

NoT-16017/08/2021-iGOT Karmayogi
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training
Training Division, New Delhi

23rd June, 2021

OFFICE MEMORANDUM

Subject: Setting up of a Task force to guide operationalisation of the Special Purpose Vehicle (SPV) 'Karmayogi Bharat' - Regarding

The Government of India, has recently approved the 'National Programme for Civil Services Capacity Building - **Mission Karmayogi**' to effect a transformational shift from rule-based training to role-based capacity development of all Civil Services in the country so as to enhance citizen experience for government services and improve availability of competent work force across whole of the Government. To effectively roll out this competency driven mission, a Special Purpose Vehicle (SPV), namely, **Karmayogi Bharat**, would be set up as a not-for-profit company (to be set up under section 8 of Companies Act, 2013 as a 100% government-owned entity).

2.1 The SPV, *inter alia*, will be responsible to deliver and manage the following business services: –

- (i) Design, implement, enhance and manage a Digital platform and infrastructure.
- (ii) Make available best in class content and ensure validation of the content on Platform (iGOT-Karmayogi).
- (iii) Manage and deliver Competency assessment services.
- (iv) Manage governance of telemetry data and ensure provision of monitoring and evaluation.
- (v) Own and Manage frameworks, the IPR of all digital assets on behalf of Governments.
- (vi) Manage internal processes of SPV in compliance with relevant Government guidelines.

2.2 To be able to deliver key business services, the SPV is expected to put in place the following key process:

- a) Drive innovation in terms of globally benchmarked technological frontiers.
- b) A dynamic online content market place.
- c) Engage civil servants for online holistic learning, networking and discussions with the relevant experts and professionals.
- d) Enable Ministries, Departments, and Organizations (MDOs) of the Central Government and willing State Governments to onboard relevant functional and domain-based Knowledge Resources and develop technological applications for establishing linkages between competency building of officials with the MDOs capacity development plan.

- e) Harmonise the diverse operations of training institutions of various MDOs with the newly developed capacity building framework using iGoT Karmayogi Platform.

3.1 Keeping in view the aforesaid, it has been decided to constitute a Task Force comprising of leading experts to draw a clear road map for the guidance and operationalisation of the 'Karmayogi Bharat', the SPV in terms of recommendations on the Terms of Reference specified in Paragraph 4 below.

3.2 The Task Force shall comprise of the following:

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|---|----------------------|
| (i) Shri SD Shibu Lal , Founder ShikshaLokam and Founder
and ex- CEO Infosys Limited. | - Chairperson |
| (ii) Shri Govind Iyer , Consultant, Egon Zehnder | - Member |
| (iii) Shri Pankaj Bansal , Co-founder and Group CEO, PeopleStrong | - Member |

3.3 **Shri Adil Zainulbhai**, Chairman Designate, Capacity Building Commission, DOP&T will be a **special invitee** to the discussions of the Task Force. The Task Force will be free to constitute working groups, co-opt additional members/experts/special invitees, and consult national and international leaders in the field. Shri SD Sharma, Director, ISTM and JS (Training), DOPT will be the Convenor of the Task Force and will be the nodal officer for co-ordinating all activities relating to Task Force. All secretarial and managerial assistance for the Task Force will be provided by the Project Monitoring Unit (PMU) of Mission Karmayogi, and Training Division, Department of Personnel and Training.

4. The Task Force shall submit its recommendations on the following Terms of Reference:

- A. an organizational structure for the SPV aligning its vision, mission and functions; including the proposed Board Committees and their role,
- B. Policy frameworks for HR, Compensation, IT, Procurement and Oversight functions,
- C. Roadmap for technology adoption & implementation and development of an online content market place, including an appropriate content pricing mechanism that incentivises the best quality content on the platform, consistent with the procurement policy guidelines of the Government,
- D. Plans for pedagogy and delivery models in respect of various learning resources,
- E. Staffing plans for top management including Board members and key personnel with panels of potential candidates,
- F. Collaboration framework for the SPV's engagement with various stakeholders.
- G. Road map for Platform to help improve capacities of civil servants, execution capacity of MDOs, with speed, scale and sustainability with a data rich Monitoring and Evaluation (M&E) framework
- H. Strategies for change management,
- I. Expansion Plans for iGoT Karmayogi, including scaling plans to include States/UTs, District and sub-district levels of administration;

- J. Policies on data privacy, data security and sharing data with other stakeholders,
- K. Any other task as may be assigned by the Government.

5. The Task Force is expected to complete its work within a period of six months from the date of its constitution and submit its recommendations in the form of periodic/interim reports in respect of various terms assigned to the Task Force.

6. The expenditure on TA/DA to the members of the task force in connection with the Task Force meetings will be borne by the parent departments/organizations to which the member belongs to. The co-opted Members or other experts from the private sector will be entitled to TA/DA from DoPT in accordance with the instructions of Ministry of Finance, Department of Expenditure OM NO 19047/1/2016-EIV. Dt.14.09.2017. The expenditure on TA/DA etc. of co-opted members from the Central Government or Central Government organisations will be borne by the respective organisations.

7. This issues with the approval of the Competent Authority.


(SD Sharma)

Joint Secretary (Training)

To

1. Shri S.D.Shibu Lal, Founder ShikshaLokam and Founder and ex- CEO, Infosys Limited, Chairperson of the Task Force.
2. Shri Govind Iyer, Consultant, Egon Zehnder and Member of the Task Force.
3. Shri Pankaj Bansal, co-founder and Group CEO, People Strong and Member of the Task Force.
4. Cabinet Secretariat (Dr. Amandeep Garg, Joint Secretary), New Delhi
5. Prime Minister's Office (Ms Meera Mohanty, Director), South Block, New Delhi.

Copy to:

1. Secretary, Department of Personnel & Training, North Block, New Delhi
2. Chairman, Capacity Building Commission, New Delhi
3. AS&EO, Department of Personnel & Training, North Block, New Delhi
4. AS (Training & Adm), Department of Personnel & Training, North Block, New Delhi
5. AS&FA (Home), Department of Personnel & Training, North Block, New Delhi
6. Director, ISTM & Joint Secretary (Training), DOP&T, New Delhi
7. Guard File
