

Department of Personnel and Training

1. Training Schemes (CS)

| FINANCIAL OUTLAY (Rs in Cr) | OUTPUTS 2023-24 | | | OUTCOMES 2023-24 | | |
|-----------------------------------|---|---|------------|--|--|------------|
| | 2023-24 | Output | Indicators | Targets 2023-24 | Outcome | Indicators |
| | a. Improvement of Infrastructure and Up-gradation of Essential Facilities at Lal Bahadur Shastri National Academy of Administration (LBSNAA) | | | | | |
| | 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 ¹ | 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 ² | 95 |
| | | | | | 1.2. % utilization of training capacity ³ (Number of Officers Enrolled/ Overall LBSNAA Training Capacity) | 100 |
| | b. Training for All | | | | | |
| | 1. Implementation of National Training Policy to provide training for all to strengthen the | 1.1. Comprehensive Online Modified Modules for Induction Training (COMMIT) – Number of officials trained | 30,000 | 1. Developing the competencies of State & Central Government officials for | 1.1. Average Feedback Score ⁴ on the Quality of the Program from the Participants trained under COMMIT | 10 |

¹Weighted average of %physical progress of project (Weights are of the size of the project in crore)

² Weighted average of feedback scores (Weights being the size of the batch)

³ Training Capacity (measured in training days) = No. of rooms for participants X No. of working days in a year

⁴ On a scale of 1-10

| FINANCIAL OUTLAY (Rs in Cr) | OUTPUTS 2023-24 | | | OUTCOMES 2023-24 | | |
|-----------------------------------|---|---|------------|---|--|------------|
| | 2023-24 | Output | Indicators | Targets 2023-24 | Outcome | Indicators |
| | competency of the civil servants through appropriate training interventions | 1.2. State Category Training Programme (SCTP) - Number of officials trained | 5,000 | improved public service delivery mechanism; strengthening the cadre of trainers; and strengthening of training infrastructure in the State ATIs | 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 | 1,300 | | 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. | 4 | | 1.4. % change of participants trained after receiving fund under ACTI | 100 |
| | | c. 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 ⁵ on the Quality of the Program from the Participants trained under training courses | 3.85 |
| | | 1.2. No of Ministries / Departments covered | 58/93 | | 1.2. Average Feedback Score ⁵ received on the Quality of IT services provided by ISTM | 3.9 |

⁵ on a scale of 1-5

| FINANCIAL OUTLAY (Rs in Cr) | OUTPUTS 2023-24 | | | OUTCOMES 2023-24 | | |
|--|-----------------|--|------------|--------------------|---|------------|
| | 2023-24 | Output | Indicators | Targets 2023-24 | Outcome | Indicators |
| | | 1.3. No of upgraded equipment/new equipment proposed to be procured for physical progress made on major facilities | 80 | | 1.3. Average Feedback Score ⁵ received on the Quality of the facilities / infrastructure from the Participants | 3.9 |
| d. National Programme for Civil Services Capacity Building (NPCSCB) - Mission Karmayogi | | | | | | |

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| | 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 | 125 | 1. Bridging the competency gaps of individual civil service officials | 1.1. % of mandatory competencies, Ministry/Department, for which content has been developed/ sourced | 75 |
| | 2. Providing avenues for world class content to be available for | 2.1. Total Number of courses created by the departments and CTIs that have been on boarded ⁶ | 350 | 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 | 3.8 |

⁶ 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

⁷ on a scale of 1-5

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| | officers linked to domain capacity | 2.2. Number of courses offered by National Organization / International Universities on iGOT Karmayogi | 10 | | department and CTI onboarded | |
| | 3. Democratizing knowledge across all civil services | 3.1. Number of departments onboarded on iGOT Karmayogi | 73 | 3. Improved availability of trained workforce and enhanced knowledge across whole of government | 3.1. % of officers who have successfully completed a course in which they have registered on iGOT Karmayogi | 80 |
| | | 3.2. Number of CTIs onboarded on iGOT Karmayogi | 50 | | | |
| | | 3.3. % officers' coverage on iGOT Karmayogi Platform for the departments and CTIs onboarded | 20 | | | |
| | 4. Data-driven monitoring of progress and enabling data-driven decisions for policy interventions, capacity building and personnel management etc. | 4.1. Number of departments who have executed Annual Capacity Building Plan | 93 | 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 | 75 |