



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



वसुधैव कुटुम्बकम्
ONE EARTH • ONE FAMILY • ONE FUTURE

No. 2020/E(Trg)/30/14

New Delhi, dt : 11.12.2023

The General Managers
All Zonal Railways.

The Director Generals,
All Central Training Institutes.

Sub: Mission Karmayogi– organisational structure of IR on iGOT reg

Ref: Board's letters of even no. dtd 24.03.2021 & 23.05.2022.

Consequent to rolling out of Mission Karmayogi initiatives on IR, detailed guidelines were issued vide Board's letter of even no. dtd 23.05.2022 (Annexure-A) providing organizational set-up of IR on iGOT Karmayogi platform. As per existing guidelines, the same is a two-tier set-up with NPCSCB Cell/RB at the apex as Super Admin and NPCSCB Cells/other railway units at secondary level with MDO Admin rights. All these NPCSCB Cells have been made responsible for the overall implementation of the initiative as well as supervision of users' activities.

2. Considering the strength of railway users on Zonal Railways, hardships are faced by their NPCSCB cells in the implementation/supervision. The matter was also raised during the recent PCPOs' Conference.

3. It has now been decided with approval of the competent authority to open third level of MDO Admin at the Divisional Railway and Workshop levels. All Divisions may be advised to create an NPCSCB Cell with Sr. DPO/DPO as Cell-in-Charge. Similarly, all Workshops may be advised to create an NPCSCB Cell with WPO as Cell-in-Charge. A login credential/mail ID in govt domain (GOV.IN) for NPCSCB Cell may be created and details may be shared with NPCSCB Cell/the concerned Zonal Railways for their onboarding on iGOT platform and providing MDO admin roles/rights.

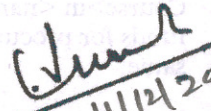
3.1. Once Divisions are on-boarded and given MDO Admin rights, employees of each Division will be moved from the concerned Zonal MDO to the respective Division MDO.

4. Board's letter of even no. dtd 23.05.2022 (Annexure-A) also provides guidelines towards assignment of roles as Content Creator and Content Reviewer by the respective NPCSCB Cells. These guidelines provide role of Content Reviewer to the railway CTIs. As per orders dtd 11th October, 2023 of Karmayogi Bharat, the

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role of Content Publisher now rests with them only to ensure that courses published on iGOT portal are in conformity to the Karmayogi Content Quality Framework, developed by the Capacity Building Commission (CBC).

4.1. In view of para 4 above, in partial modification to para 5(vi) of Board's letter of even no. dtd 23.05.2022, role of CTIs as Content Publisher stands withdrawn. However, they will continue to be the nodal entity for railway related content creation on iGOT platform.


11/12/2023

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

Copy to :

- 1) The Nodal Officers & Cell-in-Charge Officers, NPCSCB Cells/All Railway Units.
- 2) The CEO, Karmayogi Bharat.



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



No. 2020/E(Trg)/30/14

New Delhi dt: 23.05.2022

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

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

(Kind Attention: Nodal Officers, IR/Mission Karmayogi)

**Sub: Mission Karmayogi – MoR's organisational set-up on iGOT
Karmayogi Digital Platform.**
Ref: Board's letter No. 2020/E(Trg)/30/14 dated 24.03.2021

Kindly 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 an NPCSCB cell to be created over each railway unit.

2. 'Mission Karmayogi' - the National Programme for Civil Service Capacity Building (NPCSCB) 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;
- ii. On-boarding of officials on iGOT Karmayogi digital platform;
- iii. Rolling out of 'Framework of Role Activities and Competencies' – FRAC.

3. In compliance to the Action Plan approved by the Board(CRB & CEO), NPCSCB cells have been created in Board's office and each Zonal Rly/PUs/CTIs & other railway units under a Nodal officer. The cell is overall responsible for implementation and monitoring of Mission Karmayogi initiatives, as mentioned in para 2 above.

3.1 To familiarize railway administration with Mission Karmayogi framework as well as to provide way forward, an online workshop was conducted by Railway Board along with DoP&T Team on 11th March, 2022, which was also attended by the Nodal officers of railways.

3.2 Further, National Academy of Indian Railways (NAIR) is also conducting workshops on Mission Karmayogi from time to time and railway officials concerned with the Mission Karmayogi may be nominated for the workshop.

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4 DoP&T have developed a digital platform – iGOT Karmayogi.

- i. It will serve as digital market place where carefully curated and vetted digital e-learning contents will become available as training modules on anytime, anywhere basis.
- ii. It will provide the platform for onboarding of user officials to enable them to access the learning contents available on it.
- iii. It will ultimately become the resource for ensuring transition from rule based system to role based system by identifying competency gaps and providing training solutions to bridge the same thereby enabling a position holder to discharge his/her duties more effectively.

4.1 NAIR and other CTIs have been nominated for creating & publishing contents/courses on the iGOT Karmayogi platform. However, it is felt that railways have many outstanding officials and their knowledge, experience and expertise shall also be utilized for populating iGOT Karmayogi platform with more railway related courses. It will speed up railway specific content/course creation and will benefit the user officials to progress in their career, build expertise and specialization and/or meet their professional and personal aspirations. Details reg Content development on iGOT Karmayogi platform along with roles linked with content/course development has been briefed in the attached Annexure.

5. With the above views, it has been decided to onboard all the railway units including RB, Zonal Rly/PUs/CTIs through their NPCSCB cell on the iGOT Karmayogi platform on the hub & spoke model where NPCSCB Cell at Railway Board as MoR will be at the top of the set up as the Super Administrator and all the railway units shall be brought under the MoR/Railway Board. However, each railway unit will have their own Administrator who will be able to manage and supervise all the activities on iGOT in respect of the railway unit concerned. The organisational set-up of IR on iGOT Karmayogi platform will be as follows :

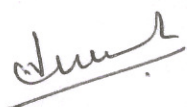
- i. NPCSCB Cell at Railway Board will be Super Administrator for IR on iGOT Karmayogi Platform and will be able to monitor and supervise all the activities of various railway units.
- ii. Under MoR/Railway Board, various Zonal Railways, PUs, CTIs and other units like RDSO, CORE, WPO etc. will be enrolled as individual entities. All these Units will have their own MDO (Ministry/Department/Organization) Administrator and Department-wise course/content Reviewers & Creators.
- iii. NPCSCB Cell under respective Nodal officer will have the role of MDO Administrator for the concerned railway unit and will be responsible for the overall implementation and supervision. They will be able to identify and provide course/content creation and review access to users. They will also be responsible to process the requests related to their organization changes, made by the iGOT users.
- iv. On each railway unit, concerned PHoDs will have the role of Content Reviewer.
- v. On approval of the concerned PHoDs, MDO Administrator shall allocate roles of Content Creators to identified railway officials.
- vi. All the CTIs will also have the same functions as stated above beside roles of course/content publishers. These course/content publishers will also have the responsibility to serve as course/content publishers for their CTI as well as other railway units (department-wise). For example, course/content publishers at IRICEN will have responsibility to serve as course/content publisher(s) for Civil Engineering Departments of all the railway units including IRICEN.

5.1. To facilitate the on-boarding of railway units on iGOT Karmayogi Platform, the respective Nodal officers are requested to provide a generic mail ID/Login credentials in r/o their NPCSCB Cell (for example, mail ID/Login credential for NPCSCB Cell of Railway Board is npcscb.rb@gmail.com) to use the same as MDO Administrator on iGOT Karmayogi Platform.

5.2. The details may be provided in the following proforma by 26.05.2022, positively to NPCSCB Cell/RB through mail at npcscb.rb@gmail.com.

NPCSCB Cell @ (name of the railway unit)				
Entity	Name	Designation	e-mail	Mobile No. (avl. on Whatsapp)
Nodal Officer (already nominated)				
Cell in-charge				
Cell's generic mail ID (for MDO Admin role)				

6. Once the task of on-boarding MDO administrator(s) on iGOT Karmayogi Platform is completed, the respective NPCSCB Cell as MDO Administrator under the Nodal officer will facilitate on-boarding of user officials. Details thereof will be shared separately.


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Copy to : The Jt. Secretary, Railway Board.



कार्मिक एवं प्रशिक्षण विभाग
DEPARTMENT OF
PERSONNEL & TRAINING

PPT by DoPT
My date 17.02.2024
at Raichikhar.

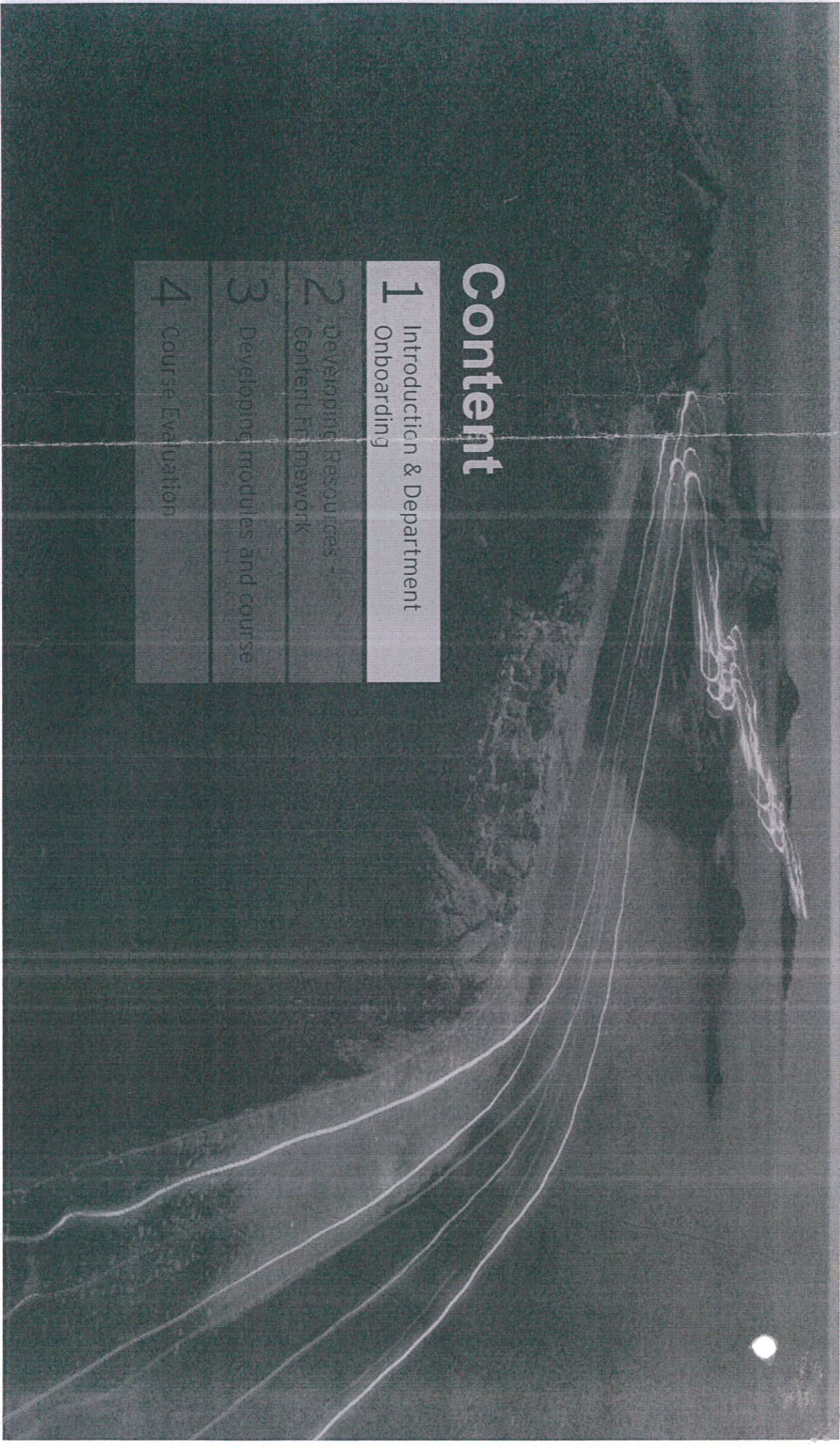


Content Development Workshop



कर्मयोगी भारत
— लोकहितं मम करणीयम् —

Mission
Karmayogi



Content

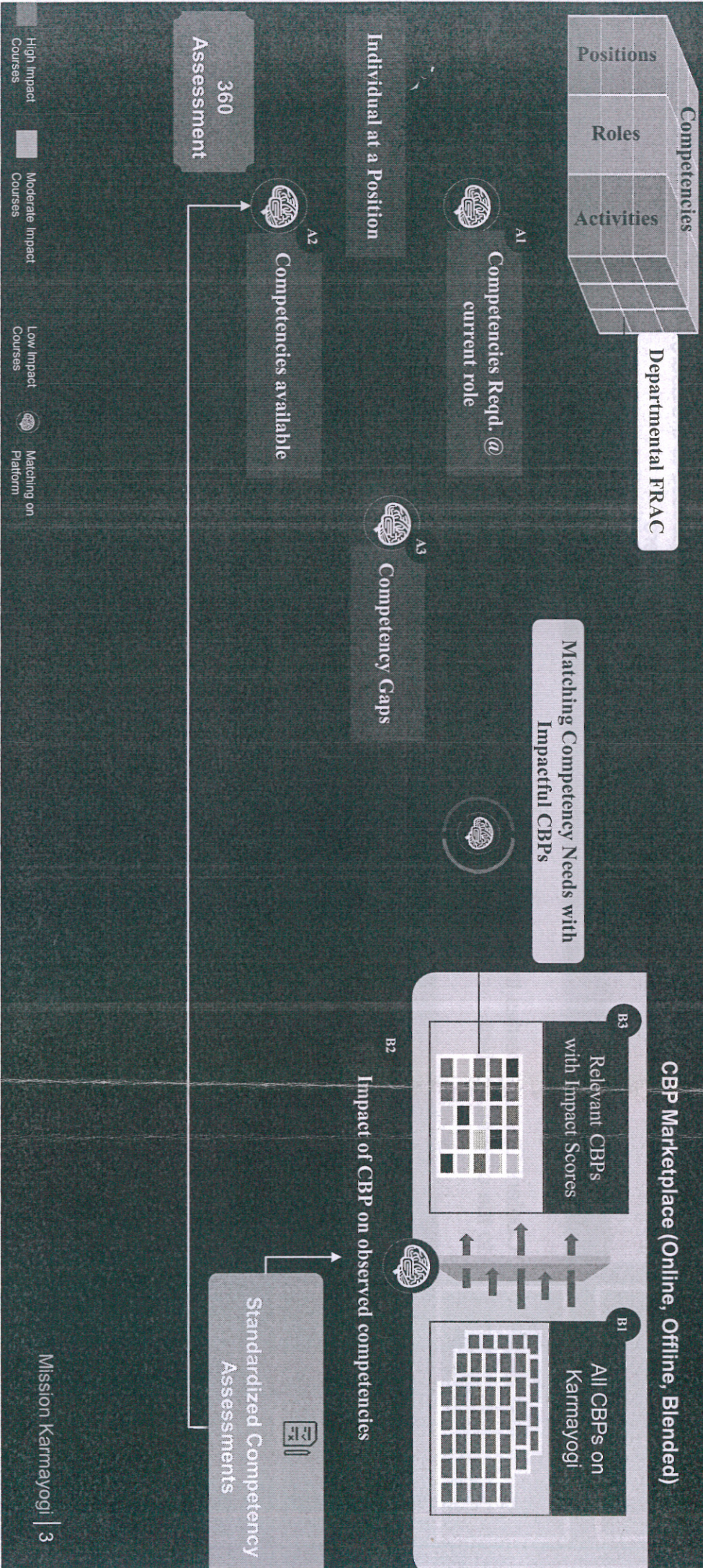
1 Introduction & Department
Onboarding

2 Developing Resources -
Content Framework

3 Developing modules and course

4 Course Evaluation

iGOT KY enables departments to match competency requirements for all officials with impactful CBPs that can best cover the gap



Key players for content creation

Administrator

Org Admin identifies and provides creation, review and publishing access to the users. Also, Org Admin processes the requests related to organization change made by the iGOT users

Content Creator

Content Creator creates the learning content on the platform. Creator provides all the relevant information related to the created content.

Content Reviewer

Content Reviewer reviews the contents created by the creators. Reviewer also verifies the quality of the content. Based on the review, the Reviewer decides if the content needs further modifications

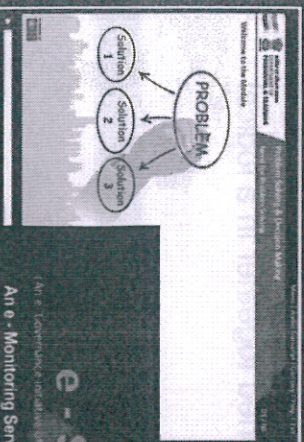
Content Publisher

Content Publisher publishes the content, approved by the reviewer, on the platform. After the content is published, the content gets available for the learner on the platform

What is content on iGOT Karmayogi platform ?

The topics, themes, beliefs, behaviours, concepts and facts, often grouped within each subject or learning area under competencies (knowledge, skills, values and attitudes), that are expected to be learned.

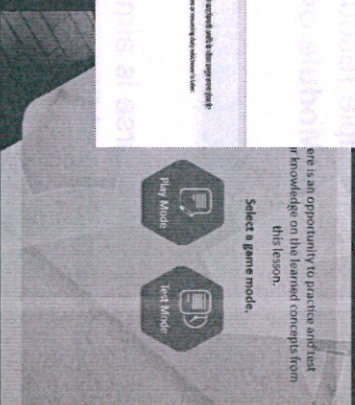
A content can be any one or a combination of the following:



e - SLA
(An e - Learning and e - Assessment Service Level Agreement)
An e - Monitoring Service Level Agreement

And e - Monitoring Service Level Agreement

The screenshot shows a quiz question from the iGOT platform. The question is: "Which of the following is not a part of the Karmayogi framework?" The options are: A. Knowledge, B. Skills, C. Values and Attitudes, D. None of the above. The correct answer is D. None of the above.



Videos

(Lectures, presentations, webinars, interactives)

Questionnaires / Exercises

(Quizzes, assessments, simulations, case studies)

PPTs / PDFs / Websites

(Acts, Rules, Journals, Research Paper, online links)

Source: International Bureau of Education, UNESCO

Content Structuring on iGOT Karmayogi Platform

Resource

It is the smallest learning entity that may be consumed by a learner. A resource may be in one of the multiple formats supported on iGOT Karmayogi platform – PDF, Video, Interactive e-learning, Webpage, Assessments/ Quiz, link etc.

E.g. A learning video on “How to write effective e-mails”

Module

It is a collection of resources. Multiple resources uploaded on a platform may be stitched together in a logical sequence to form a module. **E.g. Module on Written communication skills**

Course

It is a collection of modules. A course is aimed at improving targeted competencies of a learner.

E.g. Course on Communication skills

Programs

It is a collection of courses

E.g. Program on Behavioral skills for Under Secretaries

The iGOT content framework

WTDE-T



Microlearning
A visual way to learn



Department of
PERSONNEL & TRAINING



**Graded
Assessment**

Pre-assessment (where necessary)
and Post-assessment picked from a
Question Bank



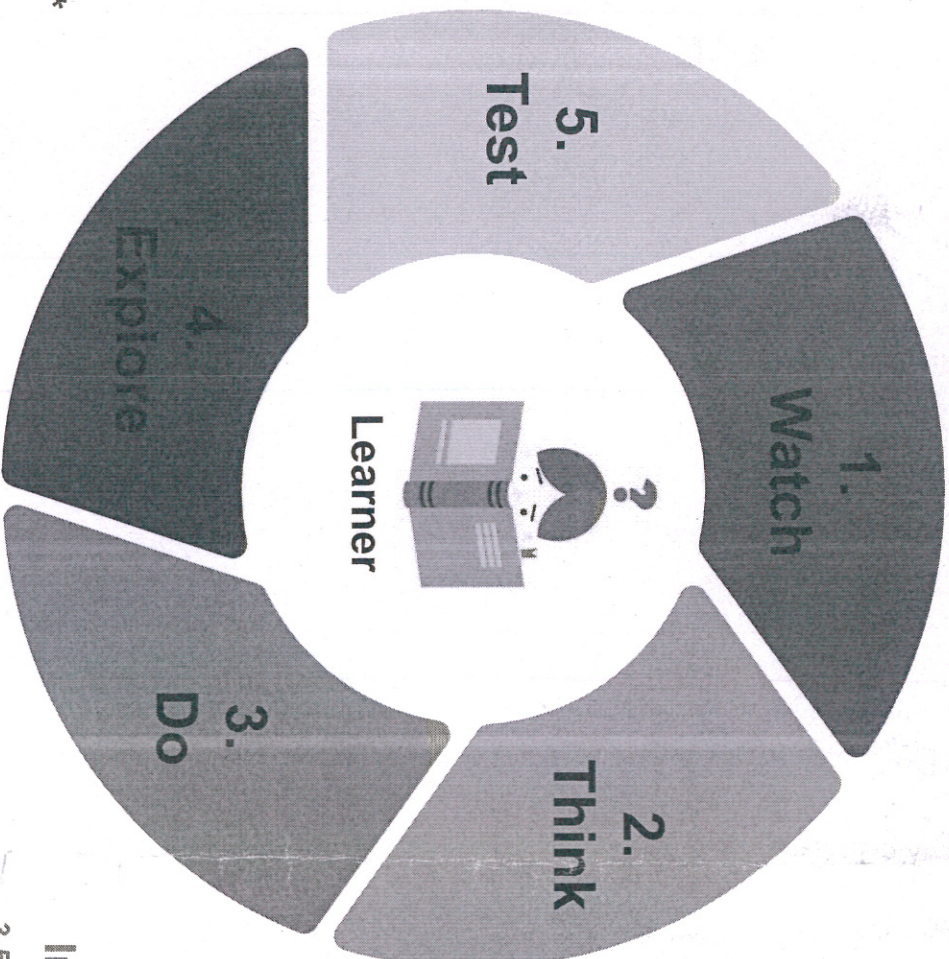
Reflection Quiz

Promote higher-order thinking
(3 to 5 questions) with diagnostic
feedback



Additional Links*

For self-directed learning
* Recommended, not mandatory



Interactive Scenario

3-5 Scenario-based questions or
simulation-based interactivities to test
application

Mission Karmayogi