

F-23014/54/2022-Coordination Section-MOWR
Government of India
Ministry of Jal Shakti
Department of Water Resources, RD & GR
Coordination Section

Room No 7, Ground Floor, B Wing
Shastri Bhawan, New Delhi
Dated: 06-02-2024

Office Memorandum

Subject: Annual Capacity Building Plan – reg.

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The undersigned is directed to refer minutes of meeting held on 17.01.2024 under Chairpersonship of Secretary (WR) to discuss the draft ACBP and to say that all the wing heads are requested suggest domain areas/fields which are not covered the ACBP and may be included in the plan.

2. Further, all the wings head and division heads are requested to share a list of sites/schemes/ programmes and states with good practices in water sector (viz. Spring-shed management, Dam visit, ABY etc.) of their respective wing / division, wherein officials from the Department may be sent for field visits / exposure as part of immersion programme.

3. In this context, all the wing heads and division heads are requested to furnish the requisite information on para 1 and para 2 mentioned above so that an annual plan/calendar may be prepared by coordination division.

Encl: As above.

Signed by Manish Uniyal
Date: 06-02-2024 10:31:22
Reason: Approved
(Manish Uniyal)

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1. All the Wing Heads, DoWR, RD & GR
2. All the Division Heads, DoWR, RD & GR

A. ACBP Calendar (Individual)

a. Additional Secretary

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Water Resource Management	Additional Secretary	Northeastern Regional Institute of Water and Land Management (NERIWALM)	Blended	<u>Water resource Management</u>	**	Q3
	International Convention/Laws of water		National Water Academy Geneva Water Hub	Offline Online	<u>Water Law, and river valley disputes</u> <u>Online Course on International Water Law and the Law of Transboundary Aquifer</u>	27 Hours 50 Hours	Q2 Q4
	Technical understanding of WASH Sector value chain for efficient policy formulation		Global/National WASH experts. Policy experts. Representatives from Donor agencies.	Offline/ Online	Workshop / round table discussion / to understand global best practices and policies adopted in WASH sector.	Flexible	Q3
	Water Diplomacy		UNESCO Waterdiplomacy.org	Online Offline	<u>Water Diplomacy and Transboundary Aquifer Management</u> <u>Water Diplomacy Workshop</u>	15 Hours 40 Hours	Q4 Q4
Functional	Grievance redressal		Institute of Secretariat Training and Management on iGOT	Online	<u>Public Grievance Handling and CPGRAM 7.0</u>	2 Hours	Q1
	Arbitration		Arun Jaitley National Institute of Financial Management	Offline	<u>MDP on Alternative Dispute Resolution</u> <u>Negotiation, Mediation, Conciliation & Arbitration</u>	27 Hours	Q2
	Project Management		iGOT IIPA Administrative Staff College of India (ASCI), Hyderabad	Online Blended Offline	<u>BSNL Mission Karmyogi</u> <u>Project Management course –IIPA</u> <u>Project and Contract Management</u>	9 Hours 45 Hours 45 Hours	Q1 Q1 Q2
	E- Governance		iGOT IIPA	Online Blended	<u>Basics of e-Governance & Digital India</u> <u>E-governance and digital India</u>	1 ½ Hours 40 Hours	Q1 Q2
	Vigilance		ISTM	Online	<u>Training Programme in Administrative Vigilance</u>	**	Q1
Behavioral	Leadership		Art of Living (iGOT) ISB Hyderabad	Online Offline	<u>Self Leadership</u> <u>The Essentials of Leadership programme</u>	1 Hour 45 Hours	Q1 Q3
	Motivation		LBSNAA (iGOT)	Online	<u>Understanding Motivation</u>	1.5 hours	Q1
	Adaptability		Coursera	Online	<u>Adaptability and resilience</u>	8 Hours	Q2

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Time Management		Department of Personnel and Training DoP&T (iGOT) Udemy LinkedIn	Online Online Online	<u>Time Management</u> <u>Time Management Course –Udemy</u> <u>Time Management Fundamentals-LinkedIn</u>	1 Hours 0.5 hours 2 hours	Q1 Q1 Q3
	Critical Thinking		iGOT IIM Bangalore	Online Offline	Critical Thinking (To be developed) <u>Decision making for managerial effectiveness</u>	** 27 Hours	Q1 Q3

** Duration of the course is not specified and hence needs further discussion between department and institutes.

b. Joint secretary

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical understanding of WASH Sector value chain for efficient policy formulation	Joint Secretary	ISB IIPA CPPR	Blended Offline Online	<u>Advance Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	O3 O2 Q2
	Ecosystem for water resources		National Water Academy	Offline	<u>Overview of Water Resources Sector of India</u>	50 Hours	Q1
	Water resource Management		Northeastern Regional Institute of Water and Land Management (NERIWALM)	Blended	<u>Water resource Management</u>	**	Q2
	Water Diplomacy		UNESCO Waterdiplomacy.org	Online Offline	<u>Water Diplomacy and Transboundary Aquifer Management</u> <u>Water Diplomacy Workshop</u>	15 Hours 40 Hours	Q4 Q4
Functional	Advanced Data Analytics		iGOT	Online	<u>Introduction to Emerging Technologies</u>	2 ½ Hours	Q1
	PFMS		Ministry of Rural Development (iGOT) Training Videos of PFMS	Online Online	<u>Procurement of Services, Works, and Contract Management</u> <u>Training Videos of PFMS</u>	20 Hours **	Q1 Q1
	Financing and Procurement Models	iGOT Arun Jaitley National Institute of Financial Management (AJNIFM)	Online Offline	<u>Public Procurement Framework of GoI</u> <u>Training Programme on Public Procurement (Basic & Advanced) 2023-24</u>	2 Hours 48 Hours	Q1 Q3	

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Public private partnership		APMG International APMG International	Online Online	Online Training Course The APMG Public-Private Partnerships Certification Program (ppp-certification.com)** About the APMG PPP Certification Program The APMG Public-Private Partnerships Certification Program (ppp-certification.com)**	20 Hours 23.5 hours (Include exams)	Q3 Q3
	Project Management		iGOT IIPA Administrative Staff College of India (ASCI), Hyderabad	Online Blended Offline	BSNL Mission Karmyogi Project Management course –IIPA Project and Contract Management	9 Hours 45 Hours 45 Hours	Q1 Q1 Q2
	Financial Management		CSIR+CNK (iGOT) ICAI - Institute of Chartered Accountants of India	Online Offline	Financial Management (Under development) Public finance and government accounting	** 48 Hours	Q1 Q3
Behavioral	Communication Skills		IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy	Online Offline Online	Effective Communication Workshop on Communication Skills The Complete Communication Skills Master Class for Life	7 hours 18 Hours 30 Hours	Q1 Q2 Q2
	Negotiation		iGOT IIM Raipur	Online Offline	Conflict Resolution and Negotiation MDP On Negotiation Skills	1 ½ Hours 18 Hours	Q1 Q3
	Stress Management		Art of Living	Online	Stress Management course	1 Hours	Q3
	Critical Thinking	iGOT IIM Bangalore	Online Offline	Critical Thinking (To be developed) Decision making for managerial effectiveness	** 27 Hours	Q1 Q3	
	Delegation	iGOT Udemy	Online Online	BSNL Mission Karmayogi Delegation mastery	9 Hours 4 Hours	Q1 Q1	

** Duration of the course is not specified and hence needs further discussion between department and institutes.

*This is an upcoming course on iGOT.

c. Director

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	International Convention/ Water law	Director	National Water Academy Geneva Water Hub	Offline Online	Water Law, and river valley disputes Online Course on International Water Law and the Law of Transboundary Aquifer	27 Hour 50 Hours	Q2 Q4

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Technical understanding of WASH Sector value chain for efficient policy formulation		ISB IIPA CPPR	Blended Offline Online	<u>Advance Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	Q3 Q2 Q2
	Water Resource management		Northeastern Regional Institute of Water and Land Management (NERIWALM)	Blended	<u>Water resource Management</u>	**	Q2
	Water Diplomacy		UNESCO Waterdiplomacy.org	Online Offline	<u>Water Diplomacy and Transboundary Aquifer Management</u> <u>Water Diplomacy Workshop</u>	15 Hours 40 Hours	Q4 Q4
Functional	Advanced Data Analytics		iGOT	Online	Introduction to Emerging Technologies	2 ½ Hours	Q1
	Financial Management		CSIR+CNK (iGOT) ICAI - Institute of Chartered Accountants of India	Online Offline	Financial Management (Under development) <u>Public finance and government accounting</u>	** 48 Hours	Q1 Q3
	Project Management		Bharat Sanchar Nigam Limited (BSNL) (iGOT) IIPA Administrative Staff College of India (ASCI), Hyderabad	Online Blended Offline	<u>BSNL Mission Karmyogi</u> <u>Project Management course –IIPA</u> <u>Project and Contract Management</u>	9 Hours 45 Hours 45 Hours	Q1 Q1 Q2
	Contract Management		Ministry of Rural Development (iGOT) Administrative Staff College of India (ASCI), Hyderabad	Online Offline	<u>Procurement of Services, Works and Contract Management</u> <u>Project and Contract Management</u>	20 Hours 45 Hours	Q1 Q3
	Budgeting	ICAI - Institute of Chartered Accountants of India Stanford School of Humanities and Sciences	Online Online	<u>Risk Budgeting</u> <u>Principles of Economics: Stanford</u>	** 50 Hours	Q2 Q4	
	GFR	iGOT GFR Course	Online	<u>iGOT GFR Course</u>	2.5 Hours	Q1	
Behavioral	Leadership	Art of Living (iGOT) ISB Hyderabad	Online Offline	<u>Self Leadership</u> <u>The Essentials of Leadership programme</u>	1 Hour 45 Hours	Q3 Q3	
	Motivation	LBSNAA (iGOT)	Online	<u>Understanding Motivation</u>	1.5 hours	Q1	
	Negotiation	iGOT	Online	Conflict Management and Negotiation*	1 ½ Hours	Q1	
		IIM Raipur	Offline	<u>MDP On Negotiation Skills</u>	18 Hours	Q3	

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Teamwork		iGOT LinkedIn Udemy	Online Online Online	<u>BSNL Mission karmayogi</u> <u>Teamwork Foundations</u> <u>Teamwork and Team building Udemy</u>	9 hours 1.5 hours 0.5 hours	Q1 Q3 Q1
	Achievement Orientation		Ahmedabad management institute Udemy	Online Online	<u>Goal Setting & achievement orientation</u> <u>Goal setting and goal achievement</u>	3 Hours 3 ½ Hours	Q2 Q1

** Duration of the course is not specified and hence needs further discussion between department and institutes.

*This is an upcoming course on iGOT.

d. Deputy secretary

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical understanding of WASH Sector value chain for efficient policy formulation	Deputy Secretary	ISB IIPA CPPR	Blended Offline Online	<u>Advance Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	Q3 Q2 Q2
	International Convention/ Laws of water		National Water Academy Geneva Water Hub	Offline Online	<u>Water Law, and river valley disputes</u> <u>Online Course on International Water Law and the Law of Transboundary Aquifer</u>	27 Hour 50 Hours	Q2 Q4
	Circular economy and its benefits		ADB EDx Udemy	Online Online Online	<u>Circular Economy: Increasing Resource Efficiency and Designing Out Waste</u> <u>Circular Economy: An Introduction</u> <u>Master Course in Circular Economy 3.0</u>	½ Hour 42 Hours 1 hour	Q1 Q1 Q1
	WASH sector PPP project- Technical considerations (Cost estimation, user charges, regulations etc.)		Global/National WASH experts. WASH sector PPP Experts Representatives from Donor agencies	Online/ offline	Compendium of water PPP globally to be created. Workshop / round table discussion / learning hours to understand structuring modalities from technical and regulatory viewpoint.	Flexible	Q3
Functional	Advanced Data Analytics		iGOT	Online	<u>Introduction to Emerging Technologies</u>	2 ½ Hours	Q1
	GeM		Institute of Secretariat Training and Management (iGOT) MeiTY	Online Online	<u>Office Procedure</u> <u>CBP on office for users (Level-1)</u>	2 Hours 36 Hours	Q1 Q1

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Financial Management		CSIR+CNK (iGOT) ICAI - Institute of Chartered Accountants of India	Online Offline	Financial Management (Under development) <u>Public finance and government accounting</u>	** 48 Hours	Q1 Q3
	SNA Model		Can be covered as a part of learning hour from Finance wing.				
	HRMS and E-HRMS Rules		DoPT	Offline	<u>English-eHRMS brochure.pdf (pib.gov.in)</u>	Flexible	Q2
	Project Management		iGOT IIPA Administrative Staff College of India (ASCI), Hyderabad	Online Blended Offline	<u>BSNL Mission Karmyogi Project Management course –IIPA</u> <u>Project and Contract Management</u>	9 Hours 45 Hours 45 Hours	Q1 Q1 Q2
Behavioral	Stress Management		Art of Living	Online	<u>Stress Management course</u>	1 Hours	Q3
	Communication Skills		IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy	Online	<u>Effective Communication</u>	7 hours	Q1
				Offline Online	<u>Workshop on Communication Skills</u> <u>The Complete Communication Skills Master Class for Life</u>	18 Hours 30 Hours	Q2 Q2
	Time management		Department of Personnel and Training DoP&T (iGOT) Udemy LinkedIn	Online Online Online	<u>Time Management</u> <u>Time Management Course –Udemy</u> <u>Time Management Fundamentals-LinkedIn</u>	1 Hours 0.5 hours 2 hours	Q1 Q1 Q3
	Delegation		iGOT Udemy	Online Online	<u>BSNL Mission Karmayogi</u> <u>Delegation mastery</u>	9 Hours 4 Hours	Q1 Q1
Leadership	Art of Living (iGOT) ISB Hyderabad		Online Offline	<u>Self Leadership</u> <u>The Essentials of Leadership programme</u>	1 Hour 45 Hours	Q3 Q3	

** Duration of the course is not specified and hence needs further discussion between department and institutes.

e. Undersecretary

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical understanding of WASH Sector value chain for efficient policy formulation	Under Secretary	ISB IIPA CPPR	Blended Offline Online	<u>Policy Research and Analysis (isb.edu)</u> <u>Public Policy & VUCA World</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	Q3 Q2 Q2
	Technical understanding of hydroelectric power policy for efficient power policy		National Power Training institute	Offline	<u>Technical aspects including policy framework of Hydro Power Plant engineering</u>	45 Hours	Q3
	Water Convention/ Laws of water		National Water Academy Geneva Water Hub	Offline Online	<u>Water Law, and river valley disputes</u> <u>Online Course on International Water Law and the Law of Transboundary Aquifer</u>	27 Hours 50 Hours	Q2 Q4
	WASH sector PPP project- Technical considerations (Cost estimation, user charges, regulations etc.)		Global/National WASH experts. WASH sector PPP Experts Representatives from Donor agencies	Online/ offline	Compendium of water PPP globally to be created. Workshop / round table discussion / learning hours to understand structuring modalities from technical and regulatory viewpoint.	Flexible	Q3
Functional	Cyber Security		Microsoft (iGOT)	Online	<u>Cyber security</u>	2 hours	Q1
	GeM		Institute of Secretariat Training and Management (IGOT) MeiTY	Online Online	<u>Office Procedure</u> <u>CBP on office for users (Level-1)</u>	2 Hours 36 Hours	Q1 Q1
	MS Office		iGOT	Online	<u>Office Procedure</u>	2 Hours	Q1
	PFMS		Ministry of Rural Development (iGOT) Training Videos of PFMS	Online Online	<u>Procurement of Services, Works, and Contract Management</u> <u>Training Videos of PFMS</u>	20 Hours	Q1 Q1
	Budgeting	ICAI - Institute of Chartered Accountants of India Stanford School of Humanities and Sciences	Online Online	<u>Risk Budgeting</u> <u>Principles of Economics: Stanford</u>	** 50 Hours	Q2 Q4	
	CNA Model	Can be covered as a part of learning hour from Finance wing.					
Behavioral	Leadership	Art of Living (iGOT) ISB Hyderabad	Online Offline	<u>Self Leadership</u> <u>The Essentials of Leadership programme</u>	1 Hour 45 Hours	Q3 Q3	

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Stress Management		Art of Living	Online	<u>Stress Management course</u>	1 Hours	Q3
	Motivation		LBSNAA (iGOT)	Online	<u>Understanding Motivation</u>	1.5 hours	Q1
	Communication Skills		IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy	Online Offline Online	<u>Effective Communication</u> <u>Workshop on Communication Skills</u> <u>The Complete Communication Skills Master Class for Life</u>	7 hours 18 Hours 30 Hours	Q1 Q2 Q2
	Critical Thinking		iGOT IIM Bangalore	Online Offline	Critical Thinking (To be developed) <u>Decision making for managerial effectiveness</u>	** 27 Hours	Q1 Q3

** Duration of the course is not specified and hence needs further discussion between department and institutes.

f. Section Officer

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical understanding of WASH Sector value chain for efficient policy formulation	Section Officer	ISB IIPA CPPR	Blended Offline Online	<u>Advance Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	Q3 Q2 Q2
	International Convention/ Laws of Water		National Water Academy Geneva Water Hub	Offline Online	<u>Water Law, and river valley disputes</u> <u>Online Course on International Water Law and the Law of Transboundary Aquifer</u>	27 Hour 50 Hours	Q2 Q4
	WASH sector PPP project- Technical considerations (Cost estimation, user charges, regulations etc.)		Global/National WASH experts. WASH sector PPP Experts Representatives from Donor agencies	Online/ offline	Compendium of water PPP globally to be created. Workshop / round table discussion / learning hours to understand structuring modalities from technical and regulatory viewpoint.	Flexible	Q3
Functional	Advanced Data Analytics		iGOT	Online	<u>Introduction to Emerging Technologies</u>	2 ½ Hours	Q1
	Cyber Security		Microsoft (iGOT)	Online	<u>Cyber security</u>	2 hours	Q1
	Dispute redressal		iGOT	Online	<u>Conflict Resolution and Negotiation</u>	1 ½ Hours	Q1

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	E-Office		Institute of Secretariat Training and Management (iGOT)	Online	<u>Office Procedure</u>	2 Hours	Q1
	GeM		Institute of Secretariat Training and Management (iGOT)	Online	<u>Office Procedure</u>	2 Hours	Q1
	PFMS		MeiTY	Online	<u>CBP on office for users (Level-1)</u>	36 Hours	Q1
	Vigilance		Ministry of Rural Development (iGOT)	Online	<u>Procurement of Services, Works, and Contract Management</u>	20 Hours	Q1
	E-Governance		Training Videos of PFMS	Online	<u>Training Videos of PFMS</u>	20 Hours	Q1
			ISTM	Online	<u>Training Programme in Administrative Vigilance</u>	**	Q1
			iGOT	Online	<u>Basics of e-Governance & Digital India</u>	1 ½ Hours	Q1
			IIPA	Blended	<u>E-governance and digital India</u>	40 Hours	Q2
Behavioral	Communication Skills		IIMB (iGOT)	Online	<u>Effective Communication</u>	7 hours	Q1
			Institute of Secretariat Training and Management (ISTM)	Offline	<u>Workshop on Communication Skills</u>	18 Hours	Q2
			Udemy	Online	<u>The Complete Communication Skills Master Class for Life</u>	30 Hours	Q2
	Leadership		Art of Living (iGOT)	Online	<u>Self Leadership</u>	1 Hour	Q3
			ISB Hyderabad	Offline	<u>The Essentials of Leadership programme</u>	45 Hours	Q3
	Teamwork		iGOT	Online	<u>BSNL Mission karmayogi</u>	9 hours	Q1
			LinkedIn	Online	<u>Teamwork Foundations</u>	1.5 hours	Q3
			Udemy	Online	<u>Teamwork and Team building Udemy</u>	0.5 hours	Q1
Time Management	Department of Personnel and Training DoP&T (iGOT)		Online	<u>Time Management</u>	1 Hours	Q1	
	Udemy		Online	<u>Time Management Course –Udemy</u>	0.5 hours	Q1	
		LinkedIn	Online	<u>Time Management Fundamentals-LinkedIn</u>	2 hours	Q3	
	Critical Thinking		iGOT	Online	<u>Critical Thinking (To be developed)</u>	**	Q1
			IIM Bangalore	Offline	<u>Decision making for managerial effectiveness</u>	27 Hours	Q3

** Duration of the course is not specified and hence needs further discussion between department and institutes.

*This is an upcoming course on iGOT.

g. Assistant Section Officer

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical understanding of WASH Sector value chain for efficient policy formulation	Assistant Section Officer	ISB IIPA CPPR	Blended Offline Online	Management Program in Public Policy Public Policy Program Public Policy Methodology, Analysis and Evaluation	Flexible 35 Hours 9 hours	Q3 Q2 Q2
	International Convention/ Laws of Water		National Water Academy Geneva Water Hub	Offline Online	Water Law, and river valley disputes Online Course on International Water Law and the Law of Transboundary Aquifer	27 Hour 50 Hours	Q2 Q4
	Environmental Impact Assessment		NPTEL	Online	Environmental Impact Assessment	**	Q2
	Technical understanding of hydroelectric power policy for efficient power policy		National Power Training institute	Offline	Technical aspects including policy framework of Hydro Power Plant engineering	45 Hours	Q3
Functional	Dispute redressal		iGOT	Online	Conflict Resolution and Negotiation	1 ½ Hours	Q1
	Cyber Security		Microsoft (iGOT)	Online	cyber security	2 hours	Q1
	Social media Handling		LinkedIn Learning	Online	What is social media marketing? (linkedin.com)	1 Hour	Q1
	GFR		iGOT GFR Course	Online	iGOT GFR Course	2.5 Hours	Q1
	PFMS		Ministry of Rural Development (iGOT) Training Videos of PFMS	Online Online	Procurement of Services, Works, and Contract Management Training Videos of PFMS	20 Hours	Q1 Q1
	E-Office		Institute of Secretariat Training and Management (iGOT)	Online	Office Procedure	2 Hours	Q1
	GeM	iGOT ISTM	Online Online	Government e-Marketplace (DAKSHTA)	1 Hour 18 hours	Q1 Q1	
	RTI	ISTM (iGOT)	Online	RTI	1 Hours	Q1	

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Behavioral	Communication Skills		IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy	Online Offline Online	<u>Effective Communication Workshop on Communication Skills</u> <u>The Complete Communication Skills</u> <u>Master Class for Life</u>	7 hours 18 Hours 30 Hours	Q1 Q2 Q2
	Time Management		Department of Personnel and Training DoP&T (iGOT) Udemy LinkedIn	Online Online Online	<u>Time Management</u> <u>Time Management Course –Udemy</u> <u>Time Management Fundamentals-LinkedIn</u>	1 Hours 0.5 hours 2 hours	Q1 Q1 Q3
	Stress Management		Art of Living	Online	<u>Stress Management course</u>	1 Hours	Q3
	Teamwork		iGOT LinkedIn Udemy	Online Online Online	<u>BSNL Mission karmayogi</u> <u>Teamwork Foundations</u> <u>Teamwork and Team building Udemy</u>	9 hours 1.5 hours 0.5 hours	Q1 Q3 Q1
	Leadership		Art of Living (iGOT) ISB Hyderabad	Online Offline	<u>Self Leadership</u> <u>The Essentials of Leadership programme</u>	1 Hour 45 Hours	Q3 Q3

Table 11: Individual Capacity building calendar

** Duration of the course is not specified and hence needs further discussion between department and institutes.

We have followed following rational for selecting the training quarters, however the same is just for reference and can be modified based on mutual discussions withing department and amongst training institutes:

3. Q1- Quarter 1

- Competencies available in iGOT
- Competencies available Institutes associated with respective department

4. Q2- Quarter 2

- Competencies available in other department training institutes
- Competencies available Central and State Public Sector Undertakings
- Competencies available in other Indian Universities

5. Q3- Quarter 3

- Competencies available with private sector training organizations within and outside India (Udemy, Coursera, etc)
- Competencies available but require few modifications in other department training institutes/ Indian universities/ Central and State Public Sector Undertakings

6. Q4- Quarter 4

- Competencies available with foreign universities
- Competencies available with private sector training organizations but require few modifications in the course content

B. ACBP Calendar (Organizational)

a. Administration and Establishment Wing

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical understanding of WASH Sector value chain for efficient policy formulation	Administration and Establishment Wing	ISB IIPA CPPR	Blended Offline Online	<u>Advance Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	Q3 Q3 Q3
	International Convention/laws of water		National Water Academy Geneva Water Hub	Offline Online	<u>Water Law, and river valley disputes</u> <u>Online Course on International Water Law and the Law of Transboundary Aquifer</u>	27 Hour 50 Hours	Q2 Q4
	WASH sector PPP project-Technical considerations (Cost estimation, user charges, regulations etc.)		Global/National WASH experts. WASH sector PPP Experts Representatives from Donor agencies	Online/ offline	Compendium of water PPP globally to be created. Workshop / round table discussion / learning hours to understand structuring modalities from technical and regulatory viewpoint.	Flexible	Q3
	Technical understanding of hydroelectric power policy for efficient power policy		National Power Training institute	Offline	<u>Technical aspects including policy framework of Hydro Power Plant engineering</u>	45 Hours	Q3
	Technical understanding of Ground water mapping		Rajiv Gandhi National Ground Water and Research Institute	Offline	<u>Ground Water Resources Estimation (INGRES Software)</u>	40 Hours	Q1

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Technical	Technical consideration of Ground water modelling		Hatari Labs Udemy	Online Online	<u>Groundwater Modelling using MODFLOW 6 and Model Muse</u> <u>Advanced Groundwater Modelling and Pumping Test Analysis</u>	27 Hours 4 Hours	Q4 Q3
	Technical details of Coastal aquifers/desert aquifers/Himalayan aquifers		Central Ground Water Board (CGWB) Centre for science and environment Aqua foundation	Offline	<u>Tier II Training Course on Sustainable development & management of ground water resources</u> <u>Advanced Residential Training Programme on Urban Groundwater Management</u> <u>Training on Groundwater Detection using GPR & Electrical Method</u>	** 24 Hours **	Q2 Q3 Q4
	Technical understanding of Spring shed management		Rajiv Gandhi national ground water and research institute Dr. Raghu Nandan Singh toile Uttarakhand academy of administration National institute of hydrology, Roorkee	Offline Offline Offline	<u>Spring shed Management</u> <u>Integrated Spring shed Management Through Participatory Approach</u> <u>One-day training workshop on 'Tools and Techniques for Spring shed Management'</u>	40 Hours 27 Hours 9 hours	Q1 Q1 Q1
	Desalination technology		Institute for water education (IHE)	Online	<u>Online Course on Desalination and Membrane Technology</u>	**	Q3
	Isotope hydrology		Aqua Foundation University of Saskatchewan	Online Online	<u>Certificate course in Isotope Hydrology</u> <u>Isotope Hydrology Studies</u> <u>Isotope Hydrology</u>	** 35 Hours	Q3 Q4
	Functional		Cyber security		Microsoft (iGOT)	Online	<u>Cyber security</u>
PFMS		Ministry of Rural Development on iGOT Training Videos of PFMS	Online Online		<u>Procurement of Services, Works, and Contract Management</u> <u>Training Videos of PFMS</u>	20 Hours	Q1 Q1
GFR		iGOT GFR Course	Online		<u>iGOT GFR Course</u>	2.5 Hours	Q1
E-Office		Institute of Secretariat Training and Management (ISTM)	Online		<u>Office Procedure</u>	2 Hours	Q1
Vigilance		ISTM	Online		<u>Training Programme in Administrative Vigilance</u>	**	Q1
Establishment Rules		ISTM National Productivity Council	Online Offline		<u>Training programme on establishment rules</u> <u>Online course on Establish rules in services</u>	45 hours 18 Hours	Q2 Q2

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Behavioral	Stress Management		Art of Living	Online	<u>Stress Management course</u>	1 Hours	Q3
	Teamwork		iGOT	Online	<u>BSNL Mission karmayogi</u>	9 hours	Q1
			LinkedIn	Online	<u>Teamwork Foundations</u>	1.5 hours	Q3
			Udemy	Online	<u>Teamwork and Team building Udemy</u>	0.5 hours	Q1
	Leadership		Art of Living (iGOT)	Online	<u>Self Leadership</u>	1 Hour	Q3
Motivation	ISB Hyderabad	Offline	<u>The Essentials of Leadership programme</u>	45 Hours	Q3		
Critical Thinking		LBSNAA (iGOT)	Online	<u>Understanding Motivation</u>	1.5 hours	Q1	
		iGOT	Online	<u>Critical Thinking (To be developed)</u> <u>Decision making for managerial effectiveness</u>	**	Q1	
	IIM Bangalore	Offline	27 Hours		Q3		

** Duration of the course is not specified and hence needs further discussion between department and institutes.

b. Brahmaputra and Barak (B&B) Wing

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	International Convention/ laws of water	Brahmaputra and Barak (B&B) Wing	National Water Academy	Offline	<u>Water Law, and river valley disputes</u> <u>Online Course on International Water Law and the Law of Transboundary Aquifer</u>	27 Hour	Q2
			Geneva Water Hub	Online		50 Hours	Q4
	Technical understanding of WASH Sector value chain for efficient policy formulation		ISB	Blended	<u>Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible	Q3
			IIPA				
			CPPR	Online	9 hours	Q3	
Water Diplomacy	UNESCO	Online	<u>Water Diplomacy and Transboundary Aquifer Management</u> <u>Water Diplomacy Workshop</u>	15 Hours	Q4		
Technical understanding of hydroelectric power policy for efficient power policy	Waterdiplomacy.org	Offline	40 Hours	Q4			
Functional	CNA Model		National Power Training institute	Offline	<u>Technical aspects including policy framework of Hydro Power Plant engineering</u>	45 Hours	Q3
			National Water Academy	Offline	<u>Conventional Flood forecasting methods</u>	**	Q3
			Can be covered as a part of learning hour from Finance wing.				

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed		
	GeM		Institute of Secretariat Training and Management (iGOT) MeITY	Online Online	<u>Office Procedures</u> <u>CBP on office for users (Level-1)</u>	2 Hours 36 Hours	Q1 Q1		
	Public finance management system (PFMS)		iGOT MeITY	Online Online	<u>Procurement of Services, Works, and Contract Management</u> <u>Training Videos of PFMS</u>	20 Hours	Q1 Q1		
	SNA Model		Can be covered as a part of learning hour from Finance wing.						
	E-Office		Institute of Secretariat Training and Management (iGOT)	Online	<u>Office Procedure</u>	2 Hours	Q1		
	Contract Management		Ministry of Rural Development (iGOT) Administrative Staff College of India (ASCI), Hyderabad	Online Offline	<u>Procurement of Services, Works and Contract Management</u> <u>Project and Contract Management</u>	20 Hours 45 Hours	Q1 Q3		
Behavioral	Communication Skills		IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy	Online Offline Online	<u>Effective Communication</u> <u>Workshop on Communication Skills</u> <u>The Complete Communication Skills</u> <u>Master Class for Life</u>	7 hours 18 Hours 30 Hours	Q1 Q2 Q2		
	Delegation		iGOT Udemy	Online Online	<u>BSNL Mission Karmayogi</u> <u>Delegation mastery</u>	9 Hours 4 Hours	Q1 Q1		
	Leadership		Art of Living (iGOT) ISB Hyderabad	Online Offline	<u>Self Leadership</u> <u>The Essentials of Leadership programme</u>	1 Hour 45 Hours	Q3 Q3		
	Motivation		LBSNAA (iGOT)	Online	<u>Understanding Motivation</u>	1.5 hours	Q1		
	Stress Management		Art of Living	Online	<u>Stress Management course</u>	1 Hours	Q3		

c. Economic Wing

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Circular economy and its benefits		ADB	Online	<u>Circular Economy: Increasing Resource</u>	½ Hour	Q1
			EDx	Online	<u>Efficiency and Designing Out Waste</u>	42 Hours	Q1
			Udemy	Online	<u>Circular Economy: An Introduction</u> <u>Master Course in Circular Economy 3.0</u>	1 hour	Q1

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Technical understanding of hydroelectric power policy for efficient power policy		National Power Training institute	Offline	<u>Technical aspects including policy framework of Hydro Power Plant engineering</u>	45 Hours	Q3
	Technical understanding of WASH Sector value chain for efficient policy formulation		ISB IIPA CPPR	Blended Offline Online	<u>Advance Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	Q3 Q2 Q2
Functional	Cyber security		Microsoft (iGOT)	Online	<u>Cyber security</u>	2 hours	Q1
	Data Validation Tools		Capacity Building Commission (iGOT)	Online	<u>Data driven decision making for government</u>	2 ½ Hours	Q1
	Arbitration		Arun Jaitley National Institute of Financial Management	Offline	<u>MDP on Alternative Dispute Resolution Negotiation, Mediation, Conciliation & Arbitration</u>	27 Hours	Q2
	Budgeting		ICAI - Institute of Chartered Accountants of India Stanford School of Humanities and Sciences	Online Online	<u>Risk Budgeting</u> <u>Principles of Economics: Stanford</u>	** 50 Hours	Q2 Q4
	Cabinet Note		Institute of Secretariat Training and Management (iGOT)	Online	<u>Preparation of Cabinet Notes</u>	5 Hours	Q1
	E-Office		Institute of Secretariat Training and Management (iGOT)	Online	<u>Office Procedure</u>	2 Hours	Q1
Behavioral	Communication Skills		IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy	Online Offline Online	<u>Effective Communication</u> <u>Workshop on Communication Skills</u> <u>The Complete Communication Skills</u> <u>Master Class for Life</u>	7 hours 18 Hours 30 Hours	Q1 Q2 Q2
	Leadership		Art of Living (iGOT) ISB Hyderabad	Online Offline	<u>Self Leadership</u> <u>The Essentials of Leadership programme</u>	1 Hour 45 Hours	Q3 Q3

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Teamwork		iGOT LinkedIn Udemy	Online Online Online	<u>BSNL Mission karmayogi</u> <u>Teamwork Foundations</u> <u>Teamwork and Team building Udemy</u>	9 hours 1.5 hours 0.5 hours	Q1 Q3 Q1
	Time Management		Department of Personnel and Training DoP&T (iGOT) Udemy LinkedIn	Online Online Online	<u>Time Management</u> <u>Time Management Course –Udemy</u> <u>Time Management Fundamentals-LinkedIn</u>	1 Hours 0.5 hours 2 hours	Q1 Q1 Q3
	Critical Thinking		iGOT IIM Bangalore	Online Offline	Critical Thinking (To be developed) <u>Decision making for managerial effectiveness</u>	** 27 Hours	Q1 Q3

** Duration of the course is not specified and hence needs further discussion between department and institutes.

d. Finance Wing

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical proposal and DPR preparation	Finance Wing	Ministry of Rural Development (iGOT)	Online	<u>Preparation of Detailed Project Report (DPR)</u>	8 ½ Hours	Q1
	Technical understanding of WASH Sector value chain for efficient policy formulation		ISB IIPA CPPR	Blended Offline Online	<u>Advance Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	Q3 Q2 Q2
	Environmental impact assessment		NPTEL Online certification	Online	<u>Environmental Impact Assessment</u>	**	Q2
Functional	Advance data Analytics		iGOT	Online	<u>Introduction to Emerging Technologies</u>	2 ½ Hours	Q1
	Budgeting		ICAI - Institute of Chartered accountants of India Stanford School of Humanities and Sciences	Online Online	<u>Risk Budgeting</u> <u>Principles of Economics: Stanford</u>	** 50 Hours	Q2 Q4

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	CNA Model		Can be covered as a part of learning hour from Finance wing.				
	Contract Management		Ministry of Rural Development (iGOT) Administrative Staff College of India (ASCI), Hyderabad	Online Offline	<u>Procurement of Services, Works and Contract Management</u> <u>Project and Contract Management</u>	20 Hours 45 Hours	Q1 Q3
	GFR		iGOT GFR Course	Online	<u>iGOT GFR Course</u>	2.5 Hours	Q1
	Procurement and tender writing		Ministry of Rural Development (iGOT)	Online	<u>Procurement of Services, Works and Contract Management</u>	20 Hours	Q1
Behavioral	Leadership		Art of Living (iGOT) ISB Hyderabad	Online Offline	<u>Self Leadership</u> <u>The Essentials of Leadership programme</u>	1 Hour 45 Hours	Q3 Q3
	Teamwork		iGOT LinkedIn Udemy	Online	<u>BSNL Mission karmayogi</u>	9 hours	Q1
				Online	<u>Teamwork Foundations</u>	1.5 hours	Q3
				Online	<u>Teamwork and Team building Udemy</u>	0.5 hours	Q1
	Time Management		Department of Personnel and Training DoP&T (iGOT) Udemy LinkedIn	Online	<u>Time Management</u>	1 Hours	Q1
				Online Online	<u>Time Management Course –Udemy</u> <u>Time Management Fundamentals-LinkedIn</u>	0.5 hours 2 hours	Q1 Q3
Communication Skills	IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy		Online Offline Online	<u>Effective Communication</u> <u>Workshop on Communication Skills</u> <u>The Complete Communication Skills</u> <u>Master Class for Life</u>	7 hours 18 Hours 30 Hours	Q1 Q2 Q2	
Stress Management	Art of Living		Online	<u>Stress Management course</u>	1 Hours	Q3	

** Duration of the course is not specified and hence needs further discussion between department and institutes.

e. Flood Management Wing

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical understanding of WASH Sector value chain for	Flood Management Wing	ISB IIPA CPPR	Blended Offline Online	<u>Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	Q3 Q3 Q3

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	efficient policy formulation						
	International Convention/ Laws of Water		National Water Academy Geneva Water Hub	Offline Online	<u>Water Law, and river valley disputes</u> <u>Online Course on International Water Law and the Law of Transboundary Aquifer</u>	27 Hour 50 Hours	Q2 Q4
	Technical understanding of hydroelectric power policy for efficient power policy		National Power Training institute	Offline	<u>Technical aspects including policy framework of Hydro Power Plant engineering</u>	45 Hours	Q3
	Soil Erosion management		NPTEL	Online	Soil and water conservation engineering	26 Hours	Q2
	Water Diplomacy		UNESCO Waterdiplomacy.org	Online Offline	<u>Water Diplomacy and Transboundary Aquifer Management</u> <u>Water Diplomacy Workshop</u>	15 Hours 40 Hours	Q4 Q4
	PFMS		Ministry of Rural Development (iGOT) Training Videos of PFMS	Online Online	<u>Procurement of Services, Works, and Contract Management</u> <u>Training Videos of PFMS</u>	20 Hours	Q1 Q1
Functional	E-Office		iGOT	Online	<u>Office Procedure</u>	2 Hours	Q1
	GFR		iGOT GFR Course	Online	<u>iGOT GFR Course</u>	2.5 Hours	Q1
	Basic accounting system		Udemy	Online	<u>Basics of accounting</u>	9 Hours	Q1
	Cabinet Note		Institute of Secretariat Training and Management (iGOT)	Online	<u>Preparation of Cabinet Notes</u>	5 Hours	Q1
	HR Monitoring and Management		DoPT	Offline	<u>English-eHRMS brochure.pdf (pib.gov.in)</u>	Flexible	Q2
	Behavioral		Stress Management	Art of Living	Online	<u>Stress Management course</u>	1 Hours
Teamwork			iGOT	Online	<u>BSNL Mission karmayogi</u>	9 hours	Q1
			Linkedln Udemy	Online Online	<u>Teamwork Foundations</u> <u>Teamwork and Team building Udemy</u>	1.5 hours 0.5 hours	Q3 Q1

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Communication Skills		IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy	Online Offline Online	<u>Effective Communication Workshop on Communication Skills</u> <u>The Complete Communication Skills Master Class for Life</u>	7 hours 18 Hours 30 Hours	Q1 Q2 Q2
	Leadership		Art of Living (iGOT) ISB Hyderabad	Online Offline	<u>Self Leadership</u> <u>The Essentials of Leadership programme</u>	1 Hour 45 Hours	Q3 Q3
	Motivation		LBSNAA (iGOT)	Online	<u>Understanding Motivation</u>	1.5 hours	Q1

f. Hindi Wing

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Technical understanding of WASH Sector value chain for efficient policy formulation		ISB IIPA CPPR	Blended Offline Online	<u>Advance Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	Q3 Q2 Q2
	Rehabilitation and resettlement (R&R) issues		IIPA	Offline	<u>Land acquisition, rehabilitation, and resettlement</u>	40 Hours	Q3
	Water Demand Forecasting		NPTEL	Online	<u>Water Supply Engineering</u>	**	Q3
	Water Diplomacy		UNESCO Waterdiplomacy.org	Online Offline	<u>Water Diplomacy and Transboundary Aquifer Management</u> <u>Water Diplomacy Workshop</u>	15 Hours 40 Hours	Q4 Q4
Functional	Dispute Redressal		iGOT	Online	<u>Conflict Resolution and Negotiation</u>	1 ½ Hours	Q1
	E-Governance		iGOT IIPA	Online Blended	<u>Basics of e-Governance & Digital India</u> <u>E-governance and digital India</u>	1 ½ Hours 40 Hours	Q1 Q2
	E-Office		iGOT	Online	<u>Office Procedure</u>	2 Hours	Q1
	Handling Parliament Query		Institute of Secretariat Training and Management (iGOT)	Online	<u>Parliament at Work</u>	5 Hours	Q1
	Right to Information Act (2005)		iGOT	Online	<u>RTI Act 2005</u>	1 Hour	Q1
	RTI Matters		ISTM (iGOT)	Online	<u>RTI</u>	1 Hours	Q1

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Behavioral	Adaptability		Coursera	Online	Adaptability and resilience	8 Hours	Q2
	Leadership		Art of Living (iGOT) ISB Hyderabad	Online Offline	Self Leadership The Essentials of Leadership programme	1 Hour 45 Hours	Q3 Q3
	Motivation		LBSNAA (iGOT)	Online	Understanding Motivation	1.5 hours	Q1
	Negotiation		iGOT IIM Raipur	Online Offline	Conflict Resolution and Negotiation MDP On Negotiation Skills	1 ½ Hours 18 Hours	Q1 Q3
	Teamwork		iGOT LinkedIn Udemy	Online Online Online	BSNL Mission karmayogi Teamwork Foundations Teamwork and Team building Udemy	9 hours 1.5 hours 0.5 hours	Q1 Q3 Q1

*This is an upcoming course on iGOT.

g. Minor Irrigation Statistics Wing

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Remote sensing in ground water management	Minor Irrigation Statistics Wing	Northeastern Regional Institute of Water and Land Management	Offline	Remote Sensing and GIS application in development and management of command area	40 Hours	Q3
	WASH sector PPP project-Technical considerations (Cost estimation, user charges, regulations etc.)		Global/National WASH experts. WASH sector PPP Experts Representatives from Donor agencies	Online/ offline	Compendium of water PPP globally to be created. Workshop / round table discussion / learning hours to understand structuring modalities from technical and regulatory viewpoint.	Flexible	Q3
Functional	Advance Data Analytics		iGOT	Online	Introduction to Emerging Technologies	2 ½ Hours	Q1
	SNA Model		Can be covered as a part of learning hour from Finance wing.				
	PFMS		Ministry of Rural Development (iGOT) Training Videos of PFMS	Online Online	Procurement of Services, Works, and Contract Management Training Videos of PFMS	20 Hours	Q1 Q1
	GFR	iGOT GFR Course	Online	iGOT GFR Course	2.5 Hours	Q1	

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Budgeting		ICAI - Institute of Chartered Accountants of India Stanford School of Humanities and Sciences	Online Online	<u>Risk Budgeting</u> <u>Principles of Economics: Stanford</u>	** 50 Hours	Q2 Q4
	Financial Management		CSIR+CNK (iGOT) ICAI - Institute of Chartered Accountants of India	Online Offline	Financial Management (Under development) <u>Public finance and government accounting</u>	** 48 Hours	Q1 Q3
	Training on usage dashboard		Capacity Building Commission (iGOT)	Online	<u>Data Driven Decision Making for Government</u>	2 ½ Hours	Q1
Behavioral	Time Management		Department of Personnel and Training DoP&T (iGOT) Udemy LinkedIn	Online Online Online	<u>Time Management</u> <u>Time Management Course – Udemy</u> <u>Time Management Fundamentals-LinkedIn</u>	1 Hours 0.5 hours 2 hours	Q1 Q1 Q3
	Stress Management		Art of Living	Online	<u>Stress Management course</u>	1 Hours	Q3
	Communication Skills		IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy	Online Offline Online	<u>Effective Communication</u> <u>Workshop on Communication Skills</u> <u>The Complete Communication Skills Master Class for Life</u>	7 hours 18 Hours 30 Hours	Q1 Q2 Q1
				iGOT IIM Bangalore	Online Offline	Critical Thinking (To be developed) <u>Decision making for managerial effectiveness</u>	** 27 Hours
	Teamwork		iGOT LinkedIn Udemy	Online Online Online	<u>BSNL Mission karmavog</u> <u>Teamwork Foundations</u> <u>Teamwork and Team building Udemy</u>	9 hours 1.5 hours 0.5 hours	Q1 Q3 Q1

** Duration of the course is not specified and hence needs further discussion between department and institutes.

h. Peninsular River Wing

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	International Convention/ laws of water		National Water Academy Geneva Water Hub	Offline Online	<u>Water Law, and river valley disputes</u>	27 Hour 50 Hours	Q2 Q4

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
		Peninsular River Wing			<u>Online Course on International Water Law and the Law of Transboundary Aquifer</u>		
	Technical understanding of WASH Sector value chain for efficient policy formulation		ISB IIPA CPPR	Blended Offline Online	<u>Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	Q3 Q3 Q3
	Water diplomacy		UNESCO Waterdiplomacy.org	Online Offline	<u>Water Diplomacy and Transboundary Aquifer Management</u> <u>Water Diplomacy Workshop</u>	15 Hours 40 Hours	Q4 Q4
Functional	Advance data Analytics		iGOT	Online	<u>Introduction to Emerging Technologies</u>	2 ½ Hours	Q1
	Budgeting		ICAI - Institute of Chartered Accountants of India Stanford School of Humanities and Sciences	Online Online	<u>Risk Budgeting</u> <u>Principles of Economics: Stanford</u>	** 50 Hours	Q2Q4
	MS Office		Institute of Secretariat Training and Management (iGOT)	Online	<u>Office Procedure</u>	2 Hours	Q1
	Procurement and Tender Writing		Ministry of Rural Development (iGOT)	Online	<u>Procurement of Services, Works and Contract Management</u>	20 Hours	Q1
	Financial Management		CSIR+CNK (iGOT) ICAI - Institute of Chartered Accountants of India	Online Offline	Financial Management (Under development) <u>Public finance and government accounting</u>	** 48 Hours	Q1 Q3
	Arbitration		Arun Jaitley National Institute of Financial Management	Offline	<u>MDP on Alternative Dispute Resolution</u> <u>Negotiation, Mediation, Conciliation & Arbitration</u>	27 Hours	Q2
	Behavioral		Critical Thinking	iGOT IIM Bangalore	Online Offline	Critical Thinking (To be developed) <u>Decision making for managerial effectiveness</u>	** 27 Hours
Leadership		Art of Living (iGOT) ISB Hyderabad	Online Offline	<u>Self Leadership</u>	1 Hour 45 Hours	Q3 Q3	

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
					The Essentials of Leadership programme		
	Negotiation		iGOT IIM Raipur	Online Offline	Conflict Resolution and Negotiation MDP On Negotiation Skills	1 ½ Hours 18 Hours	Q1 Q3
	Stress Management		Art of Living	Online	Stress Management course	1 Hours	Q3
	Adaptability		Coursera	Online	Adaptability and resilience	8 Hours	Q2

*This is an upcoming course on iGOT.

** Duration of the course is not specified and hence needs further discussion between department and institutes.

i. River Development and Public Policy (RD & PP) Wing

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical understanding of WASH Sector value chain for efficient policy formulation	River Development & Public Policy (RD & PP) Wing	ISB IIPA CPPR	Blended Offline Online	Advance Management Program in Public Policy Public Policy Program Public Policy Methodology, Analysis and Evaluation	Flexible 35 Hours 9 hours	Q3 Q2 Q2
	International Convention/ Laws of Water		National Water Academy Geneva Water Hub	Offline Online	Water Law, and river valley disputes Water Law and the Law of Transboundary Aquifer	27 Hour 50 Hours	Q2 Q4
	WASH sector PPP project-Technical considerations (Cost estimation, user charges, regulations etc.)		Global/National WASH experts. WASH sector PPP Experts Representatives from Donor agencies	Online/ offline	Compendium of water PPP globally to be created. Workshop / round table discussion / learning hours to understand structuring modalities from technical and regulatory viewpoint.	Flexible	Q3
	Water demand forecasting		NPTEL	Online	Water Supply Engineering	**	Q3
	Flood forecasting		National Water Academy	Offline	Conventional Flood forecasting methods	**	Q3
	Technical proposal evaluation in water sector		Ministry of Rural Development (iGOT)	Online	Preparation of Detailed Project Report (DPR)	8 ½ Hours	Q1
	Technical understanding of hydroelectric power		National Power Training institute	Offline	Technical aspects including policy framework of Hydro Power Plant engineering	45 Hours	Q3

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed	
	policy for efficient power policy							
	Soil Erosion management		NPTEL	Online	Soil and water conservation engineering	26 Hours	Q2	
	Water Resource Management		Northeastern Regional Institute of Water and Land Management (NERIWALM)	Blended	Water resource Management	**	Q2	
	Project Appraisal Framework		Arun Jaitley national institute of financial management (AJNIFM)	Online	MDP on project appraisal and risk analysis	40 Hours	Q2	
	Sewage treatment techniques		NPTEL	Online	Wastewater Treatment and Recycling	**	Q2	
	Remote sensing in ground water management		Northeastern Regional Institute of Water and Land Management	Offline	Remote Sensing and GIS application in development and management of command area	40 Hours	Q3	
Functional	Data validation tools		Capacity Building Commission (iGOT)	Online	Data driven decision making for government	2 ½ Hours	Q1	
	Conflict management		iGOT	Online	Conflict Resolution and Negotiation*	1 ½ Hours	Q1	
	Advance Data Analytics		iGOT	Online	Introduction to Emerging Technologies	2 ½ Hours	Q1	
	E-Office		Institute of Secretariat Training and Management (iGOT)	Online	Office Procedure	2 Hours	Q1	
	Project Management			iGOT IIPA Administrative Staff College of India (ASCI), Hyderabad	Online Blended Offline	BSNL Mission Karmyogi Project Management course – IIPA Project and Contract Management	9 Hours	Q1
							45 Hours	Q2
	E-Governance		iGOT IIPA	Online Blended	Basics of e Governance & Digital India E-governance and digital India	1 ½ Hours	Q1	
						40 Hours	Q2	
GFR		iGOT GFR Course	Online	iGOT GFR Course	2.5 Hours	Q1		

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	PFMS		Ministry of Rural Development (iGOT) Training Videos of PFMS	Online Online	<u>Procurement of Services, Works, and Contract Management</u> Training Videos of PFMS	20 Hours	Q1 Q1
Behavioral	Communication Skills		IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy	Online Offline Online	<u>Effective Communication Workshop on Communication Skills</u> <u>The Complete Communication Skills Master Class for Life</u>	7 hours 18 Hours 30 Hours	Q1 Q2 Q2
	Stress Management		Art of Living	Online	<u>Stress Management course</u>	1 Hours	Q3
	Teamwork		iGOT LinkedIn Udemy	Online Online Online	<u>BSNL Mission karmayogi Teamwork Foundations</u> <u>Teamwork and Team building Udemy</u>	9 hours 1.5 hours 0.5 hours	Q1 Q3 Q1
	Time Management		Department of Personnel and Training DoP&T (iGOT) Udemy LinkedIn	Online Online Online	<u>Time Management</u> <u>Time Management Course – Udemy</u> <u>Time Management Fundamentals-LinkedIn</u>	1 Hours 0.5 hours 2 hours	Q1 Q1 Q3
	Motivation		LBSNAA (iGOT)	Online	<u>Understanding Motivation</u>	1.5 hours	Q1

*This is an upcoming course on iGOT.

** Duration of the course is not specified and hence needs further discussion between department and institutes.

j. State Projects Wing

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical understanding of WASH Sector value chain for efficient policy formulation	State Projects Wing	ISB IIPA CPPR	Blended Offline Online	<u>Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	O3 O3 Q3
	Irrigation Project Management		The northeastern regional institute of water and land management	Offline	<u>Participatory Irrigation Management</u>	18 Hours	Q1

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed		
	Water Resource Management		Northeastern Regional Institute of Water and Land Management (NERIWALM)	Blended	<u>Water resource Management</u>	**	Q2		
	Water diplomacy		UNESCO Waterdiplomacy.org	Online Offline	<u>Water Diplomacy and Transboundary Aquifer Management</u> <u>Water Diplomacy Workshop</u>	15 Hours 40 Hours	Q4 Q4		
	WASH sector PPP project-Technical considerations (Cost estimation, user charges, regulations etc.)		Global/National WASH experts. WASH sector PPP Experts Representatives from Donor agencies	Online/Offline	Compendium of water PPP globally to be created. Workshop / round table discussion / learning hours to understand structuring modalities from technical and regulatory viewpoint.	Flexible	Q1		
Functional	Cyber Security		Microsoft (iGOT)						Online
	SNA Model		Can be covered as a part of learning hour from Finance wing.						
	MS-Office		Institute of Secretariat Training and Management (iGOT)	Online	<u>Office Procedure</u>	2 Hours	Q1		
	PFMS		Ministry of Rural Development (iGOT) Training Videos of PFMS	Online Online	<u>Procurement of Services, Works, and Contract Management</u> <u>Training Videos of PFMS</u>	20 Hours	Q1 Q1		
	Cabinet Note		Institute of Secretariat Training and Management (iGOT)	Online	<u>Preparation of Cabinet Notes</u>	5 Hours	Q1		
	E-Office		Institute of Secretariat Training and Management (iGOT)	Online	<u>Office Procedure</u>	2 Hours	Q1		
	Behavioral		Communication Skills	IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy	Online Offline Online	<u>Effective Communication Workshop on Communication Skills</u> <u>The Complete Communication Skills Master Class for Life</u>	7 hours 18 Hours 30 Hours	Q1 Q2 Q2	
Stress Management		Art of Living	Online	<u>Stress Management course</u>	1 Hours	Q3			

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Critical Thinking		iGOT IIM Bangalore	Online Offline	Critical Thinking (To be developed) <u>Decision making for managerial effectiveness</u>	** 27 Hours	Q1 Q3
	Teamwork		iGOT LinkedIn Udemy	Online Online Online	<u>BSNL Mission karmayogi Teamwork Foundations</u> <u>Teamwork and Team building Udemy</u>	9 hours 1.5 hours 0.5 hours	Q1 Q3 Q1
	Delegation		iGOT Udemy	Online Online	<u>BSNL Mission Karmayogi Delegation mastery</u>	9 Hours 4 Hours	Q1 Q1

** Duration of the course is not specified and hence needs further discussion between department and institutes.

k. CADWM

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Integrated irrigation management		The northeastern regional institute of water and land management	Offline	<u>Participatory Irrigation Management</u>	18 Hours	Q1
	Water Resource Management		Northeastern Regional Institute of Water and Land Management (NERIWALM)	Blended	<u>Water resource Management</u>	**	Q2
	Water use Efficiency		The northeastern regional institute of water and land management	Offline	<u>Water use efficiency</u>	27 Hours	Q1
	Remote sensing in ground water management		Northeastern Regional Institute of Water and Land Management	Offline	<u>Remote Sensing and GIS application in development and management of command area</u>	40 Hours	Q3
	International convention/ laws of water		National Water Academy Geneva Water Hub	Offline Online	<u>Water Law, and river valley disputes</u> <u>Online Course on International Water Law and the Law of Transboundary Aquifer</u>	27 Hours 50 Hours	Q2 Q4

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Functional	Cyber security		Microsoft (iGOT)	Online	Cyber security	2 hours	Q1
	Arbitration		Arun Jaitley National Institute of Financial Management	Offline	MDP on Alternative Dispute Resolution Negotiation, Mediation, Conciliation & Arbitration	27 Hours	Q2
	Cabinet Note		Institute of Secretariat Training and Management (iGOT)	Online	Preparation of Cabinet Notes	5 Hours	Q1
	Contract Management		Ministry of Rural Development (iGOT) Administrative Staff College of India (ASCI), Hyderabad	Online Offline	Procurement of Services, Works and Contract Management Project and Contract Management	20 Hours 45 Hours	Q1 Q3
	Financial Management		CSIR+CNK (iGOT) ICAI - Institute of Chartered Accountants of India	Online Offline	Financial Management (Under development) Public finance and government accounting	** 48 Hours	Q1 Q3
	GFR		iGOT GFR Course	Online	iGOT GFR Course	2.5 Hours	Q1
Behavioral	Communication skills		IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemey	Online Offline Online	Effective Communication Workshop on Communication Skills The Complete Communication Skills Master Class for Life	7 hours 18 Hours 30 Hours	Q1 Q2 Q2
	Leadership		Art of Living (iGOT) ISB Hyderabad	Online Offline	Self Leadership The Essentials of Leadership programme	1 Hour 45 Hours	Q3 Q3
	Time Management		Department of Personnel and Training DoP&T (iGOT) Udemey LinkedIn		Time Management Time Management Course – Udemey Time Management Fundamentals-LinkedIn	1 Hours 0.5 hours 2 hours	Q1 Q1 Q3
	Critical Thinking		iGOT IIM Bangalore	Online Offline	Critical Thinking (To be developed) Decision making for managerial effectiveness	** 27 Hours	Q1 Q3
	Negotiation		iGOT IIM Raipur	Online Offline	Conflict Resolution and Negotiation	1 ½ Hours 18 Hours	Q1 Q3

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
					MDP On Negotiation Skills		

*This is an upcoming course on iGOT.

I. National Water Mission

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	International Convention/ Laws of Water	National Water Mission	National Water Academy Geneva Water Hub	Offline Online	<u>Water Law, and river valley disputes</u> <u>Online Course on International Water Law and the Law of Transboundary Aquifer</u>	27 Hour 50 Hours	Q2 Q4
	Circular Economy and its benefits		ADB EDx Udemy	Online Online Online	<u>Circular Economy: Increasing Resource Efficiency and Designing Out Waste</u> <u>Circular Economy: An Introduction</u> <u>Master Course in Circular Economy 3.0</u>	½ Hour 42 Hours 1 hour	Q1 Q1 Q1
	Technical understanding of WASH Sector value chain for efficient policy formulation		ISB IIPA CPPR	Blended Offline Online	<u>Advance Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	O3 O2 Q2
	International global practice in ground water management		NPTEL	Online	<u>Groundwater hydrology and management</u>	**	Q3
	Sewage treatment techniques		NPTEL	Online	<u>Wastewater Treatment and Recycling</u>	**	Q2
	Functional		Contract Management	Ministry of Rural Development (iGOT) Administrative Staff College of India (ASCI), Hyderabad	Online Offline	<u>Procurement of Services, Works and Contract Management</u> <u>Project and Contract Management</u>	20 Hours 45 Hours
GFR			iGOT GFR Course	Online	<u>iGOT GFR Course</u>	2.5 Hours	Q1
CNA Model			Can be covered as a part of learning hour from Finance wing.				
Grievance Redressal			Institute of Secretariat Training	Online	<u>Public Grievance Handling and CPGRAM 7.0</u>	2 Hours	Q1

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
			and Management (iGOT)				
	PFMS		Ministry of Rural Development (iGOT) Training Videos of PFMS	Online Online	<u>Procurement of Services, Works, and Contract Management</u> <u>Training Videos of PFMS</u>	20 Hours	Q1 Q1
	Convergence of efforts						
Behavioral	Critical Thinking		iGOT IIM Bangalore	Online Offline	Critical Thinking (To be developed) <u>Decision making for managerial effectiveness</u>	** 27 Hours	Q1 Q3
	Adaptability		Coursera	Online	<u>Adaptability and resilience</u>	8 Hours	Q2
	Communication Skills		IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy	Online Offline Online	<u>Effective Communication Workshop on Communication Skills</u> <u>The Complete Communication Skills Master Class for Life</u>	7 hours 18 Hours 30 Hours	Q1 Q2 Q2
			Negotiation	iGOT IIM Raipur	Online Offline	<u>Conflict Resolution and Negotiation</u> <u>MDP On Negotiation Skills</u>	1 ½ Hours 18 Hours
	Time Management	Department of Personnel and Training DoP&T (iGOT) Udemy LinkedIn	Online Online Online	<u>Time Management</u> <u>Time Management Course – Udemy</u> <u>Time Management Fundamentals-LinkedIn</u>	1 Hours 0.5 hours 2 hours	Q1 Q1 Q3	

m. Indus Wing

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	International Convention/ Laws of Water		National Water Academy Geneva Water Hub	Offline Online	<u>Water Law, and river valley disputes</u> <u>Online Course on International Water Law and the Law of Transboundary Aquifer</u>	27 Hour 50 Hours	Q2 Q4

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Technical understanding of WASH Sector value chain for efficient policy formulation	Indus Wing	ISB IIPA CPPR	Blended Offline Online	<u>Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	Q3 Q3 Q3
	Water Diplomacy		UNESCO Waterdiplomacy.org	Online Offline	<u>Water Diplomacy and Transboundary Aquifer Management</u> <u>Water Diplomacy Workshop</u>	15 Hours 40 Hours	Q4 Q4
	Technical understanding of hydroelectric power policy for efficient power policy		National Power Training institute	Offline	<u>Technical aspects including policy framework of Hydro Power Plant engineering</u>	45 Hours	Q3
	Environmental Impact assessment		NPTEL Online certification	Online	<u>Environmental Impact Assessment</u>	**	Q2
Functional	Dispute redressal		iGOT	Online	<u>Conflict Resolution and Negotiation</u>	1 ½ Hours	Q1
	E-Office		Institute of Secretariat Training and Management (iGOT)	Online	<u>Office Procedure</u>	2 Hours	Q1
	RTI		ISTM (iGOT)	Online	RTI	1 Hours	Q1
	Arbitration		Arun Jaitley National Institute of Financial Management	Offline	<u>MDP on Alternative Dispute Resolution</u> <u>Negotiation, Mediation, Conciliation & Arbitration</u>	27 Hours	Q2
	GFR		iGOT GFR Course	Online	<u>iGOT GFR Course</u>	2.5 Hours	Q1
	E-Governance		iGOT IIPA	Online Blended	<u>Basics of e-Governance & Digital India</u> <u>E-governance and digital India</u>	1 ½ Hours 40 Hours	Q1 Q2
	Behavioral	Leadership	Art of Living (iGOT) ISB Hyderabad	Online Offline	<u>Self Leadership</u> <u>The Essentials of Leadership programme</u>	1 Hour 45 Hours	Q3 Q3
Teamwork		iGOT LinkedIn Udemy	Online Online Online	<u>BSNL Mission karmayogi</u> <u>Teamwork Foundations</u> <u>Teamwork and Team building Udemy</u>	9 hours	Q1	
					1.5 hours 0.5 hours	Q3 Q1	
Communication Skills		IIMB (iGOT)	Online Offline	<u>Effective Communication</u>	7 hours 18 Hours	Q1 Q2	

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
			Institute of Secretariat Training and Management (ISTM) Udemy	Online	Workshop on Communication Skills The Complete Communication Skills Master Class for Life	30 Hours	Q2
	Stress management		Art of Living	Online	Stress Management course	1 Hours	Q3
	Time Management		Department of Personnel and Training DoP&T (iGOT) Udemy LinkedIn	Online Online Online	Time Management Time Management Course – Udemy Time Management Fundamentals-LinkedIn	1 Hours 0.5 hours 2 hours	Q1 Q1 Q3

*This is an upcoming course on iGOT.

n. CGWB

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical understanding of Ground water mapping	CGWB	Rajiv Gandhi national ground water and research institute	Offline	Ground Water Resources Estimation (INGRES Software)	40 Hours	Q1
	Technical understanding of Spring shed management		Rajiv Gandhi national ground water and research institute Dr. Raghu Nandan Singh tole Uttarakhand academy of administration National institute of hydrology, Roorkee	Offline Offline Offline	Spring shed Management Integrated Spring shed Management Through Participatory Approach One-day training workshop on 'Tools and Techniques for Spring shed Management'	40 Hours 27 Hours 9 hours	Q1 Q1 Q1
	Environmental Impact assessment		NPTTEL Online certification	Online	Environmental Impact Assessment	**	Q2
	Social impact assessment		Centre for science and environment	Offline	Social Impact assessment	40 Hours	Q3
	Water Resource Management		Northeastern Regional Institute of	Blended	Water resource Management	**	Q2

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
			Water and Land Management (NERIWALM)				
	Technical consideration of Ground water modelling		Hatari Labs Udemy	Online Online	<u>Groundwater Modelling using MODFLOW 6 and Model Muse Advanced Groundwater Modelling and Pumping Test Analysis</u>	27 Hours 4 Hours	Q4 Q3
	Technical details of Coastal aquifers/desert aquifers/Himalayan aquifers		Central Ground Water Board Centre for science and environment Aqua foundation	Offline	<u>Tier II Training Course on Sustainable development & management of ground water resources</u> <u>Advanced Residential Training Programme on Urban Groundwater Management</u> <u>Training on Groundwater Detection using GPR & Electrical Method</u>	** 24 Hours **	Q2 Q3 Q4
	Desalination technology		Institute for water education (IHE)	Online	<u>Online Course on Desalination and Membrane Technology</u>	**	Q3
	Isotope hydrology		Aqua Foundation University of Saskatchewan	Online Online	<u>Certificate course in Isotope Hydrology</u> <u>Isotope Hydrology Studies</u> <u>Isotope Hydrology</u>	** 35 Hours	Q3 Q4
	E-Office		Institute of Secretariat Training and Management (iGOT)	Online	<u>Office Procedure</u>	2 Hours	Q1
Functional	Financial Management	CSIR+CNK (iGOT) ICAI - Institute of Chartered Accountants of India	Online Offline	Financial Management (Under development) <u>Public finance and government accounting</u>	** 48 Hours	Q1 Q3	
	HRMS & E-HRMS Rules	DoP&T	Offline	<u>English-eHRMS brochure.pdf (pib.gov.in)</u> <u>Offline Training</u>	Flexible	Q2	
	Project Management	iGOT IIPA Administrative Staff College of India (ASCI), Hyderabad	Online Blended Offline	<u>BSNL Mission Karmyogi Project Management course – IIPA</u> <u>Project and Contract Management</u>	9 Hours	Q1	
					45 Hours 45 Hours	Q1 Q2	

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Behavioral	E-Governance		iGOT IIPA	Online Blended	<u>Basics of e-Governance & Digital India</u> <u>E-governance and digital India</u>	1 ½ Hours 40 Hours	Q1 Q2
	Leadership		Art of Living (iGOT) ISB Hyderabad	Online Offline	<u>Self Leadership</u> <u>The Essentials of Leadership programme</u>	1 Hour 45 Hours	Q3 Q3
	Motivation		LBSNAA (iGOT)	Online	<u>Understanding Motivation</u>	1.5 hours	Q1
	Time Management		Department of Personnel and Training DoP&T (iGOT) Udemy LinkedIn	Online Online Online	<u>Time Management</u> <u>Time Management Course – Udemy</u> <u>Time Management Fundamentals-LinkedIn</u>	1 Hours 0.5 hours 2 hours	Q1 Q1 Q3
	Critical Thinking		iGOT IIM Bangalore	Online Offline	Critical Thinking (To be developed) <u>Decision making for managerial effectiveness</u>	** 27 Hours	Q1 Q3
	Achievement Orientation		Ahmedabad management institute Udemy	Online Online	<u>Goal Setting & achievement orientation</u> <u>Goal setting and goal achievement</u>	3 Hours 3 ½ Hours	Q2 Q1

** Duration of the course is not specified and hence needs further discussion between department and institutes.

o. CWC

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical understanding of WASH Sector value chain for efficient policy formulation	CWC	ISB IIPA CPPR	Blended Offline Online	<u>Advance Management Program in Public Policy</u> <u>Public Policy Program</u> <u>Public Policy Methodology, Analysis and Evaluation</u>	Flexible 35 Hours 9 hours	O3 O2 Q2
	International Convention/ Laws of Water		National Water Academy Geneva Water Hub	Offline Online	<u>Water Law, and river valley disputes</u> <u>Online Course on International Water Law and the Law of Transboundary Aquifer</u>	27 Hour 50 Hours	Q2 Q4
	Water resource Management		Northeastern Regional Institute of	Blended Offline	<u>Water resource Management</u>	** 50 Hours	Q2 Q1

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
			Water and Land Management (NERIWALM) National water academy		<u>Overview of Water Resources Sector of India</u>		
	Project Appraisal		Arun Jaitley national institute of financial management (AJNIFM)	Online	<u>MDP on project appraisal and risk analysis</u>	40 Hours	Q2
	Water diplomacy		UNESCO Waterdiplomacy.org	Online Offline	<u>Water Diplomacy and Transboundary Aquifer Management Water Diplomacy Workshop</u>	15 Hours 40 Hours	Q4 Q4
Functional	Advanced Data Analytics		iGOT	Online	<u>Introduction to Emerging Technologies</u>	2 ½ Hours	Q1
	Project Management		iGOT IIPA Administrative Staff College of India (ASCI), Hyderabad	Online Blended Offline	<u>BSNL Mission Karmyogi Project Management course – IIPA Project and Contract Management</u>	9 Hours 45 Hours 45 Hours	Q1 Q1 Q2
	Contact Management		Ministry of Rural Development (iGOT) Administrative Staff College of India (ASCI), Hyderabad	Online Offline	<u>Procurement of Services, Works and Contract Management Project and Contract Management</u>	20 Hours 45 Hours	Q1 Q3
	Establishment Rules		ISTM National Productivity Council	Online Offline	<u>Training programme on establishment rules Online course on Establish rules in services</u>	45 hours 18 Hours	Q2 Q2
	Financial Management		CSIR+CNK (iGOT) ICAI - Institute of Chartered Accountants of India	Online Offline	<u>Financial Management (Under development) Public finance and government accounting</u>	** 48 Hours	Q1 Q3
	Procurement and tender writing		Ministry of Rural Development (iGOT)	Online	<u>Procurement of Services, Works and Contract Management</u>	20 Hours	Q1
	Behavioral		Leadership	Art of Living (iGOT) ISB Hyderabad	Online Offline	<u>Self Leadership The Essentials of Leadership programme</u>	1 Hour 45 Hours
Communication Skills		IIMB (iGOT)	Online Offline	<u>Effective Communication</u>	7 hours 18 Hours	Q1 Q2	

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
			Institute of Secretariat Training and Management (ISTM) Udemy	Online	Workshop on Communication Skills The Complete Communication Skills Master Class for Life	30 Hours	Q2
	Critical Thinking		iGOT IIM Bangalore	Online Offline	Critical Thinking (To be developed) Decision making for managerial effectiveness	** 27 Hours	Q1 Q3
	Motivation		LBSNAA (iGOT)	Online	Understanding Motivation	1.5 hours	Q1
	Stress Management		Art of Living	Online	Stress Management course	1 Hours	Q3

** Duration of the course is not specified and hence needs further discussion between department and institutes.

p. NMCG

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
Domain	Technical understanding of WASH Sector value chain for efficient policy formulation	NMCG	ISB IIPA CPPR	Blended Offline Online	Management Program in Public Policy Public Policy Program Public Policy Methodology, Analysis and Evaluation	Flexible 35 Hours 9 hours	Q3 Q3 Q3
	Water Diplomacy		UNESCO Waterdiplomacy.org	Online Offline	Water Diplomacy and Transboundary Aquifer Management Water Diplomacy Workshop	15 Hours 40 Hours	Q4 Q4
	Circular economy and its benefits		SUEZ ADB Udemy	Offline Online Online	External trainer SUEZ Group Circular solutions in water and waste - SUEZ Group Circular Economy: Increasing Resource Efficiency and Designing Out Waste Master Course in Circular Economy 3.0	** ½ Hour 1 hour	Q2 Q3 Q3
	Sewage Treatment techniques		NPTEL	Online	Wastewater Treatment and Recycling	**	Q2
	Advanced Data Analytics		iGOT	Online	Introduction to Emerging Technologies	2 ½ Hours	Q1
Functional							

Skill Type	Competency	Position of Participants	Training provider	Mode of Training	Course	Duration (In hours)	Quarter proposed
	Project Management		iGOT IIPA Administrative Staff College of India (ASCI), Hyderabad	Online Blended Offline	<u>BSNL Mission Karmyogi Project Management course – IIPA Project and Contract Management</u>	9 Hours 45 Hours 45 Hours	Q1 Q1 Q2
	Financial Management		CSIR+CNK (iGOT) ICAI - Institute of Chartered Accountants of India	Online Offline	Financial Management (Under development) <u>Public finance and government accounting</u>	** 48 Hours	Q1 Q3
	Contract Management		Ministry of Rural Development (iGOT) Administrative Staff College of India (ASCI), Hyderabad	Online Offline	<u>Procurement of Services, Works and Contract Management Project and Contract Management</u>	20 Hours 45 Hours	Q1 Q3
	Financing and Procurement Models		iGOT Arun Jaitley National Institute of Financial Management (AJNIFM)	Online Offline	<u>Public Procurement Framework of GoI Training Programme on Public Procurement (Basic & Advanced) 2023-24</u>	2 Hours 48 Hours	Q1 Q3
	SNA model		Can be covered as a part of learning hour from Finance wing.				
Behavioral	Adaptability		Coursera	Online	<u>Adaptability and resilience</u>	8 Hours	Q2
	Communication skills		IIMB (iGOT) Institute of Secretariat Training and Management (ISTM) Udemy	Online	<u>Effective Communication Workshop on Communication Skills</u>	7 hours	Q1
				Offline	<u>The Complete Communication Skills Master Class for Life</u>	18 Hours	Q2
				Online	<u>The Complete Communication Skills Master Class for Life</u>	30 Hours	Q2
	Critical Thinking		iGOT IIM Bangalore	Online Offline	Critical Thinking (To be developed) <u>Decision making for managerial effectiveness</u>	** 27 Hours	Q1 Q3
	Negotiation	iGOT IIM Raipur	Online Offline	<u>Conflict Resolution and Negotiation MDP On Negotiation Skills</u>	1 ½ Hours 18 Hours	Q1 Q3	
Stress Management	Art of Living	Online	<u>Stress Management course</u>	1 Hours	Q3		

Table 12: Organizational Capacity building calendar

** Duration of the course is not specified and hence needs further discussion between department and institutes.

*This is an upcoming course on iGOT.

We have followed following rational for selecting the training quarters, however the same is just for reference and can be modified based on mutual discussions withing department and amongst training institutes:

1. Q1- Quarter 1

- Competencies available in iGOT
- Competencies available Institutes associated with respective department

2. Q2- Quarter 2

- Competencies available in other department training institutes
- Competencies available Central and State Public Sector Undertakings
- Competencies available in other Indian Universities

3. Q3- Quarter 3

- Competencies available with private sector training organizations within and outside India (Udemy, Coursera, etc)
- Competencies available but require few modifications in other department training institutes/ Indian universities/ Central and State Public Sector Undertakings

4. Q4- Quarter 4

- Competencies available with foreign universities
- Competencies available with private sector training organizations but require few modifications in the course content