



KARMAYOGI BHARAT

(Special Purpose Vehicle)

A Company Registered u/s 8 of the Companies Act, 2013

**Invitation for Expression of Interest
from Ecosystem Partners to source Training Courses for
iGOT Karmayogi Platform**

**Address: 7th Floor, Parsvnath Capital Tower, Bhai Veer Singh Marg,
Sector-4, Gole Market, New Delhi -110001**

DATED: 28th July, 2023

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This Invitation for EoI does not commit Karmayogi Bharat to award a contract or to engage any organization. Further, no reimbursable cost may be incurred in anticipation of the award or for preparing a response for this document. The vendor/agency/institution is responsible for all costs incurred in connection with participation in this EoI process.

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Fact Sheet

SI No	Description	Details
1	Name of Assignment	Invitation for Expression of Interest from Ecosystem Partners to source Training Courses on iGOT Karmayogi Platform ¹
2	Invitation for EoI Publishing Date	28 th July, 2023 (Document can be downloaded from https://karmayogibharat.gov.in/tender.php)
3	Deadline for submission	4 th September, 2023
4	POC Contact Details	Name: Rakesh Verma Designation: Advisor- Programme Management Address: 7 th Floor, Parsvanath Capital Tower, (Phase-I), Bhai Veer Singh Marg, Sector-4, Gole Market, New Delhi-110001 Email: rakesh.verma@karmayogi.in Phone: 90412 45444
5	Website	Karmayogi Bharat Website ²
6	Mode of submission	Email at tenders.karmayogi@gov.in

Queries if any may be referred in writing at Email: tenders.karmayogi@gov.in latest by 20th August, 2023.

Yours faithfully,

CEO, Karmayogi Bharat-SPV
7th Floor of Parsvnath Capital Tower,
Bhai Veer Singh Marg,
Sector-4, Gole Market, New Delhi -110001

¹ <https://igotkarmayogi.gov.in/>

² <https://karmayogibharat.gov.in/>

INVITATION FOR EXPRESSION OF INTEREST

I. Context and Background

- i. In September 2020, the Union Cabinet approved Mission Karmayogi, the National Programme for Civil Services Capacity Building (NPCSCB), with an aim to create a professional, well-trained, and future-ready civil service for India. The mission seeks to enhance the execution capacity of the Indian state by building on the capabilities of all officials within the government. The government believes that a wide range of initiatives are needed to transform learning and capacity development ranging from refreshing approach, outlining new competencies, breaking siloes and encouraging collaborative problem solving as well as strengthening training institutions. This in turn requires building a network of training providers and bringing knowledge to the fingertips of civil servants. Mission Karmayogi aims to build the execution capacity of government officials by providing them access to a host of competency building products, the impact that each has on closing competency gaps of officials and bringing visibility to who has which competency in all parts of government. The iGOT Karmayogi platform has been designed to deliver on all the above
- ii. One of the key pillars of the Mission Karmayogi is the iGOT Karmayogi digital ecosystem of capacity development of government officials. This platform is owned, managed, and maintained by a Special Purpose Vehicle (SPV), [Karmayogi Bharat](#). The SPV was incorporated on 31.01.2022 in the name of Karmayogi Bharat under Section 8 of the Companies Act, 2013 as a 100% Government owned not-for-profit company.
- iii. By leveraging technology and behaviour to drive change across the governance landscape, Karmayogi Bharat will link institutional change and state capability, ensuring that civil services are future-ready and can deliver to larger economic and social mandates.
- iv. With the following features, iGOT Karmayogi attempts to be 21st century learning solutioning space for government officials:
 - Facilitates capacity building at scale with a mix of in-person, online, and blended modules.
 - Simplifies training content by using ‘skills/competencies’ as unifying vocabulary for measuring capacity.
 - Officials can learn asynchronously by consuming byte-sized content.
 - Officials can learn using other mediums: discussions with peers, mentorship, or apprenticeship with experts.
 - Establishes a process for defining the required competencies to perform well in a task/role.
 - Allows systematic identification of training needs and corresponding material to bridge these needs.
 - Best training material is made available mapped to the requirements of individual officials.
 - Focuses on measuring improvement in learning, and not limited to just course completion. Unifies capacity building efforts across MDOs through a standardised system.
- v. A key strand of this effort is to create a large-scale, learning platform to democratize learning for Indian civil services in line with the changing needs of the country and shift to competency-driven capacity building. The vision of this capacity building endeavour is to eliminate service-based silos, through creation of a shared learning architecture, which will enable cross-utilization of physical, human and knowledge resources.

- vi. iGOT Karmayogi is not merely an online, face-to-face, and blended learning portal. It is a solution built to be ‘fit for purpose’ to meet the exact learning needs of the civil services. It creates an environment of continuous, frictionless, guided learning for any official, where she can have 24x7 visibility on her learning gaps and overall professional development. By enabling a shared learning architecture, the platform allows officials, departments, managers and training institutions to cross leverage courses, other learning resources and competency testing arrangements. While iGOT Karmayogi brings the responsibility of learning to the learner, it also provides mechanisms by which departments and managers can guide, monitor, and mentor officials in their capacity development journey.
- vii. Ecosystem contributions through Public and private players will play a very important role by contributing contents/assessment for the program. There is an impending need to define a structured onboarding process to ensure standardization as well as provide the intended benefits to the content and course providers leading to their longer association with iGOT KARMAYOGI in the form of continued contributions and refinement of existing contributions towards higher quality. Potential content providers can contribute through Karmayogi Bharat SPV as per the defined policy.
- viii. **Ecosystem Partner contribution will be based on following principles:**
 - **Network of institutions:** Enable & utilize the vast network of government civil service training institutions in the country and leverage expertise of CTIs/ATIs
 - **Promote indigenisation of content development**
 - **Enable Ecosystem Partners:** Enable Ecosystem Partners (Indian or International Academic & Training institutions & private players) to contribute and participate in the courses and assessment creation.
 - **Quality over quantity:** Quality of content should be core for onboarding partners.
 - **Competency Aligned:** Behavioral, Functional and Domain competency aligned Courses & Assessments
 - **Data Insights:** Data Insight generated by the platform shall enable Ecosystem Partners to take further action **on improvement.**
 - Courses must adhere to **Adult Learning Principles**
- ix. **Karmayogi Bharat is interested in exploring potential partnerships with reputed content providers for high-quality training courses and other content on the iGOT Karmayogi Platform.** Content providers may include Universities, Academic Institutions, Training Institutions, Learning portals, MOOC platforms, and Private companies. **Entities willing to provide courses either as a free contribution (no commercial) or at a cost/licence fee model are encouraged to indicate their interest as given in the section below.** Please note the entities expressing their interest need to ascertain the content quality as per the defined framework and need to self-certify the quality of their content.

II. Onboarding and Content Quality

- i. Content must comply with the mandatory quality criteria as prescribed in the content quality framework and meet the following necessary conditions.
 - a. Content must comply with the minimum quality standards described in the content quality framework by CBC and Karmayogi Bharat.
 - b. Content must be catering to develop a set of specific competencies/ skillset.

- c. Content Partner must comply with Self-Declaration and Certification for contents on iGOT Karmayogi platform. The formats for the same are given in Annexure 7
- d. Content must have an end of course assessment that will be used to issue competency certificates to learners upon successful completion of the course.
- ii. In line with the global best practices, the iGOT Karmayogi platform adopts the Watch-Think-Do-Explore-Test (WTDET). The WTDET Content Framework is detailed in Annexure 1

III. Required details, Eligibility conditions and supporting documents

- i. CBP Providers interested in participating are required to **respond to this Invitation for EoI by 4th September, 2023** and share the following details. Kindly use the organisation's letterhead, as required, to furnish the following details.
- ii. Required Details to be furnished by **entities willing to contribute content for iGOT free of cost (no commercial basis)**

S No	Requirement	Details
1.	Expression Of Interest Letter	<ul style="list-style-type: none"> • Annexure 2 on organization's letterhead to be duly signed and enclosed
2.	Details of the organisation	<ul style="list-style-type: none"> • Annexure 3 on organization's letterhead to be duly signed and enclosed along with company profile not more than 10 A4 size pages
3.	Course Catalogue	<ol style="list-style-type: none"> 1. List the details of the content portfolio (course-wise) <ol style="list-style-type: none"> a. Name of the course, b. Name the skills/ competencies tagged to the course, c. Content Format (Audio, Video, SCORM etc.) d. Target audience (age group), e. Modality (online, blended or in-person), f. Duration of course (hours) g. Developed In-house or sourced. h. Language (English, Hindi, Tamil etc.)
4.	Declaration for compliance with platform policies	<ul style="list-style-type: none"> • Annexure 5 on organisation's letterhead to be duly signed and enclosed
5.	Declaration	<ul style="list-style-type: none"> • Annexure 6 on organisation's letterhead to be duly signed and enclosed

- iii. Required Details to be furnished by **entities willing to contribute content for iGOT (on commercial basis)**.

S No	Requirement	Details
1.	Expression Of Interest Letter	<ul style="list-style-type: none"> • Annexure 2 on organisation's letterhead to be duly signed and enclosed

2.	Details of the organisation	<ul style="list-style-type: none"> Annexure 3 on organisation's letterhead to be duly signed and enclosed
3.	Previous experience similar to requirements of EoI	<ul style="list-style-type: none"> Annexure 4 on organisation's letterhead to be duly signed and enclosed along with company profile not more than 10 A4 size pages
4.	Course Catalogue	<ol style="list-style-type: none"> List the details of the content portfolio (course-wise) <ol style="list-style-type: none"> Name of the course, Name the skills/ competencies tagged to the course, Content Format (Audio, Video, SCORM etc.) Target audience (age group), Modality (online, blended or in-person), Duration of course (hours) Developed In-house or sourced. Language (English, Hindi, Tamil etc.)
5.	Details of manpower	<ol style="list-style-type: none"> Declaration of Manpower Size of the content development team duly signed by the head of human resources. Detailed CVs, and work profiles of the Key Content team members along with experience details.
6.	Suggested Business Model	Pay per use of license fees for unlimited use or cost for certification only etc.
7.	Declaration for compliance with platform policies	<ul style="list-style-type: none"> Annexure 5 on organisation's letterhead to be duly signed and enclosed
8.	Financial strength of the organisation	<ul style="list-style-type: none"> Financial statements of the organisation for the last 3 financial years to be enclosed
9.	Declaration	<ul style="list-style-type: none"> Annexure 6 on organisation's letterhead to be duly signed and enclosed
10.	Other Key Documents	<ul style="list-style-type: none"> Company Incorporation Certificate PAN Card Company Registration Certificate

IV. Mode of submission:

Interested parties can submit their Expression of Interest (EOI) in the given format through email at tender.karmayogi@gov.in by the given deadline.

V. Method of Evaluation

- i. This Invitation for EoI does not commit Karmayogi Bharat to award a contract or to engage any organization.
- ii. Screening of EoIs shall be carried out as per eligibility conditions mentioned in this document and based on verification of submitted documents.
- iii. Content providers who qualify as per the eligibility conditions will be required to make a presentation detailing their proposal to the evaluation committee of Karmayogi Bharat.
- iv. This is not a shortlisting process and Karmayogi Bharat will decide next steps like procurement of content, engagement models etc. based on the suggestions and recommendations from the different organisations and approval of competent authorities.

ANNEXURE 1: WTDE-T CONTENT FRAMEWORK

iGOT Karmayogi platform recommends the use of the Watch-Think-Do-Explore-Test (WTDET) content framework to ensure compliance with adult learning principles. This framework has 5 elements:

1. Watch

Micro training that delivers short bursts of content for learners that caters to all the elements of learning styles: Visual, Auditory, and Kinesthetic (VAK). Educational materials should be as relevant and concise as possible. Short byte-sized videos or animation/infographics can help convey the concepts as per the learning outcomes.

2. Think

The opportunity to reflect on learning experiences is vital to learning. By encouraging learners to reflect on the activities they have participated in, they are no longer just focused on the ‘how’ of their task or activity but also exploring why they are doing it.

3. Do

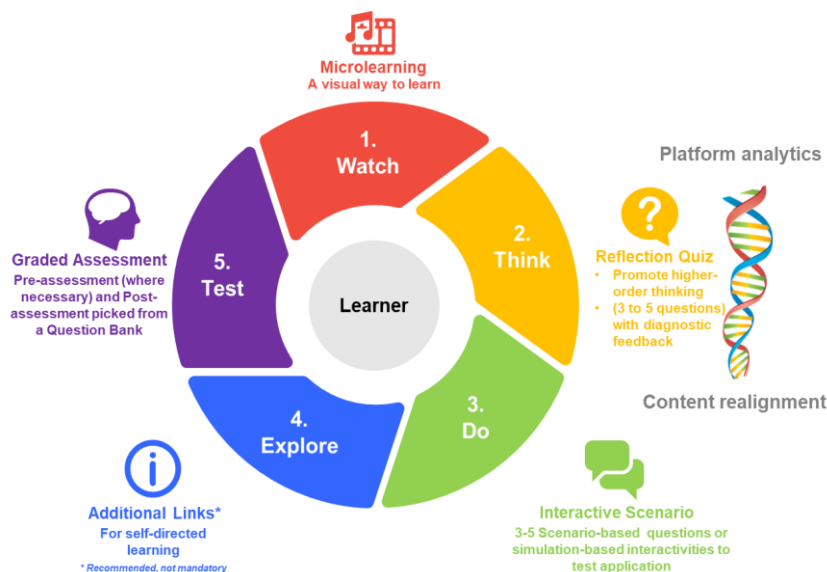
This element ensures that participants can apply their learning to real-world scenarios. This is done through scenario-based questions or simulation-based interactivities that are action-oriented.

4. Explore

Exploration-based learning is an active learning approach that helps learners hone curiosity and inquiry traits. The explore element of a course would include additional resource links for self-directed learning such as guides, factsheets, checklists, infographics, FAQs, and best practices amongst others.

5. Test

Tests and quizzes play an important role in e-learning and provide an array of benefits for both the learner and the instructor. Every course should include both formative and summative assessments.



ANNEXURE 2: EXPRESSION OF INTEREST LETTER

Interested content providers can respond to the EoI using the following template on their organisation's letterhead.

□ □ □

To,
CEO, Karmyogi Bharat-SPV,
2nd Floor, NDCC II Building,
New Delhi-110001

Sub: Expression of Interest for providing content on iGOT Karmayogi Platform

Greetings!

In response to the Invitation for Expressions of Interest (EoI) letter with reference number: *<insert reference number>* published on *<insert date>* for the above purpose, *<insert legal name of the organisation>* would like to express our interest in providing content on iGOT Karmayogi platform *[for free of cost/at a fee]*. As instructed, we have attached the required documents in for your kind review and perusal. The checklist of required documents attached with our proposal is given as below.

Sl.No	Document Details	Submitted (Yes/No)
1	Details of Organisation	
2	Previous Experience similar to requirements of EoI	
3	Course Catalogue	
4	Details of Manpower	
5	Declaration of Compliance with platform policies and principles	
6	Financial Strength of the organisation	
7	Suggested Business Models	
8	Declaration	
9	Other Key Documents as required in EoI	

Signature of the applicant

[Full name of applicant]

Stamp:

Date:

Encl.: As above.

ANNEXURE 3: DETAILS OF THE ORGANISATION

S.No.	Particular	Details & Supporting Documents
1.	Agencies' legal entity & Name	
2.	Type of organization (Proprietorship/Partnership/Private Ltd./Public Ltd./Startup/MSME, etc.)	
	Category – CTI/ATIs, Indian Academic Institution. Government Departments, State Government Agencies, Indian Private companies, MNCs, International Academic Institutions	
3.	Country of Incorporation/Registration	
4.	Incorporation Document / Date of Incorporation/Registration	
5.	PAN Number (if applicable)	
6.	GST Registration Number	
7.	Registered And Corporate Office Address	
8.	Mobile Number	
9.	Email ID	
10.	Company Website	
11.	Empanelment with Govt. Organizations (Mention names along with copies of Certificates)	
12.	Employee Strength	
13.	Relevant certifications (if any)	
14.	Whether the Agency has been blacklisted/debarred by any Central Govt. / State Govt./PSU/ Govt. Bodies / Autonomous? If yes, details thereof.	
15.	Details of Domain Experts in the Capacity Building, Learning and Development Sector, may be on payroll or any other form	

Note: Self attested copies shall be provided in support of the documentary evidence mentioned above.

Signature of the applicant

Full name & Designation of applicant:

Organisation Name:

Stamp:

Date:

Place:

ANNEXURE 4: PREVIOUS EXPERIENCE SIMILAR TO REQUIREMENTS OF EOI

The bidder needs to provide relevant projects' details in descending order of value of contract. The bidder can provide for more projects in the area of Digital content preferably in the area of Competency based capacity building courses. These projects need to be contract signed in last 5 years and should have delivered to the end customer.

S.No.	Item	Agency Response
1.	Name of Client	
2.	Assignment Name	
3.	Country (Specify)	
4.	Contact Details (Contact name, Address & Tel No.) of Client	
6.	Tools and technologies used	
7.	Approx. Value of Contract	
8.	Duration of Assignment	
9.	Award Date (Month/ Year)	
10.	Completion Date (Month/ year)	
11.	Narrative description of the Project	
12.	Provide web link of content / course(s) developed (along with demo credentials wherever necessary)	
13.	Content quality guidelines document adopted by the provider (if any)	
14.	Documentary evidence attached. <ul style="list-style-type: none"> • Copy of the Work order and • Completion/Deployment certificate from the client 	
15.	Contact details of customer for interaction as part of feedback Or Certificate from Customer	
16.	Specific Outcome achieved from the Digital Content / Course in terms of Goals achieved of the customer	
17.	Number of Hours of Digital Content / Capacity Building Courses Developed	

Signature of the applicant

Full name & Designation of applicant:

Agency Name:

Stamp:

Date:

Place:

ANNEXURE 5: DECLARATION

To,
CEO, Karmayogi Bharat-SPV

I/we declare that in submitting the proposal and this declaration:

- the information provided is true, accurate and complete and not misleading in any material respect.
- the proposal does not contain intellectual property that will breach a third party's rights.
- I/we have secured all appropriate authorisations to submit this Proposal, to make the statements and to provide the information in the proposal and I am/we are not aware of any impediments to entering into a contract to deliver the requirements.

I/we understand that the falsification of information, supplying misleading information or the suppression of material information in this declaration and the proposal may result in the proposal being eliminated from further participation in the EoI process and may be grounds for termination of any contract awarded as a result of this EoI.

By signing this declaration, the signatory below represents, warrants, and agrees that he/she has been authorised by the respondent/s to make this declaration on its/their behalf.

Signature of the respondent:

Full name and designation of the respondent:

Organisation name:

Organisation seal:

Place and date:

ANNEXURE 7: SELF-DECLARATION AND CERTIFICATION FOR CONTENTS ON IGOT KARMAYOGI PLATFORM

Issued by Content Contributors for contributing contents on iGOT Karmayogi Platform

1. Definitions

- a. Content: Course, Assessment, or any other content relevant for **iGOT Karmayogi platform**
- b. Content Contributor: Any organization, institution or individual who is contributing content on iGOT Karmayogi platform.
- c. Karmayogi Bharat- Special Purpose Vehicle (SPV), Karmayogi Bharat forms a key pillar of the institutional framework with an aim to develop and maintain a comprehensive online platform to guide civil service officials in their competency-based capacity building journey by enabling online, face-to-face, and blended learning, facilitating discussions through topical forums, managing career paths, and enabling reliable assessments that credibly signal competencies of official.

2. Content Contributor details and declarations

- a. This declaration, certification and agreement is issued by (Name, address, email id, ph. Number and description (hereinafter referred to as ‘Content Contributor’). The Content Contributor has uploaded and made available their content to iGOT Karmayogi platform and its users. The Content Contributor shall abide by all the rules, principles, and terms of the iGOT Karmayogi platform.

3. Content Contributor Self-Declaration and Certification

- a. The Content Contributor hereby declared and certifies that:
 - i. The Content Contributor has thoroughly scrutinized the Contributed Contents they have contributed to the iGOT KARMAYOGI platform.
 - ii. The Contributed Content is technologically compatible to be uploaded on iGOT KARMAYOGI platform.
 - iii. The Contributed Content does not violate the rights of any third parties including Copyright. In case of any violation, the entire responsibility whatsoever will lie with the Content Contributor.
 - iv. The contributed content is free from any plagiarism and the content contributor duly acknowledged all the sources from which the ideas and extracts have been taken.
 - v. The Content Contributor has provided content to the iGOT KARMAYOGI platform as per the creative commons license framework or any other license recognized by the iGOT KARMAYOGI platform.
 - vi. If the Content Contributor makes any modifications, deletions, additions, or any other form of amendments to the Contributed Contents after it has been hosted on iGOT KARMAYOGI, for whatever reason, the Content Contributor shall issue a fresh self-declaration and certification.
 - vii. The Content Contributor takes full responsibility for any errors or discrepancies or mistakes in the Contributed Contents and attributions issued by the Contents Contributor and undertakes to rectify the same upon becoming aware of such errors or discrepancies or mistakes or upon being notified of the same.

4. Further Agreements- The Contents Contributor understands and agrees further that-

- a. The Contents Contributor has authorized the IGOT Karmayogi to publish the contributed contents on iGOT KARMAYOGI in the public domain and to make it available to users of iGOT KARMAYOGI without any restrictions.

- b. The Contents Contributor nominated the following person(s) as authorized persons responsible for addressing and taking care of public feedback, suggestions with regard to any errors or discrepancies or mistakes in contributed content (*Instruction is to nominate 2 people. Individuals can nominate themselves*)
- i. Name: _____
 - ii. Designation: _____
 - iii. Email ID: _____
 - iv. Official _____ Address: _____

-
- i. Name: _____
 - ii. Designation: _____
 - iii. Email ID: _____
 - iv. Official _____ Address: _____

- c. In the event of a breach of any of the statements in the certificate, the Contents Contributor undertakes to address any issues immediately and recognizes that appropriate remedies shall be undertaken by iGOT KARMAYOGI technical team to address the breach including the removal of Contributed Contents from iGOT KARMAYOGI platform as per guidelines to this effect.
- d. Karmayogi Bharat as the host of iGOT KARMAYOGI platform shall act in interest of iGOT KARMAYOGI platform and its users, including removal of Contributed Contents from the iGOT KARMAYOGI platform for violation of content guidelines of the platform as they deem necessary.
- e. Karmayogi Bharat reserves the right to add, modify, edit and/or remove any specific guideline/section of this document at any given time, as deemed necessary.
- f. In case of any dispute/disagreement, the matter shall be taken to and resolved by the Department of Personnel and Training, Government of India.

Name of Authorized Signatory.....
 Designation.....
 Signature.....
 Stamp.....
 Date..... Place.....