



**KARMAYOGI BHARAT**

National Program for Civil  
Services Capacity Building

# NEWSLETTER



## From the CEO's Desk

Dear Karmayogi,

It is my immense pleasure to present before you the first issue of the Karmayogi Bharat Newsletter.

Reforming the civil service to a smart, efficient, citizen-friendly, and future-ready workforce is the guiding spirit of Mission Karmayogi. This will empower the civil service to tackle the multifarious challenges of everyday governance and administration in India. To achieve this objective the Karmayogi Bharat as a Special Purpose Vehicle is endeavouring since its inception, and this issue showcases the efforts of Karmayogi Bharat.

With iGOT Karmayogi platform occupying a key place in the implementation of the Mission's objectives, we recently achieved in crossing multiple noteworthy milestones, including- recording 1,00,000 learning hours on the portal, registration of 3.5 lakh learners from across 1650+ Ministries and Government Departments, on-boarding of 350+ courses, and launch of the Prarambh, and Dakshta modules.

The iGOT App is also now live on Play Store (Android), and App Store (iOS), and I would urge all Karmayogis to download the same, and enhance their learning experience. As we continue to grow, and move ahead towards fulfilling the aims of the Mission,

we will keep our readers informed on all the latest developments around Karmayogi Bharat and iGOT through this Newsletter.

Finally yet importantly, I want to sincerely appreciate the constant support and guidance of the Board of Directors of Karmayogi Bharat throughout the journey of our nascent initiative!

Best Wishes & Regards

**Abhishek Singh, IAS**  
CEO, Karmayogi Bharat



# कर्मयोगी प्रारंभ

## हो रहा एक नये युग का शुभारम्भ



## KARMAYOGI PRARAMBH

A marquee curated module from iGOT Karmayogi

The Karmayogi Prarambh Module was launched on 22nd November, 2022 to impart induction training to all new joinees in the Government.

This initiative offers an opportunity to build capacities of new joinees in the initial stages and enable them to contribute to nation building as part of Mission Karmayogi.

### Objectives :

- 1) To prepare them for becoming a future-ready civil servant and thrive in a dynamic environment.
- 2) To enhance behavioural and functional competencies for new recruits in the government.
- 3) To enable them to apply the learnings in everyday life for personal and professional growth.
- 4) To empower them to deliver their duties effectively and efficiently.

### SMART

- S- SIMPLE
- M- MORAL
- A- ACCOUNTABLE
- R- RESPONSIVE
- T- TRANSPARENT

### Compilation of 8 Courses

- 1) Effective Communication
- 2) Code of Conduct for Government Employees
- 3) Self-Leadership
- 4) Microsoft Excel for Beginners
- 5) Microsoft Word for Beginners
- 6) Prevention of Sexual Harrassment at Workplace
- 7) Understanding Motivation
- 8) Stress Management



## PM's Interaction With iGOT Learners- Rozgar Mela

On the occasion of the recent Rozgar Mela, held on 20th January, 2023, Karmayogi Bharat had the privilege of organizing a virtual interaction of the top learners on iGOT portal with Hon'ble Prime Minister Shri Narendra Modi.

The 'Rozgar Mela' aims at providing employment to 10 lakh people in a mission mode. iGOT is playing a pivotal role in empowering the new entrants as skilled, smart and citizen-friendly civil servants committed to delivering good governance by enhancing their functional and behavioural competencies.

Interacting with the new appointees on their learning experience, Hon'ble Prime Minister Narendra Modi

congratulated them on their engagement as public servants.

Speaking on the occasion, he emphasize on how the platform has been crucial in providing today's generation with the opportunity of self-learning via technology. He also highlighted that self-learning was vital in improving capabilities of learners, their institutions, which contributed towards augmenting the capabilities of the nation. Extending his best wishes to all the 71,000 new appointees, the Hon'ble Prime Minister exhorted them to continue on their journey of learning, and strive to carry the country forward.

### TESTIMONIALS



Prarambh में **'Effective Communication'**

कोर्स पूरा करने पर मेरी writing और communication skill बेहतर हुई जिससे मुझे बैंक में ज़ाहकी और कर्मचारी के साथ बातचीत करने के लक्ष्य में कड़ी मदद मिली।

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**SUPRABHA BISWAS**  
Subordinate Staff (PNB)



Prarambh के सभी कोर्स बहुत उपयोगी है। **'Code of Conduct और Stress Management'**

के कोर्स करके मैं अपने ऑफिस में अच्छी तरह से adjust हो पाया हूँ।

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**RAJU KUMAR**  
Junior Engineer (Eastern Railway)



Prarambh के कोर्स online उपलब्ध है तो duty के साथ पूरा कर पाया। **'Self-Leadership'**

कोर्स से मैं खुद को बेहतर बना पाया ताकि दुनिया के साथ कदम-से-कदम मिला सकूँ।

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**FAISAL SHOWKAT SHAH**  
Junior Assistant (NIT)



Prarambh course on **'Sexual Harassment of Women at Workplace'**

has Empowered me and given me the confidence to handle such situation at work place

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**VAHNEI CHONG**  
Nursing Officer (AIIMS)



# iGOT KARMAYOGI

iGOT Karmayogi is a comprehensive online platform devised to guide civil service officials in their capacity building journey. Through these, iGOT seeks to advance online, face-to-face, and blended learning; facilitating discussions through topical forums, managing career paths, and enabling reliable assessments that credibly signal competencies of officials.



**1) DISCUSSION HUB :** It serves as a forum for learners to share and exchange ideas, as well as interact and engage with peers on subjects/areas of common interest. An official registered on iGOT portal can learn from discussions on existing forum threads or, start a new discussion thread to gain insights from others who have solved similar problems.

**2) NETWORK HUB :** Functions as a forum for connecting with colleagues engaged in government service. True to iGOT's core as a solutioning platform, learners can make use of this hub to solve problems by tapping into each other's experiences, and competencies across fields.

**3) EVENT HUB :** Positioning as a solutioning space for all of government learners to join online or, in-person topical events as and when they are organized by Ministries, Government Departments, and Organizations. It is well suited to advance peer-to-peer interaction, collaboration, and drive relevant conversations around a variety of themes.

**4) LEARNING HUB :** It seeks to enable, and empower civil servants to learn anytime, anywhere, across any-device, and accordingly help in bridging their competency gaps by availing the extensive learning products and

resources offered on iGOT. Nearly 360 courses from a variety of government, as well as non-government institutions/ organizations are available to learners.

**5) COMPETENCY HUB :** Useful for public officials in identifying their competency gaps, it helps in signalling expertise, and systematically plan capacity building efforts by employing the vital instruments of FRAC (Framework for Roles, Activities, and Competencies), and WAT (Work Allocation Tool). The hub also seeks to provide HR managers with insights on

competency deficiencies at individual or departmental levels, enabling them to take corrective action.

**6) CAREER HUB :** Positioned to help learners in exploring career opportunities, the Career Hub allows civil servants to search for vacancies, assess their competency fitment, and signal their professional goals. This Hub helps HR managers in tailoring their strategic decisions based on the available competency data, and reconcile officials with suited vacancies.

# iGOT KARMAYOGI APP

In line with the core goal of anywhere, anytime, and any-device learning, the iGOT Karmayogi App, developed by NIC, was recently launched for Android, and iOS. With more than 12,000+ downloads across Google Play Store, and App Store over the last few months, the App seeks to present all learners with the experience of mobile learning for enhancing their overall competencies through the 6 hubs (Learning, Discussion, Competency, Event, Career, and Network)

available on the platform. Serving as a solutioning space for all of Government, learners can log-in from their devices on the App, and browse through a variety of courses suited for their roles.

Along with the web platform, the iGOT Karmayogi App aspires to drive the objective of transforming the Indian civil service, and help in catalysing the change from rule-based to role-based governance

\* Scan this QR code to download the iGOT Karmayogi App for Android:



\* Scan this QR code to download the iGOT Karmayogi App for iOS:



## MISSION KARMAYOGI

Designed as a six-pronged initiative, NPCSCB lays emphasis on developing the potential of officials, training institutes and the government. It re-energizes key aspects in the capacity building and HR management structure in government, including regulation and governance.

The Programme will cover all civil servants (including contractual employees) across different ministries, departments, organizations and agencies of the Union Government.

Mission Karmayogi aims to create a competent civil service

rooted in Indian ethos, with a shared understanding of India's priorities, working in harmonization for effective and efficient public service delivery. The Mission seeks to keep the civil service at the center of all change, empowering them to deliver in challenging environments. The focus of NPCSCB is also on enhancing the government-citizen interaction, with officials becoming enablers for citizens and business, with development of Behavioural-functional-domain competencies leading to ease of living and ease of doing business.

Thus, by design, Mission Karmayogi adopts a citizen-centric approach for civil service reforms.



# KARMAYOGI TALKS

Karmayogi Talks is envisioned under the aegis of Mission Karmayogi. This is an interactive talk session with distinguished experts and practitioners. They excel in the fields of public policy, capacity-building, governance, academia, civil society and technology. Karmayogi Talks debuted on 2nd January, 2023 on the official YouTube channel of Karmayogi Bharat.



## Shri R. Chandrashekhar

The second episode of Karmayogi Talks featured **Shri R. Chandrashekhar**, former Secretary, Ministry of Electronics & IT, and Telecommunications, as the speaker on the subject of '**New and Emerging Technologies in Governance**'. Organized in partnership with IIM-Bangalore, and Wadhvani Foundation on 12th January, 2023, the session, moderated by Shri Abhishek Singh



## Dr R Balasubramaniam

The introductory episode featured **Dr R. Balasubramaniam** (Member- HR, Capacity Building Commission) as the speaker on the subject, '**Transition from Karmachari to Karmayogi**'. Moderated by Shri Abhishek Singh (CEO, Karmayogi Bharat), the session familiarized the participants on the key facets of the National Program for Civil Services Capacity Building (Mission Karmayogi), transition from rule-based to role-based

governance, and the goal of nurturing a government workforce that is smart, skilled, responsive, and citizen-friendly in its approach. The post-talk, online Q&A session saw a lively discussion on the subject with participants from across Ministries, Government Departments, State, and District Administrations, including-BSNL, National Test House, and Bodoland Administrative Staff College.

Scan this QR code to access the Karmayogi Talks playlist:



# KARMAYOGI TALKS



**Prof Michael Kremer**



**Mr. Andre Nogueira**

**Prof Patrick Whitney**

In conversation with Shri Praveen Pardeshi (Member, Capacity Building Commission), and Shri Abhishek Singh (CEO, Karmayogi Bharat), **Prof Patrick Whitney**, and **Mr. Andre Nogueira**, from Harvard T.H Chan School of Public Health, were the featured speakers for the third episode of Karmayogi Talks. The session revolved primarily around the key question of 'Design Change- Preparing Civil Leaders to Cope with Uncertainty When Information Changes Faster Than It Can Be Understood', and covered aspects of design change evolution, innovation gap, design awareness, design competencies, and value webs.

Revolving around the topic of 'Future of Work,' the most recent episode of Karmayogi Talks featured **Mr. Jamie McAuliffe** (Founding Director, Global Opportunity Youth Network, The Aspen Institute) as the speaker in conversation with Shri Praveen Pardeshi (Member, Capacity Building Commission), Shri Abhishek Singh (CEO, Karmayogi Bharat), and Priyanka Agarwal (Consultant, Karmayogi Bharat). A wide set of issues, like - youth & women employment, entrepreneurship, creation of local job opportunities, and automation, were covered through the course of the talk.

On 31st January, 2023, Karmayogi Talks was live-streamed featuring noted development economist, and Nobel Laureate Prof Michael Kremer as the speaker, in conversation with Shri Manoj Ahuja (Secretary, Ministry of Agriculture, and Farmers' Welfare), Shri Parveen Pardeshi (Member, Capacity Building Commission), and Shri Abhishek Singh (CEO, Karmayogi Bharat). The talk focused on 'Driving Innovation in Agriculture, and Water Resources (with particular emphasis on the Jal Jeevan Mission scheme) by Leveraging India's Digital Infrastructure.' Aspects of Digital Agriculture, like- Weather Forecasting, Mobile Phone Advisory, Soil Health Cards, as well as ideas like, establishment of Government Innovation Units were touched upon through the course of the discussion.



**Mr. Jamie McAuliffe**



# » ORIENTATION WORKSHOPS



Karmayogi Bharat has conducted a series of orientation sessions with learners across Ministries and Departments, including:

- Ministry of Railways, FCI, Ministry of Electronics & IT, Sashastra Seema Bal, Delhi Police Academy, Ministry of New & Renewable Energy, Department of Legal Affairs, and ICMR.



Extensive outreach meetings have also been held with:

- University Grants Commission, LBSNAA, Ministry of External Affairs, and Department of Higher Education.



On World Day Of Social Justice 2023, the Ministry of Social Justice & Empowerment felicitated 3 Divyang Karmayogis, recruited through the Rozgar Mela and trained on iGOT platform, in their 'Conclave on Employment of Persons with Disabilities



A Consultative Workshop was also organized with senior officers of States, like- Punjab, Maharashtra and Karnataka, with the aim of sourcing their inputs on Mission Karmayogi and its implementation.

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The 'KARMAYOGI BHARAT' technology platform which has been launched, has several online courses. This will greatly help in upskilling.

PM Shri Narendra Modi  
at Rozgar Mela, November 2022



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