पूर्व मध्य रेल
(निर्माण संगठन)

कार्यालय,
मुख्य प्रशासनिक अधिकारी(निर्माण)
पूमरे/महेन्द्रूघाट/पटना

ECR-HQ0CONS(ESTT)/331/2021 **दिनांक 05.10.2023**

- **All Chief Engineers/Con/ECR/MHX, Patna.**
  (NE, Central, Planning, North, SE, NW,SD, South & GB).
- **CSTE/Con/North & South/ECR/MHX, Patna.**
- **CEE/Con/MHX, Patna.**
- **All Dy. CEs/Con/ MHX, Patna (North, South, TS, Design, General, ROB, PM & Survey)**
- **All Dy. CEs/Con Of Field Units,**
  (DNR, RGD,DDU, BRKA, DHN, Renukut, Chopan, Singrauli, HZME-I & II, GB/Patna, Hajipur-I & II, Bettiah, NKE SPJ-I, II, III & IV, & Muzaffarpur).
- **Dy. CSTE/Con/HQ, North-II, South/MHX/Patna &DNR, DHN, CPU & SPJ, SPJ-II.**
- **Dy. CEE/Con/MHX/Patna/ South& North/MHX, North (SPJ), & CPU.**
- **Dy CME, Dy.CE & Dy.CEE/GLP/Patna.**
- **SMM/Con/MHX, Patna.**

विषय : - Onboarding of staff on iGOT platform for capacity bulding under Mission Karmayogi

संदर्भ: मुकाअधि/प्रशासन/पूमरे/हाजीपुर का पत्र सं०- ECR/HRD/MPP/Mission Karmayogi/2021 दिनांक 11.07.2023 एवं 05.10.2023

विषयांकित के आलोक में आपके अधीनस्त सभी कार्यरत कर्मचारियों द्वारा Mission Karmayogi के तहत iGOT platform पर onboarding कराकर तथा संदर्भित पत्र के द्वारा प्रेषित निर्देशो का अनुपालन सुश्चित करवा कर इस कार्यालय को सूचित करवाने की व्यस्था किया जाय ।

05.10.2023

(रूपेश चन्द्र)
वकाधि/निर्माण
कृते मुख्य प्रशासनिक अधिकारी/निर्माण

Copy to:-

1. Secy. to CAO/Con/ South for kind information of CAO/C/ South please.
2. Secy. to CAO/Con/ North for kind information of CAO/C/ North please.
3. Secy. to CAO/ GLP for kind information of CAO/GLP please.
4. CA to Dy. CPO/Con/MHX, Patna-for uploading on WEBSITE of Construction Organisation. & disseminating to field unit by concerned nodal officer through e-mail.
5. Ch.OS/R&D/Pers./Con/MHX

ई. ऑफिस सं – 1981876/2210613

महाप्रबंधक (प्रशासन) कार्यालय
पूर्व रेलवे
19 JUN 2023
रेलवे बोर्ड का डाक प्राप्ति सं. 03

आजादी का अमृत महोत्सव

भारत सरकार / GOVERNMENT OF INDIA
रेल मंत्रालय / MINISTRY OF RAILWAYS
(रेलवे बोर्ड / RAILWAY BOARD)

No. 2020/E(Trg)/30/14 New Delhi, dt: 16.06.2023

The General Manager/CAO,
All Central Rlys & PUs,
CORE, Allahabad.
COFMOW, New Delhi.
Metro Railway, Kolkata.
WPO, Patna.

The Director General/Director,
All Central Training Institutes,
RDSO, Lucknow.

The Managing Director,
CRIS, New Delhi.

Sub: *Workshop on Mission Karmayogi.*

Mission Karmayogi initiatives have been rolled out across Indian Railways and for smooth implementation, detailed guidelines have been issued from time to time reg Action Plan, creation of NPCSCB Cell, MoR's organisational structure for iGOT, Onboarding of IR on iGOT, Role assignment etc.

2. With a view to familiarize NPCSCB cells with various initiatives and create an understanding of roles and responsibilities of NPCSCB Cell, it has been decided to call for an online meeting of the Nodal Officers & Cell-in-Charge Officers of NPCSCB Cells on 20th June, 2023 at 15:00 hrs.

2.1. Discussion points for the meeting will be as follows.

a) Organisational Structure of IR on iGOT and roles & responsibilities of MDO admins.
b) On-boarding of railway officials including new appointees from Rozgar Melas on iGOT.
c) Prescribing mandatory courses on iGOT for on-boarded officials like Prarambh Module for new appointees.
d) Creation of Railway centric e-modules on iGOT.
   - Fund provisioning through Umbrella work.
   - Modalities for fund utilisation and Content Creation.
   - Creation and publishing on new modules on iGOT including target of course creation for 2023-24.

2.2. A Weblink for the meeting will be shared shortly in mail and whatsapp group.

3. All the Nodal officers and Cell-in-Charge Officers of NPCSCB Cells may be advised to attend the meeting.

4. A Concept Note providing development made so far on Mission Karmayogi and way forward is attached for information please.

(Jitendra Kumar)
Dy. Director, Estt(Training)
Railway Board.
Ph No. 011-23047251

....contd/-

1750274(1)/2023/O/o DGMG/HQ/ECR

PCPO

भारत सरकार / GOVERNMENT OF INDIA
रेल मंत्रालय / MINISTRY OF RAILWAYS
(रेलवे बोर्ड / RAILWAY BOARD)

महाप्रबंधक (प्रशासन) कार्यालय
पूर्व-मध्य रेल
10 FEB 2023
रेलवे बोर्ड का पत्र प्राप्ति सं० 01.

No. 2023/E(Trg)/40/1 New Delhi, dt: 07.02.2023

The General Manager/CAO,
All Zonal Rlys & PUs,
CORE, Allahabad.
WPO, Patna.

The Director General, RDSO, Lucknow.

Sub: Mission Karmayogi – On-boarding on iGOT Karmayogi Digital Platform.
Ref: Board's letter No. 2020/E(Trg)/30/14 dtd 24/03/2021.

Please refer to the Railway Board's letter of even number dated 24.03.2021 conveying Board's decision for rolling out of Mission Karmayogi initiatives across Indian Railways and an Action Plan for effective implementation of the same through NPCSCB cell, already created over each railway unit.

1.1. To facilitate capacity building of the Civil Servants, DoP&T have developed a digital platform – iGOT Karmayogi, where carefully curated and vetted digital e-learning contents are made available as training modules on anytime, anywhere basis. Presently, approx. 300 learning contents including 31 railway specific published by IR CTIs are available on iGOT.

2. It has now been decided to priorities on-boarding of IR officials on iGOT Karmayogi digital platform. A self-registration Guide (Ann-A) is attached herewith using the same any official having NIC/Govt mail ID can on-board on iGOT.

2.1. Ministry of Railways is also facilitating bulk-onboarding of officials having government (GOV.IN) mail IDs. Requisite details in r/o of these officials can also be obtained from e-office platform.

3. Accordingly, Nodal officers are requested to fetch the details of their railway officials who are having government (GOV.IN) mail IDs and provide the same in the attached proforma to NPCSCB cell/Training Dte of Railway Board for their on-boarding on the iGOT **by 15th February, 2023, in first phase.**

07/02/2023

(Jitendra Kumar)
Dy. Director (Training)
Railway Board.
Ph No. 011-23047251

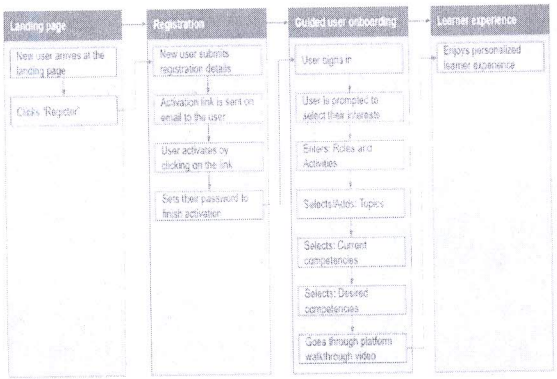
KARMAYOGI PORTAL SELF SIGNUP PROCESS Document

Link

Karmayogi user portal link stage: https://igotkarmayogi.gov.in

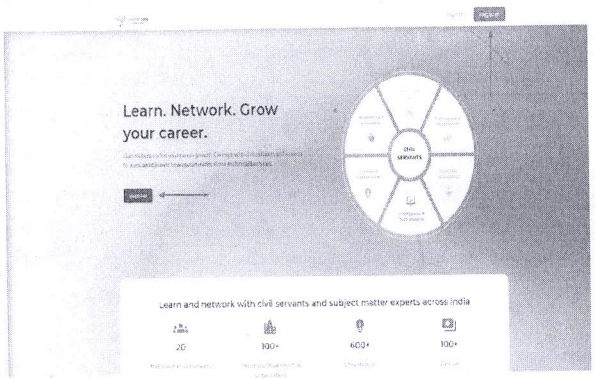
Self-registration

This provides a basis to personalize the user experience, enabling easier discovery of more relevant content - enabling increased user engagement on the platform. The below image depicts the process flow of self-registration and guided onboarding.

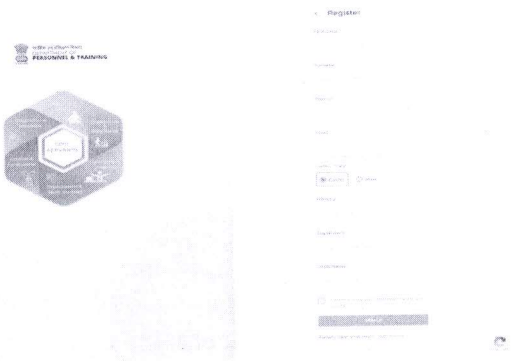


Users can self-register to Karmayogi portal by following the below steps

Step 1: Launch the Karmayogi portal URL and Click on "Register" button



Step 2: Fill all mandatory fields - First name, Last name, Position, email id, MDO and check the self-declaration



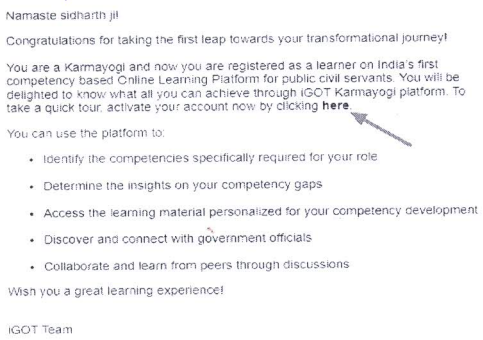
Step 3: Click on "SIGN UP"

Login

Once the iGOT user account gets created, they will receive an email to set the password.

Follow steps to set the password

1. Check the registered email and click on "here" to set the password


Namaste Sidharth ji!

Congratulations for taking the first leap towards your transformational journey!

You are a Karmayogi and now you are registered as a learner on India's first competency based Online Learning Platform for public civil servants. You will be delighted to know what all you can achieve through iGOT Karmayogi platform. To take a quick tour, activate your account now by clicking **here**.

You can use the platform to:

- Identify the competencies specifically required for your role
- Determine the insights on your competency gaps
- Access the learning material personalized for your competency development
- Discover and connect with government officials
- Collaborate and learn from peers through discussions

Wish you a great learning experience!

iGOT Team

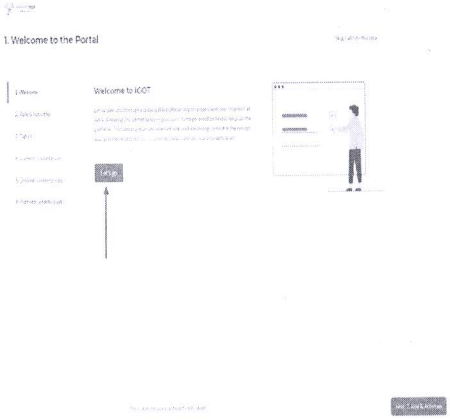
2. Enter the password and click on "Set password" button

Once the password is set, users will be redirected to the landing page and using the new password they can login to the portal. After login to the Karmayogi user portal and clicking on the profile image on top right, users can see the link and access the various portals like the SPV portal, MDO portal, CBP portal and the FRAC dictionary based on their roles.

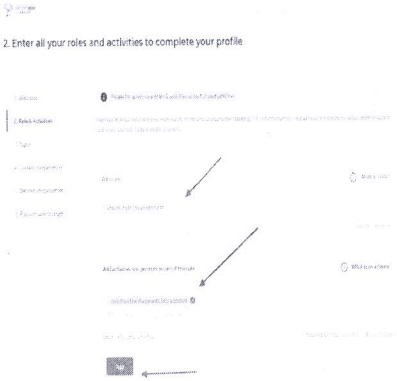
Home

Users log in to the Karmayogi portal and land on the below screen where they can experience the guided onboarding process.

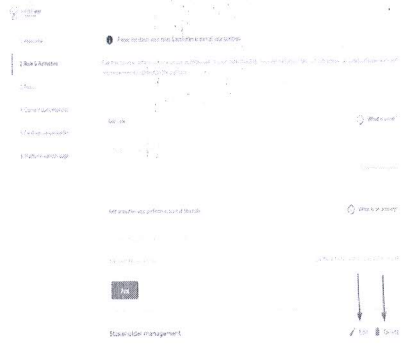
1. Login using valid credentials and click on "Let's Go"



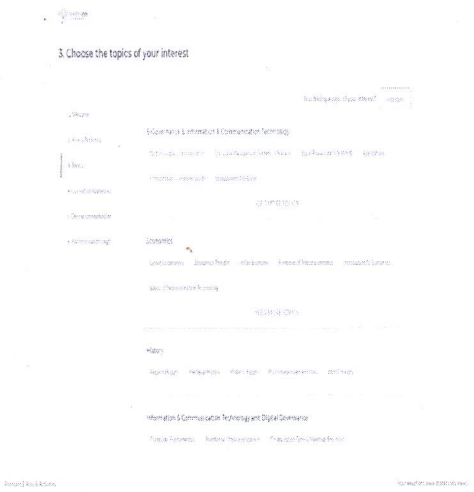
2. Enter the role and activities, and click on "Add" (Don't forget to press Enter Key after entering the values)



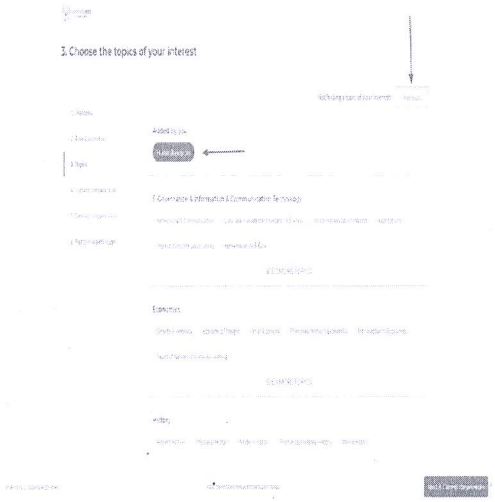
3. To edit or delete the added role & activity, click on "edit" or "delete" icon



4. Select the topic of interest

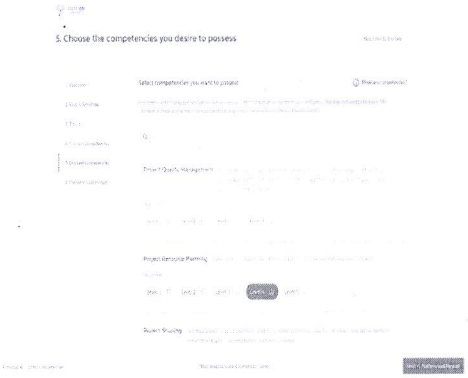


5. To add a new topic click on "Add topic" and provide the details

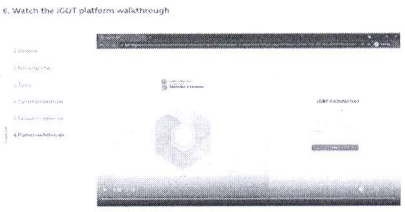


6. Select the current competency with level of proficiency

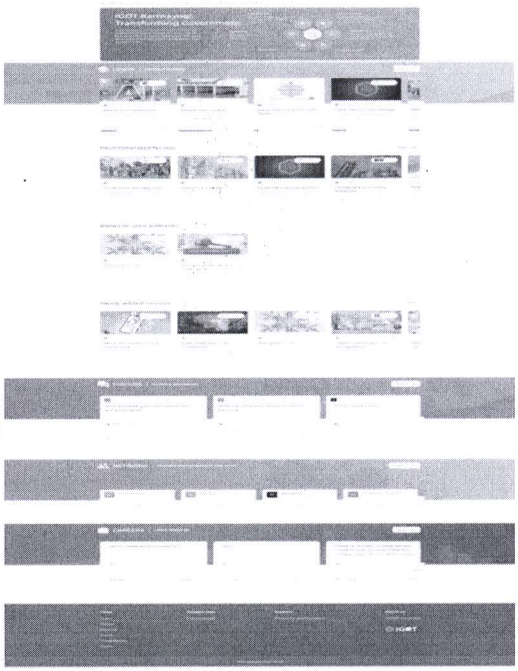
7. Select the desired competency with level of proficiency



8. View the platform walkthrough and click on "Done"

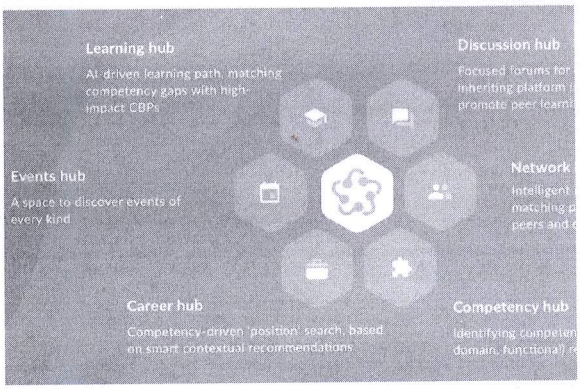


9. You can now have the access to the Home page and you are ready to consume the courses



Exploring the Learn Hub:

The iGOT Karmayogi platform consists of six hubs.



Learn hub

All learning related activities on iGOT Karmayogi will occur on this hub, which matches officials with tailored Capacity Building Products (Courses) on the platform, thus facilitating personalised competency development.

Availing the Courses

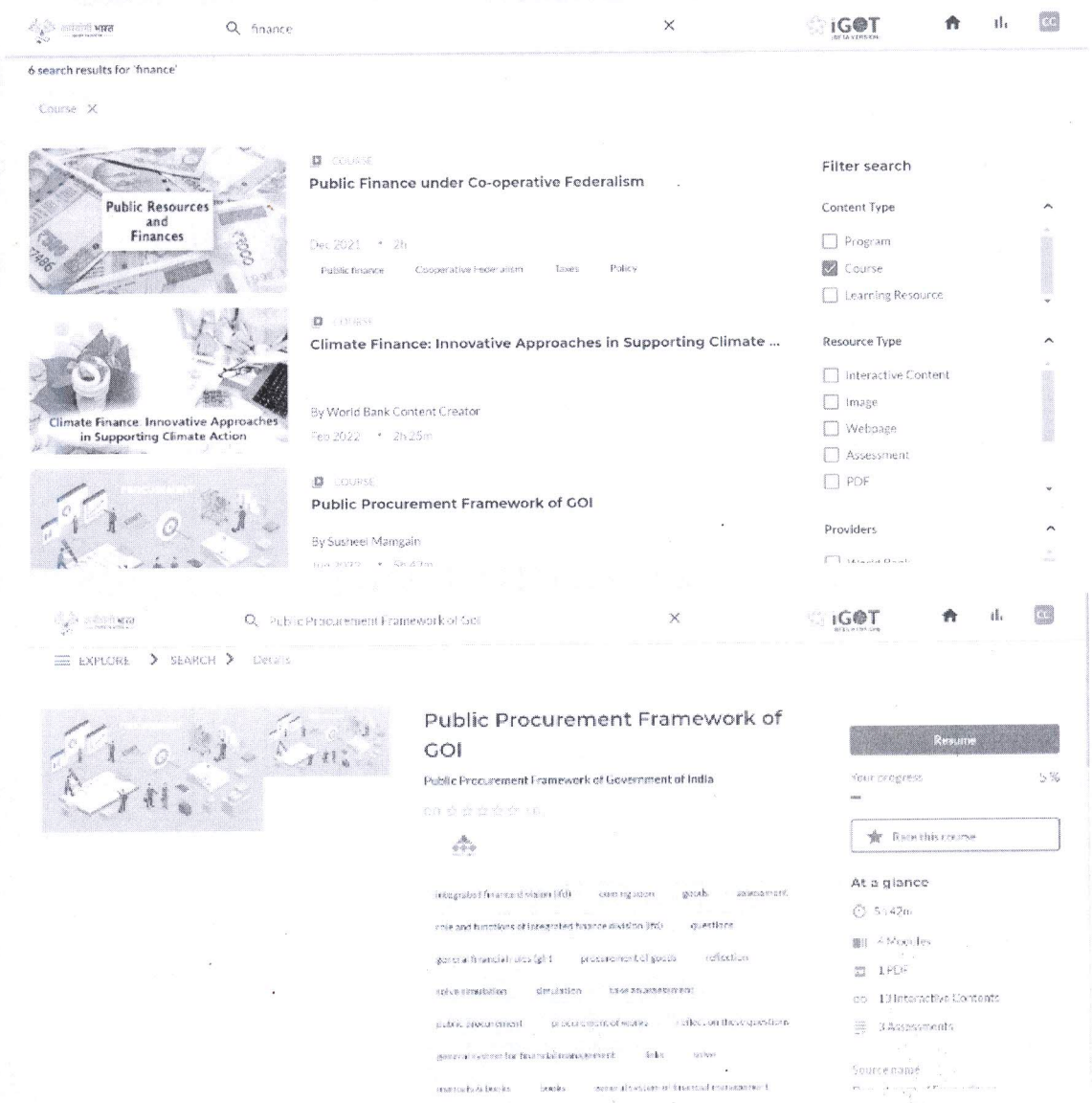
- Under the Learn Hub, the user can explore the courses uploaded on the platform by topic, competency, or provider. They can search for specific courses by entering appropriate keywords in the search bar
- By clicking on the Search bar and pressing "Enter", the learner can access the entire list of courses with appropriate information for each such as the duration and keywords.
- Additionally, the courses may be filtered according to the type of content, type of resource, and the Provider.

Each course is tagged to competencies and a set of courses would be mandated for the learners as deemed fit for their role and to bridge the competency gap. Furthermore, they will have recommended learnings based on their browsing and experience on the platform and can later freely explore other available courses.

The learners would see appropriate description of the selected course with other details such as self-paced or instructor-led course, the resources included (PDFs, Videos) and number of assessments.

Learners can find case studies, additional knowledge resources, and suitable hands-on learning exercises through the modules which completes with a final assessment. They can also leave comments and feedbacks and give star rating out of 5 for a course. The user dashboard allows for tracking progress for every learner and marks the enrolment and completion of courses.

For example, the learners can search for courses on financial management or procurement by entering key words of "finance" or "procurement" in the search bar. The relevant courses along with their details would appear on the page, as illustrated. The learner can then select the course and enroll for it as per requirement and interest.



The landing page will prompt the learners of trending discussions, relevant people they can connect with on Network hub, as well as latest career openings that the learners' may wish to consider based on their profile.

Once the learners start engaging and consuming the courses, they would be able to view the courses undertaken with their specified duration and progress on the landing page. Aside from this, courses based on their interests and newly added courses will be reflected.

Details of employees with .gov/.nic email IDs for user creation							
First Name	Last Name	Designation	Mobile Number	Email ID	Ministry	Department	Organisation

GOVERNMENT OF INDIA (भारत सरकार)
MINISTRY OF RAILWAYS (रेल मंत्रालय)
RAILWAY BOARD (रेलवे बोर्ड)

No. 2020/E(Trg)/30/14 **New Delhi dt: 24.03.2021**

The General Managers/CAOs,
All Zonal Railways/PUs.
COFMOW, New Delhi.

The Director Generals/Director,
RDSO, Lucknow.
Central Training Institutes.

Sub: Mission Karmayogi – National Program for Civil Service Capacity Building (NPCSCB).

Mission Karmayogi – the National Program for Civil Service Capacity Building (NPCSCB) has been initiated by DoP&T subsequent to approval of the Union Cabinet. It seeks a paradigm shift in enhancing the capacity of the Civil Servants by building their behavioral, domain and functional competencies, creating a framework of shared resources and transitioning from a 'rules-based' system to the roles-based' system. The focus of the initiative is on building service capacity and enhancing the quality of citizen-government interface and securing greater citizen satisfaction in all sphere of public services. The initiative broadly consists of –

i. **Content/course creation and publishing on iGOT digital platform** : The iGOT-Karmayogi Platform is to eventually evolve into a vibrant and world class marketplace for content modeled on FRACs where carefully curated and vetted digital e-learning content will become available as training modules on 'anytime, anywhere' basis. It will facilitate individual learners to acquire his/her competencies and follow self driven as well as mandated learning path to enhance their skill as a civil servant.

ii. **Onboarding of MoR on iGOT digital platform** : Onboarding refers to the action or process of enlisting users/learners onto the iGOT Karmayogi Platform.

iii. **Rollout of 'Framework of Role Activities and Competencies – FRAC** : The exercise for defining the Framework for Roles, Activities and Competencies including skill (FRACs) is intended to be carried out and integrated with iGOT Karmayogi Platform. FRACs exercise will define the content of various roles and activities through a granular expostulation of each position organized in a coherent manner. The behavioural, functional and domain competencies thus revealed will enable a position holder to discharge his/her responsibility more effectively by acquiring the requisite attitudes, skills and knowledge.

...contd/-

1.1. A detailed outline of the various frameworks of the Mission Karmayogi initiative is attached as Annexure – A.

2. Board has approved to roll out the Mission Karmayogi across the Indian Railways and following action plan has been approved :

i. DG/NAIR and DGs/other CTIs shall be the Nodal authorities on behalf of Indian Railways for creating and publishing contents/courses on the iGOT platform for the respective Departments.

ii. All the railway units i.e. Railway Board, Zones & Divisions, PUs, CTIs etc. shall create an 'NPCSCB' Cell preferably under the AGM/HAG level officer to carry out onboarding of officials on iGOT digital platform including FRACing.

3. The AGMs supervising 'NPCSCB' Cell shall be the Nodal Officer for the respective railway unit i.e. Zones, PUs, CTIs etc. Details of the Nodal officer (Name, Designation, nic mail ID & mobile no.) shall be informed to Railway Board office at trainingbranch.rb@gmail.com and jitendra.kumar3@gov.in for onboarding them on iGOT and further liasioning on the matter.

4. These instructions along with annexures have also been uploaded on the Railway Board Website under the link : 'For IR Personnel → Training Circulars'.

24.03.2021

(**Deepak Peter Gabriel**)
Pr. Executive Director (IR)
as Pr. Executive Director (T&MPP)
Railway Board

Encl: As above.

Copy to:

1) The OSD/PSO/PPS/PS for information of Chairman & CEO, Member(Finance), Member(Infra), Member(O&BD), Member(Tr & RS), DG(HR), DG(RHS), DG(RPF), DG(Safety) & Secretary, Railway Board.

2) All Officers and Branches of Railway Board.

*****

Annexure- A

'Mission Karmayogi' - the National Programme for Civil Service Capacity Building (NPCSCB) has been approved by the Government on 2nd September, 2020. This programme proposes a paradigm shift in enhancing the capacity of the civil servants by building their behavioral, domain and functional competencies, creating a framework of shared resources and transitioning from a 'rules-based' system to the roles-based' system. It will not only democratize learning across geographies and hierarchies but will also create a future-ready civil service that learns from the best in class institutions, while remaining rooted in the Indian culture, sensibilities and works for achievement of national aspirations.

2. The NPCSCB will cover all civil servants, holders of civil posts, temporary hires etc who discharge the responsibilities assigned to the different Ministries, Departments, Organisations and agencies of the Union Government. The NPCSCB has six key pillars -.

i. Policy Framework,
ii. Institutional Framework,
iii. Competency Framework,
iv. Digital Learning Framework **iGOT-Karmayogi** i.e. Integrated Government Online Training Karmayogi Platform,
v. The electronic Human Resource Management System (e-HRMS) and
vi. The Monitoring and Evaluation Framework

3. The initiative needs to be implemented in following 03 frameworks –

i. Content/course creation and publishing on iGOT digital platform;
ii. Onboarding of MoR on iGOT digital platform; and,
iii. Rollout of 'Framework of Role Activities and Competencies – FRAC.

3.1. Content/course creation and publishing on iGOT digital platform :

3.1.1. Content is arguably the most important component of the iGOT digital platform which will play a critical role in the success of the Mission Karmayogi. To drive adoption, the content to be onboarded need not only engaging but is also of high quality so that there is substantial impact on the competency level enhancement of learners. Thus, learner-centred, action-oriented and transformative content needs to be uploaded on the platform.

3.1.2. Types of content that will be onboarded on the platform will be guided by two broad dimensions –

a) Learning Urgency – Its ingredients contains (i)Mandatory learnings targeted to the competency requirement of a role, (ii)Recommended learnings to help individual to progress in their career & build expertise and (iii)Open Courses to allow learners to expand their knowledge and skill.
b) Learning Model – Contents will be created for face-to-face classroom based learning, flipped learning, online remote classroom, online courses & blended courses.

3.1.3. A content can be any one or combination of videos, lecturers, presentations, webinars, interactive, case studies, quizzes, assessments, simulations, acts, rules, journals, research papers, etc. in the form of PPTs, PDFs, websites and online links.

Structure of these content will be Resource > Module > Course > Programs wherein the smallest learning entity will be 'Resource' which will be consumed by a learner. A resource would be in one of the multiple formats supported on iGOT platform – pdf, video, interactive e-learning, webpage, assessments/quiz, link etc. further, multiple resources uploaded on the platform may be stitched together in a logical sequence to form a module and so on.

3.1.4. The entire process from authorization of course creation to its publication on Karmayogi platform will have 4-level key players in each Ministry/Deptt. i.e. Administrator > Content Creator > Content Reviewer > Content Publisher. The role of the 'content creator' is to create an adaptable content on the platform which is reviewed and verified by the 'content reviewer' before it is published on the platform by the 'content publisher'.

3.2. Onboarding of MoR on iGOT digital platform :

3.2.1. Onboarding refers to the action or process of enlisting users/learners onto the iGOT Karmayogi Platform. Department needs to complete the pre-requisites like creating a list of users with necessary data who will be onboarded on the platform along with their roles.

3.3. Rollout of 'Framework of Role Activities and Competencies – FRAC :

3.3.1. The exercise for defining the Framework for Roles, Activities, and Competencies including skills (FRACs) is intended to be carried out by each railway unit and integrated with the iGOT-Karmayogi Platform. FRACs exercise will define the content of various roles and activities through a granular expostulation of each position organized in a coherent manner. The behavioural, functional and domain competencies thus revealed will enable a position holder to discharge his/her responsibility more effectively by acquiring the requisite attitudes, skills and knowledge.

3.3.2. The entire gamut of FRACing is 15-step process which contains pre-requisites on part of each railway unit like identifying each single position/post, its role, activities, competencies, learning resource and competency. A sample template for the FRACing exercise is attached as Annexure-A for information please.

4. A Special Purpose Vehicle (SPV) in the form of a not-for-profit company is to be incorporated as a 100% government owned entity for implementation of the scheme. A mandatory subscription Based Revenue Model enabling the participation of all Ministries, department, entities of the Government of India and willing state government has been designed to partly fund the program. DoP&T will fix and convey the proposed to be a sum of Rs. 431 per employee of the concerned Ministry/Department/ Organisation or Agency of the Union Government as enrollment fee for the first year of subscription.

5. DoP&T have prepared handbooks on the above 03 frameworks detailing role and requisites on the part of each Ministries/Departments i.e. work units. Copies of the same are attached as Annexures A-1, A-2 & A-3 for ready reference.

*****