Ministry of Personnel, Public Grievances and Pensions   Demand No. 74
Department of Personnel and Training

1. Training Schemes (CS)

FINANCIAL OUTLAY (Rs in Cr)	OUTPUTS 2022-23			OUTCOMES 2022-23		
2022-23	**Output**	**Indicators**	**Targets 2022-23**	**Outcome**	**Indicators**	**Targets 2022-23**
210.75	a. **Domestic Funding of Foreign Training (DFFT)[1]**					
	1. Implementation of foreign training to fill the domestic training gap and to adopt international best practices	1.1. No. of short-term training programmes (customized& nominated)	Target not amenable	1. Improvement in Performance of the trained officers	1.1. Average Feedback Score on the Quality of the Program from the Participants trained under short term training programmes	Target not amenable
		1.2. No. of long-term programs (direct admission & nomination basis)	Target not amenable		1.2. % of Officers in Top 25 percentile of the training batch in terms of post training assessment under short term training programmes	Target not amenable
		1.3. No. of programs under partial funding	Target not amenable		1.3. Average Feedback Score on the Quality of the Program from the Participants trained under long term training programmes	Target not amenable

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[1] *The foreign training programme is presently put on hold. The same can be projected only when programme is reopened.*

FINANCIAL OUTLAY (Rs in Cr)	OUTPUTS 2022-23			OUTCOMES 2022-23		
2022-23	**Output**	**Indicators**	**Targets 2022-23**	**Outcome**	**Indicators**	**Targets 2022-23**
		1.4. No of officers trained through Short term programs ((customized & nominated)	Target not amenable		1.4. % of Officers in Top 25 percentile of the training batch in terms of post training assessment under long term training programme	Target not amenable
		1.5. No of officers trained through Long term programs	Target not amenable		1.5. Average Feedback Score on the Quality of the Program from the Participants trained under partial funding training programmes	Target not amenable
		1.6. No of Ministries/Departments covered under training programme	Target not amenable		1.6. % of Officers in Top 25 percentile of the training batch in terms of post training assessment under partial funding training programmes	Target not amenable
		1.7. No of States/UTs covered under this programme	Target not amenable			
		1.8. No of Services cover under the training (like-IAS/IPS/IFoS/other central services/state services)	Target not amenable			
	b. **Improvement of Infrastructure and Up-gradation of Essential Facilities at Lal Bahadur Shastri National Academy of Administration (LBSNAA)**					

FINANCIAL OUTLAY (Rs in Cr)	OUTPUTS 2022-23			OUTCOMES 2022-23		
2022-23	**Output**	**Indicators**	**Targets 2022-23**	**Outcome**	**Indicators**	**Targets 2022-23**
	1. Creation &Up-gradation of Infrastructure to enhance training capacities	1.1. % physical progress on the major facilities being constructed i.e.- Hostel, Monastery Estate & classrooms etc[2]	100%	1. Changed contribution to trained manpower due to up-gradation of infrastructure facilities at LBSNAA	1.1. Average Feedback Score on the Quality of the Facilities / Infrastructure from the Participants trained under courses conduct at LBSNAA[3]	95%
					1.2. Change in Number of courses conduct at LBSNAA (i.e.- Foundation course, Ph-I, Ph.II, MCTPs, Induction and other training) and conduction of IAS Seminar	0
					1.3. % utilization of training capacity[4] (Number of Officers Enrolled/ Overall LBSNAA Training Capacity)	100%
					1.4. Increased % in Training capacity of LBSNAA	15.2%
	c. **Training for All**					

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[2]*Weighted average of %physical progress of project (Weights are of the size of the project in crore)*
[3] *Weighted average of feedback scores (Weights being the size of the batch)*
[4] *Training Capacity (measured in training days) = No. of rooms for participants X No. of working days in a year*

FINANCIAL OUTLAY (Rs in Cr)	OUTPUTS 2022-23			OUTCOMES 2022-23		
2022-23	**Output**	**Indicators**	**Targets 2022-23**	**Outcome**	**Indicators**	**Targets 2022-23**
	1. Implementation of National Training Policy to provide training for all to strengthen the competency of the civil servants through appropriate training interventions	1.1. Comprehensive Online Modified Modules for Induction Training (COMMIT) – Number of officials trained	55,000	1. Developing the competencies of State & Central Government officials for improved public service delivery mechanism; strengthening the cadre of trainers; and strengthening of training infrastructure in the State ATIs	1.1. Average Feedback Score[5] on the Quality of the Program from the Participants trained under COMMIT	10
		1.2. State Category Training Programme (SCTP) - Number of officials trained	11,200		1.2. Average Feedback Score[4] on the Quality of the Program from the Participants trained under SCTP	10
		1.3. Trainers Development Programme (TDP) & Faculty Development Scheme (FDS) - Number of officials/ trainers trained	3,000		1.3. Average Feedback Score[4] on the Quality of the Program from the Participants trained under TDP & Average Feedback Score on the Quality of the Program by the Faculty trained under FDS	10
		1.4. Augmentation of Capacity of Training Institute (ACTI)- No. of ATIs supported for augmentation of infrastructure etc.	6		1.4. Average Feedback Score[4] on the Quality of the Program from the Participants trained under ITP	10
					1.5. % change of participants trained after receiving fund under ACTI	100%

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[5] On a scale of 1-10

FINANCIAL OUTLAY (Rs in Cr)	OUTPUTS 2022-23			OUTCOMES 2022-23		
2022-23	**Output**	**Indicators**	**Targets 2022-23**	**Outcome**	**Indicators**	**Targets 2022-23**
	d.	**Augmentation of Training Facilities in ISTM**				
	1. Creation and up-gradation of infrastructure for better learning environment for training of civil servants	1.1. % progress on the major facilities being undertaken	100%	1. Improved environment for training/ learning	1.1. Average Feedback Score[6] on the Quality of the Program from the Participants trained under training courses	3.75
		1.2. No of Ministries / Departments covered	51/56		1.2. % Change in No of courses conducted i.e.-Foundation course, Cadre training programmes CSS/CSSS and other courses)	21%
		1.3. No. of UTs covered	9		1.3. % Change in Training capacity of the courses being run at ISTM	0%
		1.4. No. of courses (i.e.-Foundation course, Cadre training programmes CSS/CSSS and other courses)	225		1.4. Average Feedback Score[5] received on the Quality of IT services provided by ISTM	4.2
		1.5. No. of training participants	5,625		1.5. % Utilization of Training Capacity (Number of Officers Enrolled/ Overall ISTM Training Capacity)	10%

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[6] on a scale of 1-5

FINANCIAL OUTLAY (Rs in Cr)	OUTPUTS 2022-23			OUTCOMES 2022-23		
2022-23	**Output**	**Indicators**	**Targets 2022-23**	**Outcome**	**Indicators**	**Targets 2022-23**
		1.6. No of upgraded equipment/new equipment proposed to be procured for physical progress made on major facilities	54		1.6. Average Feedback Score[5] received on the Quality of the facilities / infrastructure from the Participants	3.75
	e. **National Programme for Civil Services Capacity Building (NPCSCB) - Mission Karmayogi**					

	1. Moving to competency driven capacity development of all civil services, with operationalization of the Framework for Roles, Activities, Competencies (FRAC)	1.1. Number of departments that have operationalized FRAC	10	1. Bridging the competency gaps of individual civil service officials	1.1. % of mandatory competencies, Ministry/Department, for which content has been developed/ sourced	20%
		1.2. % of officers whose roles, activities and competencies have been defined and onboarded on iGOT Karmayogi Platform for the departments that have operationalized FRAC	30%	2. Improvement in quality of Program and Performance of the trained officers	2.1. Average Feedback Score[7] on the Quality of the Program from the Participants trained under courses run by department and CTI onboarded	2.5

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[7] *on a scale of 1-5*

	2. Providing avenues for world class content to be available for officers linked to domain capacity	2.1. Total Number of courses created by the departments and CTIs that have been on boarded[8]	100		2.2. Median % Improvement in pre- and post-training assessment scores[9] of the Participants trained under courses run by department and CTI onboarded	Target not amenable
	3. Democratizing knowledge across all civil services	3.1. Number of departments onboarded on iGOT Karmayogi	20	3. Improved availability of trained workforce and enhanced knowledge across whole of government	3.1. For each onboarded department, % of officers trained at least once on iGOT Karmayogi	20%
		3.2. Number of CTIs onboarded on iGOT Karmyogi	30		3.2. % of officers who have successfully completed a course in which they have registered on iGOT Karmayogi	60%
		3.3. % officers' coverage on iGOT Karmayogi Platform for the departments and CTIs onboarded	40%	4. Providing officials with the opportunity to be formally recognized for their expertise	4.1. % officers trained of the strength of the departments on boarded on the platform	20%

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[8] *Average number of courses to be created by each Department/CTI = 2; Number of total Departments and CTIs onboarded = 10+7 = 17; Hence, total number of courses = 2x17 = 34*

[9] *Pre and post-training assessments of users will be performed through proctored independent assessments and DoPT is in the process of defining the framework of the proctored assessments – how the assessments will be designed, how they will be conducted, how will the scores be calculated and stored etc. Conducting proctored assessments will need setting up of a robust assessment infrastructure (including systems and facilities for proctored tests) and integrating the same with iGOT Karmayogi, both of which will be performed by the proposed Special Purpose Vehicle (SPV). As per the plans, the SPV will be formed in 2021 and will then conduct procurements to set up the proctored assessment infrastructure, which is expected to be operational by 2022 and will start showing results from 2023 onwards. Accordingly, delivering such outcomes may not be feasible in 2022-23*

	4. Increased collaboration between content providers (international and national) and the government	4.1. Number of courses offered by National Organization / International Universities on iGOT Karmayogi	5		4.2. No. of officers trained and have completed proctored assessment[10]	Target not amenable
	5. Establishing objective and unbiased systems of evaluation to determine performance and integrity	5.1. Whether the agencies have been onboarded for conducting Proctored, Independent and Authorized Assessments (Yes/No)	Yes		4.3. No. of officers who have completed trainings, have completed Proctored Assessment and received Certification[11]	10%
				5. Data-driven monitoring of progress and enabling data-driven decisions for policy interventions, capacity building and personnel management etc.	5.1. Number of departments who have executed Annual Capacity Building Plan	10
	6. Institutionalizing a framework for enhanced monitoring, evaluation, implementation and impact on ground, for civil service capacity building	6.1. Finalization of templates and KPIs for Prime Minister Dashboard (Yes/No)	Yes			
		6.2. Reporting of Progress on Prime Minister Dashboard (Yes/No)	Yes			
		6.3. Finalization of template for Department's Annual Capacity Building Plan (Yes/No)	Yes			

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[10] *The proctored assessments will be operationalized not before 2022, when the infrastructure for proctored assessments are expected to be in place and hiring of suitable vendors be done. As such, the said outcome may only be tracked from 2022 as the assessments will be rolled out*
[11] *This percentage will increase in coming years*