

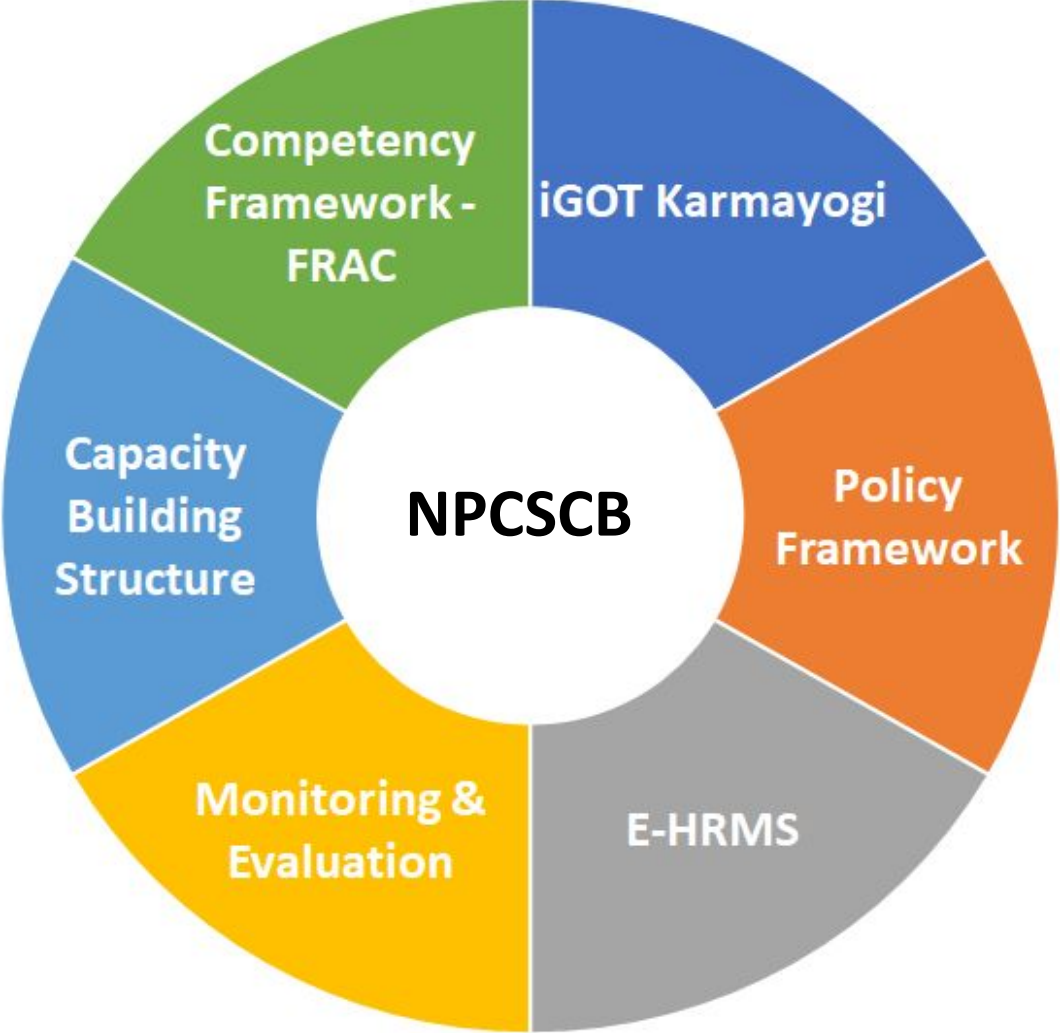


कार्मिक एवं प्रशिक्षण विभाग
DEPARTMENT OF
PERSONNEL & TRAINING



Introduction to iGOT Karmayogi

Domains of the National Programme for Civil Services Capacity Building (NPCSCB)



iGOT Karmayogi Platform – Webinar Agenda

1

Competency Building Framework

2

The 70-20-10 Model for Learning and Development

3

iGOT Karmayogi As a Solutioning Space

4

iGOT Karmayogi Mindmap

5

iGOT MDO's Onboarding

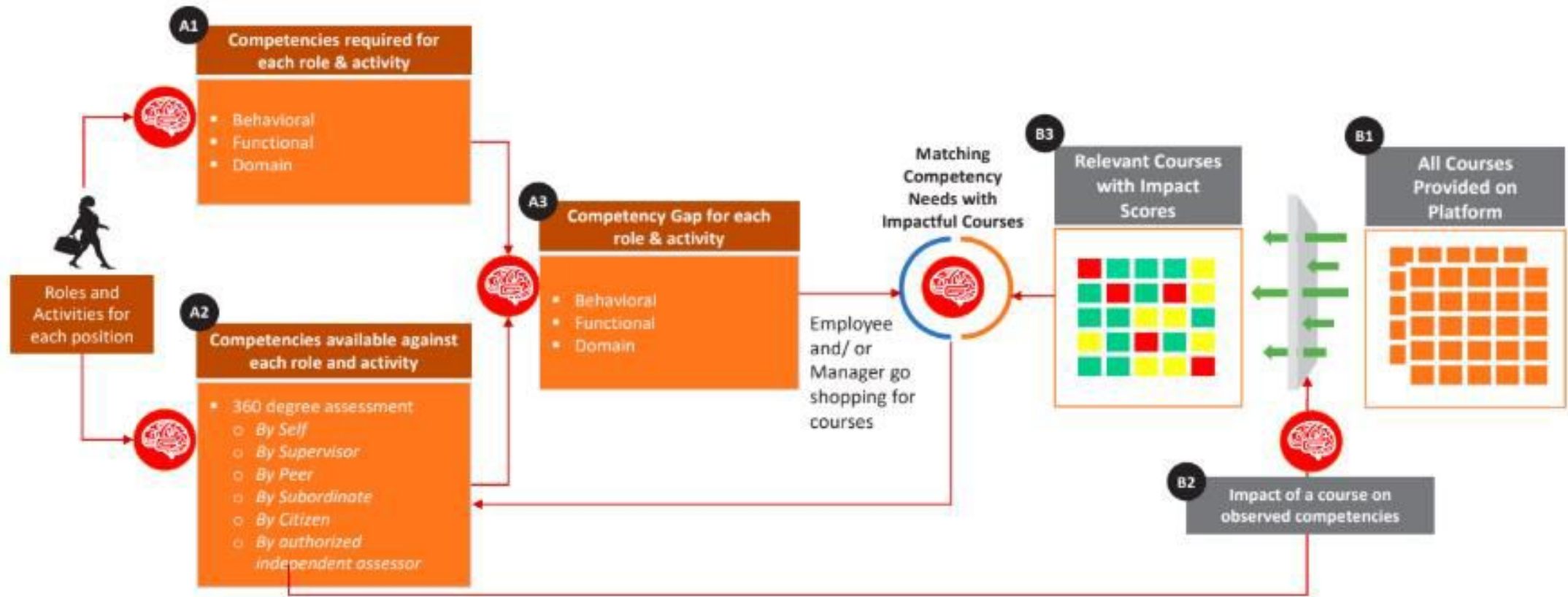
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iGOT CBP Onboarding

7

Feedback & Discussion

iGOT Karmayogi – Competency Building Framework

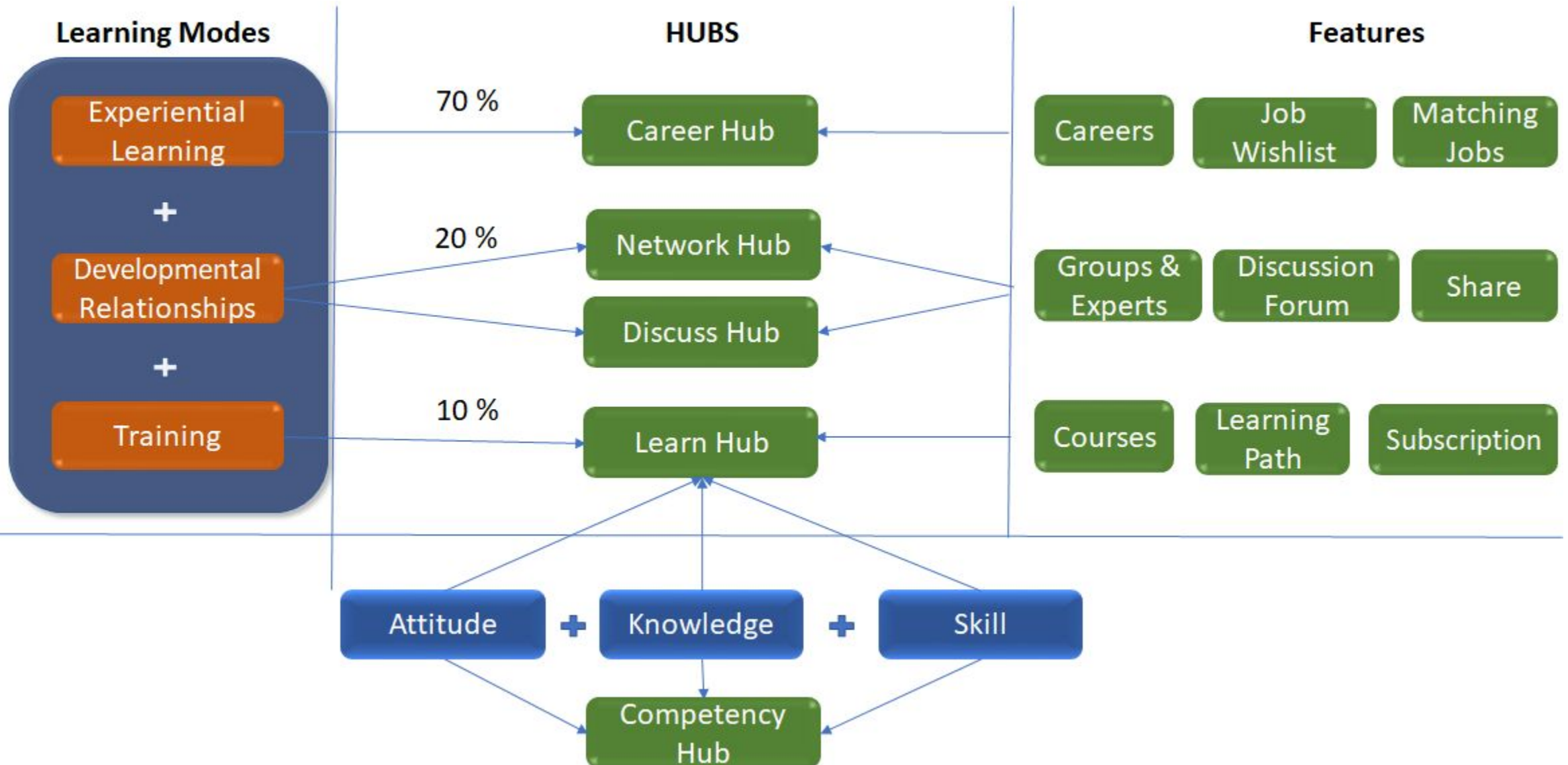


Complexity emerges from the Scale – Matching for 20 Million Officials against thousands of Competencies

FRAC granularizes Roles, Activities and Competencies for each position in government

■ High Impact Courses
 ■ Moderate Impact Courses
 ■ Low Impact Courses
 Matching on Platform
 Flow of Information in Machine Readable Competency Markup Language

iGOT Karmayogi - The 70-20-10 Model at work



iGOT Karmayogi – As a Solutioning Space

- Enable individual officials to recognise competency gaps and close them
- Enable individual officials to credibly signal the extent to which their competencies match the requirements for existing and future vacancies
- Enable individual officials to take charge of their life goals with respect to attitudes, skills and knowledge (ASK) acquisition
- Enable HR managers to identify large-scale gaps in competencies and take corrective action by onboarding suitable competency building products (CBPs) and encouraging officials to pursue them
- Enable MDOs to identify new competencies that may be required to meet emerging departmental goals

Roles, activities, competencies and knowledge resources for every position

Required competencies for each role

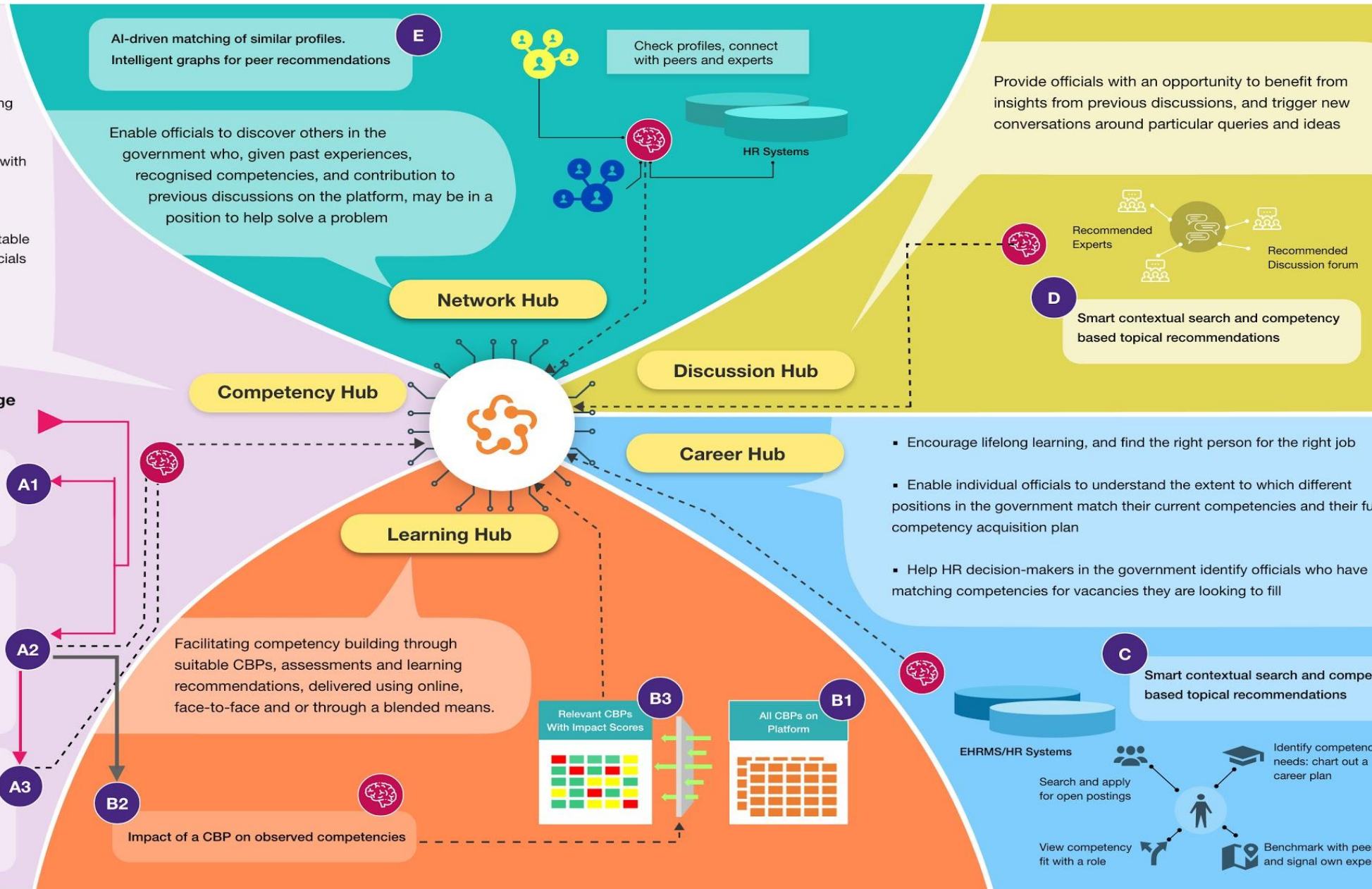
- Behavioural
- Functional
- Domain

Available Competencies

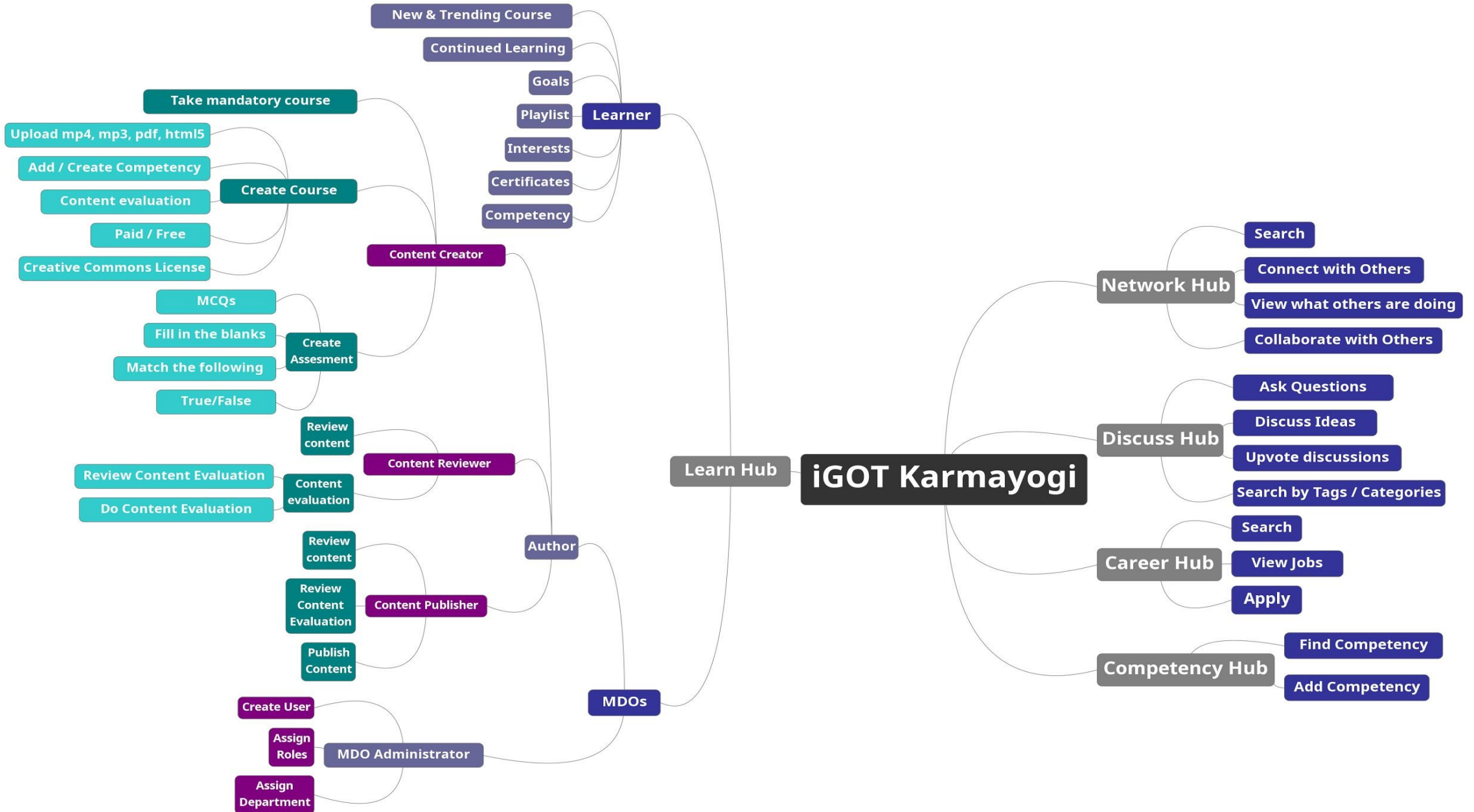
- 360-degree assessment of competencies as observed in the workplace (by self, supervisor, peer, subordinate)
- Proctored, independent authorised assessment (PIAA)

Competency gaps for each role (A1–A2)

- Behavioural
- Functional
- Domain



Karmayogi Mindmap - Current Platform



Onboarding a Department / Government Organization on iGOT Karmayogi

Set up Capacity Building Unit at department
Nominate **Karmayogi Nodal officer / iGOT Karmayogi Admin**

Onboarding Request to DoPT - Admin granted access and privileges

Onboarding and Managing User Accounts

One time onboarding of department users

Grant Roles & Privileges - Content Authors, Reviewers, Publishers, IFU members etc.

Lifelong Account Management

Onboarding and Managing CBPs

Onboard Content - Procure from learning agencies or develop internally

Validate Content - Internal content or content (from any dept.) for competencies that dept. is owner

Update Content - Keep published content current and up to date

Content Onboarding | Departments can start developing Digital Learning Content and Upload them onto iGOT Karmayogi

Prepare Digital Content

Identify course which can be offered online - digital content can be procured or prepared internally

Learn to create course on iGOT Karmayogi Pre Production - DoPT webinars for authoring tools

Develop Digital Content for iGOT Karmayogi - Onboard instructional design agencies

Upload Content on iGOT Karmayogi

Mandatory Course - Take mandatory course prescribed by iGOT Content team before commencing content upload

Content Readiness - Make sure you have all the content resources and instructional details available with you before uploading content

Upload Content - Upload resources and stitch them with assessment to form courses that follow Watch, Think, Do Explore, Assess cycle

Content Quality Assessment - Take content quality assessment at the end of course completion to make sure course follows the **Content Quality Guidelines**

Competency Mapping - Add competencies to the course that are gained after successful completion of the CBP and completion of the assessment linked to the CBP

Review and Publish Content - Review the course for the content quality, Quality scorecard, language, obscenity etc and publish

Live Demo...

THANK YOU