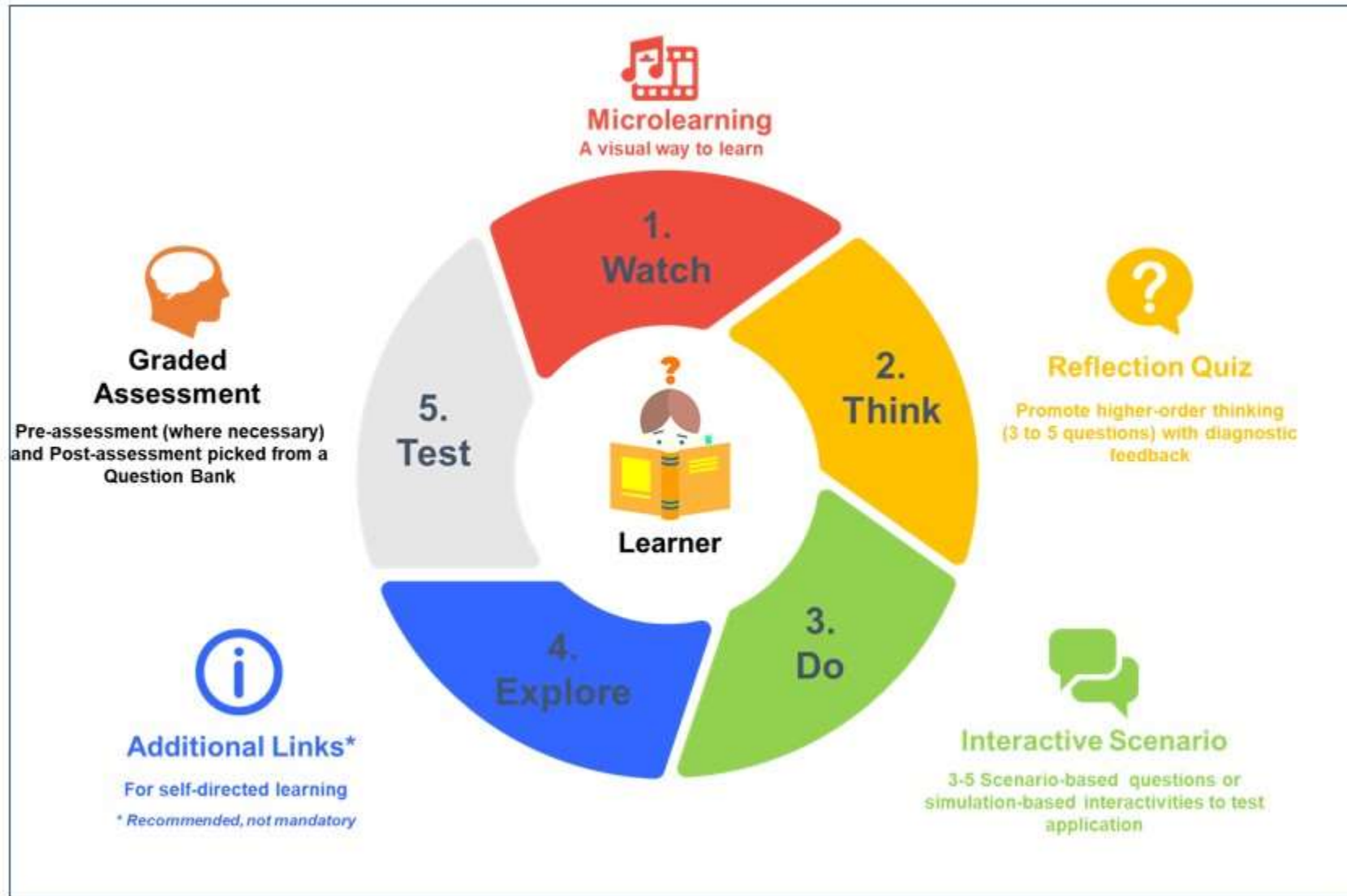
## Upload Content on iGOT

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- Link each course/ content to competency
- Ensure Quality: *Content Quality & Validation Guidelines from DoPT*
- Manage offline courses and record learner performance on iGOT KY
- Build faculty capacities to create & deliver online courses

# iGOT Karmayogi – Content | WTDE-T Model



## Some key points to note

Kind of resources that can be onboarded on platform:

- PDF (Static Content)
- MP4 (Videos)
- MP3 (Audio Files)
- HTML5 (SCORM content)
- Links to external websites
- Assessments on Platform
- Maximum Size of File that may be uploaded: 400 MB
- All content needs to mandatorily 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

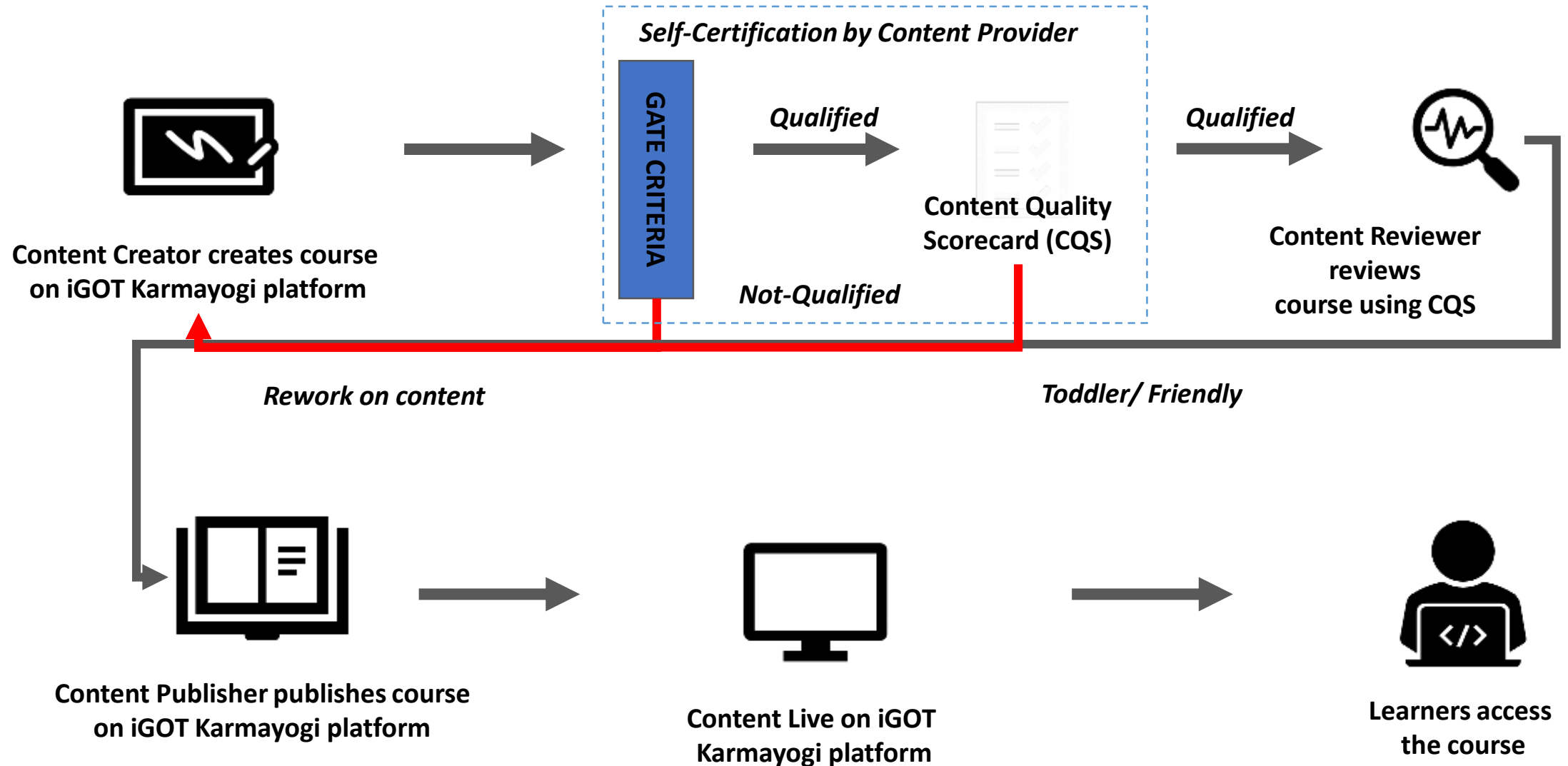
Post Course Assessment

Multiple format of  
Questions

Additional Resources &  
Link

Subtitles, closed  
captions

# Content Process flow - All the steps are well defined & automated on iGOT KY





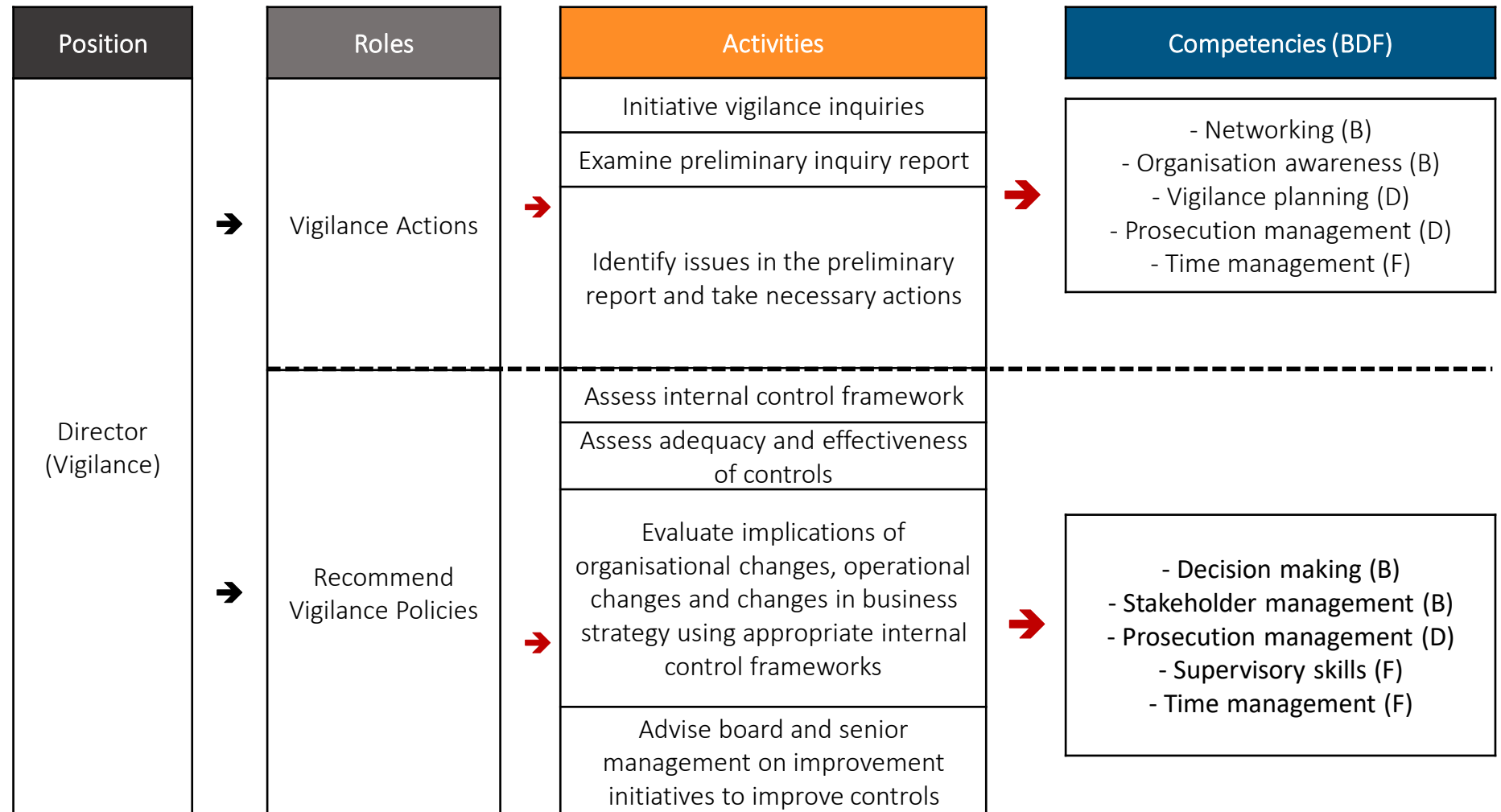
*Thank You!*



## FRACing Exercise | What does FRAC look like?

**Competency View of  
all Positions/ Users**

**Shows Competencies  
needed against a  
Position**



# 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**.



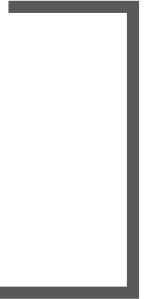
New User arrives at the landing page  
Clicks "Register"



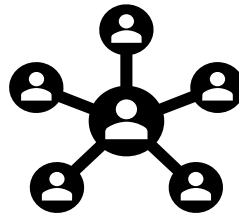
New user submits  
registration details



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**