India: Establishing Online Capacity Building Infrastructure at Department of Personnel and Training

Project Name	Establishing Online Capacity Building Infrastructure at Department of Personnel and Training
Project Number	53250-001
Country	India
Project Status	Proposed
Project Type / Modality of Assistance	Technical Assistance
Source of Funding / Amount	TA: Establishing Online Capacity Building Infrastructure at Department of Personnel and Training
	Technical Assistance Special Fund US$ 300,000.00
Strategic Agendas	Environmentally sustainable growth Inclusive economic growth
Drivers of Change	Governance and capacity development Knowledge solutions
Sector / Subsector	Public sector management - Public administration
Gender Equity and Mainstreaming	Some gender elements
Description	The TA will support building institutional capacity of DoPT to operationalize Integrated Government Online Training (iGOT) scheme by developing an intelligent LMS which would offer about 10 e-learning modules to cover about 2,000 civil servants spread across the country on a pilot basis. The proposed LMS will have a multi device access capability (desktop, laptop, tablet and smart phone) to enable on site and on time learning by the civil servants from their duty station without a need to travel to a training center. This approach will enable DoPT to enhance coverage of training programs to a large number of civil servants with lesser resources in terms of cost and time.
Project Rationale and Linkage to Country/Regional Strategy	Within GOI, DOPT is mandated under the National Training Policy 2012 to cater to the capacity development needs of three tiers of government (National, State and Local Body). However, DOPT's current approach in creating capacity and knowledge base has been largely centered around traditional classroom style knowledge sharing trainings. This traditional method poses several constraints, such as limited outreach to targeted officials, and high administrative cost such as staff travel and per diems. At present, domestic and foreign trainings can cover only a small proportion of mostly senior level officials. As a result, there is an inadequate coverage of training programs for professional staff who are responsible for leading or undertaking planning, design, implementation, monitoring and evaluation of various development schemes, affecting timely, efficient, and quality implementation of those schemes. In the meantime, the recent technological advancements have opened up a range of information technology-based options such as e-learning for creating capacity and knowledge with higher efficiency and effectiveness. Tapping the opportunity, DOPT has launched a new scheme Integrated Government Online Training (iGOT)', under which DOPT intends to develop an LMS to offer e-learning modules targeted at professional civil servants working at the operational leadership level to increase the access to new information and knowledge and operationally relevant training programs to build institutional capacities. This is in line with GOI's flagship program Digital India which aims to improve public service delivery using digital platforms. The proposed TA aims to prioritize training topics relevant to development schemes such as procurement, contract management, construction management, project evaluation and appraisal, as well as cross-cutting important subjects such as new technologies, data analytics, IT tools in governance, and GOI office administrative procedures. ADB has pioneered to establish quality training systems of these project implementation related subjects under the Capacity Development Resource Center (CDRC) that is established in India Resident Mission (INRM) jointly with DEA. The TA will use the developed CDRC materials and knowledge base as references to develop e-learning systems of the LMS under the iGOT scheme. The TA objective is in line with the strategic priority of the CPS for India (2018 2022) to promote knowledge management and capacity building, and will help institutionalize and disseminate the training systems developed under CDRC in the GOI's training systems.
Impact	Increased access to training
Outcome	Increased access to e-learning training modules for civil servants
Outputs	Implementation of iGOT Scheme supported. Institutional Capacity of DOPT developed.
Geographical Location	Nation-wide

Summary of Environmental and Social Aspects	
Environmental Aspects	
Involuntary Resettlement	
Indigenous Peoples	
Stakeholder Communication, Participation, and Consultation	
During Project Design	
During Project Implementation	

Business Opportunities

Consulting Services	The TA will facilitate procurement and development of LMS and development of e-learning modules through a firm. Development of LMS will be done by hiring a firm using Consultant Qualification (CQS) Method since highly specialized expertise required for this is available among few consulting firms in the open market. The estimated cost of the assignment is $200,000. Developing e-learning modules is considered non-consulting services and will be done by engaging a firm through Request for Quotation method. The estimated cost of the assignment is $65,000. 6 Individual consultants will also be recruited.
Procurement	Procurement of goods and works as a separate package not envisaged under the TA

Responsible ADB Officer	Vikram Annamraju
Responsible ADB Department	South Asia Department
Responsible ADB Division	India Resident Mission
Executing Agencies	Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions Mr. Syed Imran Ahmed, Deputy Secretary, Training Division, DOPT syedimran.ahmed@nic.in North Block, Central Secretariat, New Delhi, Delhi 110001

Timetable	
Concept Clearance	06 Sep 2019
Fact Finding	26 Aug 2019 to 26 Aug 2019
MRM	-
Approval	-
Last Review Mission	-
Last PDS Update	06 Sep 2019

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