F.No. T-22012/8/2024-IST/IIPA Government of India Department of Personnel and Training Training Division

Block-4, Old JNU Campus, New Mehrauli Road, New Delhi-67

Dated: January 29, 2025

OFFICE MEMORANDUM

Sub: Consumption of Role-specific online courses -reg.

Mission Karmayogi emphasizes a shift from rule-based to role-based approach to capacity building with the aim to equip government employees with role-specific competencies. The iGoT platform now hosts more than 1700 courses curated by various CTIs/ATIs/eminent institutions. With the help of custom-tailored Annual Capacity Building plans, government employees are progressively utilizing the iGoT platform to acquire functional, behavioral and domain competencies that pertain to their current roles.

- 2. As iGoT continues to build a rich repository of diverse, domain-specific courses, in order to facilitate access to more intensive, Level 2 courses, for the year 2025-26, the Department of Personnel and Training (DoPT) has identified 51 role-specific online courses (Annexure A) available on various EdTech platforms. These courses are self-paced, aligned with thematic domains relevant to the context of governance in India and mapped with corresponding domain, functional and behavioral competencies expected of civil servants working together in the pursuit of a Viksit Bharat. Along with the relevant thematic domain, each course is also mapped with specific public roles and will be useful in building next-level competencies relevant for the defined roles/domains, thus complementing the courses currently available on iGoT.
- 3. The listed online courses can be consumed directly on the respective platforms (by logging into the platform and enrolling for a chosen course on certificate track). Upon completion of the course, the officer will apply online for reimbursement of the course fee from DoPT. Reimbursement will be made on the basis of the course completion certificate and the receipt of fee payment (generated on the EdTech platform) furnished by the officer. The modalities of reimbursement will be detailed out in a separate circular.
- 4. It is emphasized that each course has been mapped to one of the 27 thematic domains and categorically tagged to specific roles in terms of domain/functional competencies targeted. It is necessary that an officer selects courses that are relevant to the domain and/or the role that she/he is discharging currently or has discharged at some point of time. Officers may also pursue courses whose subject matter had been covered as part of their respective academic qualifications.

- 5. Further, the course completion certificate as obtained on the relevant platform, the course hours and the competencies acquired by way of completing a given course shall be populated on iGoT against the account of the officer concerned viz. the course details including hours and competencies get updated on the Competency Passbook of the officer as maintained on iGoT, thus ensuring integration with iGoT.
- 6. This reimbursement scheme shall be available to officers of All India Services with minimum 4 years of service (as on April 01, 2025), Group 'A' Central Civil Services (serving under Central Staffing Scheme only), Officers of Central Secretariat Service and Central Secretariat Stenographers Service (at or above the rank of Deputy Secretary/Sr. Principal Private Secretary). Eligible officers shall be reimbursed up to a maximum of five courses and subject to an overall ceiling of Rs. 27,000 per officer per financial year (April March).
- 7. While eligible officers are encouraged to avail the facility with immediate effect, the reimbursement requests shall be entertained with effect from April 01, 2025. Courses if any consumed after the date of issue of this OM and up till March 31, 2026 shall be counted against the quota limit viz., number of courses, reimbursement amount for the financial year 2025-26.
- 8. All Ministries/Departments of the Government of India and State Governments/Union Territories are requested to give wide publicity of the above facility among the eligible officers working under its ambit.

This is issued with the approval of the Competent Authority.

Encl: As above

(Vijay S)

Deputy Secretary to Government of India Tel. No. 011-26706381

To,

- The Secretaries of Ministries/Departments of the Government of India (as per list enclosed).
- The Chief Secretaries to all State Governments/Union Territories (as per list enclosed).
- All Cadre Controlling Authorities of Government of India (as per list enclosed).

Annexure A – Details of Shortlisted MOOC courses available on Coursera/EdX

173									
7.0	Courses	University	Theme	Mapped Roles	Platform	Duration	Fees	Competency Area	Competency Theme
	1.34			COURSES	AVAILABLE	ON EDX P	LATFORM*	(21)	1
1	Introductio n to Generative Al	IBM	Artificial Intelligence/ Machine Learning in Governance	Functional competency relevant in domains - energy, urban governance,	edX	3 weeks	₹ 4,159	Functional	Digital Fluency
				public health and other departments managing large data systems					·
2	Data Analytics Basics for Everyone	IBM	Data driven decision making using data analytics	Key functional competency relevant to all policy roles in Ministries/De partments	edX	5 weeks	₹ 8,402	Functional	Data Analytics
3	Inclusive Growth	IMF	Data driven decision making using data analytics	Key functional competency relevant to all policy roles in	edX	24 weeks	₹ 2,058	Functional	Data Analytics

				Ministries/De partments					
4	Agricultural Economics and Modelling Tools	Doane University	Digital Governance & Emerging Technologies	IT/PSD roles in state and Central government	edX	8 weeks	₹ 16,200	Domain	Data Mining and Modelling
5	Sustainabl e Cities	SDGAcad emy	Energy Sector in India- Towards Atma Nirbharta in Energy	Power sector distribution, transmission, generation and management companies in states, CPSUs in the energy sector, renewable energy corporations/ authorities, ULBs	edX	9 weeks	₹ 4,999	Domain	Sustainable Development
6	Digitalizati on of Intelligent and Integrated Energy Systems	Delft University of Technolog y	Energy Sector in India- Towards Atma Nirbharta in Energy	Power sector distribution, transmission, generation and management companies in states, CPSUs in	edX	6 weeks	₹ 14,318	Domain	Emerging Technology Synthesis

				the energy sector, renewable energy corporations/ authorities, ULBs					
7	Sustainabl e Energy	Massachu setts Institute of Technolog y	Energy Sector in India- Towards Atma Nirbharta in Energy	Power sector distribution, transmission, generation and management companies in states, CPSUs in the energy sector, renewable energy corporations/authorities, ULBs	edX	13 weeks	₹ 16,915	Domain	Sustainable Energy Infrastructure Design
8	Energy Economics and Policy	Massachu setts Institute of Technolog y	Energy Sector in India- Towards Atma Nirbharta in Energy	Power sector distribution, transmission, generation and management companies in states, CPSUs in	edX	12 weeks	₹ 16,915	Domain	Economic Principles of Energy Markets
				·	t s		•		

				the energy sector, renewable energy corporations/ authorities, ULBs					
9	One Planet, One Ocean	SDG Academy	Environment, Environment al Impact Assessment (developmen t projects), Climate Change (preparednes s), Green Mobility	Renewable energy promotion and development roles, roles in environment and forest departments of states/ Union	edX	6 weeks	₹ 4,999	Domain	Climate-Resilient Development
10	Urban Rewilding: Restore Your Local Ecosystem	Wagening en University and Research	Environment, Environment al Impact Assessment (developmen t projects), Climate Change (preparednes s), Green Mobility	Renewable energy promotion and development roles, roles in environment and forest departments of states/ Union	edX	3 weeks	₹ 14,318	Domain	Sustainability Management
11	Sustainabil ity in Action:	Seoul National University	Environment, Environment al Impact	Renewable energy promotion	edX	8 weeks	₹ 4,575	Domain	Sustainability Management

t projects), Climate Change (preparednes s), Green Mobility 12 Sustainabl e Trade Trade Trade Sustainabl e Trade Sustainabl e Trade Sustainabl e Trade Sustainabl a Commerce departments development roles in state industrial development corporations, export promotion roles in MSME departments, autonomous bodies in Commerce and industry StanfordO nline: Principles of Economics Stanford Online Principles of Economics Trade and Commerce Stanford Online Principles of Economics		Strategy to Practices		Assessment (developmen	and development						
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	_ Mobility	.Institute of	_ ban	s/ Municipal					
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	to Create	У	an Planning	ers/State				-	
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16		Massachu	Urban	ULB	edX	12 weeks	₹ 4,165	Domain	Climate-Resilient Development
	Cities and	setts	Transport/Ur	administrator					
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17		Massachu setts		ł I	eux	6 weeks	₹ 4,250	Domain	Transport Management System Administration
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	ative Living Labs in	Technolog	Finance/Urb	s/ Municipal Commission		1			
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18	Sustainabl	Wagening	Water	Supply/Provi	edX	7 weeks	Free	Domain	Sustainability Management
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ľ	3	Strategy	ПМ	Competition	Industrial	Coursera	3 weeks	₹ 2,436	Behavioral	Stratogic Landowski-
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-	al			project					•
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5	Foundation	Google	Cybercrimes .	CISOs in	Coursera	14 Hrs	₹ 2,439	Domain	Cyber Secur
	s of	,	and	Ministries/De]	'		
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	rity		у	roles in ICT				·	
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	Sector with		analytics	policy roles					
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7	Google Data	Google	Data driven	Key	Coursera	190 Hrs	₹ 3,533	Functional	Data Analyti
Ì	Analytics	•	decision	functional		'	l		
'	Profession		making using data	competency relevant to all	_				. ,
	al		analytics	policy roles	·		:		
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		· · ·		partments					
8	Advanced Digital Transform ation	IIM Ahmedaba d	Digital Governance & Emerging Technologies	IT/PSD roles in state and Central government	Coursera	80 Hrs	₹ 8,244	Functional	Digital Fluency
9.	Emerging Technolog y, Disruption, and Al	University of Illinois Urbana- Champaig n	Digital Governance & Emerging Technologies	IT/PSD roles in state and Central government	Coursera	15 Hrs	₹ 2,439	Domain	Innovation Management
10	Global Energy and Climate Policy	University of London	Energy Sector in India- Towards Atma Nirbharta in Energy	Power sector distribution, transmission, generation and management companies in	Coursera	1-3 Months	₹ 2,439	Domain	Climate Change Policy Desi
				states, CPSUs in the energy sector,					
				renewable energy corporations/ authorities, ULBs			•		
11	Financial Manageme nt Specializati on	Urbana	Regulation and financial markets	Roles in	Coursera	3 Months	₹ 4,963	Domain	Financial Statements Analy

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	Internation	University	International	states Commerce	Coursera	2 Months	₹ 12,366	Domain	Regulatory Complian
	al	of London	Trade and	and			,		regulatory complian
	Business		Commerce	Industrial	i I		,		
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1	Specializati			roles in state]			
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1.	3 Leadership		Leadership,	Behavioral	Coursera	46 hours	₹ 2,500	Behavioral	Strategic Leadersh
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14	Project Manageme nt:	Google	Project Management & Analysis;	Senior management roles in	Coursera	6 Months	₹ 2,439	Functional	Project Manageme
	Profession al Certificate		Project Appraisal	CPSUs, infrastructure development	•				
				corporations, SPSUs, ULBs	:				
15	Project Manageme nt and	Johns Hopkins University	Project Management & Analysis;	Senior management roles in	Coursera	3 months	₹ 8,234	Functional	Project Manageme
	Planning Specializati on	-	Project Appraisal	CPSUs, infrastructure development	i				
			·	corporations, SPSUs, ULBs			·		•
16	Assisting Public	University		Senior management	Coursera	16 hours	₹ 4,117	Functional	Policy Architectur
	Sector Decision	Michigan	& Analysis; Project	roles in CPSUs,	I				
	Makers with Policy Analysis		Appraisal	infrastructure development corporations,					
			<u>.</u>	SPSUs, ULBs					·
1.7	Managing Major Engineerin	Leeds University	Project Management & Analysis;	Senior management roles in	Coursera	2 Months	₹ 2,439	Domain	Business and Proje Management
:	g Projects		Project Appraisal	CPSUs, infrastructure					·

				development corporations, SPSUs, ULBs					
18	Manageme nt Specializati on		Public Financial Management	Public finance roles including state finance departments and allied bodies, ULBs	Coursera	2 months	₹ 8,234	Domain	Financial Statements Analysi
	Negotiation Mediation and Conflict Resolution Specializati on	Business School	Strategic Negotiations	Commerce	Coursera	36 hours	₹ 8,244	Behavioral	Collaborative Leadership
20	Successful Negotiation : Essential Strategies and Skills	University of Michigan	Strategic Negotiations	Commerce	Coursera	17 hours	₹ 2,500	Behavioral	Collaborative Leadership

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				government					
21	Negotiation	University of	Strategic Negotiations	Commerce and Trade	Coursera	45 hours	₹ 8,244	Behavioral	Collaborative Leadership
	: Essential Strategies	Pennsylva nia		related roles; also, a key					
,	and Skills			behavioral competency					
				relevant for senior					· .
				management roles in government					
22	n to	Yale University	Strategic Negotiations	Commerce and Trade	Coursera	33 hours	₹ 2,500	Behavioral	Collaborative Leadership
	Negotiation : A		,	related roles; also, a key					
٠	Strategic Playbook			behavioral competency	•		•		
	for Becoming			relevant for senior					
	a. Principled			management roles in			•		
	& Persuasive			government					
<u></u>	Negotiator				<u>-</u>				
23	Health Informatics	John Hopkins	Strengthenin g Public	State Health Departments	Coursera	3 months (50 hrs)	₹ 8,244	Domain	Data Analytics and Information Technology Management
	Specializati on		Health Systems	/ MD- NHMs/Health		(353)			reciniology Management
		·	Oysterns	Corporations /DMs-					
	,			Collectors/P				•	

				MJAY corporations					
24	Data and Health Indicators in Public Health Practice	John Hopkins University	Strengthenin g Public Health Systems	State Health Departments / MD- NHMs/Health Corporations /DMs- Collectors/P MJAY corporations	Coursera	24 hours	₹ 8,244	Functional	Data Analytics
25	Health for All Through Primary Health Care	John Hopkins University	Strengthenin g Public Health Systems	State Health Departments / MD- NHMs/Health Corporations /DMs- Collectors/P MJAY corporations	Coursera	60 hours	₹ 6,562	Functional	Government Program Formulation
26	Sustainabl e Transporta tion Networks and Streetscap es	John Hopkins University	Urban Transport/Ur ban Finance/Urb an Planning	ULB administrator s/ Municipal Commission ers/State Urban Departments	Coursera	1-4 Weeks	₹ 2,439	Domain	Integrated Transportation Planning
27	Municipal Solid Waste Manageme	EPFL	Urban Transport/Ur ban Finance/Urb	ULB administrator s/ Municipal Commission	Coursera	22 hours	₹ 2,439	Domain	Waste management and Resource Efficiency

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Sustainabl	Johns		4	Coursera	1 month	₹ 4,122	Domain	Sustainable Development
e Cities	Hopkins	Transport/Ur			,			•
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Building	University	Urban	ULB	Coursera	3 Months	₹ 8,244	Domain	Sustainable Development
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e Cities	Colorado	ban	s/ Municipal					
Specializati	Boulder	Finance/Urb	Commission		1		_	·
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Sustainabil	University	Water	Supply/Provi	Coursera	1-3	₹ 2,439	Domain	Waste management and
	of	Management	sion/Storage/		Months			Resource Efficiency
Circular	Colorado	/ Natural	Recycling/Tr					
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