

Department of Personnel and Training

1. Training Schemes (CS)

FINANCIAL OUTLAY (Rs in Cr)	OUTPUTS 2024-25			OUTCOMES 2024-25			
	2024-25	Output	Indicators	Targets 2024-25	Outcome	Indicators	Targets 2024-25
79.88	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 etc.	100	1. Changed contribution to trained manpower due to upgradation of infrastructure facilities at LBNSNAA	1.1 Average Feedback Score (%) on the Quality of the Facilities /Infrastructure from the Participants trained under courses conduct at LBSNAA	95
			1.2 % physical progress on the major facilities being constructed i.e., New Auditorium, etc.	18		1.2 % utilization of training capacity (Number of Officers Enrolled/Overall LBSNAA Training Capacity)	100
			1.3 % physical progress on the major facilities being constructed i.e., sports complex and classrooms etc.	100			

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	2024-25	Output	Indicators	Targets 2024-25	Outcome	Indicators	Targets 2024-25
19.57	b. Training for All						
	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	Qtr. I- 5,000 Qtr. II- 12,500 Qtr.III-12,500 Qtr. IV- 5,000 Total-35,000	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 ¹ on the Quality of the Program from the Participants trained under COMMIT	10
			1.2 State Category Training Programme (SCTP) - Number of officials trained	Qtr. I- 1,000 Qtr. II- 2,000 Qtr. III- 1,500 Qtr. IV- 1,000 Total – 5,500		1.2 Average feedback score 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	Qtr. I- 100 Qtr. II- 600 Qtr. III- 600 Qtr. IV- 200 Total – 1,500		1.3 Average Feedback Score ¹ 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
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¹On a scale of 1-10

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	2024-25	Output	Indicators	Targets 2024-25	Outcome	Indicators	Targets 2024-25
9.11	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% Q1-25% Q2-25% Q3-25% Q4-25%	1. Improved environment for training/ learning	1.1 Average Feedback Score on the Quality of the Program from the Participants trained under training courses	4.1
			.. No of Ministries / Departments covered	58 Ministry/ 93 Departments		1.2 Average Feedback Score received on the Quality of IT services provided by ISTM	4.0
			1.3 No of upgraded equipment/new equipment proposed to be procured for physical progress made on major facilities	70 Q1-10 Q2-20 Q3-20 Q4-20	1.3 Average Feedback Score received on the Quality of the facilities / infrastructure from the Participants	4.0	

55.50	d. Integrated Building for ISTM and other Institutes of DoPT					
	1. Construction of New Building for integrated facilities of office training Complex for ISTM and Office for DoPT at old JNU Complex, New Delhi	1.1	% physical progress of new building for integrated facilities of office training Complex for ISTM and Office for DoPT	75		

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	Output	Indicators	Targets 2024-25	Outcome	Indicators	Targets 2024-25
86.13	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) / Capacity Building Plans (CBPs) ²	1.1	Number of departments that have operationalized Karmayogi Competency Model (KCM) ³	50 Q1-20 Q2-10 Q3-10 Q4-10	1. Bridging the competency gaps of individual civil service officials	1.1 % of competencies finalized with Ministry/Department, for which content has been made available on iGOT Q1-10% Q2-10% Q3-10% Q4-20%

	2. Providing avenues for world class content to be available for officers linked to behavioural, functional, and domain competencies	2.1 Total Number of courses created to domain, functional, and behavioural competencies that have been onboarded	500 Q1-100 Q2-125 Q3-125 Q4-150	2. Improvement in quality of Program and Performance of the trained officers	2.1 Average Feedback Score on the Quality of the Program from the Participants trained under courses run by department and CTI onboarded	4.3
		2.2 Number of courses offered by National Organization / International Universities/ Pvt. Sector on iGOT Karmayogi	160 Q1-25 Q2-35 Q3-50 Q4-50			
	3. Democratizing knowledge across all civil services	3.1 Number of departments onboarded on iGOT Karmayogi (only those remaining)	4 Q1-1 Q2-1 Q3-1 Q4-1	3. Improved availability of trained workforce and enhanced knowledge across whole of government	3.1 % of onboarded officials who have successfully completed a course on iGOT Karmayogi	30 Q1-10% Q2-15% Q3-25% Q4-30%
	3.2 Number of CTIs onboarded for uploading courses on iGOT Karmayogi and leveraging platform features (only those remaining)	14 Q1-3 Q2-3 Q3-4 Q4-4				
	3.3 % Officers on-boarded on iGOT Karmayogi Platform for the departments and CTIs Onboarded	60% Q1-30% Q2-40% Q3-50% Q4-60%				

	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 implemented Annual Capacity Building Plan (ACBP) on iGOT	93 Q1-25 Q2-15 Q3-20 Q4-33	4. Providing officials with the opportunity to be formally recognized for their expertise	4.1 % of courses available on iGOT platform as per the ACBPs.	60 Q1-30% Q2-40% Q3-50% Q4-60%
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² As CBPs have developed role-based competency needs.

³ As FRAC has been completed as per the project, in 6 departments and further progress on competency driven capacity development would be measured in terms of Karmayogi Competency Model (KCM), since the CBPs have created role-based competency needs, the targets reflected herein are for implementation of KCM.