



**CAPACITY
BUILDING
COMMISSION**

ANNUAL CAPACITY BUILDING PLAN

**MINISTRY OF
EARTH SCIENCES**

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List of Acronyms

ACBP	Annual Capacity Building Planning
ACROSS	Atmospheric, Climate Science & Services
ART-CI	Atmospheric Research Test bed in Central India
BCWC	BIMSTEC Centre for Weather and Climate
CAIPEEX	Cloud and Aerosol Interaction and Precipitation Enhancement Experiment
CMLRE	Centre for Marine Living Resources and Ecology
DESK	Development of Skilled Manpower in Earth Sciences
DOM	Deep Ocean Mission
DWR's	Doppler Weather Radars
EEZ	Exclusive Economic Zone
ENVIS	Environmental Information System
ESM	Earth System Models
ESSO	Earth System Science Organization
FORV	Fishery Oceanographic Vessel
GPS	Global Positioning System
HACPC	High Altitude Cloud Physics Laboratory
HPC	High Performance Computer
IITM	Indian Institute of Tropical Meteorology
IMD	India Meteorological Department
INCOIS	Indian National Centre for Ocean Information Services
IODP	International Ocean Discovery Program
ISMR	Indian Summer Monsoon Rainfall
ITOcean	Integrated Training Centre for Operational Oceanography
JAMSTECH	Japan Agency for Marine-Earth Science and Technology
KRCNet	Knowledge Resources Centre Network

MCZ	Monsoon Core Zone
MLR	Marine Living Resources
MoES	Ministry of Earth Sciences
MOSaIC	Marine Observing System Along the Indian coast
NCESS	National Centre for Earth Science Studies
NCMRWF	National Centre for Medium Range Weather Forecasting
NCMRWT	Numerical Modelling of Weather & Climate
NCPOR	National Centre for Polar and Ocean Research
NCS	National Centre for Seismology
NFAR	National facility for Airborne Research
NIOT	National Institute of Ocean Technology
NOAA	National Oceanic and Atmospheric Administration
NPAC	National Programme on Atmospheric Chemistry
ORV	Oceanographic Vessel
O-SMART	Ocean–Services, Modelling, Application, Resources and Technology
OTEC	Ocean Thermal Energy Conversion
PACER	POLAR SCIENCE AND CRYOSPHERE RESEARCH
PDTC	Physics and Dynamics of Tropical Clouds
RAMA	Research Moored Array for African–Asian–Australian Monsoon Analysis & Prediction
RDRESS	Research and Development in Earth System Science
REACHOUT	Research, Education, Training and Outreach
SAFAR	System of Air Quality and Weather Forecasting and Research
SAGE	Seismology and Geosciences
SST	Sea Surface Temperature
UAV	Unmanned Aerial Vehicles
UNCLOS	United Nations Convention on the Law of the Sea

1. Introduction

1.1. Mission Karmayogi

The Government of India launched the National Programme for Civil Services Capacity Building ('NPCSCB') – "Mission Karmayogi" in September 2020 with the objective of enhancing governance through Civil Service Capacity Building. Mission Karmayogi comprises six pillars of (i) policy framework, (ii) institutional framework, (iii) competency framework, (iv) digital learning framework (integrated government online training Karmayogi platform (iGOT-Karmayogi), (v) electronic Human Resource Management System (e-HRMS), and (vi) monitoring and evaluation (M&E) framework.

The institutional framework of the Mission includes (i) the apex body, Prime Minister's Public Human Resource Council (PMHRC), to provide strategic direction and drive policy reforms and capacity building, (ii) Cabinet Secretariat Coordination Unit to monitor NPCSCB implementation, align stakeholders and provide mechanism for overseeing capacity building plans (CBPs), (iii) Capacity Building Commission (CBC) for functional supervision of training institutions and facilitate preparation of annual CBPs, (iv) Special Purpose Vehicle (SPV) to own and operate all the digital assets created for NPCSCB, and (v) programme management unit (PMU) to provide program management and support services.

1.2. Capacity Building Commission

The CBC was formally constituted as an independent body in April 2021 to drive standardization and harmonization across the Indian civil services landscape. The CBC, as the custodian of civil services capacity building reforms, is central to the government's capacity building programme.

The CBC has been engaging and supporting several Ministries as part of its mandate to support preparation of annual CBP. This document is the draft Annual Capacity Building Plan developed as per the framework and guidelines set up by the CBC and prepared in consultation with the officials of Ministry of Earth Sciences.

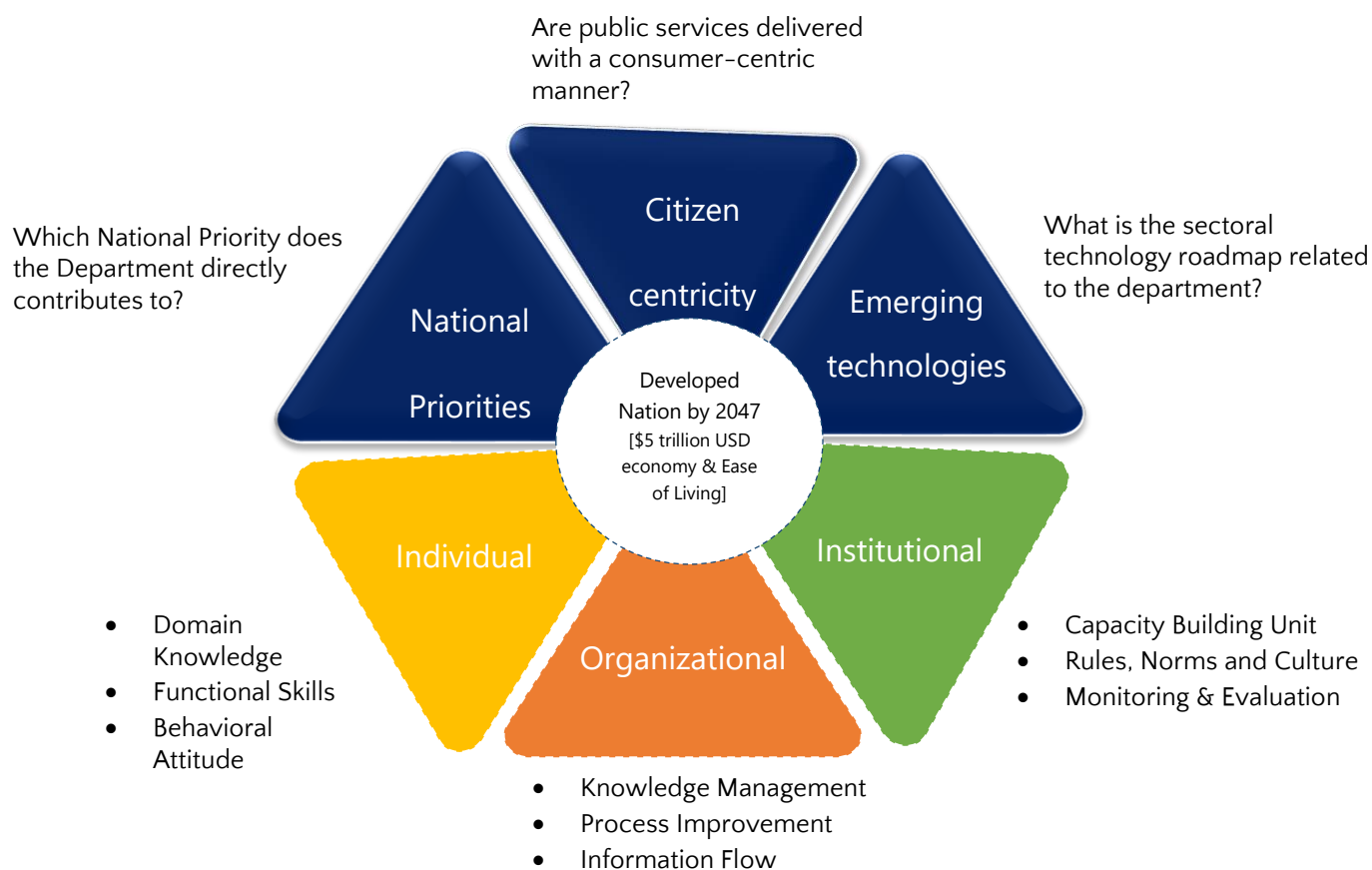
1.3. Annual Capacity Building Plan (ACBP)

The ACBP of a MDO is document detailing all the interventions required to develop and enhance the competencies of individual officials within that MDO as well as the collective capacity of the MDO. Given the nature of the change required, the ACBP may begin with a few simple focus areas instead of comprehensive coverage, and then evolve over time into a full-fledged workplan.

2. Approach & Methodology

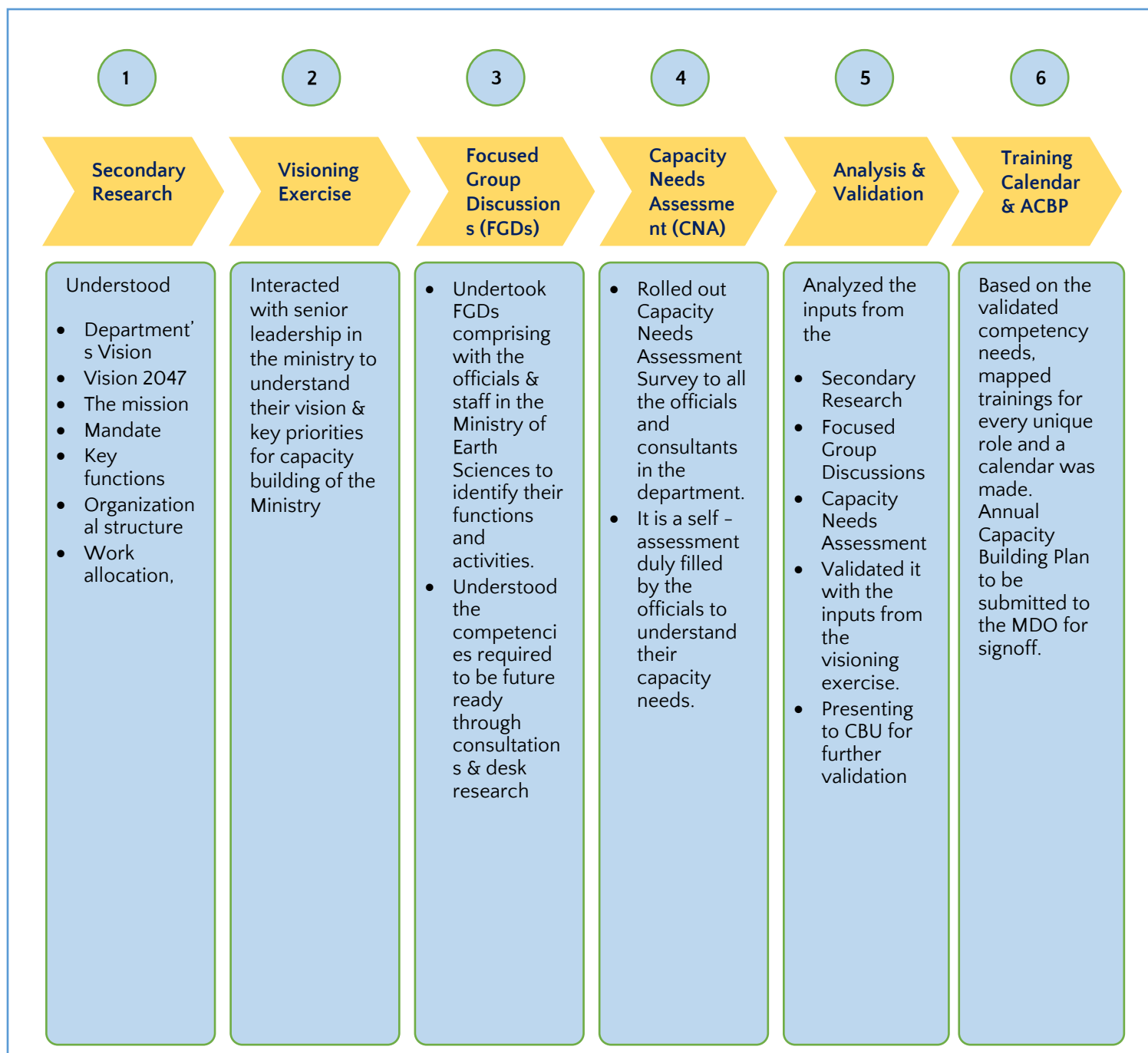
2.1. Approach

The following illustration describes the approach suggested by CBC for the goal-oriented Capacity Building of MDOs. The capacity building of the department shall be identified through the three overarching lenses to help identify the goals of capacity building plan: National Priorities, Citizen Centricity, and Emerging Technologies and capacity to be developed by identifying interventions at three levels also referred to as the three pillars: Individual, Organizational and Institutional



2.2. Methodology

The following section describes the approach followed for preparation of the Capacity Building Plan for the Department:



- 1. Secondary Research:** As the first step, team understood & conducted a thorough review of the MDOs vision, mission, mandate, organizational structure and key functions, schemes/ programs, strategic objectives and goals, emerging trends from the Ministries website, annual report, strategy document, reports etc. Also comprehend MDOs dependence and influence on other MDOs.
- 2. Visioning Exercise:** Understood the leaderships vision for the ministry through meeting with the senior leadership and understand the key priorities and ministry's expectation from the program
- 3. Focused Group Discussions (FGDs):** Team undertook the Focused Group Discussions (FGDs) to have a clear and complete understanding of the areas of responsibility of each division/ unit, the functions & activities, mapping of work undertaken by staff/ officials working in the unique designations/ roles across various levels in the ministry/ department, identify the competency gap, the competencies required by a position in present times or in the future. In terms of the capacity at the individual level, competencies required for a position were assessed for three categories of competencies i.e., Behavioural, Functional and Domain Competencies. Team held FGDs with the identified divisions inviting representation from top and bottom levels and conducted the exercise by having homogenous grouping of the MDO staff at different administrative tier/ scientific/ technical staff levels associated with different division/ scheme/ program/ unit of the ministry/ department.
- 4. Capacity Needs Analysis (CNA) Survey:** A Google survey form was prepared & finalized in consultation with CBC and the MDO to assess the Capacity Needs Assessment at the individual level for each unique role in an organization and its subordinate/ attached offices/institutions/ labs. The survey is based on the self-declaration of capacity gaps by the ministry officials, capturing the competency gaps in Behavioural, Functional and Domain competencies.
- 5. Analysis & Validation:** Team synthesized and prepared the CNA survey data to analyse the survey responses & findings. For verification of the competency gaps, mapping of interventions with the trainings was done, the analysis was first validated by Capacity Building Commission (CBC) and thereafter by the Capacity Building Unit (CBU) of the Ministry/Department for further approval of the training and non-training Interventions for the capacity needs.
- 6. Training Calendar & ACBP:** Prepared the training calendar of Ministry of Earth Sciences including its institutes incorporated to the ACBP of MoES. The training calendar is the result of the above steps performed starting from secondary research to validating the findings with the Ministry.

3. Training Calendar

The following table represents the training calendar of MoES.

3.1. MoES Training Calendar

Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
1	POSH	All	Mandatory	Basic	MY00001	Q2-Q3
2	Emerging Technologies Level 1	All	Mandatory	Basic	MY00002	Q2-Q3
3	Emerging Technologies Level 2	All	Mandatory	Advance	MY00003	Q2-Q3
4	DAKSHTA	ASOs and SOs	Mandatory	Basic	MY00004	Q2-Q3
5	Accounting skills	Director (IFD)	F	Basic	FN00011, FN00012, FN00013	Q3-Q4
		Senior AO (Budget)				
		Controller of Accounts				
6	Budgeting	Director (IFD)	F	Basic	FN00011, FN00012, FN00013	Q3-Q4
		Senior AO (Budget)				
		Controller of Accounts				
		Deputy Secretary (IMD/RTI/Audit/PG)				

Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
		Under Secretary (GA & Cash)				
7	Coaching & Mentoring	Deputy Secretary (IMD/RTI/Audit/PG)	F	Basic	FN00014	Q3-Q4
		Senior AO, PAO (IMD)				
		Chief Vigilance Officer				
		Director (IFD)				
8	Data analysis	Controller of Accounts	F	Basic	FN00016, FN00017	Q3-Q4
		Financial Advisor				
		Senior AO (Budget)				
		Director (GA, Cash & Estt-AB)				
9	Filing Vigilance returns	Deputy Secretary(Vigilance & Protocol)	F	Basic	FN00022	Q3-Q4
		Chief Vigilance Officer				
10	Knowledge of IFD Framework	Director (IFD)	F	Basic	FN00002	Q3-Q4
		Senior AO (Budget)				
		Controller of Accounts				
		Deputy Secretary (IMD/RTI/Audit/PG)				
		Deputy Secretary(Vigilance & Protocol)				
		Under Secretary (GA & Cash)				
		Chief Vigilance Officer				
		Deputy Secretary (Establishment)				
		Financial Advisor				
		Additional Secretary				
11		Director (IFD)	F	Basic		Q3-Q4

Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
	Knowledge of taxation of products, GST and customs duty	Senior AO (Budget)			FN00027, FN00028	
		Controller of Accounts				
		Deputy Secretary (IMD/RTI/Audit/PG)				
		Deputy Secretary(Vigilance & Protocol)				
		Under Secretary (GA & Cash)				
		Chief Vigilance Officer				
		Deputy Secretary (Establishment)				
		Financial Advisor				
12	Knowledge on Central Civil Conduct Code	Under Secretary (Estt.-AB/ICC)	F	Basic	FN00029, FN00030	Q3-Q4
		ALIO (Library)				
		Senior AO, PAO (Sectt)				
		Senior AO, Pr. AO (Admin)				
		Under Secretary (GA & Cash)				
		Senior AO (Control)				
		Under Secretary (Vigilance/Parliament)				
13	Knowledge on RTI resolutions	Deputy Secretary (Establishment)	F	Basic	FN00031, FN00032, FN00033, FN00034	Q3-Q4
		Financial Advisor				
		Under Secretary (Estt.-AB/ICC)				
		ALIO (Library)				
		Senior AO, PAO (Sectt)				
		Senior AO, Pr. AO (Admin)				
		Under Secretary (GA & Cash)				

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Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
		Senior AO (Control)				
		Under Secretary (Vigilance/Parliament)				
		Deputy Secretary(Vigilance & Protocol)				
14	Organizational skills	Senior AO, Pr AO (Admin)	F	Basic	BH00007	Q3-Q4
		Under Secretary (GA & Cash)				
		Senior AO (Control)				
		Under Secretary (Vigilance/Parliament)				
15	Organizational skills	Deputy Secretary (Establishment)	F	Advance	To be developed	Q3-Q4
		Under Secretary (Estt-AB/ICC)				
		ALIO (Library)				
		Senior AO, PAO (Sectt)				
		Senior AO, Pr AO (Admin)				
16	Policy Making	Under Secretary (Estt-AB/ICC)	F	Basic	FN00037, FN00038	Q3-Q4
		ALIO (Library)				
		Senior AO, PAO (Sectt)				
		Senior AO, Pr AO (Admin)				
		Under Secretary (GA & Cash)				
		Senior AO (Control)				
17	Project Management	Director (GA, Cash & Estt-AB)	F	Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
		Chief Vigilance Officer				
18		Senior AO, PAO (IMD)	F	Basic	FN00023	Q3-Q4

Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
	Training for cabinet note, EFC or office order preparation	Senior AO (Budget) Additional Secretary Under Secretary (Estt-AB/ICC) ALIO (Library) Senior AO, PAO (Sectt) Senior AO, Pr AO (Admin) Under Secretary (GA & Cash) Senior AO (Control)				
19	Understanding of GeM Marketplace	Deputy Secretary (IMD/RTI/Audit/PG) Senior AO (Control) Financial Advisor Director (IFD) Senior AO, PAO (Sectt) Under Secretary (Vigilance/Parliament) Under Secretary (Estt-AB/ICC) Senior AO, Pr AO (Admin) Additional Secretary	F	Basic	FN00007	Q3-Q4
22	Understanding of General Financial Rules, 2017	Director (IFD) Senior AO (Budget) Controller of Accounts Deputy Secretary (IMD/RTI/Audit/PG) Financial Advisor Under Secretary (GA & Cash)	F	Basic	FN00002	Q3-Q4

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Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
23	Understanding of Office Protocols	Additional Secretary	F	Basic	FN00051	Q3-Q4
		Under Secretary (Vigilance/Parliament)				
		Senior AO, PAO (IMD)				
		Deputy Secretary (IMD/RTI/Audit/PG)				
		Chief Vigilance Officer				
		Deputy Secretary(Vigilance & Protocol)				
		Financial Advisor				
		Senior AO, PAO (Sectt)				
		Senior AO, Pr AO (Admin)				
		Under Secretary (GA & Cash)				
		Assistant Director (Official Language)				
Director (GA, Cash & Estt-AB)						
24	Understanding of recruitment process	Deputy Secretary (IMD/RTI/Audit/PG)	F	Basic	To be developed	Q3-Q4
		Chief Vigilance Officer				
		Deputy Secretary(Vigilance & Protocol)				
		Financial Advisor				
25	Working with MS Office	Director (IFD)	F	Basic	FN00053, FN00054, FN00055	Q3-Q4
		Senior AO (Budget)				
		Deputy Secretary (Establishment)				
		Controller of Accounts				

Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
		Additional Secretary				
		Under Secretary (Vigilance/Parliament)				
		Senior AO, PAO (IMD)				
		Deputy Secretary (IMD/RTI/Audit/PG)				
		Chief Vigilance Officer				
		Deputy Secretary(Vigilance & Protocol)				
		Financial Advisor				
		Senior AO, PAO (Sectt)				
		Senior AO, Pr AO (Admin)				
26	Working with MS Office	Under Secretary (GA & Cash)	F	Advance	FN00052, FN00053, FN00054, FN00055, FN00056, FN00057, FN00058	Q3-Q4
		Assistant Director (Official Language)				
		Director (GA, Cash & Estt-AB)				
		Senior AO (Control)				
		Under Secretary (Estt-AB/ICC)				
27	Commitment to the Organization	Under Secretary (Estt-AB/ICC)	B	Basic	To be developed	Q3-Q4
		ALIO (Library)				
		Senior AO, PAO (Sectt)				
		Senior AO (Control)				
		Under Secretary (GA & Cash)				
		Senior AO, Pr AO (Admin)				
28	Communication Skills	Deputy Secretary (Establishment)	B	Basic	BH00001	Q3-Q4

Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
		Controller of Accounts				
		Additional Secretary				
		Under Secretary (Vigilance/Parliament)				
		Senior AO, PAO (IMD)				
		Deputy Secretary (IMD/RTI/Audit/PG)				
		Chief Vigilance Officer				
		Deputy Secretary(Vigilance & Protocol)				
		Financial Advisor				
		Senior AO, PAO (Sectt)				
		Senior AO, Pr AO (Admin)				
		Under Secretary (GA & Cash)				
		Assistant Director (Official Language)				
		Director (GA, Cash & Estt-AB)				
		Senior AO (Control)				
		Under Secretary (Estt-AB/ICC)				
		ALIO (Library)				
29	Conflict Solving Strategies	Under Secretary (Estt-AB/ICC)	B	Basic	BH00002	Q3-Q4
		ALIO (Library)				
		Senior AO, PAO (Sectt)				
		Senior AO, Pr AO (Admin)				
		Under Secretary (GA & Cash)				
		Senior AO (Control)				

Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
30	Decision Making	Controller of Accounts	B	Basic	BH00003	Q3-Q4
		Deputy Secretary (IMD/RTI/Audit/PG)				
		Financial Advisor				
		Senior AO, PAO (Sectt)				
		Under Secretary (Vigilance/Parliament)				
		Financial Advisor				
		ALIO (Library)				
		Under Secretary (GA & Cash)				
		Director (GA, Cash & Estt-AB)				
		Senior AO, Pr AO (Admin)				
		Under Secretary (Estt-AB/ICC)				
		Senior AO (Budget)				
31	Delegation	Deputy Secretary (IMD/RTI/Audit/PG)	B	Basic	BH00016	Q3-Q4
		Senior AO, PAO (IMD)				
		Under Secretary (Estt-AB/ICC)				
		ALIO (Library)				
		Senior AO, PAO (Sectt)				
		Senior AO, Pr AO (Admin)				
32	Desire for Knowledge	Under Secretary (GA & Cash)	B	Basic	To be developed	Q3-Q4
		Senior AO (Control)				
		Director (GA, Cash & Estt-AB)				
		Deputy Secretary (Establishment)				

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Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
33	Empathy	Controller of Accounts	B	Basic	BH00004	Q3-Q4
		Chief Vigilance Officer				
		Financial Advisor				
		Senior AO (Budget)				
34	Ethics	Senior AO, PAO (Sectt)	B	Basic	BH00017, BH00018, BH00007	Q3-Q4
		Under Secretary (Vigilance/Parliament)				
		Under Secretary (Estt-AB/ICC)				
35	Gender Awareness	Director (IFD)	B	Basic	BH00005, BH00019, BH00020	Q3-Q4
		Under Secretary (Estt-AB/ICC)				
36	Integrity	ALIO (Library)	B	Basic	Upcoming Course	Q3-Q4
		Senior AO, PAO (Sectt)				
37	Leadership	Senior AO, Pr AO (Admin)	B	Basic	BH00023, BH00006	Q3-Q4
		Under Secretary (GA & Cash)				
		Senior AO (Control)				
		Director (IFD)				
		Senior AO (Budget)				
		Deputy Secretary (Establishment)				
		Controller of Accounts				
		Additional Secretary				
		Under Secretary (Vigilance/Parliament)				
Senior AO, PAO (IMD)						
38	Leading Others	Senior AO, PAO (IMD)	B	Basic	BH00006	Q3-Q4

Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
		Director (IFD)				
		Controller of Accounts				
		Senior AO (Budget)				
39	Motivation	ALIO (Library)	B	Basic	BH00008, BH00027, BH00008	Q3-Q4
		Deputy Secretary (IMD/RTI/Audit/PG)				
		Assistant Director (Official Language)				
		Under Secretary (Vigilance/Parliament)				
		Director (IFD)				
40	Problem Solving	Under Secretary (Estt-AB/ICC)	B	Basic	BH00003	Q3-Q4
		Director (IFD)				
		Assistant Director (Official Language)				
		ALIO (Library)				
		Director (GA, Cash & Estt-AB)				
		Senior AO, PAO (IMD)				
		Deputy Secretary (IMD/RTI/Audit/PG)				
		Under Secretary (Vigilance/Parliament)				
		Additional Secretary				
		Deputy Secretary (Establishment)				
41	Result Orientation	Under Secretary (Vigilance/Parliament)	B	Basic	BH00028	Q3-Q4

Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
		Deputy Secretary(Vigilance & Protocol)				
		ALIO (Library)				
		Additional Secretary				
42	Self Confidence	Deputy Secretary (Establishment)	B	Basic	BH00009	Q3-Q4
		ALIO (Library)				
		Deputy Secretary(Vigilance & Protocol)				
		Director (GA, Cash & Estt-AB)				
		Financial Advisor				
		Under Secretary (Vigilance/Parliament)				
		Senior AO, PAO (Sectt)				
		Chief Vigilance Officer				
43	Self-Management	Director (IFD)	B	Basic	BH00004, BH00009	Q3-Q4
		Senior AO (Budget)				
		Deputy Secretary (Establishment)				
		Controller of Accounts				
		Additional Secretary				
		Under Secretary (Vigilance/Parliament)				
		Senior AO, PAO (IMD)				
		Deputy Secretary (IMD/RTI/Audit/PG)				
		Chief Vigilance Officer				

Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
		Deputy Secretary(Vigilance & Protocol)				
		Financial Advisor				
		Senior AO, PAO (Sectt)				
		Senior AO, Pr AO (Admin)				
		Under Secretary (GA & Cash)				
		Assistant Director (Official Language)				
		Director (GA, Cash & Estt-AB)				
		Senior AO (Control)				
		Under Secretary (Estt-AB/ICC)				
		ALIO (Library)				
44	Self-Awareness and Self-Control	Chief Vigilance Officer	B	Basic	BH00004, BH00009	Q3-Q4
		Financial Advisor				
		Director (IFD)				
		Senior AO, PAO (Sectt)				
45	Stakeholder Analysis & Management	Senior AO (Control)	B	Basic	BH00029	Q3-Q4
		Senior AO, Pr AO (Admin)				
		Financial Advisor				
		Deputy Secretary(Vigilance & Protocol)				
		Additional Secretary				
46	Commitment to the Organisation	Scientist F	B	Basic	To be developed	Q4
47	Planning and Coordination	Scientist F	B	Basic	To be developed	Q4
48	Developing Others	Scientist F	B	Basic	To be developed	Q4
49	Organisational Awareness	Scientist F	B	Basic	BH00007	Q3-Q4

Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
50	Leading Others	Scientist F	B	Basic	BH00006	Q3-Q4
51	Problem Solving	Scientist F	B	Basic	BH00003	Q3-Q4
52	Ethics	Scientist F	B	Basic	BH00017, BH00018, BH00007	Q3-Q4
53	Integrity	Scientist F	B	Basic	To be developed	Q4
54	Self-Confidence	Scientist F	B	Basic	BH00009	Q3-Q4
55	Delegation	Scientist F	B	Basic	BH00016	Q3-Q4
56	Seeking Information	Scientist F	B	Basic	To be developed	Q4
57	NIC applications - email, messenger, cloud storage and others	Scientist F	F	Basic	To be developed	Q4
58	Project appraisal and Management	Scientist F	F	Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
59	Budgeting and accountability	Scientist F, Finance department, purchase and stores	F	Basic	FN00011, FN00012, FN00013	Q3-Q4
60	IFD Management System	Scientist F	F	Advance	To be developed	Q4
61	General Financial Rules, 2017	Scientist F	F	Basic	FN00002	Q3-Q4
62	MS Office	Scientist F	F	Basic	FN00053, FN00054, FN00055	Q3-Q4
63	Team Management	Scientist F	F	Basic	BH00012, BH00013	Q3-Q4
64	Procurement and tender writing	Scientist F		Basic	FN00008	Q3-Q4

Sl. No.	Competency	Designation and Vertical	Type	Level	Course Code	When
65	Science Communication	Scientist F	F	Basic	FN00042	
66	Noting and Drafting	Finance department, purchase & stores, Establishment department, Library	F	Advance	FN00035	Q3-Q4
67	GeM	Accounts, purchase & stores	F	Advance	FN00043, FN00044, FN00045, FN00007, FN00046, FN00047, FN00048, FN00049, FN00008, FN00050, FN00009	Q3-Q4
68	Taxation	Accounts, purchase & stores	F	Advance	FN00027, FN00028	Q3-Q4

The following points may be noted:

1. Only the courses from iGOT have been mentioned in the calendar and for rest of them external trainings other than iGOT are available.
2. CBC will onboard new courses for the competencies marked as “Upcoming Courses” and these will be available in the next 6-12 months.
3. The “To be developed” courses are currently not available on iGOT; these may need to be developed by the Department in consultation with CBC

3.2. Centre for Marine Living Resources and Ecology

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
1.	POSH	All	Mandatory	Basic	MY00001	Q2-Q3
2.	Emerging Technologies Level 1	All	Mandatory	Basic	MY00002	Q2-Q3
3.	Emerging Technologies Level 2	All	Mandatory	Advanced	MY00003	Q2-Q3
4.	DAKSHTA	ASOs and SOs	Mandatory	Basic	MY00004	Q2-Q3
5.	Science Communication	Scientist F	F	Basic	FN00042	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
6.	E-office	Scientist F	F	Basic	Upcoming	Q4
		Scientist D		Advance		Q4
		Scientist E		Basic		Q4
7.	Ethics	Scientist E	B	Basic	BH00017, BH00018, BH00007	Q3-Q4
		Scientist F		Basic	BH00017, BH00018, BH00007	Q3-Q4
8.	GeM marketplace	Scientist F	F	Basic	FN00007	Q3-Q4
		Scientist E		Advance	FN00043, FN00044, FN00045, FN00007, FN00046, FN00047, FN00048, FN00049, FN00008,	Q3-Q4
		Scientist D				Q3-Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
					FN00050, FN00009	
9.	General Financial Rules, 2017	Scientist D	F	Basic	FN00002	Q3-Q4
		Scientist E				Q3-Q4
10.	MS Office	Scientist E	F	Basic	FN00053, FN00054, FN00055	Q3-Q4
		Scientist F				Q3-Q4
		Scientist D		Advance	FN00052, FN00053, FN00054, FN00055, FN00056, FN00057, FN00058	Q3-Q4
11.	Planning and Coordination	Scientist E	B	Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
12.	Project Management	Scientist E	F	Basic	FN00004, FN00006	Q3-Q4
		Scientist F		Basic	FN00004, FN00006	Q3-Q4
		Scientist D		Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
13.	Strategic Thinking	Scientist F	B	Basic	Upcoming	Q4
		Scientist D		Advance		Q4
		Scientist E		Advance		Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
	Team Management	Scientist F	F	Basic	BH00012, BH00013	Q3-Q4
		Scientist D		Advance	To be developed	Q4
	Writing proficiency	Scientist F	F	Basic	Upcoming	Q4
		Scientist D		Advance		Q4
	Communication skills	Scientist F	B	Basic	BH00001	Q3-Q4
		Scientist E				Q3-Q4
		Scientist D				Q3-Q4
	Developing Others	Scientist D	B	Basic	To be developed	Q4
		Scientist E		Basic	To be developed	Q4
		Scientist F		Advance	To be developed	Q4

3.3. National Centre for Medium Range Weather Forecasting

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
1.	POSH	All	Mandatory	Basic	MY00001	Q2-Q3
2.	Emerging Technologies Level 1	All	Mandatory	Basic	MY00002	Q2-Q3
3.	Emerging Technologies Level 2	All	Mandatory	Advanced	MY00003	Q2-Q3
4.	DAKSHTA	ASOs and SOs	Mandatory	Basic	MY00004	Q2-Q3
5.	Science Communication	Scientist G	F	Basic	FN00042	Q3-Q4
		Scientist F		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist D		Basic	FN00042	Q3-Q4
		Scientist C		Advance	To be developed	Q4
6.	Project Management	Scientist G	F	Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
		Scientist F		Advance		Q3-Q4
		Scientist E		Advance		Q3-Q4
		Scientist D		Advance		Q3-Q4
7.	Budgeting and accountability	Scientist G	F	Basic	FN00011, FN00012, FN00013	Q3-Q4
		Scientist C		Basic	FN00011, FN00012, FN00013	Q3-Q4
8.	Communication skills	Scientist F	B	Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist C		Advance	To be developed	Q4
9.	Conceptual Thinking	Scientist D	B	Advance	To be developed	Q4
		Scientist C		Advance	To be developed	Q4

10.	Decision Making	Scientist F	B	Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist C		Advance	To be developed	Q4
		Scientist G		Basic	BH00003	Q3-Q4
11.	General Financial Rules, 2017	Scientist G	F	Basic	FN00002	Q3-Q4
12.	Knowledge Management	Scientist C	F	Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
13.	MS Office	Scientist D	F	Advance	FN00052, FN00053, FN00054, FN00055, FN00056, FN00057, FN00058	Q3-Q4
14.	Office protocols	Scientist F	F	Basic	FN00051	Q3-Q4
		Scientist E		Basic	FN00051	Q3-Q4
		Scientist C		Basic	FN00051	Q3-Q4
15.	Strategic Thinking	Scientist G	B	Advance	Upcoming	Q4
		Scientist F		Advance		Q4
		Scientist E		Advance		Q4
		Scientist D		Advance		Q4
		Scientist C		Advance		Q4
16.	Team Management	Scientist G	F	Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
17.	Writing proficiency	Scientist F	F	Advance	Upcoming	Q4
		Scientist D		Advance		Q4
		Scientist C		Basic		Q4

		Scientist E		Basic		Q4
18.	Commitment to the Organization	Scientist G	B	Basic	To be developed	Q4
		Scientist E		Basic	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist F		B	Advance	To be developed
Scientist E	Advance	To be developed	Q4			
Scientist D	Advance	To be developed	Q4			
Scientist G	Basic	BH00012, BH00013	Q3-Q4			
Scientist C	Basic		Q3-Q4			
20.	Problem Solving	Scientist E	B	Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist G		Basic	BH00003	Q3-Q4
		Scientist F		Basic	BH00003	Q3-Q4
		Scientist C		Basic	BH00003	Q3-Q4
		Scientist F		B	Basic	FN00041
Scientist E	Basic	FN00041	Q3-Q4			
Scientist D	Basic	FN00041	Q3-Q4			

3.4. National Centre for Polar and Ocean Research

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
1.	POSH	All	Mandatory	Basic	MY00001	Q2-Q3
2.	Emerging Technologies Level 1	All	Mandatory	Basic	MY00002	Q2-Q3
3.	Emerging Technologies Level 2	All	Mandatory	Advanced	MY00003	Q2-Q3
4.	DAKSHTA	ASOs and SOs	Mandatory	Basic	MY00004	Q2-Q3
5.	Planning and Coordination	Scientist G	B	Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist E		Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
6.	Integrity	Scientist G	B	Basic	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist E		Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
7.	Motivation	Scientist G	B	Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist C		Advance	To be developed	Q4
8.	Team-Working	Scientist G	B	Basic	BH00012, BH00013	Q3-Q4
		Scientist F		Basic	BH00012, BH00013	Q3-Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist E		Basic	BH00012, BH00013	Q3-Q4
		Scientist D		Basic	BH00012, BH00013	Q3-Q4
		Scientist C		Basic	BH00012, BH00013	Q3-Q4
9.	Commitment to the Organization	Scientist G	B	Basic	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist E		Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
10.	Communication skills	Scientist F	B	Basic	BH00001	Q3-Q4
		Scientist E		Basic	BH00001	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist C		Basic	BH00001	Q3-Q4
11.	Ethics	Scientist G	B	Basic	BH00017, BH00018, BH00007	Q3-Q4
		Scientist F		Basic	BH00017, BH00018, BH00007	Q3-Q4
		Scientist E		Basic	BH00017, BH00018, BH00007	Q3-Q4
		Scientist D		Basic	BH00017, BH00018, BH00007	Q3-Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist C		Basic	BH00017, BH00018, BH00007	Q3-Q4
12.	Strategic Thinking	Scientist G	B	Basic	Upcoming	Q4
		Scientist F		Advance		Q4
		Scientist E		Basic		Q4
		Scientist D		Basic		Q4
		Scientist C		Basic		Q4
13.	Conceptual Thinking	Scientist F	B	Basic	To be developed	Q4
		Scientist E		Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
14.	Desire for Knowledge	Scientist F	B	Basic	To be developed	Q4
		Scientist E		Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
15.	Science Communication	Scientist C	F	Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
16.	Team Management	Scientist C	F	Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
17.	Writing proficiency	Scientist C	F	Advance	Upcoming	Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist D		Advance		Q4
		Scientist F		Basic		Q4
		Scientist G		Basic		Q4
		Scientist E		Advance		Q4
18.	General Financial Rules, 2017	Scientist C	F	Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist F		Basic	FN00002	Q3-Q4
		Scientist G		Basic	FN00002	Q3-Q4
19.	Project Management	Scientist C	F	Basic	FN00004, FN00006	Q3-Q4
		Scientist D		Basic	FN00004, FN00006	Q3-Q4
		Scientist E		Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
		Scientist G		Advance	To be developed	Q4
20.	Science Diplomacy	Scientist C	F	Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
21.	E-office	Scientist C	F	Advance	Upcoming	Q4
		Scientist D		Basic		Q4
		Scientist F		Basic		Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
22.	GeM marketplace	Scientist C	F	Advance	FN00043, FN00044, FN00045, FN00007, FN00046, FN00047, FN00048, FN00049, FN00008, FN00050, FN00009	Q3-Q4
		Scientist D		Basic	FN00007	Q3-Q4
		Scientist F		Basic	FN00007	Q3-Q4
23.	MS Office	Scientist C	F	Advance	FN00052, FN00053, FN00054, FN00055, FN00056, FN00057, FN00058	Q3-Q4
		Scientist D		Basic	FN00053, FN00054, FN00055	Q3-Q4
		Scientist F		Basic	FN00053, FN00054, FN00055	Q3-Q4
24.	NIC applications - email, messenger, cloud storage and others	Scientist C	F	Advance	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist E		Basic	To be developed	Q4

3.5. National Institute of Ocean Technology

Sr. No	Competency	Designation & Vertical	Type	Level	Course Code	When
1.	POSH	All	Mandatory	Basic	MY00001	Q2-Q3
2.	Emerging Technologies Level 1	All	Mandatory	Basic	MY00002	Q2-Q3
3.	Emerging Technologies Level 2	All	Mandatory	Advanced	MY00003	Q2-Q3
4.	DAKSHTA	ASOs and SOs	Mandatory	Basic	MY00004	Q2-Q3
5.	Innovative Thinking	Scientist C	B	Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
6.	Integrity	Scientist C	B	Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
7.	Commitment to the Organization	Scientist C	B	Advance	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
8.	Conceptual Thinking	Scientist C	B	Advance	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Basic	To be developed	Q4

Sr. No	Competency	Designation & Vertical	Type	Level	Course Code	When
9.	Problem Solving	Scientist C	B	Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	BH00003	Q3-Q4
		Scientist G		Basic	BH00003	Q3-Q4
10.	Decision Making	Scientist C	B	Basic	BH00003	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	BH00003	Q3-Q4
11.	Desire for Knowledge	Scientist C	B	Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
12.	Result Orientation	Scientist C	B	Basic	BH00028	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	BH00028	Q3-Q4
		Scientist G		Basic	BH00028	Q3-Q4
13.	Ethics	Scientist C	B	Advance	Upcoming	Q4
		Scientist D		Advance	Upcoming	Q4
		Scientist E		Advance	Upcoming	Q4
		Scientist F		Basic	BH00017, BH00018, BH00007	Q3-Q4
14.	Team-Working	Scientist C	B	Advance	To be developed	Q4

Sr. No	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	BH00012, BH00013	Q3-Q4
15.	Budgeting and accountability	Scientist C	F	Basic	FN00011, FN00012, FN00013	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	FN00011, FN00012, FN00013	Q3-Q4
		Scientist G		Basic	FN00011, FN00012, FN00013	Q3-Q4
16.	Central civil conduct code	Scientist C	F	Basic	FN00029, FN00030	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	FN00029, FN00030	Q3-Q4
		Scientist G		Basic	FN00029, FN00030	Q3-Q4
17.	E-office	Scientist C	F	Basic	Upcoming	Q4
		Scientist D		Advance		Q4
		Scientist E		Advance		Q4
		Scientist F		Basic		Q4
		Scientist G		Basic		Q4
18.	GeM marketplace	Scientist C	F	Basic	FN00007	Q3-Q4

Sr. No	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist D		Advance	FN00043, FN00044, FN00045, 15FN00007, FN00046, FN00047, FN00048, FN00049, FN00008, FN00050, FN00009	Q3-Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	FN00007	Q3-Q4
		Scientist G		Basic	FN00007	Q3-Q4
19.	General Financial Rules, 2017	Scientist C	F	Basic	FN00002	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	FN00002	Q3-Q4
		Scientist G		Basic	FN00002	Q3-Q4
20.	Grammar training for cabinet note, EFC or office order	Scientist C	F	Basic	FN00023	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	FN00023	Q3-Q4
		Scientist G		Basic	FN00023	Q3-Q4
21.	IFD Framework	Scientist C	F	Basic	FN00002	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	FN00002	Q3-Q4

Sr. No	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist G		Basic	FN00002	Q3-Q4
22.	Knowledge Management	Scientist C	F	Basic		Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
					Scientist C	F
23.	MS Office	Scientist D	Advance	FN00052, FN00053, FN00054, FN00055, FN00056, FN00057, FN00058	Q3-Q4	
		Scientist E	Advance	FN00052, FN00053, FN00054, FN00055, FN00056, FN00057, FN00058	Q3-Q4	
		Scientist F	Basic	FN00053, FN00054, FN00055	Q3-Q4	
		Scientist G	Basic	FN00053, FN00054, FN00055	Q3-Q4	
				Scientist C	F	
24.		Scientist C	F	Basic	To be developed	Q4

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Sr. No	Competency	Designation & Vertical	Type	Level	Course Code	When
	National Anthem, Flag code of India and state emblem of India	Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
		Scientist D		Basic	To be developed	
		Scientist E		Basic	To be developed	
25.	POSH	All	Mandatory	Basic	MY00001	
26.	Emerging Technologies Level 1	All	Mandatory	Basic	MY00002	
27.	Emerging Technologies Level 2	All	Mandatory	Advanced	MY00003	
28.	DAKSHTA	ASOs and SOs	Mandatory	Basic	MY00004	

3.6. Indian Institute of Tropical Meteorology

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
1.	POSH	All	Mandatory	Basic	MY00001	Q2-Q3
2.	Emerging Technologies Level 1	All	Mandatory	Basic	MY00002	Q2-Q3
3.	Emerging Technologies Level 2	All	Mandatory	Advanced	MY00003	Q2-Q3
4.	DAKSHTA	ASOs and SOs	Mandatory	Basic	MY00004	Q2-Q3
5.	Innovative Thinking	Scientist C	B	Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist B		Basic	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
6.	Integrity	Scientist C	B	Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist B		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
7.	Motivation	Scientist D	B	Basic	BH00008, BH00027, BH00008	Q3-Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
8.	Decision Making	Scientist C	B	Basic	BH00003	Q3-Q4
		Scientist D		Basic	BH00003	Q3-Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist B		Basic	BH00003	Q3-Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
9.	Ethics	Scientist D	B	Advance	Upcoming	Q4
		Scientist B		Advance		Q4
		Scientist E		Advance		Q4
		Scientist F		Advance		Q4
10.	Problem Solving	Scientist D	B	Advance	To be developed	Q4
		Scientist B		Basic	BH00003	Q3-Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	BH00003	Q3-Q4
11.	Commitment to the Organization	Scientist C	B	Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist B		Basic	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
12.	Conceptual Thinking	Scientist C	B	Basic	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist B		Basic	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
13.	Desire for Knowledge	Scientist C	B	Basic	To be developed	Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist B		Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
14.	Developing Others	Scientist D	B	Basic	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist B		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
15.	Science Communication	Scientist C	F	Basic	FN00042	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	FN00042	Q3-Q4
		Scientist B		Advance	To be developed	Q4
16.	Knowledge Management	Scientist C	F	Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Basic	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
		Scientist B		Advance	To be developed	Q4
17.	Writing proficiency	Scientist C	F	Basic	Upcoming	Q4
		Scientist D		Advance		Q4
		Scientist E		Advance		Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist F		Basic		Q4
		Scientist G		Basic		Q4
		Scientist B		Advance		Q4
18.	National Anthem, Flag code of India and state emblem of India	Scientist C	F	Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
		Scientist B		Basic	To be developed	Q4
19.	Project Management	Scientist C	F	Basic	FN00004, FN00006	Q3-Q4
		Scientist D		Basic	FN00004, FN00006	Q3-Q4
		Scientist E		Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
		Scientist F		Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
		Scientist G		Basic	FN00004, FN00006	Q3-Q4
		Scientist B		Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
20.	Team Management	Scientist C	F	Basic	BH00012, BH00013	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	BH00012, BH00013	Q3-Q4
		Scientist B		Advance		Q4
21.	Central civil conduct code	Scientist C	F	Basic	FN00029, FN00030	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	FN00029, FN00030	Q3-Q4
		Scientist G		Basic	FN00029, FN00030	Q3-Q4
		Scientist B		Basic	FN00029, FN00030	Q3-Q4
22.	E-office	Scientist C	F	Basic	Upcoming	Q4
		Scientist D		Basic		Q4
		Scientist E		Advance		Q4
		Scientist F		Advance		Q4
		Scientist G		Basic		Q4
		Scientist B		Basic		Q4
23.	Office protocols	Scientist C	F	Basic	FN00051	Q3-Q4
		Scientist D		Advance	To be developed	Q4



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Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	FN00051	Q3-Q4
		Scientist B		Advance	To be developed	Q4

3.7. Indian National Centre for Ocean Information Services

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
1.	POSH	All	Mandatory	Basic	MY00001	Q2-Q3
2.	Emerging Technologies Level 1	All	Mandatory	Basic	MY00002	Q2-Q3
3.	Emerging Technologies Level 2	All	Mandatory	Advanced	MY00003	Q2-Q3
4.	DAKSHTA	ASOs and SOs	Mandatory	Basic	MY00004	Q2-Q3
5.	Commitment to the Organization	Scientist B	B	Basic	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
6.	People First	Scientist B	B	Advance	To be developed	Q4
		Scientist C		Advance	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist E		Basic	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
7.	Desire for Knowledge	Scientist B	B	Advance	To be developed	Q4
		Scientist C		Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
8.	Integrity	Scientist B	B	Basic	To be developed	Q4
		Scientist C		Basic	To be developed	Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
9.	Conceptual Thinking	Scientist B	B	Advance	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
10.	Ethics	Scientist B	B	Basic	BH00017, BH00018, BH00007	Q3-Q4
		Scientist C		Basic	BH00017, BH00018, BH00007	Q3-Q4
		Scientist D		Advance	Upcoming	Q4
		Scientist E		Advance	Upcoming	Q4
		Scientist F		Advance	Upcoming	Q4
		Scientist G		Basic	BH00017, BH00018, BH00007	Q3-Q4
		11.		Motivation	Scientist B	B
Scientist C	Basic	BH00008, BH00027, BH00008	Q3-Q4			
Scientist D	Advance	To be developed	Q4			

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	BH00008, BH00027, BH00008	Q3-Q4
		Scientist G		Basic	BH00008, BH00027, BH00008	Q3-Q4
12.	Self-Confidence	Scientist B	B	Basic	BH00009	Q3-Q4
		Scientist C		Basic	BH00009	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	BH00009	Q3-Q4
13.	Self-Management	Scientist B	B	Basic	BH00004, BH00009	Q3-Q4
		Scientist C		Basic	BH00004, BH00009	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	BH00004, BH00009	Q3-Q4
14.	Strategic Thinking	Scientist B	B	Advance	Upcoming	Q4
		Scientist C		Basic		Q4
		Scientist D		Advance		Q4
		Scientist E		Advance		Q4
		Scientist F		Basic		Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
15.	Innovative Thinking	Scientist G	B	Basic		Q4
		Scientist B		Advance	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
16.	Science Communication	Scientist B	F	Advance	To be developed	Q4
		Scientist C		Basic	FN00042	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	FN00042	Q3-Q4
		Scientist G		Advance	To be developed	Q4
17.	Writing proficiency	Scientist B	F	Advance	Upcoming	Q4
		Scientist C		Basic		Q4
		Scientist D		Advance		Q4
		Scientist E		Advance		Q4
		Scientist F		Basic		Q4
		Scientist G		Advance		Q4
18.	Project Management	Scientist B	F	Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
		Scientist C		Basic	FN00004, FN00006	Q3-Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist D		Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
		Scientist E		Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
		Scientist F		Basic	FN00004, FN00006	Q3-Q4
		Scientist G		Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
19.	Central civil conduct code	Scientist B	F	Basic	FN00029, FN00030	Q3-Q4
		Scientist C		Basic	FN00029, FN00030	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Basic	FN00029, FN00030	Q3-Q4
20.	Knowledge Management	Scientist B	F	Advance	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist G		Basic	To be developed	Q4
21.	Team Management	Scientist B	F	Basic	BH00012, BH00013	Q3-Q4
		Scientist C		Basic	BH00012, BH00013	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	BH00012, BH00013	Q3-Q4
		Scientist G		Basic	BH00012, BH00013	Q3-Q4
		22.		E-office	Scientist B	F
	Scientist C	Basic	Q4			
	Scientist D	Basic	Q4			
	Scientist E	Advance	Q4			
	Scientist F	Basic	Q4			
	Scientist G	Basic	Q4			
23.	National Anthem, Flag code of India and state emblem of India	Scientist B	F	Basic	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Basic	To be developed	Q4

3.8. National Centre for Coastal Research

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
1.	POSH	All	Mandatory	Basic	MY00001	Q2-Q3
2.	Emerging Technologies Level 1	All	Mandatory	Basic	MY00002	Q2-Q3
3.	Emerging Technologies Level 2	All	Mandatory	Advanced	MY00003	Q2-Q3
4.	DAKSHTA	ASOs and SOs	Mandatory	Basic	MY00004	Q2-Q3
5.	Problem Solving	Scientist B	B	Basic	BH00003	Q3-Q4
		Scientist D		Basic	BH00003	Q3-Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	BH00003	Q3-Q4
		Scientist G		Advance	To be developed	Q4
6.	Attention to detail	Scientist D	B	Basic	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
7.	Commitment to the Organization	Scientist B	B	Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist E		Basic	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
8.	Conceptual Thinking	Scientist B	B	Advance	To be developed	Q4
		Scientist C		Advance	To be developed	Q4
		Scientist E		Basic	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
9.	Consultation and Consensus Building	Scientist C	B	Basic	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
10.	Decision Making	Scientist D	B	Advance	To be developed	Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
11.	Delegation	Scientist E	B	Basic	BH00003	Q3-Q4
		Scientist G		Basic	BH00003	Q3-Q4
		Scientist B		Basic	BH00016	Q3-Q4
		Scientist C		Basic	BH00016	Q3-Q4
		Scientist D		Basic	BH00016	Q3-Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	BH00016	Q3-Q4
12.	Desire for Knowledge	Scientist G	B	Basic	BH00016	Q3-Q4
		Scientist B		Advance	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
13.	Developing Others	Scientist G	B	Basic	To be developed	Q4
		Scientist B		Advance	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
14.	Ethics	Scientist G	B	Basic	To be developed	Q4
		Scientist D		Advance	Upcoming	Q4
		Scientist G		Basic	BH00017, BH00018, BH00007	Q3-Q4
15.	Science Communication	Scientist B	F	Advance	To be developed	Q4
		Scientist C		Basic	FN00042	Q3-Q4
		Scientist D		Advance	To be developed	Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	FN00042	Q3-Q4
		Scientist G		Advance	To be developed	Q4
16.	Writing proficiency	Scientist B	F	Advance	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
17.	Project Management	Scientist B	F	Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
		Scientist C		Basic	FN00004, FN00006	Q3-Q4
		Scientist D		Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	FN00004, FN00006	Q3-Q4
		Scientist G		Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
18.	Central civil conduct code	Scientist C	F	Basic	FN00029, FN00030	Q3-Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist G		Basic	FN00029, FN00030	Q3-Q4
19.	Knowledge Management	Scientist B	F	Basic	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	To be developed	Q4
		Scientist G		Basic	To be developed	Q4
20.	Team Management	Scientist B	F	Advance	To be developed	Q4
		Scientist C		Basic	BH00012, BH00013	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	BH00012, BH00013	Q3-Q4
		Scientist G		Basic	BH00012, BH00013	Q3-Q4
21.	E-office	Scientist B	F	Basic	Upcoming	Q4
		Scientist C		Basic		Q4
		Scientist D		Basic		Q4
		Scientist E		Advance		Q4
		Scientist F		Basic		Q4
		Scientist G		Basic		Q4
22.		Scientist C	F	Basic	To be developed	Q4



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Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
	National Anthem, Flag code of India and state emblem of India	Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4

3.9. India Meteorological Department

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
1.	POSH	All	Mandatory	Basic	MY00001	Q2-Q3
2.	Emerging Technologies Level 1	All	Mandatory	Basic	MY00002	Q2-Q3
3.	Emerging Technologies Level 2	All	Mandatory	Advanced	MY00003	Q2-Q3
4.	DAKSHTA	ASOs and SOs	Mandatory	Basic	MY00004	Q2-Q3
5.	Decision Making	Scientist C	B	Basic	BH00003	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
6.	Team-Working	Scientist C	B	Basic	BH00012, BH00013	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
7.	Integrity	Scientist C	B	Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
8.	Commitment to the Organization	Scientist C	B	Basic	To be developed	Q4
		Scientist D		Basic	To be developed	Q4
		Scientist E		Basic	To be developed	Q4
		Scientist F		Basic	To be developed	Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
9.	Innovative Thinking	Scientist G	B	Basic	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
10.	Conceptual Thinking	Scientist C	B	Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
11.	Desire for Knowledge	Scientist C	B	Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
12.	Self-Confidence	Scientist C	B	Basic	BH00009	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
13.	Planning and Coordination	Scientist C	B	Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
14.	Attention to detail	Scientist G	B	Advance	To be developed	Q4
		Scientist C		Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
15.	Communication skills	Scientist C	B	Basic	BH00001	Q3-Q4
		Scientist D		Basic	BH00001	Q3-Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
16.	Ethics	Scientist C	B	Advance	Upcoming	Q4
		Scientist D		Basic	BH00017, BH00018, BH00007	Q3-Q4
		Scientist E		Basic	BH00017, BH00018, BH00007	Q3-Q4
		Scientist F		Advance	Upcoming	Q4
		Scientist G		Advance	Upcoming	Q4
		Scientist C		F	Basic	FN00042
Scientist D	Advance	To be developed	Q4			
Scientist E	Advance	To be developed	Q4			
Scientist F	Basic	FN00042	Q3-Q4			
Scientist G	Advance	To be developed	Q4			

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
18.	Team Management	Scientist C	F	Basic	BH00012, BH00013	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	BH00012, BH00013	Q3-Q4
		Scientist G		Advance	Upcoming	Q4
19.	E-office	Scientist C	F	Basic		Q4
		Scientist D		Basic		Q4
		Scientist E		Advance		Q4
		Scientist F		Basic		Q4
		Scientist G		Basic		Q4
20.	MS Office	Scientist C	F	Advance	FN00052, FN00053, FN00054, FN00055, FN00056, FN00057, FN00058	Q3-Q4
		Scientist D		Basic	FN00053, FN00054, FN00055	Q3-Q4
		Scientist E		Basic	FN00053, FN00054, FN00055	Q3-Q4
		Scientist F		Advance	FN00052, FN00053, FN00054, FN00055,	Q3-Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
					FN00056, FN00057, FN00058	
		Scientist G		Basic	FN00053, FN00054, FN00055	Q3-Q4
21.	Project Management	Scientist C	F	Basic	FN00004, FN00006	Q3-Q4
		Scientist D		Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
		Scientist E		Advance	To be developed	Q4
		Scientist F		Basic	FN00004, FN00006	Q3-Q4
		Scientist G		Advance	FN00004, FN00005, FN00075, FN00006	Q3-Q4
22.	Central civil conduct code	Scientist C	F	Basic	FN00029, FN00030	Q3-Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4
23.	National Anthem, Flag code of India and state emblem of India	Scientist C	F	Basic	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Advance	To be developed	Q4
		Scientist G		Advance	To be developed	Q4

Sr. No.	Competency	Designation & Vertical	Type	Level	Course Code	When
24.	Office protocols	Scientist C	F	Advance	To be developed	Q4
		Scientist D		Basic	FN00051	Q3-Q4
		Scientist E		Basic	FN00051	Q3-Q4
		Scientist F		Basic	FN00051	Q3-Q4
		Scientist G		Advance	To be developed	Q4
25.	General Financial Rules, 2017	Scientist C	F	Advance	To be developed	Q4
		Scientist D		Advance	To be developed	Q4
		Scientist E		Basic	FN00002	Q3-Q4
		Scientist F		Basic	FN00002	Q3-Q4
		Scientist G		Advance	To be developed	Q4
26.	Communication skills	Scientist C	B	Basic	BH00001	Q3-Q4

4. Monitoring & Evaluation

Objective: To monitor and evaluate the effective implementation of ACBP

a. Levels of M&E

Monitoring and evaluation of the ACBP can be carried out at two levels by the CBU:

1. **At the ministry level**, the monitoring and evaluation can be carried out on three KPIs
 - a. Number of courses completed by department officials on iGOT
 - b. Number of courses completed by department officials from institutions other than iGOT
 - c. Number of Non-Training Interventions implemented
 2. **At the unique role level**
 - a. Number of courses completed by the officer in the unique role. Reporting Officer/CBU SPOC may refer to the Training Calendar in access this KPI
- b. **Monitoring of Activities for training Interventions:** Further, the two activities of undertaking iGOT and the other hybrid/offline courses may be monitored and evaluated based on the below framework.

Activities	Indicator	Definition	Means of verification	Unit	Targets		Reporting Frequency	Partners involved
					Y 1	Y 2		
Activity 1								
1	Under take courses on iGOT	Percentage of staff who have completed the recommended courses on iGOT	Courses based on the designation wise competency needs of the department would be recommended	1. Course completion certificates 2. Data available on iGOT platform	%	Targets Completion of courses by 20% Completion of courses by 40%	Quarterly	MoES, CBC, iGOT
Activity 2								
2	Attending the Offline/ Hybrid courses	Percentage of staff who have attended the recommended courses physically	Courses based on the designation wise competency needs of the department would be recommended	Course completion certificates	%	Targets Completion of courses by 20% Completion of courses by 40%	Quarterly	MoES, CBC

c. **Monitoring of organizational level capacity building interventions**

S. No.	Intervention	KPI's
1	Learning Hour	<ul style="list-style-type: none"> In the first quarter, 20% of the staff to be covered in learning hour Within 1 year 50% of the staff to be covered
2	Mentorship Program	<ul style="list-style-type: none"> In the first 6 months, 20% of the new joiners to be mapped to mentors Within subsequent 6 months, 50% of new joiners may be mapped
3	Recognition and Rewards	<ul style="list-style-type: none"> 3-5 staff members from each centre to be recognized / rewarded per month
4	Virtual Kiosk	<ul style="list-style-type: none"> At least 1 virtual kiosk per month
5	Immersion Programs	<ul style="list-style-type: none"> At least, 1 resource per division in a quarter to be nominated for the immersion programs
6	Induction Manual	<ul style="list-style-type: none"> Induction manual for all the divisions to be formulated within the next 6 months.
7	x-MDO scientific staff collaboration	<ul style="list-style-type: none"> At least 1 knowledge sharing session focused on a particular sector, for relevant MDOs in the first 6 months Subsequently, 1 knowledge sharing session per quarter
8	Science Leadership	<ul style="list-style-type: none"> Launch of programme over the next 6 months
9	Policy Hub	<ul style="list-style-type: none"> Implement the Policy Hub in the current financial year
10	Regular feedback programme	<ul style="list-style-type: none"> In the first 6 months, 20% of the staff to be covered Within subsequent 6 months, 50% to be covered
11	“Do Business with” Links	<ul style="list-style-type: none"> One place having the links to do procurement/ business with different organizations

d. **Evaluation**

- The MDO administrator, through his / her admin account on iGOT, can access the iGOT course dashboard which includes all the data pertaining to enrolment, progress of courses, number of courses completed by each individual on iGOT. This information may be used for evaluating progress across set targets
- The training calendar mentioned in section 3 consists of all the courses that each unique role in the department needs to complete. This may be used to evaluate achievement of individual targets

5. Annexure

5.1. As-is assessment of the Ministry to develop a capacity building agenda

5.1.1. Functional Overview of the Ministry

Ministry of Earth Sciences is the nodal ministry for organizing, coordinating, and promoting scientific and technological activities connected to Earth System Science for better forecasts of weather, monsoon, climate, and hazards, exploration of polar areas, seas around India, and creating technologies for exploration and exploitation of ocean resources (living and non-living), while also guaranteeing their sustainable usage. The establishment of the Ministry in 2006 resulted from the unification of all the organizations responsible for developing the ocean and meteorological systems. The project's only goal was to examine diverse parts of earth system processes holistically in order to improve weather, climate, and other natural geohazard forecasting. The ministry is in charge of, among other things, developing technologies for the discovery and sustainable utilization of marine resources for the benefit of society's socioeconomics. The Ministry's mandate includes offering services in the areas of weather, natural disasters, climate, ocean and coastal state, seismology, and the exploration of the polar regions and marine living and non-living resources

5.1.2. Functions

The following table elaborates the mandate and objectives of the Ministry which act as guiding markers for its functions.

Vision	To excel as a knowledge and technology enterprise in the earth system science realm towards socio-economic benefit of the society.
Mission	To provide services for weather, climate, ocean and coastal state, hydrology, seismology, and natural hazards; to explore and harness marine living and non-living resources in a sustainable manner and to explore the three poles of the Earth (Arctic, Antarctic and Himalayas).
Mandate for the next 3 – 5 years	<ul style="list-style-type: none"> • To excel knowledge and technology enterprise in the earth system science realm towards socio-economic benefit of the society. • To provide services for weather, climate, ocean and coastal state, hydrology, seismology, and natural hazards. • To explore and harness marine living and non-living resources in a sustainable way and to explore the three poles (Arctic, Antarctic and Himalayas).
Objectives	<ul style="list-style-type: none"> • Augment and sustain long term observations of atmosphere, ocean, cryosphere and solid earth to record the vital signs of Earth System and changes

	<ul style="list-style-type: none"> • Develop forecasting capability of atmosphere and oceanic phenomena through dynamical models and assimilation techniques and to build prediction system for weather climate and hazards • Understand interaction between components of Earth Systems and human systems at various spatial and temporal scales • Explore polar and high seas regions for discovery of new phenomenon and resources • Translate knowledge and insight themes gained into services for societal, environmental and economic
<p>Key Priority Areas aligned to National Priorities</p>	<ul style="list-style-type: none"> • Matters of policy, coordination and schemes relating to the Ocean, Atmospheric and Meteorological Sciences, Seismology and Solid Earth, Polar Science and Earth System Sciences, not specifically allocated to any other Department or Ministry. • Research (including fundamental research) related to Earth System Sciences and the development of uses relatable thereto: <ul style="list-style-type: none"> ○ technology development. ○ surveys to map, locate and assess living and non-living marine resources. • preservation, conservation and protection of marine and polar resources.

Guiding Policies	<ul style="list-style-type: none"> • The Indian Antarctic Act, 2022 • Government of India (Allocation of Business) Rules, 1961 • Government of India (Transaction of Business) Rules, 1961 • All Central Civil Services Rules • Environment (Protection) Act, 1986
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5.1.3. Citizen centric services & goals

Ministry of Earth Sciences has various Citizen Centric Services. These Initiatives are spread across various sectors. It ranges from rainfall monitoring to early warning of natural hazards to ocean forecast. These services as mentioned below are jointly provided by different institutes of Ministry of Earth Sciences.

- **Weather Forecasts and warnings:** Timely public publication of weather forecasts and advisories, as well as meteorological support for mountain climbing, sports, tourism, and other activities. 3 to 6 hours is the typical servicing time. IMD has recently undertaken several measures to enhance the transmission of weather forecast and warning services based on cutting-edge techniques and technology. IMD has made available to the general public the 'UMANG' mobile app, which includes seven of its services (Current Weather, Nowcast, City Forecast, Rainfall Information, Tourism Forecast, Warnings & Cyclone).
- **Providing Agro - Meteorological advisories at district Level:** Agro-Meteorological advisories at district Level. Standard service time Twice a week Tuesday & Friday Weather forecasting, agro-advisory, agromet services, soil moisture, and agricultural extension activities are some of the satellite-enabled services provided to farmers in India by the India Meteorology Department (IMD), Ministry of Earth Sciences. Both satellite and ground-based data are used to deliver these services.
- **Meteorological support for Civil Aviation purpose:** Meteorological support for Civil Aviation purpose. Standard service time 30 Minutes. India Meteorological Department (IMD) is the national agency in India, which is responsible in all the matters related to Aviation Meteorological services. Aviation services are available for both local and international flights to ensure safe and efficient operations with regard to take-off, landing, and en-route projections. A network of 68 additional aviation meteorological offices, as well as Meteorological Watch Offices (MWOs) in Chennai, Kolkata, Mumbai, and New Delhi, provide these services. The aviation meteorological offices give airport-specific current weather information, forecasts, and alerts for the safety, economy, and efficiency of aircraft operations.

- Rainfall monitoring is one of the Commitments with a Standard service time of One day. Collation of data of rainfall from -100 stations to National Center for Coastal Research (NCCR), Chennai and National Center for Medium Range Weather Forecasting (NCMRWF), Noida for developing flood warning system and for forecast validation experiments.
- **Ocean Forecast:** Standard service for fishing advisory in 24-hour spam. For General Public, Industry, Fishing and for Défense/Security/Researchers the standard service is 6 Hours. The Indian National Centre for Ocean Information Services (INCOIS), Hyderabad can predict the surface and subsurface parameters of the Indian Ocean with a lead time of up to seven days. INCOIS provides ocean state information to all seafaring communities like fishermen, Indian Navy, Indian Coast Guard, merchant and passenger shipping agencies, offshore oil and gas exploration agencies, research organizations, fish landing centres, small fishing harbours, commercial ports, and coastal communities. Special forecasts are available for the Arabian Sea, Bay of Bengal, Northern Indian Ocean, Southern Indian Ocean, Red Sea, Persian Gulf and the South China Sea.
- **Early Warning of Natural hazards:** Timely release of Tsunami Bulletin and Earthquake Bulletin has a Standard service time of 10 Mins. And for Cyclone Warning Bulletin the Standard service time is of 3 hours. India Meteorological Department (IMD) provides early warning services related to severe weather events to support public welfare and disaster management related to Natural Hazards. The country already has a robust early warning and response system for extreme weather and climate events based on scientifically generated weather and climate observations and forecasts.
- **Processing of proposals of holding of Seminars/Symposia on the matters relating to Earth Sciences:** Approval of Seminars / Symposia proposals with a Standard service time of 2 months. Outreach and awareness programme is to propagate earth science and enhance awareness about the Earth, atmosphere and ocean sciences. It strives to enlighten and educate the public, as well as instill a scientific mindset in academics, students, and user groups. Additionally, it provides a common forum for the exchange of information and expertise amongst scientists, engineers, social scientists, and user groups through seminars, conferences, workshops, symposia, brainstorming sessions, meetings, field programmes, training activities, and exhibits.
- **Processing of extra-mural proposals in the field of Earth Sciences:** Timely processing of proposals from scientists/scientific institutions, with a Standard service time of 6 months. RDESS supports proposals from various universities, and academic and research

organisations in different fields of Earth system science. The aim is to improve the understanding of the earth system (atmosphere, ocean, solid Earth, biosphere) that would aid in attaining the national goals set up by MoES. For this, multidisciplinary and multi-institutional projects are encouraged and formulated. These projects are need-based and time-bound. The projects are expected to have an impact on the overall deliverables of Earth system services (weather, climate and marine services) in the country.

- **Grievance redressal:** In Timely redressal of grievance, Acknowledgement has a standard time of 7 days and Final Response has a standard time of 60 days. Centralized Public Grievance Redress Monitoring System (CPGRAMS): CPGRAMS is implemented in the Department and all the attached offices to address Public Grievances received online with minimum delay

5.1.4. Key Programs & Schemes

The programmes and schemes of the Ministry have been tailored to achieve the objectives enumerated in the Ministry of Earth Sciences. The schemes/ programmes that are being managed by each division/ unit are summarized below:

Scheme/ Program Name	Description
Atmospheric, Climate Science & Services (ACROSS)	ACROSS is composed of the following sub-schemes. <ul style="list-style-type: none"> • Monsoon Convection, Clouds, and Climate Change (MC4) • High Performance Computing System (HPCS) • Monsoon Mission (MM-II) • Atmospheric Observations Network • Weather & Climate Services • Upgradation of Forecast System • Commissioning of Polarimetric Doppler Weather Radars (DWRs)
Ocean—Services, Modelling, Application, Resources and Technology (O-SMART)	O-SMART is implemented by the following five institutes of the MoES. National Institute of Ocean Technology (NIOT), Chennai <ul style="list-style-type: none"> • Indian National Centre for Ocean Information Services (INCOIS), Hyderabad • National Centre for Coastal Research (NCCR), Chennai • Centre for Marine Living Resources & Ecology (CMLRE), Kochi • National Centre for Polar and Ocean Research (NCPOR), Goa

Scheme/ Program Name	Description
<p>POLAR SCIENCE AND CRYOSPHERE RESEARCH (PACER)</p>	<p>The PACER scheme is being implemented by Ministry of Earth Sciences through its autonomous institute – National Centre for Polar and Ocean Research (NCPOR), Goa. It has four sub- schemes as mentioned below:</p> <ul style="list-style-type: none"> • Antarctic Program • Indian Arctic Program • Indian Southern Ocean Program • Cryosphere and Climate Program
<p>Seismology and Geosciences (SAGE)</p>	<p>SAGE includes the following six activities:</p> <ul style="list-style-type: none"> • Seismological monitoring and micro zonation • Geodynamics and surface processes • Indian Ocean: deep ocean observations and dynamics of lithospheric evolution (International Ocean Discovery Program-IODP and geoid low) • Scientific deep drilling in the Koyraintraplate seismic zone • Seismicity and earthquake precursors • Setting up a facility for geochronology
<p>Research, Education, Training and Outreach (REACHOUT)</p>	<p>MoES implements REACHOUT, which is an umbrella scheme of the following six sub-schemes:</p> <ol style="list-style-type: none"> 1. Research and Development in Earth System Science (RDESS) 2. Outreach and awareness. 3. Knowledge Resources Centre Network (KRCNet) 4. BIMSTEC Centre for Weather and Climate (BCWC) 5. International Training Centre for Operational Oceanography (ITCOcean) <p style="text-align: center;">Program for development of skilled workforce in Earth system sciences (DESK)</p>
<p>Deep Ocean Mission (DOM)</p>	<p>The Deep Ocean Mission consists of the following six major components:</p>

Scheme/ Program Name	Description
	<ol style="list-style-type: none"> 1. Development of Technologies for Deep Sea Mining, and Manned Submersible 2. Development of Ocean Climate Change Advisory Services 3. Technological innovations for exploration and conservation of deep-sea biodiversity 4. Deep Ocean Survey and Exploration 5. Energy and freshwater from the Ocean 6. Advanced Marine Station for Ocean Biology

A total number of 622 research papers were published in 2021 by MoES scientist under its various schemes and the details of which are given below

Schemes/ Programmes	Total No. of Publications
ACROSS	310
OSMART	149
PACER	110
SAGE	53
TOTAL	622

5.1.5.Divisional Roles

The Ministry has divisions which have distinct roles to play in the overall functioning of the department. Each division is responsible for separate focus areas and works to forward those initiatives. While building the ACBP for the department, it is essential to understand & assess the role and functioning of each division.

S. No.	Division	Role	Key Priorities
1.	Monsoon Mission	<ul style="list-style-type: none"> Seasonal Prediction Extended Range Prediction Parameterisation of Physical Processes and Analysis 	<ul style="list-style-type: none"> To build a working partnership between the academic and R&D organisations both national and international, and the MoES to improve the operational monsoon forecast skill over the country. To setup a state-of-the-art dynamical modelling framework for improving prediction skill of 'Seasonal and Extended range predictions' and 'Short and Medium range (up to two weeks) predictions.
2.	Centre for Climate Change Research	<ul style="list-style-type: none"> Earth System Model Development Climate Change Science & Applications Atmospheric Chemistry and Climate Paleoclimate Met Flux India 	<ul style="list-style-type: none"> To develop high resolution climate models or Earth System Models (ESM) to address scientific questions on attribution and projection of regional climate change. To use regional climate models to produce projections of Indian monsoon under different scenarios and assess the uncertainty in these projections. To generate reliable climate inputs for impact assessments. To develop hydrological model for large-scale estimation of run-off and soil moisture using satellite derived data.

S. No.	Division	Role	Key Priorities
3.	Physics and Dynamics of Tropical Clouds(PDTC)	<ul style="list-style-type: none"> • Cloud and Aerosol Interaction and Precipitation Enhancement Experiment (CAIPEEX) • High Altitude Cloud Physics Laboratory (HACPL) • Thunderstorm Dynamics • Radar and Satellite Meteorology 	<ul style="list-style-type: none"> • To study the cloud-aerosol-precipitation interactions using observations and simulations. • To formulate a scientific basis and protocol to enhance rain formation and rain enhancement using the recent cloud seeding technologies and the state-of-the-art instrumentation. • To Study the dynamical, microphysical and electrical characteristics of thunderstorms, and their interactions with each other over the Indian region (which can help in improving their prediction). • To study the interaction of thunderclouds with environmental conditions. • To understand the effect of electrical forces on microphysical characteristics of thunderstorm.
4.	Short Term Climate Variability & Prediction	<ul style="list-style-type: none"> • Prediction of summer monsoon rainfall over India and its homogeneous regions • Development of web portal RAINFO and TEMPINFO • Changes in climate extremes over major river basins of India • Combined influence of remote and local SST forcing on Indian 	<ul style="list-style-type: none"> • To conduct basic research on Indian Summer Monsoon Rainfall (ISMR) variability and teleconnections. • To continue ongoing efforts in identifying regional and global climate drivers for monsoon interannual variability. • To develop regional climate data products for various stakeholders. • To quantify the various aspects of climate change and climate variability over south Asian countries, with

S. No.	Division	Role	Key Priorities
		<p>Summer Monsoon Rainfall variability</p> <ul style="list-style-type: none"> Indian summer monsoon rainfall variability in response to differences in the decay phase of El Niño 	<p>emphasis on the southwest and northeast monsoons.</p> <ul style="list-style-type: none"> To develop different forecast models for climatic parameters over India. Identifying predictors for monsoon variability using both observations & models.
5.	Atmospheric Research Testbed in Central India	<p>Monsoon trough over the Central India, which comprises of monsoon core zone (MCZ), is one of the important components of regional climate system.</p> <p>Detailed atmospheric measurements in MCZ wherein synoptic-scale disturbances (lows and depressions) often pass during monsoon were overdue.</p> <p>Considering this importance, an Atmospheric Research Test bed in Central India (ART-CI) is established by IITM, MoES at Silkheda (50 km NW of Bhopal) for better understanding on processes governing monsoon convection.</p>	<ul style="list-style-type: none"> To establish an Atmospheric Research Testbed in Central India (ART-CI) for better understanding on processes governing monsoon convection and land-atmosphere interactions over the monsoon core region to measure relevant meteorological parameters using the state-of-the-art observational systems. To organize intense observational campaigns along with weather prediction model runs for testing hypotheses and to improve physical parameterizations in the models related to convection and land surface processes Outreach, Training and Dissemination of ART-CI data sets. The testbed will be made into an international facility for intense observational campaigns and testing physical parameterization schemes including sensitivity runs.
6.	Deep Ocean Mission	<ul style="list-style-type: none"> Development of Technologies for Deep Sea Mining, Manned Submersibles, and Underwater Robotics. 	<ul style="list-style-type: none"> Design and development of 6000 M rated manned submersible Unmanned Underwater Vehicles

S. No.	Division	Role	Key Priorities
		<ul style="list-style-type: none"> • Development of Ocean Climate Change Advisory Services. • Technological innovations for exploration and conservation of deep-sea biodiversity. • Deep Ocean Survey and Exploration of Minerals from Hydrothermal Vents. • Energy and freshwater from the Ocean. • Advanced Marine Station for Ocean Biology. 	<ul style="list-style-type: none"> • Detailed engineering design document for high capacity offshore OTEC powered desalination plant. • Performance assessment of critical components such as deep-sea cold-water conduit and mooring system by demonstration in deep sea • Development of an Integrated Mining System for mining of Polymetallic Nodules from depths up to 6000m <ul style="list-style-type: none"> • Locomotion trials of the self-propelled Seabed Mining Machine, Varaha-1 at depths of 5270 m at the CIO • Trials of the self-propelled Seabed Mining Machine, Varaha-2 at depths of 5268 m at the CIO • Preparation and readiness of Seabed Mining Machine for the Nodule Collection and Pumping Trials
7.	Coastal and Environmental Engineering	<ul style="list-style-type: none"> • Performance assessment of coastal infrastructure along the Indian coast to assist in design of environmentally friendly structures for coastal protection. • Development of design criteria for coastal infrastructure for extreme environmental 	<ul style="list-style-type: none"> • To carry out scientific studies for keeping the Coastal Inlets sustainably open with a view to increasing tidal prism inside the inlet to enable dilution and mixing. • To reliably predict waves, currents, tides and sediment transport around the inlet so as to enable safe keeping of small artisanal fishing boats. • Carrying out comprehensive environmental, ecological and

S. No.	Division	Role	Key Priorities
		loadings by assessment of waves, currents and tide parameters.	morphological measurements at the inlets and within the creeks / estuaries for reliable long-term predictions for assessing assimilative capacity of the system.
8.	Ocean Science & Technology for Islands	<ul style="list-style-type: none"> • Development of mass culture, harvesting, dewatering and extraction techniques for the production of nutraceuticals from marine micro and macro algae. • Isolation, culture, extraction and characterization of novel secondary metabolites from marine microbes for biomedical, industrial and environmental applications. • Design, development and testing of sea cages suitable for Indian seas, and demonstration of marine finfish farming in open sea cages. • Establish Ballast Water Treatment Technologies • Test Facility for testing of ballast water treatment systems. 	<ul style="list-style-type: none"> • Development of technologies for the mass production of nutraceuticals from marine micro and macro algae. • Whole genome sequencing of petroleum hydrocarbon degrading organisms and characterization of melanin pigment produced from deep sea yeast. • Redeployment of cages for open sea fish culture for the fishermen self-help group in a new location near Olaikuda. • Redesigning of seawater intake systems for establishment of Ballast water treatment and testing facility. • Regular sampling for coastal water quality analysis in Andaman

5.1.6. Global technology trends

- PlanetiQ : Satellite-based weather sensor technology: - PlanetiQ makes sensors that use GPS radio occultation. This is a technology that analyses how the atmosphere bends GPS signals. And how the signal is bent is influenced by atmospheric density and other factors. In other words, how the GPS signal is bent tells you something about the status and physical properties of the atmosphere.
- Many Global Government and Non-Government Bodies, weather Service Department are moving from traditional forecast process which uses numerical weather prediction which is typically schedule-driven, product-oriented and labour-intensive, to digital database forecasting, next generation forecast workstations, nowcasting systems and IT systems and applications. The concept of digital database forecasting provides the capability to meet customer/partner demands for more accurate, detailed hydrometeorological fore-casts. Digital database forecasting also offers one of the most exciting opportunities to integrate public weather services forecast dissemination and service delivery, which most effectively serves the user community.
- Skydweller : Long-endurance autonomous UAVs for weather observation: It's a remote piloted aircraft which can take various payloads, including instruments for meteorological observations.
- Real-Time Tsunami Inundation Forecasting – Leveraging AI : The University of Tokyo developed a real-time tsunami inundation forecasting method utilizing AI, which has been demonstrating remarkable performance in image recognition and other broader applications. Rapid and detailed tsunami inundation forecasting, particularly during the lead time between the generation of the tsunami and its arrival at coastal communities, can provide important information to support quick and appropriate evacuation behaviour in coastal communities.

5.1.7. Challenges in the present technology use

Based on the FGD's and CNA surveys of the department certain challenges in technological usage have been identified. Challenges listed below are from the Focused Group Discussion (FGD) conducted at Indian Institute of Tropical Meteorology (IITM) and National Institute of Ocean Technology (NIOT).

- **Lack of access to leading research publications:** Organizations including NIOT, and IITM-Pune do not have access to several leading research
- **Data Management and Data Storage:** Need for better Data storage facility and Data management tool to enable the scientists to manage and process the stored according to their project needs
- Radar meteorology, atmospheric science related courses
- **Isotope modelling expertise:** Isotope modelling expertise is lacking, so collaboration with lead Modelling group is needed- E.g.: Tokyo university Japan.
- **Cloud microphysics computations:** Cloud microphysics computations- heavy computation required- few people are working on it- output of – Visualization software's are needed like Apezo
- **Emission inventory data-** Having a Platform where the Data of Emission from Various Pollution Boards across the Country is Collated together.
- **Modelling work for climate variability:** - Modelling work for climate variability - graphic tools, modelling tools, statistical techniques to study scale of the predictions, atm, sonographic domain
- Updated graphical and statistical training for project scientists and PHD students
- Customized training on **Visualisation Tools and 3D Modelling tools** for the specific functions and their application for the scientific officials e.g.: -Catia, AutoCAD
- As commercial software's are not so compatible for the research and analysis, need of **training in programming** on the domain level in Required.
- **Accounting** software for autonomous Bodies which will help in making budget and financial entries more efficient
- **Better Software** for screening of application for recruitment and for sending invitation on the same
- **Effective Software for library** to Manage the soft Copies of Thesis, Articles and books which has a simple User Interference.



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- Tailored Training on **Python, LabVIEW and MATLAB** for the specific department to the functional use and data analysis
- Basic training on **Microsoft office and Email** managing
- There is a need of Exchange of data and insights within the Ministry and outside. Access can be made common to all the institutes via a secured common portal within the ministry.

5.2. Organizational Structure of the Ministry

Ministry of Earth Sciences aims to create a framework for understanding the complex interactions among key elements of the Earth System, namely ocean, atmosphere, and solid earth, by encompassing national programmes in Ocean science, meteorology, climate, environment and seismology. Ministry of Earth Sciences has 10 Institutes¹, which have been explained below:

They can be further divided into:

- 1) Autonomous Institutes:**
 - a) Indian Institute of Tropical Meteorology
 - b) Indian National Centre for Ocean Information Services
 - c) National Centre for Polar and Ocean Research
 - d) National Institute of Ocean Technology
 - e) National Centre for Earth Science Studies
- 2) Attached Office:**
 - a) Centre for Marine Living Resources and Ecology
 - b) National Centre for Coastal Research
 - c) National Centre for Seismology
- 3) Subordinate Office:**
 - a) India Meteorological Department
 - b) National Centre for Medium Range Weather Forecasting

¹ Ministry of Earth Sciences:- <https://www.moes.gov.in/about-us/organization-setup>

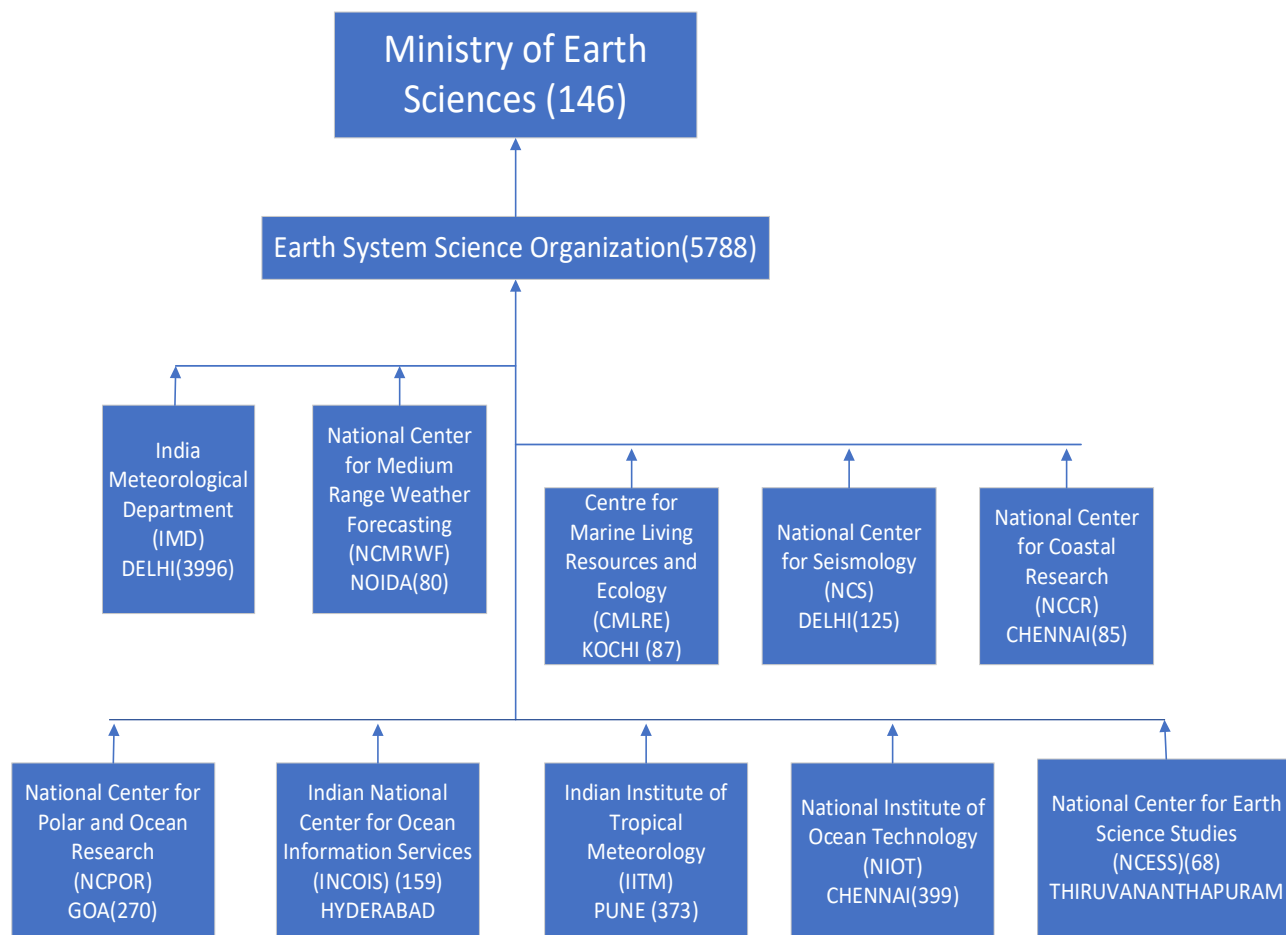


Figure 1: Organization structure of Ministry of Earth Sciences

5.2.1 Organizations

Ministry of Earth Sciences aims to create a framework for understanding the complex interactions among key elements of the Earth System, namely ocean, atmosphere and solid earth, by encompassing national programmes in Ocean science, meteorology, climate, environment and seismology. Ministry of Earth Sciences has 10 Institutes, which have been explained below:

5.2.1.1. *Indian Institute of Tropical Meteorology*

Vision: To Make IITM a World Centre of Excellence in Basic Research on the Ocean - Atmosphere Climate System required for improvement of Weather and Climate Forecasts

Mission :

- To develop outstanding research talent capable of understanding and exploring enlightened and effective Atmospheric sciences.
- To further the advancement of Research in Ocean-Atmosphere by undertaking relevant scientific programmes.
- To collaborate with other similar research institutions, in the development and application of climate study.

Products:

- System of Air Quality and Weather Forecasting and Research (SAFAR) online
- Short Range Ensemble Prediction System, Seasonal Prediction System
- Extended Range Prediction
- Climate data portal
- Environmental Information System Resource Partner (ENVIS data centre)
- Air Quality Early Warning System

5.2.1.2. *National Institute of Ocean Technology (NIOT)*

Vision: To develop reliable indigenous technologies to solve the various engineering problems associated with harvesting of non-living and living resources in the Indian Exclusive Economic Zone (EEZ), which is about two-thirds of the land area of India.

Mission:

- To develop world class technologies and their applications for sustainable utilization of ocean resources.
- To provide competitive, value-added technical services and solutions to organizations working in the oceans.

- To develop a knowledge base and institutional capabilities in India for management of ocean resources and environment.

Objectives:

- To develop technologies related to harnessing of ocean renewable energies namely wave energy, hydrokinetic energy, and Ocean Thermal Energy Conversion (OTEC) and generating fresh water from seawater.
- To develop technologies for offshore structural components and establish desalination plants in the Islands of Union Territory Lakshadweep.
- To develop technology along with capability building for the exploration and exploitation of deep ocean mineral resources such as poly-metallic manganese nodules and hydro-thermal sulphides occurring at Central and Southern Indian Ocean and gas hydrates within Exclusive Economic Zone.
- To develop acoustic systems for ocean applications such as ambient noise measurements, acoustical oceanography, underwater communication and coastal surveillance.
- To design and develop indigenous underwater acoustic imaging systems and allied technologies and to design and develop wide band underwater acoustic transducers and hydrophone arrays.
- To design, develop and demonstrate new autonomous ocean observation technologies and systems for oceanographic applications.
- To develop marine algal biotechnology, marine microbial biotechnology, open sea cage culture and ballast water treatment technologies.
- To develop environmentally sustainable solutions for beach restoration and shoreline management by integrating state-of-the-art field measurements, numerical modelling studies and comprehensive detailed engineering designs.
- To maintain the moored ocean observation network consisting of met-ocean and tsunami buoys for real time data transmission and to support RAMA program under the Indo-US collaboration and to disseminate data to INCOIS. To develop ocean observational tools prototype technology development.
- To conduct operational management and maintenance of research ships and on-board scientific equipment.
- To develop and maintain a state-of-the-art seafront research facility to enable activities in development and testing of prototype systems, validation of indigenously developed marine systems in the ocean environment.

5.2.1.3. Indian National Centre for Ocean Information Services (INCOIS)²

Vision: To emerge as a Knowledge and Information Technology Enterprise for the Oceanic realm.

Mission: To provide ocean data, information and advisory services to society, industry, the government and the scientific community through sustained ocean observations and constant improvements through systematic and focused research in information management and ocean modelling.

Objectives:

- To establish, maintain and manage systems for data acquisition, analysis, interpretation and archival for Ocean Information and related services.
- To undertake, aid, promote, guide and co-ordinate research in the field of ocean information and related services including satellite oceanography.
- To carry out surveys and acquire information using satellite technology, ships, buoys, boats, or any other platforms to generate information on fisheries, minerals, oil, biology, hydrology, bathymetry, geology, meteorology, coastal zone management and associated resources.
- To generate and provide data along with value added data products to user communities.
- To cooperate and collaborate with other national and international institutions in the field of ocean remote sensing, oceanography, atmospheric sciences/meteorology, and coastal zone management.
- To establish Early Warning System for Tsunami and Storm Surges.
- To support the research centres in conducting investigations in specified areas related to oceanic processes, ocean atmospheric interaction, coastal zone information, data synthesis, data analysis and data collection.
- To organise training programmes, seminars, and symposia to advance study and research related to oceanography and technology.
- To publish and disseminate information, results of research, data products, maps and digital information through all technologically possible methods to users for promoting research and to meet societal needs for improvement of living standards.
- To provide consultancy services in the fields of ocean information and advisory services.
- To co-ordinate with space agencies to ensure continuity, consistency and to obtain state-of-the-art ocean data from satellite observations.

² Indian National Centre for Ocean Information Services:- <https://incois.gov.in/>

- To encourage and support governmental and non-governmental agencies/organizations for furthering programmes in the generation and dissemination of ocean information.
- To undertake other lawful activities as may be necessary, incidental or conducive to the attainment and furtherance of all or any of the above objectives of ESSO-INCOIS.

5.2.1.4. *National Centre for Polar and Ocean Research (NCPOR):*

Mission: As the nodal agency for planning, promotion, coordination, and execution of the entire gamut of polar and Southern Ocean scientific research in the country as well as for the associated logistics activities

Objectives:

- Leadership role in niche areas of scientific research in the domain of polar and ocean sciences.
- Lead role in the geoscientific surveys of the country's EEZ and its extended continental shelf beyond 200M, deep-sea drilling in the Arabian Sea basin through the IODP, exploration for ocean non-living resources such as the gas hydrates and multi-metal sulphides in mid-ocean ridges.
- Facilitatory role in the scientific research activities being undertaken by several national institutions and organizations in Antarctica, the Arctic and in the Indian Ocean sector of the Southern Ocean.
- Management role in implementing all scientific and logistics activities related to the Annual Indian Expeditions to the Antarctic, Arctic & Southern Ocean.
- Management and upkeep of the Indian Antarctic Research Bases "Maitri" and "Bharati", and the Indian Arctic base "Himadri".
- Management of the Ministry's research vessel ORV SagarKanya as well as the other research vessels chartered by the Ministry are Polar and Ocean Sciences Geoscientific surveys, Extended continental shelf, Deep Sea drilling in the Arabian Sea, Gas hydrate, multi-metal sulphide, Annual Scientific Expeditions, Maitri, Bharati, Himadri, ORV SagarKanya.
-

5.2.1.5. *National Centre for Earth Science Studies (NCESS)³:*

Vision: To unravel the mysteries surrounding the earth and its processes for the sustainable development of natural resources, conservation of environment and management of natural hazards.

Objective:

³ National Centre for Earth Science Studies:- <https://www.ncess.gov.in/>

- Promote and establish modern scientific and technological research and development studies of importance to India and to Kerala in particular, in the field of Earth Sciences
- Organise and conduct research courses leading to doctoral degree
- Carry out field surveys and laboratory research of academic and economic significance in Earth Science related field
- Organise and conduct training courses in special fields for students and researchers
- Train Government officials in planning and project evaluation in the field of mineral resources on land and offshore
- Carry out studies in river basin evaluation, ground water management, coastal erosion, natural disaster management and mitigations and other special problems
- Institute and maintain earth science museums, natural monuments and parks
- Conduct lectures, seminars, workshops, field discussions etc. on problems related to earth sciences
- Carry out promotional studies in the field of mineral development and develop techniques and design tools for Earth Science Studies
- Work in collaboration with other Earth Science Institutions – state, central and international
- Contract for and undertake studies and to provide consultancy services for central and state agencies, international autonomous bodies, private sector etc.
- Establish, maintain, and operate research laboratories and to construct or obtain on lease / hire and to maintain any or all equipment / machinery for effective fulfilment of the general objectives of the Centre.

5.2.1.6. *India Meteorological Department (IMD)*⁴:

Vision: The vision of India Meteorological Department is to provide efficient Weather and Climate Services for Safety of life and property and to contribute towards the National Development.

Mission:

- To take meteorological observations and to provide current and forecast meteorological information for optimum operation activities like agriculture, irrigation, shipping, aviation, offshore oil explorations, etc.
- To warn against severe weather phenomena like tropical cyclones, dust storms, heavy rains and snow, cold and heat waves, etc
- To issue Quantitative precipitation forecast for flood management to central water commission and other agencies.

⁴ India Meteorological Department:- <https://mausam.imd.gov.in/>

- To provide climatological information for planning agriculture, water resource management, industries, oil exploration and other nation building activities.
- To conduct and promote research in meteorology and allied disciplines

5.2.1.7. National Centre for Medium Range Weather Forecasting (NCMRWF)⁵:

Mission: To continuously develop advanced numerical weather prediction systems, with increased reliability and accuracy over India and neighboring regions through research, development and demonstration of new and novel applications, maintaining highest level of knowledge, skills and technical bases.

Objectives:

- The mission of the Centre is to continuously develop advanced numerical weather prediction systems, with increased reliability and accuracy over India and neighbouring regions.
- Research, development and demonstration of new and novel applications, maintaining highest level of knowledge, skills and technical bases.

5.2.1.8. Centre for Marine Living Resources and Ecology (CMLRE)⁶

Mission: To strengthen the knowledge base on the complex interactions in the marine ecosystems of the seas around India and vulnerable ecosystems in the Indian jurisdiction, to enable the policy makers and managers to derive strategies for the optimum and effective utilization through ecosystem management on Marine Living Resources and Ecology.

Objective:

- Carry out the R & D activities in the country which inter-alia include mapping of the marine living resources, to strengthen the knowledge base on the complex interactions in the marine ecosystems of the seas around India and vulnerable ecosystems in the Indian jurisdiction.
- The Marine Living Resources Programme envisages survey, assessment and exploitation of the MLR and studies on the response of MLR to changes in the physical environment with the objective of developing an ecosystem model for the management of the living resources in the Indian EEZ.

⁵ National Centre for Medium Range Weather Forecasting:- <https://www.ncmrwf.gov.in/>

⁶ Centre for Marine Living Resources and Ecology:- <https://www.cmlre.gov.in/>

- The Fishery Oceanographic Vessel (FORV) SagarSampada is fully utilized for these studies in addition to the information from other sources viz; satellite remote sensing, Modelling outputs, Argo profiles and Buoy data.

Mandate:

- To develop management strategies for marine living resources through Ecosystem monitoring and modelling efforts.
- Evolving, coordinating and implementing time targeted national /regional R&D programmes in the field of marine living resources and ecology through effective utilisation of Fishery and Oceanographic Research Vessel Sagar Sampada.
- Strengthening of research on marine living resources and Ecology including establishment of a data centre for storage and dissemination of data/ information to end users.
- Coordinating the national programmes relating to Southern Ocean Living Resources (Antarctic marine living resources).

5.2.1.9. National Centre for Coastal Research (NCCR)⁷:

Vision: To be a center of excellence for coastal research and offer scientific, advisory and outreach services to the coastal states and stakeholders for sustainable management of the coastal areas.

Mission: To carry out multi-disciplinary research related to coastal water quality, coastal process, shoreline management, coastal hazards-vulnerability and coastal ecosystems for the benefit of society and environment.

Mandate: The NCCR is mandated to provide best possible technological and scientific services / support for sustainable management of coastal areas by developing and improving capabilities related to coastal water quality, coastal processes, shoreline management, coastal hazards- vulnerability and coastal ecosystems through multi-disciplinary and integrated research programmes. NCCR will provide scientific and technical support to coastal states and stakeholders for effective management of coastal areas and resources.

⁷ National Centre for Coastal Research:- <https://www.nccr.gov.in/>

5.2.1.10. *National Center for Seismology (NCS)*⁸:

Vision: Understanding the earthquake source processes and their effects through earthquake monitoring and seismological research for the cause of earthquake-safe society

Mission: To work towards creating a seismic resilient society

Research Activities/ Projects:

- Earthquake monitoring on 24X7 basis.
- Operation and maintenance of national seismological network comprising of 115 stations, maintenance of seismological data centre and information services
- Seismic hazard micro zonation related studies.
- Aftershock/earthquake swarm monitoring/survey.
- Understanding of earthquake processes
- Public outreach

⁸ National Center for Seismology:- <https://seismo.gov.in/>

5.3. Opportunities in use of technology for the relevant functional areas of Ministry

We have reviewed the best practices across leading bodies of earth sciences globally and in order to understand of the latest development in the sector of leading institutes like National Oceanic and Atmospheric Administration (NOAA) and Japan Agency for Marine-Earth Science and Technology (JAMSTEC).

- **Acquisition and Grants Office⁹**

US has a special Acquisition and Grants Office for strategic public procurement and acquisition processes. It Enables the NOAA mission through premier acquisition and financial assistance solutions. This includes the Commerce Business Opportunities Tool (C-BOT) Forecast which is the DOC-mandated system for development of acquisition plans and forecasts of business opportunities made available to the public. A similar model of development of forecasted procurement plans may be implemented in India. This would lead to better procurement processes and timely access to vendors

- **Modernizing Radar Technology¹⁰**

Climate change is making weather forecasting more and more unpredictable increasing the pressure on the available radar systems. Currently India imports most of its radars from United States, Germany and Singapore and is the 2nd largest importer of Radar in the World. IMD is aiming to bolster its observational network with the augmentation of radars, automatic weather stations and rain gauges and satellites to improve predictability. The number of radars is projected to increase from 34 at present to 67 by 2025.

Therefore, there is a need to increase technical expertise in making these equipment's. Further continuous training in radar systems at institutes like IITM-Pune, NIOT, IMD needs to take place to keep the manpower updated about the international best practices and technologies

Further the following trainings may be conducted-

- Trainings in Radar assembly and maintenance
- Interactive Radar operation Modules on the lines of modules being conducted for LIDAR at NOAA, US
- Trainings in developing radar equipment through industrial partnerships and exchange programs

- **Climate Data Management System (CDMS)¹¹**

⁹ National Oceanic and Atmospheric Administration(NOAA):- noaa.gov/organization

¹⁰ Business Standard:- business-standard.com

¹¹ World Meteorological Organization (WMO), available at library.wmo.int

With the increase in climate data available Indian organizations may need to upgrade their data management systems. Current few challenges exist in this area-

- 1.1.1. Gaps in tools available for collection and management of data
- 1.1.2. Little or no backup/offsite storage or contingency options

World Meteorological Organizations Climate Services Toolkit (CST) contains best practices in accessing, mining and using information for improving climate services and dealing with climate-sensitive societal challenges. One of them is the Climate Data Management System. Such a system can be implemented in the organizations of the department.

- [Interactive data management system that enables data browsing & image manipulation](#)¹²

JAMSTECH has designed a Data management system that enables data browsing and interactive image manipulation. It would enable easy acquisition of X-ray CT scan images of core samples collected by scientific drilling and resource drilling. It can be used for data management of samples that require various image analysis.

Such a system has multiple uses for the department and may help in overcoming the data analysis and management gaps. Some of the applications include-

- 1.1.3. Core analysis in the fields of scientific drilling and resource drilling
- 1.1.4. Deep Sea Ocean mission for Deep Ocean Survey and Exploration

Through technology transfers and signing of MoU's with JAMSTECH such cutting edge technologies can be brought to India as well.

- [Leading Data Visualization Tools](#)¹³

Capacity Gaps exist in the data visualization tools available at institutes like NIOT and IITM-Pune. NOAA of US uses data visualization tool called Socrata to predict statistical outcomes.

Access to and trainings in this software tool can be provided to enabled effective visualization and analysis of data.

¹² Japan (JAMSTECH):- jamstec.go.jp

¹³ National Oceanic and Atmospheric Administration(NOAA):- <https://www.noaa.gov/acquisition-grants>

5.4. Competency Needs Assessment on Individuals & Organizational level (CNA)

5.4.1 Focused Group Discussion (FGD)

Focus Group Discussion (FGD) is a qualitative research method and data collection technique in which a selected group of people for same designation or role came together for the discussion of their capacity needs and kind of intervention they would prefer which might improve the efficiency to deliver. Ministry of Earth Sciences the Focused Group Discussions were conducted in National Institute of Ocean Technology (NIOT) and Indian Institute of Tropical Meteorology (IITM). The FGD's covered total of 218 number of staff in both the institute which consisted of scientific and non-scientific staff both.

5.4.1.1. National Institute of Ocean Technology (NIOT):

National Institute of Ocean Technology is an autonomous institute of Ministry of Earth Sciences started in 1993 with a mission to develop world class technologies and their applications for sustainable utilization of ocean resources, to provide competitive, value-added technical services and solutions to organizations working in the oceans and to develop a knowledge base and institutional capabilities in India for management of ocean resources and environment. Virtual FGD was conducted with the staff of NIOT on 10th January 2023 which had representatives from CBC and PwC.

Number of officials covered in National Institute of Ocean Technology's

Roles	Number of Officials covered
Director & Scientist G	9
Scientist F	11
Scientist E	22
Scientist D	10
Scientist B and C	6

Scientific support officer and technician	19
Admin	10
Total	87

5.4.1.2. Indian Institute of Tropical Meteorology (IITM):

Indian Institute of Tropical Meteorology was founded 17 November 1962 at Pune (the then Poona), as a distinct unit of the India Meteorological Department (IMD). Consequent upon the recommendation of the Committee for Organization of Scientific Research (COSR) appointed by the Government of India the Institute was transformed into an autonomous organization on 1st April 1971 under the name Indian Institute of Tropical Meteorology (IITM). IITM is a premiere research Institute to generate scientific knowledge in the field of meteorology and atmospheric sciences that has potential application in various fields such as agriculture, economics, health, water resources, transportation, communications, etc. It functions as a national center for basic and applied research in monsoon meteorology. Virtual FGD was conducted with the staff of NIOT on 10th January 2023 which had representatives from CBC and PwC.

Number of officials covered in Indian Institute of Tropical Meteorology

Roles	Number of Officials covered
Scientist G	5
Scientist F	22
Scientist E	54
Scientist D	32
Scientist C	3
Non-Scientific Staff	15
Total	131

5.4.2 Capacity Needs Analysis (CNA) Survey:

Capacity Needs Analysis is a framework that assesses the desired capacity against existing capacity in order to identify the capacity gaps. For Capacity Needs Analysis survey, a Google survey form was prepared & finalized with a consultation with CBC and MDO to assess the Capacity Needs Assessment of individuals in the unique role in an organization. The survey is a self-evaluation, where the competency gaps are captured for both training needs and collective organizational needs of the MDO. The Capacity Need Analysis focused on Behavioral, Functional and Domain competency.

CNA conducted in Ministry of Earth Sciences covered total of 8 Centers and the Head Quarter of Ministry of Earth Sciences. The CNA survey had a response from 287 Scientists, which included Scientist B to Scientist G.

Number of Scientists covered in Capacity Needs Analysis (CNA)

Centers	Scientist B	Scientist C	Scientist D	Scientist E	Scientist F	Scientist G
IITM - Pune	1	4	9	9	7	1
INCOIS - Hyderabad	3	2	12	16	3	3
NCCR - Chennai	0	0	3	2	1	1
NIOT - Chennai	1	6	6	12	4	4
NCPOR - Goa	0	2	2	2	2	2
CMLRE - Kochi	0	0	5	5	1	0
NCMRWF - Noida	0	5	9	6	6	3
IMD - Delhi	0	46	14	34	24	2
MOES - Prithvi Bhavan	0	0	0	0	6	1
Total	5	65	60	86	54	17

5.5. Types of Interventions

Interventions are Mapped through FGD's, CNA and Secondary research. These Interventions are bifurcated in Training and Non-training interventions.

5.5.2 Training interventions

1. **Induction training:** When a new official is hired by the MDO, they must complete induction training. The training's purpose is to familiarize the official with the MDO's operation and the responsibilities they will have in that organization. The majority of the time, the officials get training on MDO- and position-specific abilities.
2. **Refresher training:** A refresher course is done by authorities who have already received the necessary training. The training is intended to either update the officials' capabilities in light of changes in the definition or the working environment, or to provide the officials with the opportunity to review their previously learned competencies.
3. **Regular training:** Regular training focuses on giving officials the skills they need to successfully carry out their existing responsibilities and daily tasks.
4. **Progressive training:** Progressive training equips officials with the abilities they need to be ready for future MDO operations and anticipates the MDO's long-term needs based on the evolving work environment and mission.

5.5.3 Levels of training interventions

Training interventions are categorized into two levels. These are as follows: Check bullet numbering

1. **Basic:** This training equips officials with the minimum competencies and proficiency levels within each competency, required to effectively perform their roles and fulfil their mandate in the MDO.
2. **Advanced:** This training equips officials with the competencies that enable them to continually adapt and optimize their performance for all roles.

5.5.4 Non-training interventions

Non-training activities can include anything that does not involve formal instruction or practice. Examples of non-training activities include team building activities, include automation of repetitive processes within the department/organization, procurement of an online collaboration tool, knowledge management et cetera

5.6. Capacity Need Analysis for role wise competency needs

The CNA for Organizational wise competency assessment at designation level needs had the major discussion on Key focus areas activities and functions of each division/cell/department under a Joint Secretary, Initiatives being undertaken to meet the short- and medium-term goals, and targets/ milestones, if any and Key skills gap & competency challenges faced by the division/cell/department in executing the above objectives.

No.	Organization	Training Type	Type	Competency Gaps Area/ Name	Training Level basis positions				
					Scientist C	D	E	F	G
1	NCMRWF Noida	Regular	B	Communication skills	A	A	B	A	
		Regular	B	Strategic Thinking	A	A	A	A	B
		Regular	B	Conceptual Thinking	B	A	A	B	
		Regular	B	Desire for Knowledge	A	A	A	B	
		Regular	B	Commitment to the Organization	B	A	B	A	B
		Regular	B	Problem Solving	B	A	A	B	B
		Regular	B	Team-Working		A	A	A	B
		Regular	B	Result Orientation	B	A	A	B	
		Regular	B	Self-Confidence	B	A	B	A	
		Regular	B	Decision Making	B	B	A	B	B
		Regular	F	Science Communication	A	B	A	A	B
		Regular	F	Writing proficiency	B	A	B	A	
		Regular	F	Project Management		B	B	A	A
		Regular	F	MS Office		A	B	B	
		Regular	F	Team Management		A		A	B
		Regular	F	Office protocols	B		B	B	
		Regular	F	Raj Bhasha		B	B	B	
		Regular	F	Science Diplomacy			B	B	B
		Regular	F	General Financial Rules, 2017			B		B
Regular	F	Budgeting and accountability	B				B		
Regular	F	Science Communication	A	B	A	A	B		
2	NCPOR – Goa	Regular	B	Planning and Coordination	B	A	B	A	A
		Regular	B	Integrity	B	A	B	B	B
		Regular	B	Motivation	B	A	B	B	B
		Regular	B	Team-Working	B	B	B	B	B
		Regular	B	Commitment to the Organization	B	B	B	B	B
		Regular	B	Communication skills	B	B	A	B	
		Regular	B	Ethics	B	B	B	B	B
Regular	B	Strategic Thinking	B	A	B	B	B		

No.	Organization	Training Type	Type	Competency Gaps Area/ Name	Training Level basis positions				
					Scientist C	D	E	F	G
3	NIOT Chennai	Regular	B	Conceptual Thinking	B	B	B	B	
		Regular	B	Desire for Knowledge	B	B	B	B	
		Regular	F	Science Communication	A	A		A	A
		Regular	F	Team Management	A	A		A	A
		Regular	F	Writing proficiency	A	A	A	B	B
		Regular	F	General Financial Rules, 2017	A	A		B	B
		Regular	F	Project Management	B	B	A		A
		Regular	F	Science Diplomacy	B	B		A	B
		Regular	F	E-office	A	B		B	
		Regular	F	GeM marketplace	A	B		B	
		Regular	F	MS Office	A	B		B	
		Regular	F	NIC applications - email, messenger, cloud storage and others	A	B	B		
		Regular	B	Innovative Thinking	A	A	A		A
		Regular	B	Integrity	B	B	A	B	B
		Regular	B	Commitment to the Organization	A	B	A	B	B
		Regular	B	Conceptual Thinking	A	A	A	B	B
		Regular	B	Problem Solving	A	A	A	B	B
		Regular	B	Decision Making	B	A	A	B	
		Regular	B	Desire for Knowledge	A	A	A	B	B
Regular	B	Result Orientation	B	A	A	B	B		
Regular	B	Ethics	A	A	A	B			
Regular	B	Team-Working	A	A	A	B			
Regular	F	Budgeting and accountability	B	A	A	B	B		
Regular	F	Central civil conduct code	B	A	A	B	B		
Regular	F	E-office	B	A	A	B	B		
Regular	F	GeM marketplace	B	A	A	B	B		
Regular	F	General Financial Rules, 2017	B	A	A	B	B		
Regular	F	Grammar training for cabinet note, EFC or office order	B	A	A	B	B		
Regular	F	IFD Framework	B	A	A	B	B		
Regular	F	Knowledge Management	B	A	A	B	B		
Regular	F	MS Office	B	A	A	B	B		

No.	Organization	Training Type	Type	Competency Gaps Area/ Name	Training Level basis positions				
					Scientist C	D	E	F	G
		Regular	F	National Anthem, Flag code of India and state emblem of India	B	A	A	B	
4	IITM-Pune	Regular	B	Innovative Thinking	B	B	A	A	
		Regular	B	Integrity	B	B	A	A	
		Regular	B	Motivation		B	A	A	
		Regular	B	Decision Making	B	B	A	A	
		Regular	B	Ethics		A	A	A	
		Regular	B	Problem Solving		A	A	A	
		Regular	B	Commitment to the Organization	B	A	A	A	
		Regular	B	Conceptual Thinking	B		A	A	
		Regular	B	Desire for Knowledge	B	B	A	A	
		Regular	B	Developing Others		B	A	A	
		Regular	F	Science Communication	B	A	A	A	
		Regular	F	Knowledge Management	A	A	B	B	
		Regular	F	Technical Writing	A	A	B	B	
		Regular	F	Writing proficiency	B	A	A	B	
		Regular	F	National Anthem, Flag code of India and state emblem of India	B	A	A	B	
		Regular	F	Project appraisal and Management	B	B	A	A	
		Regular	F	Team Management	B	A	A	A	
		Regular	F	Central civil conduct code	B	A	A	B	
		Regular	F	E-office	B	B	A	A	
		Regular	F	Office protocols	B	A	A	A	
Regular	B	Commitment to the Organization	B	A	A	A			
5	INCOIS - Hyderabad	Regular	B	Desire for Knowledge	A	A	A	A	
		Regular	B	Integrity	B	A	A	B	
		Regular	B	Conceptual Thinking	B	A	A	A	
		Regular	B	Ethics	B	A	A	A	
		Regular	B	Motivation	B	A	A	B	
		Regular	B	Self-Confidence	B	A	A	A	
		Regular	B	Self-Management	B	A	A	A	
		Regular	B	Strategic Thinking	B	A	A	B	
		Regular	B	Innovative Thinking	B	A	A	B	
		Regular	F	Science Communication	B	A	A	B	

No.	Organization	Training Type	Type	Competency Gaps Area/ Name	Training Level basis positions				
					Scientist C	D	E	F	G
		Regular	F	Technical Writing	B	A	A	B	
		Regular	F	Writing proficiency	B	A	A	B	
		Regular	F	Project appraisal and Management	B	A	A	B	
		Regular	F	Project Management	B	A	A	B	
		Regular	F	Central civil conduct code	B	A	A		
		Regular	F	Knowledge Management	B	A	A	B	
		Regular	F	Team Management	B	A	A	B	
		Regular	F	E-office	B	B	A	B	
		Regular	F	National Anthem, Flag code of India and state emblem of India	B	A	A		
6	NCCR-Chennai	Regular	B	Assertiveness		B	A	B	
		Regular	B	Attention to detail		B	A		
		Regular	B	Commitment to the Organisation		B	B		
		Regular	B	Conceptual Thinking	A		A		
		Regular	B	Consultation and Consensus Building	B		A		
		Regular	B	Decision Making		A	B		
		Regular	B	Delegation	B	B	A	B	
		Regular	B	Desire for Knowledge	B	B	A		
		Regular	B	Developing Others	B	B	A		
		Regular	B	Ethics		A			
		Regular	F	Science Communication	B	A	A	B	
		Regular	F	Technical Writing	B	A	A	B	
		Regular	F	Writing proficiency	B	A	A	B	
		Regular	F	Project appraisal and Management	B	A	A	B	
		Regular	F	Project Management	B	A	A	B	
		Regular	F	Central civil conduct code	B	A	A		
		Regular	F	Knowledge Management	B	A	A	B	
		Regular	F	Team Management	B	A	A	B	
		Regular	F	E-office	B	B	A	B	
Regular	F	National Anthem, Flag code of India and state emblem of India	B	A	A				
7	IMD-Delhi	Regular	B	Decision Making	B	A	A	A	

No.	Organization	Training Type	Type	Competency Gaps Area/ Name	Training Level basis positions				
					Scientist C	D	E	F	G
		Regular	B	Team-Working	B	A	A	A	
		Regular	B	Integrity	B	A	A	A	
		Regular	B	Commitment to the Organization	B	B	B	B	
		Regular	B	Innovative Thinking	B	A	A	A	
		Regular	B	Conceptual Thinking	B	A	A	A	
		Regular	B	Desire for Knowledge	B	A	A	A	
		Regular	B	Planning and Coordination	B	A	A	A	
		Regular	B	Self-Confidence	B	A	A	A	
		Regular	B	Attention to detail	B	A	A	A	
		Regular	F	Science Communication	B	A	A	B	
		Regular	F	Technical Writing	B	A	A	B	
		Regular	F	Writing proficiency	B	A	A	B	B
		Regular	F	Project appraisal and Management	B	A	A	B	B
		Regular	F	Project Management	B	A	A	B	A
		Regular	F	Central civil conduct code	B	A	A		A
		Regular	F	Knowledge Management	B	A	A	B	B
		Regular	F	Team Management	B	A	A	B	A
		Regular	F	E-office	B	B	A	B	B
		Regular	F	National Anthem, Flag code of India and state emblem of India	B	A	A		A
		8	CMLRE-Kochi	Regular	B	Strategic Thinking		A	A
Regular	B			Conceptual Thinking		A	A	B	
Regular	B			Delegation		A	A	B	
Regular	B			Giving feedback		A	A	B	
Regular	B			Leading Others		A	A	B	
Regular	B			Planning & Coordination		A	A	B	
Regular	B			Team-Working		A	A	B	
Regular	B			Communication skills		A	B	B	
Regular	B			Developing Others		A	A	B	
Regular	B			Ethics					
Regular	F			Team Management		A	A	B	
Regular	F			Raj Bhasha		A	A	B	
Regular	F			Science Communication		A	A	B	
Regular	F	E-office		A	B	B			

No.	Organization	Training Type	Type	Competency Gaps Area/ Name	Training Level basis positions				
					Scientist C	D	E	F	G
		Regular	F	General Financial Rules, 2017		A	A	B	
		Regular	F	Project Management		A	B	B	
		Regular	F	Writing proficiency		A	B	B	
		Regular	F	GeM marketplace		A	A		
		Regular	F	MS Office		A	B	B	
		Regular	F	National Anthem, Flag code of India and state emblem of India		A	B	B	

CNA for Division wise competency needs had the major discussion on Training type with the information on the competency gaps and their type.

No	Division	Training Type	Competency Gaps Area/Name	Type
1.	Establishment & Administration	Regular	<ul style="list-style-type: none"> Roster Management (Categorization and Specification) Knowledge in pay fixation Recruitment software for sending invitation and screening of applications Need for software for APAR Model on Pension Calculation Recruitment Policy GeM and PFMS Training Establishment rules Courses to help in queries that need to be replied to through RTI 	D F F F F F F F F
2.	Accounts	Regular	<ul style="list-style-type: none"> Courses in Taxation Training in Making of Budget proposal Session on reimbursement of bills CST Training and Information Management Training in Direct and Indirect Taxation Training in NPS (Periodical Training) Training in Accounting Standards Financial Management and Modelling Training in Management Skills Training in Accounting Standards 	F F F F F F F F F F
3.	Purchase & Stores	Regular	<ul style="list-style-type: none"> Learning new technology for procurement Contract Management 	F F F

No	Division	Training Type	Competency Gaps Area/Name	Type
			<ul style="list-style-type: none"> • Training in Managing Scrap • Trainings in Tender & Drafting Contracts • Office procedure & service rules • Information Management Training • GeM and Taxation Training • Training on selection of vendors • Changes or Upgradation of rules in procurement can be notified or given on a portal at one glance 	F F F F F F
4.	Library	Regular	<ul style="list-style-type: none"> • Software for managing soft copies of thesis • Need for better user interface • Knowledge on latest rules of Bidding and Distribution (updated rules) • Training for file Management (physical files) • Information Management Training 	F F F F F

5.7. Courses Identified and Voluntary Training Calendar

5.7.1 List of Courses Identified

The following table represents the courses identified and their encoding. Course codes are used for ease of reference to a course from the Training Calendar which is represented in the section 3 above.

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
MY00001*	POSH	Prevention of Sexual Harassment of Women at Workplace	Human Resource Policies and Legislation Framework Management	1h 51m	ISTM	Link	L1	iGOT
MY00002*	Emerging Technologies Level 1	Introduction to Emerging Technologies	Basics of Data Analytics, Artificial Intelligence, Machine Learning, Computer Vision, NLP etc.	2h 30m	CBC	Link	L1	iGOT
MY00003	Emerging Technologies Level 2	Emerging Technologies Level 2	Advanced Knowledge of Data Analytics, Artificial Intelligence, Machine Learning, Computer Vision, NLP etc.	2 days	CDAC	-	L3	CDAC (Physical)

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
MY00004	DAKSHTA	DAKSHTA	Noting & Drafting, Office Management, Handling Parliamentary Proceedings, Integrated Finance Division, Public Procurement through Government e-Market Place(GeM), Conduct & Behavior Management, Project Administration	16h 54m	ISTM	Link	L2	iGOT
MY00005	DAKSHTA	DAKSHTA	Noting & Drafting, Office Procedure, RTI, GFR, Interpersonal Skills, Tender Documents, GeM, Case Studies, Managing Stress, Gender Sensitization, Computer Hands on, Record Management, e-Office, Cabinet notes, etc.	5 days	ISTM	-	L4	ISTM (Physical)
BH00015	Citizen Centricity First	Citizen Centric Communication	Importance of Proper Communication, importance of Listening, Active Listening Behavior, Being assertive in citizen-centric communication, citizen-centric communication is about putting the citizen first and	50m	ISTM	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			ensuring that your communication is clear, concise, respectful, responsive, and transparent. By following the principles described in this course, one can build trust and understanding with the citizens they serve					
BH00001	Communication Skills	Effective Communication	Understand the need of communication and the effectiveness of communication	7h 19m	IIMB	Link	L2	iGOT
BH00002	Conflict Solving Strategies	Conflict Management & Negotiation	Conflict Resolution, Steps to Conflict Resolution, Conflict Resolution Skills, Wi-Win situation	1h 30m	DoPT	Link	L1	iGOT
BH00003	Critical thinking	Problem Solving and Decision Making	Need for problem solving, analyzing the problem, divergent thinking, decision making	1h 40m	iGOT	Link	L1	iGOT
BH00003	Decision Making	Problem Solving and Decision Making	Need for problem solving, analyzing the problem, divergent thinking, decision making	1h 40m	DoPT	Link	L1	iGOT
BH00016	Delegation	Delegation	Basics of Delegation	45 Min	BSNL	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
BH00004	Empathy	Increasing your Emotional Quotient	Stress Management Self-Control Mindfulness Stress & Resilience	1h	Art of Living	Link	L1	iGOT
BH00005	Equity	Gender Equality and Development – Overview	Gender Equality and Development	1h 45m	iGOT	Link	L1	iGOT
BH00006	Equity	Leadership	Define Leadership, Alignment of Leader with Team members, Allocation of Tasks by Leader to Team Members, Motivating Your Team as a Leader, Lead Yourself	1h 30m	DoPT	Link	L1	iGOT
BH00017	Ethics	Ethics and Values	Ethics and Values in Administration, Professional Ethics and Integrity, Ethical Decision Making and Ethical Dilemma	50 min	Border Roads Organisation (BRO)	Link	L1	iGOT
BH00018*	Ethics	Code of Conduct for Government Employees	This course covers details about Code of Conduct for government of India officials, describe the conduct that is not allowed/expected from government employees	35m	ISTM	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
BH00007	Ethics and Values	Personal and Organisational values	Explains that we imbibe values from our surroundings and these values are set of guiding principles that help an individual make a decision and choose a path.	55 min	Department of Personnel and Training DoPT	Link	L1	iGOT
BH00005	Gender Awareness/Sensitization	Gender Equality and Development – Overview	Gender Equality and Development	1h 45m	iGOT	Link	L1	iGOT
BH00019	Gender Awareness/Sensitization	Gender Sensitivity	Gender Sensitivity: Understanding Gender Bias; Gender Sensitization: Understanding Gender Stereotypes; Gender Sensitization: What can Organization do?	50m	Ministry of Power	Link	L1	iGOT
BH00020*	Gender Awareness/Sensitization	Prevention of Sexual Harassment of Women at Workplace	Human Resource Policies and Legislation Framework Management	1h 51m	ISTM	Link	L1	iGOT
BH00002	Influencing & Negotiation	Conflict Management & Negotiation	Conflict Resolution, Steps to Conflict Resolution, Conflict Resolution Skills, Win Win situation	1h 30m	DoPT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
BH00021	Interpersonal skills	Level-III CSSS Course to Develop Behavior Competencies	Level-III CSSS Course to Develop Behavior Competencies	2h 18m	iGOT	Link	L2	iGOT
BH00022	Knowledge sharing & mentorship	Coaching module of BSNL Mission Karmayogi	Coaching module of BSNL Mission Karmayogi	52m	BSNL	Link	L1	iGOT
BH00023	Leadership	Leadership module of BSNL Mission Karmayogi	Basics of Leadership and Team Development	1h 16m	BSNL	Link	L1	iGOT
BH00006	Leadership	Leadership	Define Leadership, Alignment of Leader with Team members, Allocation of Tasks by Leader to Team Members, Motivating Your Team as a Leader, Lead Yourself	1h 30m	DoPT	Link	L1	iGOT
BH00006	Leading Others	Leadership	Define Leadership, Alignment of Leader with Team members, Allocation of Tasks by Leader to Team Members, Motivating Your Team as a Leader, Lead Yourself	1h 30m	DoPT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
BH00004	Maintaining mental health	Increasing your Emotional Quotient	Stress Management Self Control Mindfulness Stress & Resilience	1h	Art of Living	Link	L1	iGOT
BH00024	Maintaining mental health	Managing Personal Relations	Self-Management Self Confidence Emotional Quotient & Intelligence Art of Living	40m	iGOT	Link	L1	iGOT
BH00025	Maintaining physical health	Y-Break 5 minute Yoga at Workplace	The course offers quick and simple yoga routines that can be done during work breaks or at the workplace. The routines consist of various poses, stretches, rotations, and breathing exercises that can help release tension and promote relaxation.	23m	DoPT	Link	L1	iGOT
BH00026*	Maintaining physical health	Yoga for Excellence	The techniques shown in the course when practiced regularly increases resilience, willpower and overall health.	1h 10m	Art of Living	Link	L1	iGOT
BH00008	Motivation	Motivation	Motivation drives performance, Maslow's hierarchy of needs, motivating self, self-motivation action plan	1h	DoPT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
BH00008	Motivation	Motivation	The course on 'Motivation' explains that once we are aligned with our personal motivation and goals we are likely to become an excellent performer. For this, we need to find our own motivation that is relevant to our context, situation and job	1h 8m	DoPT	Link	L1	iGOT
BH00027	Motivation	Understanding Motivation	By the end of this course, the learners will be able to understand the concept of motivation from the lens of various theories. They will be able to explore the questions like why people do what they do, what is the role of a leader in motivating and demotivating others and how the design of the jobs plays a role in motivation.	1 hour 35 minutes	LBSNAA	Link	L1	iGOT
BH00001	Negotiation skills	Effective Communication	Understand the need of communication and the effectiveness of communication	7h 19m	IIMB	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
BH00002	Negotiation skills	Conflict Management & Negotiation	Conflict Resolution, Steps to Conflict Resolution, Conflict Resolution Skills, Win Win situation	1h 30m	DoPT	Link	L1	iGOT
BH00007	Organizational Skills	Personal and Organisational values	Explains that we imbibe values from our surroundings and these values are set of guiding principles that help an individual make a decision and choose a path.	55m	DoPT	Link	L1	iGOT
BH00003	Problem Solving	Problem Solving and Decision Making	Need for problem solving, analyzing the problem, divergent thinking, decision making	1h 40m	DoPT	Link	L1	iGOT
BH00028	Result Orientation	Result Orientation and Planning	Result Orientation and Planning	80 Min	BSNL	Link	L1	iGOT
BH00009*	Self Confidence	Self-Leadership	This course has many insightful videos on self-leadership by Gurudev Sri Sri Ravi Shankar. We exist at 7 levels - Body, Breath, Mind, Intellect, Memory, Ego and Self. Self-awareness, Self-control and Self-confidence all increase with Self-knowledge	1h 16m	The Art of Living	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
BH00004	Self-Management	Increasing your Emotional Quotient	How to handle negative emotions is not taught as part of our educational curriculum. In this course we learn very important aspects of managing emotions and learn a meditation that helps us transform our emotions. This course comprises of learning videos by Gurudev Sri Sri Ravi Shankar.	1h	The Art of Living	Link	L1	iGOT
BH00009*	Self-Management	Self-Leadership	This course has many insightful videos on self-leadership by Gurudev Sri Sri Ravi Shankar. We exist at 7 levels - Body, Breath, Mind, Intellect, Memory, Ego and Self. Self-awareness, Self-control and Self-confidence all increase with Self-knowledge	1h 16m	The Art of Living	Link	L1	iGOT
BH00008	Self-Motivation	Motivation	This is a five-step approach to create an action-plan for self-motivation: my needs, the demotivating factors at work, demotivating factors outside work hours, motivating factors at work,	1h 8m	DoPT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			motivating factors outside work hours.					
BH00004	Self-Awareness and Self-Control	Increasing your Emotional Quotient	How to handle negative emotions is not taught as part of our educational curriculum. In this course we learn very important aspects of managing emotions and learn a meditation that helps us transform our emotions. This course comprises of learning videos by Gurudev Sri Sri Ravi Shankar.	1h	Art of Living	Link	L1	iGOT
BH00009*	Self-Awareness and Self-Control	Self-Leadership	This course has many insightful videos on self-leadership by Gurudev Sri Sri Ravi Shankar. We exist at 7 levels - Body, Breath, Mind, Intellect, Memory, Ego and Self. Self-awareness, Self-control and Self-confidence all increase with Self-knowledge	1h 16m	The Art of Living	Link	L1	iGOT
BH00029*	Stakeholder Analysis & Management	Stakeholders in Governance	Stakeholder Analysis	53 min	ISTM	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
BH00010*	Stress Management	Stress Management	The course aims to provide the learners a potpourri of stress management tips and strategies to tackle the root cause of stress. As you go through the course you will be able to apply the learning and develop insight into meaning of stress , its impact, symptoms, causes as well as practical interventions which can help busting the stress level.	2h 17m	IIPA	Link	L2	iGOT
BH00011*	Stress Management	Stress Management	Physical and mental fitness, relaxation, worry for job, sleep quality, planning, concern for others, workload, separating professional and personal life are few factors that impact our stress levels.	1h 15m	DoPT	Link	L1	iGOT
BH00012	Team Management & Development	Team Building	High Performance Team, Commitment from the entire team, Team Member's Contribution, Communicating with the team, Cooperation amongst team members	1h 20m	DoPT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
BH00013	Team management, sensitiveness to team	Team Engagement	Basics of Engaging Teams	20 Min	BSNL	Link	L1	iGOT
BH00013	Team-Working	Team Engagement	High Performance Team, Commitment from the entire team, Team Member's Contribution, Communicating with the team, Cooperation amongst team members	20 Min	BSNL	Link	L1	iGOT
BH00014	Time Management	Time Management	The course, 'Time Management' lists the benefits of Time Management, typical challenges to Time Management, demonstrates the Covey's Quadrant to prioritize time and explains the need for focusing on bigger aspect	1h 15m	DoPT	Link	L1	iGOT
BH00010*	Work-Life Balance	Stress Management	The course aims to provide the learners a potpourri of stress management tips and strategies to tackle the root cause of stress. As you go through the course you will be able to apply the learning and develop insight into meaning	2h 17m	IIPA	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			of stress , its impact, symptoms, causes as well as practical interventions which can help busting the stress level.					
BH00011*	Work-Life Balance	Stress Management	Physical and mental fitness, relaxation, worry for job, sleep quality, planning, concern for others, workload, separating professional and personal life are few factors that impact our stress levels.	1h 15m	DoPT	Link	L1	iGOT
FN00010	Balance Sheet Reading	Understanding Financial Position of an organization	Understand how financial transactions occur in any organization. Understanding the balance sheet, Double-entry accounting system, and profit and loss (P&L) statement is a financial statement that summarizes the revenues, costs, and expenses incurred during a specified period	43m 19s	iGOT	Link	L1	iGOT
FN00011*	Budgeting & Accounting	Budget	Basics of Budgeting and its importance, principles of Indian budgetary system, Constitutional mandates for preparing annual	50 min	ISTM	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			budgets, budgetary process and voting/ passing the budget					
FN00012	Budgeting & Accounting	Budgetary System in Government	Budgetary Control, Demand for Grants MoD, Financial Control, Re-appropriation, Role of Audit, Role of Finance	32m 37s	Defence Accounts Departments	Link	L1	iGOT
FN00013	Budgeting & Accounting	Finance and Accounts	The objectives of this module are: Define budget and explain the budgetary process, Explain the key features of financial regulation, Define audit, its purpose and objectives, Explain the procedure for procurement, Explain the preparation and maintenance of cashbook and Describe travel allowance rules.	41m	DoPT	Link	L1	iGOT
FN00014	Coaching & Mentoring	Coaching & Mentoring	Performance assessment, time management, coaching, teamwork	52 min	BSNL	Link	L1	iGOT
FN00016*	Data analysis	BIG DATA ONE	Data Management Functional Data Analytics System Design	3 min	National E-Governance	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
					Division NeGD			
FN00017	Data analysis	Data Driven Decision Making For Government	Data Analysis, Common tools for Visualization, Process Model through case study, Filter Pages Dashboard, Analytics Maturity Model	2h 30m	CBC	Link	L2	iGOT
FN00018	Data Security	Basics of Critical Information Infrastructure	There are infrastructure within a country, failure of which have the potential to disrupt economic activity of a nation, posing threats to national security or loss of life etc.. Awareness about such critical infrastructure among government officials is very important as they are responsible for policy making, issuing guidance, allocating budgets, setting priorities etc. which are crucial for protection of such infrastructure assets.	56m 57s	NTIPRIT	Link	L1	iGOT
FN00019*	Data Security	Cyber Security and Strategy	Cyber security strives to ensure the attainment and maintenance of the security properties of the organization and user's assets	2h 11m	Indian Institute of Public	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			against relevant security risks in the cyber environment.		Administ ration			
FN00020	Data Security	Information Security Basics	Everyday Government officials generate, process, store, retrieve and communicate lots of data in digital form for discharge of assigned duties by using IT networks.	1h 54m	Indian Institute of Public Administ ration	Link	L1	iGOT
FN00021	Data Security	Data, Cyber Security and Strategy	This Course will help government officers to build this critical infrastructure, exploring ways to stronger public service delivery, develop, and utilize the data and analytic tools that drive data-based decision-making	2h 30m	Capacity Building Commis sion	Link	L2	iGOT
FN00022	Filing Vigilance returns	Preventive Vigilance	Importance of preventative Vigilance, Tools and case studies on the topic	1h 30m	Ministry of Steel	Link	L1	iGOT
FN00023	Grammar training for cabinet note, EFC or office order	Preparation of Cabinet Notes	Objectives of the course:- Explains the context of preparation of Cabinet Notes, Describe the GOI rules, 1961 and GOI, Describe the Preparation & Procedure of the Cabinet Notes	5h 10m	ISTM	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00024*	Innovation, global developments, emerging trends & perspectives	Introduction to Emerging Technologies	Understand how AI-powered and other Emerging Technologies are critical for good governance	2.5 hours	WITP	Link	L2	iGOT
FN00025	Intellectual Property Rights	Special Acts	This course is designed to help you understand the Special Acts in Law. including IPR, etc.	2h 6m	iGOT	Link	L2	iGOT
FN00001	Knowledge of e-governance and Digital India	Basics of e-Governance & Digital India	This module explains basic constructs of e-governance – the strategy of employing digital technologies in accelerating the processes of governance and the related concepts associated with it. It also describes in an easy-to-understand manner the flagship Digital India program of the Government of India.	1h 35m	iGOT	Link	L1	iGOT
FN00002*	Knowledge of IFD Framework	Public Procurement Framework of GOI	integrated finance division (IFD) procurement services, integrated finance division (IFD), general system of financial management, general financial rules (GFR)	1h 55m	Department of Expenditure	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00026	Knowledge of Parliament/ cabinet	Parliament at work	Explain the Legislative procedure followed, while considering a bill to be made into an Act Explain the Parliamentary Committees and their roles Explain the role and functions of the Financial Committees Describe the Question hour proceedings	5 hour 36 minutes	Institute of Secretari at Training and Manage ment	Link	L2	iGOT
FN0002	Knowledge of taxation of products, GST and customs duty	A course on TDS under GST Act	Provisions of tax deduction at source under GST Act.	54m 44s	NICF	Link	L1	iGOT
FN00028	Knowledge of taxation of products, GST and customs duty	GST APPLICABILITY ON GOVERNMENT RELATED ACTIVITIES	This course gives all information about goods and services tax applicability on government services. government services are classified under 3 categories- exempt, taxable, taxable under reverse charge mechanism.	40m	National Institute of Commu nication Finance	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00029*	Knowledge on Central Civil Conduct Code	Code of Conduct for Government Employees	This course covers details about Code of Conduct for government of India officials, describe the conduct that is not allowed/expected from government employees	35m	ISTM	Link	L1	iGOT
FN00030*	Knowledge on Central Civil Conduct Code	Code of Conduct Rules for Scientists and Technologists	This is an interactive self-paced flipbook on the Central Civil Services (Conduct) Rules, 1964. The flipbook explains the objectives of CSS Rules and explains the dos and don'ts for government employees using examples.	2 h	CBC	Link	L1	iGOT
FN00031*	Knowledge on RTI resolutions	Right to Information Act - Part 1	Overview of the Right to Information (RTI) Act · RTI act's major features and implications Responsibilities of public authorities, RTI cells, and duties of Central and Assistant Public Information Officers · Purpose and definitions of RTI, and the process of seeking and providing information	55m	ISTM	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00032*	Knowledge on RTI resolutions	Right to Information Act - Part 2	Exemptions from disclosure, · Partial disclosure and rejection processes · Complaint and appeal procedures · Citizen's rights and responsibilities in implementing the RTI Act	41m	ISTM	Link	L1	iGOT
FN00033*	Knowledge on RTI resolutions	Right to Information Act 2005	Right to Information Act 2005 and One case study	48m 30s	Defence Accounts Departments	Link	L1	iGOT
FN00034*	Knowledge on RTI resolutions	Right To Information Act, 2005	This is a domain-specific module. The objective of this module is to make the trainees aware of the provisions of the Act as their assistance may be required in handling of RTI applications received by PIOs	47m	DoPT	Link	L1	iGOT
FN00035*	Noting and Drafting	Noting and Drafting	This course will guide you about noting and drafting in a secretariat set up.	2 hours	ISTM	Link	L1	iGOT
FN00036*	Parliamentary Questions	Parliamentary Procedures	Includes information on parliamentary procedures and questions	2 hours	ISTM	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00003	Pension Administration/Processing	Pensionary Benefits	This course describes the various retirement and death benefits admissible to a government servant/ family. · It also covers factors governing Pensionary benefits and its key features. · This course will enable learners to calculate pension and other pensionary benefits, and explain the seven step procedure for processing pension papers.	55m	ISTM	Link	L1	iGOT
FN00037	Policy making/drafting	Basics of Public Policy Research	Research process Reporting Rules Research Strategies Research Process	2 hours	NACIN	Link	L1	iGOT
FN00038	Policy making/drafting	Formulation of Public Policies	Meaning and scope, Frameworks, Different Stages, evidence based public policy formulation, Role of civil servant in policy formulation	1 Hour 5 min	Institute of Secretariat Training and Management	Link	L1	iGOT
FN00039	Preparation of	Evaluation of Evidence and	Evaluation of Evidence	46 min	Institute of	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
	Vigilance/investigation Reports	Course Assessment			Secretariat Training and Management			
FN00040	Presentation Skills	Ways of Enhancing Presentation Skills	Module 1: Manage Anxiety while Presenting Module 2: Ground Rules for Presenting Better Module 3: Perfect the Planned Presentation	1 hr. 25 min	Ministry of Mines	Link	L1	iGOT
FN00004	Project Management	Project management	Introduction to Project Management, Project Management Plans, Scheduling and its definitions, Types of Schedules	46m	Ministry of Railways	Link	L1	iGOT
FN00005	Project Management	Project management	Project Management, Return on Investment, Social Return on Investment, Randomized Controlled Trial (RCT)	2h 1m	IIPA	Link	L2	iGOT
FN00041*	Rajbhasha	Rajbhasha Hindi	Rajbhasha Hindi basics	13 min	FCI	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00042	Scientific communication skills - narrative tools	An Introduction To Science Communication	give early-career scientists a quick introduction to science communication as part of their common induction curriculum. The course provides a brief overview of the fundamentals of science communication, as well as quizzes, assignments and case studies, to help learners develop an awareness and knowledge of communicating science to non-scientific audiences	2 Hours	CBC	Link	L1	iGOT
FN00043	Understanding of GeM Marketplace	Bid Participation	Complete seller bid participation details	21m	Government e Marketplace(GeM)	Link	L1	iGOT
FN00044	Understanding of GeM Marketplace	Buyer Dashboard	Different Buyer Dashboards available on GeM for Buyers to use.	15m	Government e Marketplace(GeM)	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00045	Understanding of GeM Marketplace	Catalogue Management	These modules cover the details of the complete catalogue updation process for Sellers and Service Providers on the GeM portal.	42m	Government e Marketplace(GeM)	Link	L1	iGOT
FN00007*	Understanding of GeM Marketplace	GeM marketplace	A Course on Government e Marketplace (GeM).	1h 9m	ISTM	Link	L1	iGOT
FN00046*	Understanding of GeM Marketplace	Introduction to GeM for Buyers	Videos, PDF & Questionnaires about GeM overview and Buyer Functionality	10m	Government e Marketplace(GeM)	Link	L1	iGOT
FN00047	Understanding of GeM Marketplace	Introduction to Sellers & Service Provider	This module contains videos showing Government e-Marketplace and Introduction to Seller & Service Provider Functionality	5m	Government e Marketplace(GeM)	Link	L1	iGOT
FN00048	Understanding of GeM Marketplace	Invoicing and payment Process	This module contains the details of the steps required for complete invoicing and payment process from the end of the Seller	17m	Government e Marketplace(GeM)	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00049	Understanding of GeM Marketplace	Payment process for Buyers	All payment process options available to Buyers on GeM Portal	33m	Government e Market Place(GeM)	Link	L1	iGOT
FN00008	Understanding of GeM Marketplace	Procurement Process	This modules contains all procurement processes available on the GeM Portal.	2h 49m	Government e Market Place(GeM)	Link	L2	iGOT
FN00050	Understanding of GeM Marketplace	Registration of Buyers	Complete registration process for Primary and Secondary Users. Also, deactivation and transfer of users for Buyer Departments.	14m	Government e Market Place(GeM)	Link	L1	iGOT
FN00009	Understanding of GeM Marketplace	Vendor Registration	Complete registration process for vendors	20m	Government e Market Place(GeM)	Link	L1	iGOT
FN00002*	Understanding of General	Public Procurement Framework of GOI	integrated finance division (IFD) procurement services, integrated finance division (IFD), general	1h 55m	Department of Expenditure	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
	Financial Rules, 2017		system of financial management, general financial rules (GFR)					
FN00051*	Understanding of Office Protocols	Office Procedure	This course will guide about office procedures. It gives an overview about · File management system · Management of DAK · Decision making in government · Record management	2h 17m	ISTM	Link	L2	iGOT
FN00052	Working with MS Office	Excel advanced	This training program will digitally empower officials to provide efficient and effective citizen-centric services to the vulnerable and underprivileged sections of society. It will enable them to deliver last-mile social welfare services.	3h 44m	Microsoft	Link	L2	iGOT
FN00053	Working with MS Office	Microsoft Excel for Beginners	In this course we will learn how to Enter and edit Excel data, Format numbers, fonts, and alignment make simple pivot tables and charts, create simple Excel formulas, filters, formatting. Learn common Excel functions used in any Office.	6h 56m	Microsoft	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00054	Working with MS Office	Microsoft PowerPoint Beginners	a beginner's guide to Microsoft PowerPoint, taking you by hand and showing you step by step how to make some amazing and mesmerizing PowerPoint slideshow presentations.	2h 41m	Microsoft	Link	L2	iGOT
FN00055*	Working with MS Office	Microsoft Word Beginners	Welcome to the course that offers a beginner's guide to Microsoft Word. This course enables you to learn Word in simple and easy steps with a focus on making the learners understand and create tasks using Ribbon Menu, Rulers, Navigation Pane, Go to Command, Proof Reading, Views, edit pictures, Indenting, Track Changes, layout, and more.	2h 56m	Microsoft	Link	L2	iGOT
FN00056	Working with MS Office	PowerPoint advanced	Advance course to Microsoft PowerPoint, taking you by hand and showing you step by step how to make some amazing and mesmerizing PowerPoint transitions and animation. We dive into PowerPoint Slide Design,	2h 19m	Microsoft	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			Smart Art and PowerPoint Animation.					
FN00057	Working with MS Office	Programme on IT Skills	Microsoft Word for Beginners, Microsoft Word for Advanced, Microsoft PowerPoint Beginners, Microsoft PowerPoint Advanced, Microsoft Excel for Beginners, and Advanced	21h 25 m	ISTM	Link	L2	iGOT
FN00058	Working with MS Office	Word advanced	This course enables you to learn advanced concepts of MS Word in simple and easy steps. In this course, the learners will understand and create tasks using Repeat Headings, Insert Formula, Word Art, Table of Figures, Tab Stops, Paragraph Styles, Wrapping Words around Pictures, Inserting audio, video, online videos and more.	2h 49m	Microsof t	Link	L2	iGOT
FN00009	Vendor Management	Vendor Registration	Complete registration process for vendors	20m	Government e Market Place(Ge M)	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00007*	Vendor Management	GeM marketplace	A Course on Government e Marketplace (GeM).	1h 9m	ISTM	Link	L1	iGOT
FN00008	Procurement and tender writing	Procurement Process	This modules contains all procurement processes available on the GeM Portal.	2h 49m	Government e Market Place(GeM)	Link	L2	iGOT
FN00059	Drafting proposals	Request for Proposals	Request for Proposals	9m 43s	Defence Accounts Department (DAD)	Link	L1	iGOT
FN00060	Drafting proposals	Proposal Acceptance and Withdrawal and Signing of Contract	Proposal Acceptance and Withdrawal and Signing of Contract	5m 14s	Defence Accounts Department (DAD)	Link	L1	iGOT
FN00061	Drafting proposals	Approval and Processing of Proposals	Approval and Processing of Proposals	3m 57s	Defence Accounts Department	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
					ent (DAD)			
FN00062	Climate Change	Basics of climate change: science behind stories	This course will help you to learn Climate Change and associated science.	2h 11m	Dr. Shyamli Singh, ISPA	Link	L1	iGOT
FN00063	Climate Change	Economics of Climate-Resilient Development	The course is based upon the principles of multiple stakeholder inputs and includes ideas on how different expertise and views are found and incorporated. To conclude the course, a policy scenario presents the course user with the opportunity to see how an economically viable climate resilient development plan may be designed in practice.	1h 21m	World Bank Content Creator	Link	L1	iGOT
FN00064*	Climate Change	Low Carbon Development: Planning & Modelling	This short overview module provides a high level introduction to climate change, low carbon development planning and the use of the EFFECT model (Energy Forecasting Framework and Emissions Consensus Tool)	7h 53m	World Bank Content Creator	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00065*	Establishment & Human Resource Management	Annual Performance Appraisal Report (APAR)	Annual Performance Appraisal Report (APAR)	34m	ISTM	Link	L1	iGOT
FN00066	Establishment & Human Resource Management	Leave Rules	Leave Rules	55m	ISTM	Link	L1	iGOT
FN00067*	Establishment & Human Resource Management	Pay Fixation	Pay Fixation	1h 26m	ISTM	Link	L1	iGOT
FN00003	Establishment & Human Resource Management	Pensionary Benefits	This course describes the various retirement and death benefits admissible to a government servant/ family. It also covers factors governing Pensionary benefits and its key features.	55m	ISTM	Link	L1	iGOT
FN00068	Establishment & Human Resource	Consultation with UPSC in disciplinary cases	Consultation with UPSC in disciplinary cases	44m	ISTM	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
	Management							
FN00069	Establishment & Human Resource Management	Consolidated Instructions on Suspension	Take this course to learn about consolidated instructions on suspension	1h 2m	ISTM	Link	L1	iGOT
FN00070*	Establishment & Human Resource Management	Central Government Employees Group Insurance Scheme (CGEGIS)	<p>Learning objectives of the course:</p> <ul style="list-style-type: none"> · Understand the scheme of CGEGIS · Explain how does CGEGIS works in a calendar year · List the subscription fees · Identify the promotion and death benefits associated with the scheme 	12m	ISTM	Link	L1	iGOT
FN00071	Establishment & Human Resource Management	Constitutional Provisions Relating to Disciplinary Proceedings - Hindi	Constitutional Provisions Relating to Disciplinary Proceedings - Hindi	1h 3m	ISTM	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00072	GIS Applications	Geographical Information System	Geographical information system (GIS) uses space and ground based technologies to organize our physical world by representing spatial data, that is, location and attribute data with digital map overlays.	10h 15m	Department of Space	Link	L2	iGOT
FN00073*	Governance	Stakeholders in Governance	Stakeholders in Governance	1h 43m	ISTM	Link	L1	iGOT
FN00001	Process improvement	Basics of e-Governance & Digital India	This module explains basic constructs of e-governance – the strategy of employing digital technologies in accelerating the processes of governance and the related concepts associated with it. It also describes in an easy-to-understand manner the flagship Digital India program of the Government of India.	1h 35m	iGOT	Link	L1	iGOT
FN00074	Process improvement	Total Quality Management (TQM)	This course gives information about basic concepts, processes and all aspects of Total Quality Management.	48m 12s	NICF	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00075	Project Management	Preparation of Detailed Project Report (DPR)	This course provides detailed knowledge about following subjects, namely: DPR preparation for PMGSY roads. The above Course includes topics like Topographical Surveys, Geometric Design and Bill of Quantities & Surveys and Investigations (Soils, Materials & Geo technical).	8h 30m	IGOT	Link	L2	iGOT
FN00006	Project Management	Project Management	The course provides a basic understanding of project management. After going through the course, you will be able to: Identify steps in project management, Augment where focus to be given for smart project management, Assess the key issues in investment by taking up analytical exercises, Know how social value is created through investment, and Apply Randomized Controlled Trial (RCT) in project evaluation.	1h 59m	IGOT	Link	L1	iGOT

- Course codes marked in Green: These are the courses suggested by CBC after checking their quality and relevance to the competency
- Course Codes marked with an asterisk (*): These are the top 50 courses taken on iGOT by officials across various MDOs

5.7.2 MoES & Autonomous Institutes Voluntary Training Calendar

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
1	Deep-ocean Mission	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4
2	Vessel management	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4
3	Ocean Acidification	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4
4	Physical Oceanography	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4
5	Marine Ecosystem dynamics	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4
6	Climate Change impacts	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4
7	Fisheries Acoustics	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4
8	UNCLOS	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4
9	SISO observer Training	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4
10	Marine Biodiversity Assessment for Northern Indian ocean	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
11	Marine Mammal Observer Training	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4
12	Fish Stock Assessment for Southern Ocean living resources	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4
13	Fishery Ecology Specialist	Scientist D	CMLRE	D	Advanced	Learning Hour	Q4
14	Phytoplankton Ecology	Scientist E	CMLRE	D	Advanced	Learning Hour	Q4
15	Bio-optics and remote sensing	Scientist E	CMLRE	D	Advanced	Learning Hour	Q4
16	Biogeochemistry	Scientist E	CMLRE	D	Advanced	Learning Hour	Q4
17	International treaties and conventions on Marine Biodiversity & Conservation	Scientist E	CMLRE	D	Advanced	Learning Hour	Q4
18	Artificial Intelligence and ML	Scientist F	NCMRWF	F	Advanced	Learning Hour	Q4
19	Assessment Skills of ocean model.	Scientist E	NCMRWF	D	Advanced	Learning Hour	Q4
20	Atmospheric Aerosol Studies	Scientist G	NCMRWF	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
21	Atmospheric Data Assimilation	Scientist G	NCMRWF	D	Advanced	Learning Hour	Q4
22	Atmospheric physical processes	Scientist F	NCMRWF	D	Advanced	Learning Hour	Q4
23	Atmospheric radiation	Scientist D	NCMRWF	D	Advanced	Learning Hour	Q4
24	Bias Correction/Postprocessing	Scientist F	NCMRWF	D	Advanced	Learning Hour	Q4
25	Coupled Data Assimilation	Scientist G	NCMRWF	D	Advanced	Learning Hour	Q4
26	Data reception and Processing	Scientist G	NCMRWF	D	Advanced	Learning Hour	Q4
27	Develop new methods for improvement of forecasts.	Scientist E	NCMRWF	D	Advanced	Learning Hour	Q4
28	Development and improvement of numerical weather models/couple models	Scientist C	NCMRWF	D	Advanced	Learning Hour	Q4
29	Doppler Weather Radar image interpretation and forecasting/nowcasting skills.	Scientist E	NCMRWF	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
30	Global Modelling of Weather & Climate (esp. LFRic Based UM systems)	Scientist E	NCMRWF	D	Advanced	Learning Hour	Q4
31	High level Computation	Scientist G	NCMRWF	D	Advanced	Learning Hour	Q4
		Scientist F	NCMRWF		Advanced		Q4
		Scientist E	NCMRWF		Advanced		Q4
32	Land surface modelling	Scientist E	NCMRWF	D	Advanced	Learning Hour	Q4
33	Modelling activities (operational and research activities).	Scientist E	NCMRWF	D	Advanced	Learning Hour	Q4
34	Numerical Weather Prediction	Scientist G	NCMRWF	D	Advanced	Learning Hour	Q4
		Scientist F	NCMRWF				Q4
		Scientist E	NCMRWF				Q4
		Scientist D	NCMRWF				Q4
		Scientist C	NCMRWF				Q4
35	Ocean Atmosphere Coupled Dynamics	Scientist D	NCMRWF	D	Advanced	Learning Hour	Q4
36	Ocean Data Assimilation	Scientist E	NCMRWF	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
37	Ocean Modelling	Scientist E	NCMRWF	D	Advanced	Learning Hour	Q4
38	Ocean Observations Processing	Scientist E	NCMRWF	D	Advanced	Learning Hour	Q4
39	Radar data assimilation in high resolution regional models.	Scientist C	NCMRWF	D	Advanced	Learning Hour	Q4
40	Satellite Meteorology	Scientist G	NCMRWF	D	Advanced	Learning Hour	Q4
41	Weather and Climate Modelling	Scientist D	NCMRWF	D	Advanced	Learning Hour	Q4
42	Weather Forecasting Modelling	Scientist E	NCMRWF	D	Advanced	Learning Hour	Q4
43	Chromatography	Scientist C	NCPOR	D	Advanced	Learning Hour	Q4
44	Spectroscopy and mass spectrometry	Scientist C	NCPOR	D	Advanced	Learning Hour	Q4
45	Climate variability and change	Scientist D	NCPOR	D	Advanced	Learning Hour	Q4
46	Meteorology and Oceanography	Scientist D	NCPOR	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
47	Recent techniques in Micropaleontology	Scientist F	NCPOR	D	Advanced	Learning Hour	Q4
48	Recent techniques in Paleolimnology	Scientist F	NCPOR	D	Advanced	Learning Hour	Q4
49	Marine Geophysics	Scientist F	NCPOR	D	Advanced	Learning Hour	Q4
50	Deep-sea mineral exploration	Scientist F	NCPOR	D	Advanced	Learning Hour	Q4
51	Geomorphological investigation	Scientist F	NCPOR	D	Advanced	Learning Hour	Q4
52	Climate variability and change	Scientist G	NCPOR	D	Advanced	Learning Hour	Q4
53	Paleoclimate reconstruction	Scientist G	NCPOR	D	Advanced	Learning Hour	Q4
54	Mooring deployment	Scientist G	NCPOR	D	Advanced	Learning Hour	Q4
55	Advanced instrumentation training	Scientist C	NIOT	D	Advanced	Learning Hour	Q4
56	Dashboard Training- for daily reporting	Scientist C	NIOT	F	Advanced	Learning Hour	Q4
57	Intellectual Property Rights	Scientist F	NIOT	F	Advanced	FCBA0046	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
58	Advanced acoustic signal processing	Scientist E	NIOT	D	Advanced	Learning Hour	Q4
59	Embedded systems	Scientist E	NIOT	D	Advanced	Learning Hour	Q4
60	Underwater navigational sensor development	Scientist E	NIOT	D	Advanced	Learning Hour	Q4
61	Marine instrumentation & communication systems	Scientist F	NIOT	D	Advanced	Learning Hour	Q4
62	Miniature equipment sizing	Scientist F	NIOT	D	Advanced	Learning Hour	Q4
63	Acoustic wave propagation study	Scientist F	NIOT	D	Advanced	Learning Hour	Q4
64	Digital Signal Processing	Scientist F	NIOT	D	Advanced	Learning Hour	Q4
65	AI systems for cage culture, biotic systems	Scientist F	NIOT	D	Advanced	Learning Hour	Q4
66	Nonlinear methods training and understanding of satellite data	Scientist D	NIOT	D	Advanced	Learning Hour	Q4
67	Spectral data techniques	Scientist D	NIOT	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
68	Data assimilation techniques	Scientist D	NIOT	D	Advanced	Learning Hour	Q4
69	Data Management	Scientist D	IITM	D	Advanced	Learning Hour	Q4
70	Data visualization software's	Scientist E	IITM	F	Advanced	Upcoming	Q4
71	Advanced python and R	Scientist E	IITM	F	Advanced	Upcoming	Q4
72	Radar meteorology	Scientist E	IITM	D	Advanced	Learning Hour	Q4
73	Atmospheric science	Scientist E	IITM	D	Advanced	Learning Hour	Q4
74	Isotope modeling expertise	Scientist E	IITM	D	Advanced	Learning Hour	Q4
75	Graphic and modelling tools	Scientist E	IITM	D	Advanced	Learning Hour	Q4
76	Aerosol and cloud seeding	Scientist G	IITM	D	Advanced	Learning Hour	Q4
77	High level computation	Scientist G	IITM	D	Advanced	Learning Hour	Q4
78	Graphic and modelling tools	Scientist G	IITM	F	Advanced	Upcoming	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
79	Trainings for instrumentation and atmospheric research	Scientist F	IITM	D	Advanced	Learning Hour	Q4
80	Global modelling on atmosphere chemistry	Scientist F	IITM	D	Advanced	Learning Hour	Q4
81	Training on data communication from remote locations	Scientist D	IITM	D	Advanced	Learning Hour	Q4
82	Course on calibration validation	Scientist D	IITM	D	Advanced	Learning Hour	Q4
83	Coastal engineering course	Scientist E	IITM	D	Advanced	Learning Hour	Q4
84	Courses for solving meshing problems	Scientist E	IITM	D	Advanced	Learning Hour	Q4
85	Advanced instrumentation training	Scientist E	IITM	D	Advanced	Learning Hour	Q4
86	Fluid dynamics and heat transfer training	Scientist E	IITM	D	Advanced	Learning Hour	Q4
87	Nonlinear methods training	Scientist E	IITM	D	Advanced	Learning Hour	Q4
88	Training in Spectral data techniques	Scientist E	IITM	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
89	Trainings in understanding different formats of satellite data	Scientist E	IITM	D	Advanced	Learning Hour	Q4
90	Training in modeling software's including AutoCAD, MATLAB, LabView for 2D and 3D modelling	Scientist E	IITM	D	Advanced	Learning Hour	Q4
91	Trainings for advanced acoustic signal processing and Digital signal Processing	Scientist D	IITM	D	Advanced	Learning Hour	Q4
92	Latest programming languages including python	Scientist D	IITM	D	Advanced	Learning Hour	Q4
93	Training in embedded systems	Scientist D	IITM	D	Advanced	Learning Hour	Q4
94	Underwater navigational sensor development	Scientist D	IITM	D	Advanced	Learning Hour	Q4
95	Trainings for Miniature equipment sizing	Scientist D	IITM	D	Advanced	Learning Hour	Q4
96	Training in Algorithm implementations/development	Scientist D	IITM	D	Advanced	Learning Hour	Q4
97	Data visualization & Analytics course using deep learning, AI&ML	Scientist D	IITM	F	Advanced	Upcoming	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
98	operational forecasting and dissemination	Scientist F	IMD	D	Advanced	Learning Hour	Q4
99	infrastructure augmentation	Scientist F	IMD	D	Advanced	Learning Hour	Q4
100	Meteorological Parameters, analysis and Weather forecasting	Scientist F	IMD	D	Advanced	Learning Hour	Q4
101	Meteorological aspects required for Agriculture	Scientist F	IMD	D	Advanced	Learning Hour	Q4
102	Meteorological aspects required for Disaster Management	Scientist F	IMD	D	Advanced	Learning Hour	Q4
103	Meteorological aspects required for Aviation	Scientist F	IMD	D	Advanced	Learning Hour	Q4
104	Hydro-meteorological aspects	Scientist F	IMD	D	Advanced	Learning Hour	Q4
105	Satellite and radar Meteorology	Scientist F	IMD	D	Advanced	Learning Hour	Q4
106	Agricultural Meteorology	Scientist F	IMD	D	Advanced	Learning Hour	Q4
107	Climate Risk Management in Agriculture	Scientist F	IMD	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
108	Weather based Pest and disease forewarning	Scientist F	IMD	D	Advanced	Learning Hour	Q4
109	Agromet Products	Scientist F	IMD	D	Advanced	Learning Hour	Q4
110	Remote Sensing and Crop stress assessment	Scientist F	IMD	D	Advanced	Learning Hour	Q4
111	Agromet advisories based on weather information, weather alerts and extreme weather events	Scientist F	IMD	D	Advanced	Learning Hour	Q4
112	Practical knowledge of operational NUMERICAL WEATHER PREDICTION (NWP) modelling covering various timescales from Nowcasting, Short range, B range, extended range and Seasonal forecasts	Scientist F	IMD	D	Advanced	Learning Hour	Q4
113	Expertise in generation of customized NUMERICAL WEATHER PREDICTION DIVISION (NWP) products generations for sectoral application	Scientist F	IMD	D	Advanced	Learning Hour	Q4
114	Developed and automatized Real-time NWP products for city, district, met-subdivision, coastal regions, sea areas for various applications in Agriculture,	Scientist F	IMD	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
	Hydrology, Marine, Aviation, Power, etc.						
115	Expertise on various graphics and scientific packages or tools used in meteorology	Scientist F	IMD	D	Advanced	Learning Hour	Q4
116	Expertise in editing, reviewing and publishing articles/reports/ in reputed scientific journals	Scientist F	IMD	D	Advanced	Learning Hour	Q4
117	Knowledge in Radar Meteorology and data processing	Scientist F	IMD	D	Advanced	Learning Hour	Q4
118	Knowledge in Data science	Scientist F	IMD	D	Advanced	Learning Hour	Q4
119	Weather forecast product generation	Scientist F	IMD	D	Advanced	Learning Hour	Q4
120	Efficient use of Social Media	Scientist F	IMD	D	Advanced	Learning Hour	Q4
121	Radar Network Maintenance	Scientist F	IMD	D	Advanced	Learning Hour	Q4
122	Experience in General Weather Forecasting & Warning Technique	Scientist E	IMD	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
123	Knowledge in NWP Products & its interpretation.	Scientist E	IMD	D	Advanced	Learning Hour	Q4
124	Knowledge in Satellite Meteorology	Scientist E	IMD	D	Advanced	Learning Hour	Q4
125	Knowledge in Agro- Meteorology	Scientist E	IMD	D	Advanced	Learning Hour	Q4
126	Knowledge in Aviation Meteorology	Scientist E	IMD	D	Advanced	Learning Hour	Q4
127	Knowledge in Flood Forecasting	Scientist E	IMD	D	Advanced	Learning Hour	Q4
128	Efficient use of Social Media	Scientist E	IMD	D	Advanced	Learning Hour	Q4
129	Briefing about severe weather to the Disaster Management Authorities, Media etc.	Scientist E	IMD	D	Advanced	Learning Hour	Q4
130	Impact Based Forecasting	Scientist E	IMD	D	Advanced	Learning Hour	Q4
131	Augmentation of network	Scientist E	IMD	D	Advanced	Learning Hour	Q4
132	General Weather forecasting and warning technique	Scientist E	IMD	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
133	Numerical Weather Prediction	Scientist E	IMD	D	Advanced	Learning Hour	Q4
134	Radar and Satellite Meteorology	Scientist E	IMD	D	Advanced	Learning Hour	Q4
135	Knowledge of Aviation Meteorology	Scientist E	IMD	D	Advanced	Learning Hour	Q4
136	Briefing about severe weather events to Chief Secretary/Principal Secretary Govt of West Bengal	Scientist E	IMD	D	Advanced	Learning Hour	Q4
137	Knowledge of flood forecasting	Scientist E	IMD	D	Advanced	Learning Hour	Q4
138	Numerical Weather Prediction tools	Scientist E	IMD	D	Advanced	Learning Hour	Q4
139	Application of artificial intelligence and machine learning on weather forecasting	Scientist E	IMD	D	Advanced	Learning Hour	Q4
140	General Weather forecasting and warning advance techniques	Scientist E	IMD	D	Advanced	Learning Hour	Q4
141	Radar and Satellite data handling processes	Scientist E	IMD	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
142	Weather forecast product generation	Scientist E	IMD	D	Advanced	Learning Hour	Q4
143	Advance knowledge on flood forecasting and impact of severe weather events	Scientist E	IMD	D	Advanced	Learning Hour	Q4
144	Operational Weather Forecasting	Scientist E	IMD	D	Advanced	Learning Hour	Q4
145	Advanced Meteorology, Oceanography, Climatology, Hydrology etc.	Scientist E	IMD	D	Advanced	Learning Hour	Q4
146	Programming and numerical methods	Scientist E	IMD	D	Advanced	Learning Hour	Q4
147	Modelling and simulations	Scientist E	IMD	D	Advanced	Learning Hour	Q4
148	Algorithm design	Scientist E	IMD	D	Advanced	Learning Hour	Q4
149	AI/ML hardware management	Scientist E	IMD	D	Advanced	Learning Hour	Q4
150	Met Instruments Practical training	Scientist E	IMD	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
151	Practical knowledge of NWP modeling & Data Assimilation	Scientist E	IMD	D	Advanced	Learning Hour	Q4
152	Practical knowledge for real-time forecasting of various weather events especially on cyclones	Scientist E	IMD	D	Advanced	Learning Hour	Q4
153	Expertise on various graphics and scientific packages or tools used in meteorology	Scientist E	IMD	D	Advanced	Learning Hour	Q4
154	Aviation Meteorology; observation and forecasting skills.	Scientist E	IMD	D	Advanced	Learning Hour	Q4
155	Automation of day to day forecast and warning	Scientist E	IMD	D	Advanced	Learning Hour	Q4
156	Installation of Met. Instruments	Scientist E	IMD	D	Advanced	Learning Hour	Q4
157	Knowledge in Radar Meteorology and data processing	Scientist E	IMD	D	Advanced	Learning Hour	Q4
158	Knowledge in Data science	Scientist E	IMD	D	Advanced	Learning Hour	Q4
159	Weather forecast product generation	Scientist E	IMD	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
160	Efficient use of Social Media	Scientist E	IMD	D	Advanced	Learning Hour	Q4
161	Experience in General Weather forecasting and warning technique	Scientist E	IMD	D	Advanced	Learning Hour	Q4
162	Knowledge in Numerical Weather Prediction and its interpretation	Scientist E	IMD	D	Advanced	Learning Hour	Q4
163	Knowledge in Radar and Satellite Meteorology	Scientist E	IMD	D	Advanced	Learning Hour	Q4
164	Knowledge in Agro- Meteorology	Scientist E	IMD	D	Advanced	Learning Hour	Q4
165	Knowledge in Flood forecasting	Scientist E	IMD	D	Advanced	Learning Hour	Q4
166	Knowledge in Aviation Meteorology	Scientist E	IMD	D	Advanced	Learning Hour	Q4
167	Efficient use of Social Media	Scientist E	IMD	D	Advanced	Learning Hour	Q4
168	Impact based Forecasting	Scientist E	IMD	D	Advanced	Learning Hour	Q4
169	Briefing about severe weather events to Chief Secretary/Principal Secretary/Disaster managers	Scientist E	IMD	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
170	Heat action Plan	Scientist E	IMD	D	Advanced	Learning Hour	Q4
171	Automation of day to day forecast and warning	Scientist E	IMD	D	Advanced	Learning Hour	Q4
172	Automation of verification of all forecast and warning	Scientist E	IMD	D	Advanced	Learning Hour	Q4
173	Solar Radiation	Scientist E	IMD	D	Advanced	Learning Hour	Q4
174	Calibration	Scientist E	IMD	D	Advanced	Learning Hour	Q4
175	Basic knowledge of meteorology and other allied services	Scientist D	IMD	D	Advanced	Learning Hour	Q4
176	Knowledge of climatology of TCs over north Indian Ocean	Scientist D	IMD	D	Advanced	Learning Hour	Q4
177	Crop Simulation Modeling	Scientist D	IMD	D	Advanced	Learning Hour	Q4
178	Remote Sensing & GIS	Scientist D	IMD	D	Advanced	Learning Hour	Q4
179	Weather forecast product generation	Scientist D	IMD	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
180	Design of sophisticated Instruments	Scientist D	IMD	D	Advanced	Learning Hour	Q4
181	Embedded System Design	Scientist D	IMD	D	Advanced	Learning Hour	Q4
182	Cloud and precipitation micro physics	Scientist D	IMD	D	Advanced	Learning Hour	Q4
183	Experience in Linux Platform	Scientist D	IMD	D	Advanced	Learning Hour	Q4
184	Modelling of Weather system	Scientist C	IMD	D	Advanced	Learning Hour	Q4
185	Radar Maintenance	Scientist C	IMD	D	Advanced	Learning Hour	Q4
186	Advance knowledge of Meteorology/Atmospheric Science	Scientist C	IMD	D	Advanced	Learning Hour	Q4
187	Read and represent NWP products	Scientist C	IMD	D	Advanced	Learning Hour	Q4
188	Weather and Climate Modelling	Scientist C	IMD	D	Advanced	Learning Hour	Q4
189	Operational Weather Forecasting	Scientist C	IMD	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
190	Weather Forecasting Modelling	Scientist C	IMD	D	Advanced	Learning Hour	Q4
191	Model data analysis	Scientist C	IMD	D	Advanced	Learning Hour	Q4
192	Meteorology and Climate Sciences	Scientist C	IMD	D	Advanced	Learning Hour	Q4
193	Satellite Meteorology	Scientist C	IMD	D	Advanced	Learning Hour	Q4
194	Weather Forecasting Modelling	Scientist C	IMD	D	Advanced	Learning Hour	Q4
195	Long Range transport modelling	Scientist C	IMD	D	Advanced	Learning Hour	Q4
196	Aviation Meteorology; observation and forecasting skills.	Scientist C	IMD	D	Advanced	Learning Hour	Q4
197	Doppler Weather Radar image interpretation and forecasting/nowcasting skills.	Scientist C	IMD	D	Advanced	Learning Hour	Q4
198	Satellite image interpretation and forecasting/nowcasting skills	Scientist C	IMD	D	Advanced	Learning Hour	Q4

Sr. No.	Competency	Designation	Autonomous Institutes	Type	Level	Course Code	When
199	Automatic Weather Systems; installation and preventive maintenance.	Scientist C	IMD	D	Advanced	Learning Hour	Q4
200	Atmospheric Science	Scientist C	IMD	D	Advanced	Learning Hour	Q4
201	Data Assimilation	Scientist C	IMD	D	Advanced	Learning Hour	Q4
202	Automation of day to day forecast and warning	Scientist C	IMD	D	Advanced	Learning Hour	Q4
203	Knowledge of Meteorological Instruments	Scientist C	IMD	D	Advanced	Learning Hour	Q4
204	Automation of day to day forecast and warning	Scientist C	IMD	D	Advanced	Learning Hour	Q4
205	Knowledge of Meteorological Instruments	Scientist C	IMD	D	Advanced	Learning Hour	Q4
206	Agricultural Meteorology	Scientist C	IMD	D	Advanced	Learning Hour	Q4

5.7.3 List of Functional Competencies and Course mapping other than iGOT

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
1	Understanding of functioning of E-office	Capacity Building Programme on e-Office for Users (L-1)	Refer to the course link	4 days	E-Office	https://eoffice.gov.in/Training/course/1667992659-CBP%20Agenda%20-%20Users%20-offline%20-%20Level%20I.pdf	Functional	Basic	Conference Room, 2nd Floor, NICSI, DMRC IT Park, Shastrri Park, Delhi
2	Understanding of functioning of E-office	Capacity Building Programme on e-Office for Master Trainers (L-2)	Refer to the course link	4 days	E-Office	https://eoffice.gov.in/Training/course/1667992766-Agenda%20-%20offline%20CBP%20for%20Master%20Trainers.pdf	Functional	Advanced	Conference Room, 2nd Floor, NICSI, DMRC IT Park, Shastrri Park, Delhi
3	Understanding of GeM Marketplace	Government e-Marketplace (GeM)	Improved understanding about functioning of Government e-Marketplace	2 days	ISTM	https://www.istm.gov.in/home/view_annual_calendar/2023	Functional	Advanced	Online
4	Understanding of GeM Marketplace	GeM and GFR 2017	Gain an overall understanding of the Government e-Marketplace (GeM) and General Financial Rules 2017	5 days	NPTI	https://npti.gov.in/government-e-marketplace-gem-and-general-financial-rules-gfr-2017	Functional	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
5	Knowledge of Public Financial Management System	Workshop on PFMS	Refer to the course link	2 days	NATIONAL INSTITUTE OF COMMUNICATIONS	https://www.nicf.gov.in/pdf/tentative-training-calendar-2021-22.pdf	Functional		Offline
6	Understanding of General Financial Rules, 2017	Specialized Two Half Days Online Capacity Building on General Financial Rules 2017	Overview and Provision of the General Financial Rules 2017	3h 50m	National Productivity Council	https://www.npci.gov.in/NPC/Uploads/webinar/GFR%20June%20%2014-15%20202334729.pdf	Functional	Advanced	Online
7	Understanding of General Financial Rules, 2017	GeM and GFR 2017	Gain an overall understanding of the Government e-Marketplace (GeM) and General Financial Rules 2017	5 days	NPTI	https://npti.gov.in/government-e-marketplace-gem-and-general-financial-rules-gfr-2017	Functional	Advanced	Offline
8	Knowledge on RTI resolutions	Record Management - Right to Information	Provides understanding of record management principles and practices	3 days	ISTM	https://www.istm.gov.in/home/view_annual_calendar/2023	Functional	Advanced	Online
9	Knowledge on RTI resolutions	Right to Information - Public	Provides understanding of the Right to Information	3 days	ISTM	https://www.istm.gov.in/home/view	Functional	Advanced	Online

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
		Information Officers	Act and related regulations			w_annual_calendar/2023			
10	Team Management	Leadership Skills to Build High Performance Teams	Understanding People's Potential & Group dynamics	2h	SBI	https://www.edx.org/course/leadership-skills-to-build-high-performance-teams?index=product&queryID=db3c5161dfb5dd49ea803577ee7d47db&position=1&search_index=product&results_level=first-level-results&term=Leadership+Skills+to+Build+High+Performance+Teams&campaign=Leadership+Skills+to+Build+High+Performance+Teams&source=edX&product_category=course&placement_url=https%3A%2F%2Fwww	Functional	Basic	edX

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
						w.edx.org%2Fsearch			
11	Team Management	Building and Leading Effective Teams	Identifying ways of mitigating differences and conflicts at work place and in other social situations	3 days	ASCI	https://asci.org.in/wp-content/uploads/2023/03/MDP-2023-24-@.pdf	Functional	Advanced	ASCI
12	Team Management	Motivation, Team Building and Leadership	Motivating oneself and others • Effective individual and team decision making • Conflict management,	3 days	IIM Indore	https://www.iimindr.ac.in/mdp-calendar/motivation-team-building-and-leadership-4/	Functional	Advanced	IIM Indore
13	Team Management	Building high performing teams	This course focuses on building high performing teams by enhancing trust, collaboration and diversity	2 days	ISB	https://execed.isb.edu/en/individual-programmes/topic-focused-programmes/programs/building-high-performance-teams/overview.html	Functional	Advanced	ISB Hyderabad
14	Team Management	Leadership and Team Building	The team building course focuses on developing a	5 days	IIM C	https://www.iimcal.ac.in/sites/all/files	Functional	Advanced	MDC, IIM Calcutta

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			cohesive and effective team by enhancing communication, collaboration, and problem-solving skills among team members.			les/pdfs/lrb_july_2023.pdf			
15	Budgeting & Accounting	Financial Management	The course covers the following points :- Understanding Finance and Financial Terms, General Financial Rules, 2017, Budgeting Process, Appropriation and Re-Appropriation of funds	-	IIPA	https://www.iipa.org.in/cms/public/training_course/22	Functional	Advanced	IIPA
16	National Anthem, Flag code of India and State Emblem of India	Flag code on India (PDF)	Refer to the course link	NA	Ministry of Home Affairs	https://www.mha.gov.in/sites/default/files/flagcodeofindia_070214.pdf	Functional	Basic	Online Reading
17	National Anthem, Flag code of India	State Emblem	Refer to the course link	NA	Know India	https://knowindia.india.gov.in/national-identity-	Functional	Basic	Online Reading

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
	and State Emblem of India					elements/state-emblem.php#:~:text=In%20the%20original%2C%20there%20are,separated%20by%20intervening%20Dharma%20Chakras.			
18	National Anthem, Flag code of India and State Emblem of India	National Anthem	Refer to the course link	NA	Know India	https://knowindia.india.gov.in/national-identity-elements/national-anthem.php	Functional	Basic	Online Reading and Listening
19	Project Marketing	Marketing Strategies & Product Branding for SMEs	Design of New Products Ø Determining Pricing Ø Developing Promotional Strategies Ø Competitive Distribution channels Ø Branding Strategies, Brand Loyalty and Brand-IPR	-	NPC	https://www.npciindia.gov.in/NPC/Uploads/e-learning/Marketing%20Strategies390497.pdf	Functional	Advanced	Online
20	Project Management	Project Management	Refer to the course link	45 m	Project Management	https://www.pmi.org/kickoff/	Functional	Basic	Online

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
					ent Institute				
21	Project Management	Training Programme on Project and Risk Management	Refer to the course link	40 h	AJNIFM	https://www.ajnifm.ac.in/sites/default/files/uploadfiles/BrochureProjectRiskManagement.pdf	Functional	Advanced	AJNIFM
22	Technical Writing	Workshop on Scientific Writing	This workshop was conducted by instructors from Wellcome Trust- DBT India Alliance that includes discussions on research ethics, manuscript and grant writing, and how to present one's science.	1 day	Wellcome Trust- DBT India Alliance	https://ftp.tifrh.res.in/~sciencemedia/index.php/2020/10/18/scicomm101/	Functional	Advanced	Offline
23	Knowledge Management	Knowledge Management	Understand the current theories, practices, tools and techniques in knowledge management (KM) to deal with the challenges with the	8 weeks	NPTEL	https://onlinecourses.nptel.ac.in/noc19_mg33/preview	Functional	Advanced	Online

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			organization and management of knowledge.						
24	Process Improvement	Government Process reengineering	<p>The objective of this training program is designed to provide essential skills and hands-on experience</p> <ul style="list-style-type: none"> Ø Realign government service delivery with the citizen focus. Ø Improve transparency, accountability and trust in the government. Ø Improve the citizen experience in Government transactions, reducing time, costs and administration burden for government agencies. 	3 days	NeGD	https://d32jqum0n1d64.cloudfront.net/2023/04/STeP-Agenda_GPR.pdf	Functional	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
25	Process improvement	Kaizen - Continuous Improvement Practitioner Course	Implement Kaizen and improve processes; Identify waste from their processes; boost the efficiency and productivity of a team	2.5h	Udemy (OpEx GURU)	https://www.udemy.com/course/kaizen-continuous-improvement-practitioner/	Functional	Basic	Udemy
26	Process improvement	Lean Six Sigma Foundations	Principles of lean enterprise, lean manufacturing with Six Sigma	1h 10m	LinkedIn	https://www.linkedin.com/learning/lean-six-sigma-foundations	Functional	Basic	LinkedIn
27	Process improvement	Lean Process Improvement for Sustainable System, key to Good Governance	Process improvement; Good Governance	5 days	National Productivity Council (NPC)	https://www.npci.gov.in/NPC/User/TrainingHeadQuater	Functional	Advanced	NPC, Udaipur
28	Benchmarking	Benchmarking	Recognize the five steps of the basic benchmarking method; Develop a realistic plan and schedule for a benchmarking project;	32m	Michael Bell	https://www.udemy.com/course/benchmarking/	Functional	Basic	Udemy

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
29	Policy making/drafting	Public Policy for Good Governance	Framework of public policy Concept of governance Values for good governance	3 days	ISTM	https://www.istm.gov.in/home/view_annual_calendar/2023	Functional	Advanced	Online
30	Policy making/drafting	Public Policy Research	Refer to the course link	-	IIPA	https://www.iipa.org.in/modules/Public_Policy_Research.pdf	Functional	Advanced	Offline
31	Grant Administration & Grant Writing	Certificate Workshop on Fundraising & Grant Management	Introduction to Fundraising; Understanding the Fundraising; Cycle, Approaches, and Methods for fundraising;	5h 30m	Centre for Civil Society	https://ccs.in/online-certificate-workshop-fundraising-grant-management	Functional	Advanced	Online
32	Grant Administration & Grant Writing	Grant Management for Health and Social Science Researchers	Define and list different types of health research; Describe different types of researcher roles in grant management; Enumerate tasks for an investigator at various stages of the	1h	St. John's Research Institute, Bengaluru	https://sjri.res.in/event/Online_Course_on_Grant_Management_for_Health_and_Social_Science_Researchers	Functional	Basic	Online

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			research cycle; List and explain basic competency requirements for an investigator						
33	Grant Administration & Grant Writing	Training on Grants Management	Introduction to Grants Management; Grants Lifecycle; Elements of Grants Application; Grants Budgeting; Grants Reporting	7d/5d	Dev Impact Institute	https://devimpactinstitute.com/courses/project-management/training-on-grants-management	Functional	Advanced	Online/Offline
34	Grant Administration & Grant Writing	Workshop on Scientific Project Management	Pre-award and post-award grant management, writing research project	5 days	IISER-Pune	https://www.iiserpune.ac.in/events/3422/workshop-on-scientific-project-management	Functional	Advanced	IISER-Pune
35	Data analysis	Big Data Management & Comprehensive Analysis	This programme was sponsored by DST (Govt. of India) and no fee is charged from the participants. This is part of the NATIONAL PROGRAMME FOR TRAINING OF	5 days	C-DAC	https://www.cdac.in/index.aspx?id=edu_et_dst_BigData	Functional	Advanced	Online

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			SCIENTISTS & TECHNOLOGISTS WORKING IN GOVERNMENT SECTOR						
36	Data analysis	Data Analytics for Public Administrators	Data Aggregation for policy evaluation, Evaluation of the policy objectives, Measuring impact of the policies, Data Mining Techniques/Data Classification for Designing public Policy, Handling Text Data, Understanding the behaviors of the beneficiaries	-	IIPA	https://iipa.org.in/upload/26.pdf	Functional	Advanced	Offline
37	Data analysis	Fundamentals of Data Analytics	Basic statistical concepts with practical problem solving and interpretation by application of theoretical learnings	-	India AI	https://indiaai.gov.in/learning	Functional	Basic	Online

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
38	Financial Management	Financial Management	Understanding Finance and Financial Terms General Financial Rules, 2017 Budgeting Process Appropriation and Re-Appropriation of funds	-	IIPA	https://www.iipa.org.in/cms/public/training_course/22	Functional	Advanced	Offline
39	Financial Management	Public Financial Management - a module of The Professional Training Course (PTC)	Regular Class Room Sessions Presentations- Individual as well as group presentations by participants Case Studies Discussions Assignments Practical exercises, Quiz etc. Field visits and attachment for practical exposure	26 weeks (12 modules)	AJNIFM	https://www.ajnifm.ac.in/programmes/probationers-training-course/about-ptc	Functional	Advanced	Offline
40	Purchase forecasting	Supply Chain: Demand Planning (Sales Forecasting and S&OP)	Reflect reality of market demand and then drive a balanced sales forecast.; Measure forecast	2h	Yasin Bin Abdul Quader	https://www.udemy.com/course/supply-chain-forecast-	Functional	Basic	Online

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			accuracy & apply forecasting improvement steps; Generate rolling forecast for wider horizons for business growth & capacity planning; Apply time fence policy of forecasting to draw the line between supply & demand teams			accurately-to-sell-more-daily/			
41	Supplier relationship management	Procurement Basics: Supplier Relationship Management	Supplier Relationship Management, Supply Chain Management, Vendor Management, Procurement, Sourcing, Purchasing, Operations Management	1h	Udemy	https://www.udemy.com/course/procurement-basics-supplier-relationship-management/	Functional	Basic	Online
42	Inventory planning	Master Course in Inventory Management and Inventory Control	Basics of Materials Management and Inventory Control along with its objectives, Methods, Merits and Demerits	46m	Udemy	https://www.udemy.com/course/materials-management-inventory-control/	Functional	Basic	Online

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
43	Cash Flow Management	Cash Flow Management Basics	Learn about Cash Management, Profitability, and Financial Ratios, with this free online cash flow management course	3h	Entrepreneur's Alison Stats	https://alison.com/course/cash-flow-management-basics	Functional	Basic	Online
44	Gender Budgeting	Online Training Programme on Gender Responsive Budgeting	To discuss gender issues in Labour.; To identify gender budgeting initiatives of government of India.; To discuss concepts, tools and methods of gender budgeting. ; To discuss the Importance of Gender Budgeting and women empowerment.	5 days	V. V. Girl National Labour Institute	https://vvnli.gov.in/sites/default/files/Online%20Training%20Programme%20on%20Gender%20Responsive%20Budgeting%20from%20June%2028-%20July%2002%202021.pdf	Functional	Advanced	Online
45	Drafting proposals	Successful Proposal Writing Training Course For All Careers	Writing winning proposals effectively and efficiently.; Develop proposals with a higher chance of winning; Learn	2h 21m	Nitin Pradhan	https://www.udemy.com/course/proposal-writing-training/	Functional	Basic	Udemy

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			how to differentiate your proposals from competition; Best practices, templates, guides, and tips and tricks.; Proposal strategy, planning, authoring, and improving; Thinking like a proposal evaluator, funder, buyer or investor.; Learning to win business via grants and contracts						
46	Knowledge of National Data Sharing and Accessibility Policy (NDSAP)	National Data Sharing and Accessibility Policy	Refer to the course link	1h	DST	https://dst.gov.in/sites/default/files/gazetteNotificationNDSAP.pdf	Functional	Basic	Online Reading
47	Knowledge of taxation of products, GST and customs duty	GST Workshop-- Refund, Rebate & Drawback Claims processing thereof	Refer to the course link	1 day	NACIN, Raipur (National Academy of Customs, Indirect	-	Functional	Advanced	NACIN, Raipur (National Academy of Customs, Indirect

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
					Taxes & Narcotics)				Taxes & Narcotics)
48	Knowledge of taxation of products, GST and customs duty	GST Workshop on GST Returns & updates	Refer to the course link	1 day	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)	-	Functional	Advanced	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)
49	Knowledge of taxation of products, GST and customs duty	GST Audit Training – specialized (GST Audit Officers)	Refer to the course link	1 day	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)	-	Functional	Advanced	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)
50	Knowledge of taxation of products, GST and customs duty	Webinar on GST -Latest Development & Updates	Refer to the course link	1 day	NACIN, Raipur (National Academy of Customs, Indirect	-	Functional	Advanced	NACIN, Raipur (National Academy of Customs, Indirect

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
					Taxes & Narcotics)				Taxes & Narcotics)
51	Knowledge of taxation of products, GST and customs duty	GST Audit Refresher Course	Refer to the course link	2 days	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)	-	Functional	Advanced	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)
52	Knowledge of taxation of products, GST and customs duty	Scrutiny of GST Returns	Refer to the course link	1 day	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)	-	Functional	Advanced	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)
53	Knowledge of taxation of products, GST and customs duty	GST- Audit two days workshop	Refer to the course link	2 days	NACIN, Raipur (National Academy of Customs, Indirect	-	Functional	Advanced	NACIN, Raipur (National Academy of Customs, Indirect

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
					Taxes & Narcotics)				Taxes & Narcotics)
54	Maintaining a computer centre	PC Maintenance For Beginners	Identify the ten tasks needed to speed up their computer and keep it running at its best performance; Learn new computer terms; Perform each of the ten tasks to speed up their computer; Impress their friends and family with their new knowledge!	26m	Hannah Kramer, Malcolm McMillan	https://www.udemy.com/course/general-pc-maintenance/	Functional	Basic	Udemy
55	Maintaining Library & Information Centre	Certificate Course in Library Science	LIBRARY AND SOCIETY; LIBRARY RESOURCES: ACQUISITION AND PROCESSING; LIBRARY RECORDS; COMPUTER APPLICATIONS IN LIBRARIES;	-	National Institute of Open Schooling	https://nios.ac.in/online-course-material/vocational-courses/certificate-course-in-library-science.aspx	Functional	Advanced	Online
56	Maintaining Laboratories	Certificate Programme in	Familiarize the learners with the basic facilities	6 months	INDIRA GANDHI NATIONAL	http://www.ignou.ac.in/ignou/aboutignou/school/sos	Functional	Advanced	INDIRA GANDHI NATIONAL

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
		Laboratory Techniques	available in school and college level Biology, Chemistry and Physics laboratories; Impart knowledge of the basics of organisation and management of science laboratories; Train the learners in the operation and maintenance of simple instruments used in science laboratories; Enable them to develop skills in common laboratory techniques; Train them in the procedures of procurement and storage of laboratory equipment and materials; Enable them to adopt appropriate disposal procedures and		OPEN UNIVERSITY	/programmes/detail/170/2			OPEN UNIVERSITY

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			safety methods suitable for laboratories.						
57	Persuasive Grant writing	Scientific Project Management	Grant management	1 week	IISER-Pune	https://www.iiserpune.ac.in/events/3513/trainingworkshop-on-scientific-project-management	Functional	Advanced	Offline
58	Scientific Project Management	Scientific Project Management	Grant management	1 week	IISER-Pune	https://www.iiserpune.ac.in/events/3513/trainingworkshop-on-scientific-project-management	Functional	Advanced	Offline
59	Science diplomacy	Science diplomacy	The two-week course is designed for participants interested in issues related to, inter alia, Science, Technology and Innovation (STI), global issues in S&T governance, and South-South Cooperation. This course will familiarize them with global S&T landscape, global environmental governance, international co-operation in S&T and Innovation, and, South-South Cooperation.		RIS	https://www.ris.org.in/en/capacity-building/itec-science-diplomacy	Functional	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where	
			The course includes specialized lecturers, case studies, group discussions and field							
60	Noting and Drafting	Workshop on Noting & Drafting Skills	Know the terms “Noting” and “Drafting” • Understood the noting skills and drafting skills • Apply functional approach to Noting • Draft an appropriate & effective communication in each situation	3h	National Productivity Council	https://www.npciindia.gov.in/NPC/Uploads/webinar/Brochure-Noting%20&%20Drafting(18%20Nov)73481.pdf	Functional	Basic	Online	
61	Internal Audit	Internal Audit	Module I - Internal Audit- Understanding the Concept Module II - Need and Process to Set Up. Module III – Tools and Strategies			NPC	https://www.npciindia.gov.in/NPC/Uploads/e-learning/Internal%20Audit484140.pdf	Functional	Basic	Online
62	Contract Management	Public Procurement	Refer to the course link	6 days	AJNIFM	https://eprocure.gov.in/cppp/trainingdisp/kbadqkdlcswfjdelrquehwxcfmijmuixngudufgbuubgubfugbububj	Functional	Advanced	AJNIFM	

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
						xcgfvsbdiHbgfGhd fgFHytyhRtODY=			
63	Disaster Management	Disaster Management Pre- Disaster Risk Reduction	To achieve these course objectives, this course consists of the following 4 modules: · Module 1- Preparedness · Module 2- Prevention & · Module 3- Monitoring & Assessment · Module 4- Evaluation	Not mentioned	National Productivity Council	https://www.npci.gov.in/NPC/Uploads/e-learning/Disaster%20Management%20Pre-Disaster%20Risk%20Reduction393480.pdf	Functional	Advanced	Online
64	Disaster Management	Disaster Management Post- Disaster Risk Reduction	To achieve these course objectives, this course consists of the following 4 modules: Module 1- Introduction Module 2- Rescue Module 3- Relief Module 4- Rehabilitation	Not mentioned	National Productivity Council	https://www.npci.gov.in/NPC/Uploads/e-learning/Disaster%20Management%20Post%20Disaster%20Recovery125282.pdf	Functional	Advanced	Online
65	CVC Guidelines	ADMINISTRATIVE EFFECTIVENESS,	Overview, Definition & Determination of Vigilance Angle •	5 days	NPC	https://www.npci.gov.in/NPC/Uploads/training_	Functional	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
		FOCUS: RTI, PREVENTIVE VIGILANCE & e-PROCUREMENT (39500/-(Non-Residential))	Preventive Vigilance & its measures • CVC Act 2003 – Role & Functions of CVC & Important CVC instructions • The Right to Information Act 2005 and related case laws.			head/Headquater /Brochur_Jaipur_May%2022_AE244545.pdf			
66	Intellectual Property Rights	Online Training Program on Patent filing, Patent search, Patent writing , Trademark, Copyright, Design filing	Patent filing, specification writing Patent prior art search, Design filing, copyright filing, IP commercialization	3 days	RGNIIPM	https://ipindiaseservices.gov.in/events-ipr/PDF/Online_training_on_Patent_filing_search_patent_writing_Trademark_Copyright.pdf	Functional	Advanced	Online

5.7.4 List of Behavioral Competencies and Course mapping other than iGOT

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
1	Ethics	Ethics and Value in Public Governance	The course on Ethics and Value in Public Governance provides an understanding of the ethical principles and values that govern public administration, as well as the skills to apply ethical decision-making frameworks to real-world scenarios, in order to promote ethical behavior and integrity in public service, with a focus on enhancing the effectiveness and legitimacy of public institutions	3 days	ISTM	https://www.istm.gov.in/home/view_annual_calendar/2023	Behavioural	Advanced	Online
2	Ethics	Ethics and Values in Administration	The course on Ethics and Values in Administration provides an understanding of the ethical principles and values that govern public administration, as well as the skills to apply ethical decision-making frameworks to real-world scenarios, in order to promote ethical behavior and integrity in public service.	3 days	HIPA	https://hipaco.in/public/hipa/pdf/trainingcalendar2023to24.pdf	Behavioural	Advanced	HIPA
3	Ethics	Ethics in Governance	The course will cover the following modules:- Ethics & Governance, Ethical aspects in Public Service, Ethical Values in Governance Components of Governance, Code of	2 days	ATI, Mysore	https://darpg.gov.in/sites/default/files/Ethics_in_Governance_2nd_ARC.pdf	Behavioural	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			Ethics for Civil Servants, Institutional Framework for Combating Corruption, Social aspects of Ethics, Promoting Transparency in Public Service						
4	Organizational Awareness	Organizational Awareness	Building Liaisons/Networks, Creating an Inclusive Environment, Achieving Organizational Goals, Building an Effective Risk Culture, Addressing Poor Performance, Data Driven Decision Making, Leadership and Management Skills, Fostering Innovation and Using Modern Training Aids	-	IIPA	https://www.iipa.org.in/cms/public/training_course/41	Behavioural	Advanced	Offline
5	Negotiation Skills	Negotiation Skills	Understand the basics of negotiations and getting an insight into the negotiation processes Understand fundamental rules of negotiation Understand the difference between distributive and integrative negotiation Understand the role of power in negotiation Appreciate the dynamics of multi-party negotiation	2 days	IIM Raipur	https://iimraipur.ac.in/wp-content/uploads/2023/04/MDP-proposal-on-negotiation-skills-Kamal-K-Jain.pdf	Behavioural	Advanced	IIM Raipur

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
6	Commitment to the Organization	Commitment to the Organization	The competency of 'Commitment to the Organisation' in civil services has multiple facets involving the 'organisation' and the 'employee (civil servant)' coupled with 'goals of the organisation' and 'commitment of the employee (civil servant)'. In the theory of management science, 'the commitment to the organisation' is better understood as 'organisational commitment'.	-	IIPA	https://www.iipa.org.in/cms/public/training_course/42	Behavioural	Advanced	Offline
7	Conflict Solving Strategies	Workplace Conflict - An Opportunity for Growth#	Understanding conflicts and conflict dynamics Learning to acknowledge emotions in conflict Understanding organizational and individual benefits of integrating multiple perspectives Having a difficult conversation with active listening, critical thinking, and empathy Addressing conflict constructively in the workplace	3 days	IIM Bangalore	https://www.iimb.ac.in/eep/product/427/Workplace_Conflict_An_Opportunity_for_Growth	Behavioural	Advanced	IIMB Campus
8	Self Confidence	Self Confidence	Focus on Competencies - from Rule to Role. The government recently announced the rollout of the Mission Karmayogi, a scheme aimed at preparing civil servants for the future. Mission Karmayogi	-	IIPA	https://www.iipa.org.in/cms/public/training_course/45	Behavioural	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			emphasizes competency driven capacity building and human resource management, facilitating a shift from „rule-based“ to „role-based“ learning and competency building system. It is the most profound shift in the outlook of HR managers and cadre managers that will help drive the understanding that a role should be performed by an individual who possesses the best competencies for that given role. The programme ensures that all civil service officials will be able to access the competency building products and build the competencies required to efficiently discharge their roles. These competencies would typically include behavioural attitudes, functional knowledge and skills, and domain expertise.						
9	Seeking Information	Seeking Information	RTI related information	-	IIPA	https://www.iipa.org.in/cms/public/training_course/55	Behavioural	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
10	Strategic thinking	Strategic Thinking	To think strategically means to see and understand the bigger picture of what the organisation is, where it needs to go, and how it will get there. Vision, Goals and objectives, Strengths and weaknesses, Key values, Actions, Future challenges.	-	IIPA	https://www.iipa.org.in/cms/public/training_course/40	Behavioural	Advanced	Offline
11	Strategic thinking	Certificate In Strategic Thinking And Decision Making	The role of leaders Effective decision processes Effective strategic deployment	3 months	National School of Leadership	https://nsl.team-nic.com/Certificate-in-Strategic-Thinking-and-Decision-Making/	Behavioural	Advanced	Distance Learning
12	Conceptual Thinking	Conceptual Thinking	Conceptual thinking is the ability to understand something at the abstract level, ability to see the big picture, see behind the curtain, the why, the cause and effect without having to physically observe something with your five senses. It is the ability to understand concepts behind what is talked about that cause it to make sense or help us to understand why it is happening, how	-	IIPA	https://www.iipa.org.in/cms/public/training_course/53	Behavioural	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			it is happening and what we could do to alter the results. It also includes analyzing hypothetical situations						
13	Result Orientation	Results Orientation	The results-oriented role for officers in the government is intended to be similar that of profit-seeking managers in the private sector. Being result-driven is a vital quality that affects the career of a civil servant positively regardless of his profession, department, and career level. It means cultivating a culture of setting targets and accomplishing them.	-	IIPA	https://www.iipa.org.in/cms/public/training_course/52	Behavioural	Advanced	Offline
14	Accountability	Taking Accountability	While it may appear that accountability begins externally, it actually begins within oneself. The first step is to make sure your officer is prepared to be held accountable. We want the governance to succeed, so it is critical that before we discuss accountability, we help to establish an environment in which people believe they can succeed. Officers may then take full responsibility for any action they choose to take when	-	IIPA	https://www.iipa.org.in/cms/public/training_course/47	Behavioural	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			the time comes, and they will do their best if things don't go as planned since they have consciously decided to be accountable for their actions. Accountability is beneficial not only to those who are unable to find time for themselves, but also to those who suffer from perfectionism.						
15	Consultation & Consensus Building	Consultation & Consensus Building	Consultation and Consensus Building forms the backbone of contemporary citizen centric governance necessitated by the complexities of the state's functions in relation to its citizens along with interdependent organizational, global economic and political system. Kettl (2015). It is imperative that an able public administrator has the ability to identify the stakeholders/influencers, establish trusting relationships, consult them through formal and informal channels, build consensus through dialogue, persuasion and effect reconciliation of diverse views/interests for common good. Though similar, the terms	-	IIPA	https://www.iipa.org.in/cms/public/training_course/48	Behavioural	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			consultation and consensus building are not synonymous.						
16	Decision Making	Decision Making	The topic of Decision-making has been included under the broad heading of the competency skill of 'Equity' though the skills of decision making extend to almost all aspects of planning and implementation of any programme of governance. Decision-making per se is an extremely vast subject with relevance in all fields of management and administration including military science, social and physical sciences including the field of medicine and health. The topic is looked upon here in relevance to components of decision making its relevance to building the core competency of decision making equitably from the point of view of public governance.	-	IIPA	https://www.iipa.org.in/cms/public/training_course/49	Behavioural	Advanced	Offline
17	Delegation	Delegation	All organizations are structured on the basis of the principle of hierarchy which binds different levels and units of the organisation with a continuous chain of authority. In a small scale	-	IIPA	https://www.iipa.org.in/cms/public/training_course/51	Behavioural	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			organisation, the head may be able to run the administration effectively by keeping all the powers with himself, but this may not be possible in the case of a large scale establishment like that of Indian Civil Services. The need of delegation is greatly felt with the growth of any organization. Delegation generally means conferment of authority by a superior to a subordinate for the accomplishment of an assigned mission or project						
18	Customer Centric	People Centric	People's participation in governance represents a shift in the development paradigm of the country, from citizens, as the recipients of the developments, to one that views them as active participants in the development process. Equally, it involves a shift from the "top-down" to the "bottom-up" approach of decision making processes, which affect people's lives, their businesses and their communities.	-	IIPA	https://www.iipa.org.in/cms/public/training_course/39	Behavioural	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
19	People First	People Centric	People's participation in governance represents a shift in the development paradigm of the country, from citizens, as the recipients of the developments, to one that views them as active participants in the development process. Equally, it involves a shift from the "top-down" to the "bottom-up" approach of decision making processes, which affect people's lives, their businesses and their communities.	-	IIPA	https://www.iipa.org.in/cms/public/training_course/39	Behavioural	Advanced	Offline
20	Empathy	Empathy	Covers the following: Is sensitive to signs of overwork in others, Shows interest in the needs, hopes and dreams of other people, Is willing to help an employee with personal problems, Conveys compassion toward them when other people disclosed a personal loss	-	IIPA	https://www.iipa.org.in/cms/public/training_course/50	Behavioural	Advanced	Offline
21	Leading Others	Personality Development	Self-Management Positive Attitude Manners and Etiquette Personal Psychometric analysis Time management and Goal Setting	Customizable	L&T	https://Intedutech.com/personality-development-program/	Behavioural	Basic	Online

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			Personal SWOT Self -Awareness Emotional Intelligence Decision making and Problem Solving Grooming and Personal Hygiene Leadership Skills						
22	Leading Others	Leadership and Change Management	This course will be aimed at developing competencies in Civil Service leadership around <ul style="list-style-type: none"> • Leadership in Complex Situations • Realigning and recalibrating self with new knowledge, concepts, and tools • Managing Change in the organization • Taking Charge and Leading Strategy 	5 days	IIM A	https://web.iima.ac.in/exed/programme-details.php?id=MTA1MQ==	Behavioural	Advanced	IIM A
23	Leading Others	Enlightened Leadership	This course focuses on the concepts of <ul style="list-style-type: none"> • Enlightened leadership and Responsible Business practices • Building competencies to lead sustainable high-performance organizations. • Creating societal value by addressing the needs and concerns of all Citizens, not just organizational performance • Emphasizing the meeting of diverse performance expectations of 	5 days	IIM B	https://www.iimb.ac.in/eep/product/429/Enlightened_Leadership1?management=Leadership&addurl=S02060&Ref=undefined	Behavioural	Advanced	IIM B

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			customers, employees, suppliers, and the larger community and society.						
24	Leading Others	Essentials of Leadership	This course focuses on building Leadership skills through self-awareness, emotional intelligence and management of stakeholders across levels • This course will enable the participant to transition from Supervisor to change agent and also help develop resilience	5 days	ISB	https://execed.isb.edu/en/individual-programmes/topic-focused-programmes/programs/essentials-leadership/overview.html	Behavioural	Advanced	ISB
25	Team-Working	Team-Working	The competency of TEAM WORK holds the key to collaboration of any kind. An organization that emphasizes good teamwork is typically a healthy, high-functioning workplace. It creates an atmosphere of respect, helpfulness, and cooperation, builds spirit, positive relationships and a pride amongst its team members.	-	IIPA	https://www.iipa.org.in/cms/public/training_course/63	Behavioural	Advanced	Offline
26	Team-Working	Leadership Skills to build high	This course focuses on Interpersonal relationships and their importance, Role of coaching and mentoring in developing others, Leading people	2h	SBI	https://www.edx.org/course/leadership-skills-to-build	Behavioural	Basic	Online

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
		performance team	from potential to performance, Engaging people to build a high-performance team.			high-performance-teams?index=product&queryID=db3c5161dfb5dd49ea803577ee7d47db&position=1&search_index=product&results_level=first-level-results&term=Leadership+Skills+to+Build+High+Performance+Teams&campaign=Leadership+Skills+to+Build+High+Performance+Teams&source=edX&product_category=course&placement_url=https%3A%2F%2Fwww.edx.org%2Fsearch			

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
27	Team-Working	Leadership and Team effectiveness	Refer to the course link	12 week	NPTEL	https://archive.nptel.ac.in/content/syllabus/pdf/110107159.pdf	Behavioural	Advanced	Online
28	Integrity	Integrity	Refer to the course link		IIPA	https://www.iipa.org.in/cms/public/training_course/44	Behavioural	Advanced	Offline
29	Developing Others	Developing Others	Refer to the course link		IIPA	https://www.iipa.org.in/cms/public/training_course/60	Behavioural	Advanced	Offline
30	Planning & Coordination	Planning & Coordination	Refer to the course link		IIPA	https://www.iipa.org.in/cms/public/training_course/56	Behavioural	Advanced	Offline
31	Initiative & Drive	Initiative & Drive	Refer to the course link		IIPA	https://www.iipa.org.in/cms/public/training_course/54	Behavioural	Advanced	Offline
32	Attention to Detail	Attention to Detail	Refer to the course link		IIPA	https://www.iipa.org.in/cms/public/training_course/46	Behavioural	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
33	Innovative Thinking	Innovative Thinking	Refer to the course link		IIPA	https://www.iipa.org.in/cms/public/training_course/58	Behavioural	Advanced	Offline
34	Innovative Thinking	Innovation and Change Leadership	Prepare the current and future generation of leaders to become the change agent • Impact of innovation on the environment and help in devising strategies for organisational growth • Promote lateral thinking and innovation	3 days	ASCI	https://asci.org.in/wp-content/uploads/2023/03/MDP-2023-24-.pdf	Behavioural	Advanced	ASCI Hyderabad
35	Innovative Thinking	Innovation and Entrepreneurship	This course is focussed on building leadership competencies about innovation and intrapreneurship • The course equips the participant with information and tools of innovation	3 days	ISB	https://execed.isb.edu/en/individual-programmes/topic-focused-programmes/programs/innovation-corporate-entrepreneurship/overview.html	Behavioural	Advanced	ISB
36	Innovative Thinking	Strategic Leadership and Innovation in the Digital Era	This course focuses on the fast-changing/disruptive work environment in the digital era and its implications • The course helps	3 days	IIM B	https://www.iimb.ac.in/eep/product/458/Strategic_Leaders	Behavioural	Advanced	IIM B

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
			participants understand innovation and entrepreneurship, the challenges to it, and the role of leadership in building on innovation and entrepreneurship • The course also aims to provide participants with a range of entrepreneurial strategies, facilitate scenario planning, and share best practices regarding leadership resilience, agility, and innovation			hip_and_Innovation_in_the_Digital_Era?management=StrategyGeneral&addurl=S02190&Ref=undefined			
37	Problem Solving	IDENTIFY DIFFERENT TYPES OF PROBLEMS	Includes Problem Solving	45 minutes	Harappa-Thriversity	IDENTIFY DIFFERENT TYPES OF PROBLEMS	Behavioural	Basic	Online
38	Problem Solving	Problem Solving	Finding solutions to problems is an important element of any civil servants' job. Thus, being a confident problem solver is critical to successful discharge of the assigned duties. 'Efficiency' is one of the pillars of Good Governance and Citizen Centric Administration and 'Problem Solving' is a key attribute of the 'Efficiency' pillar.	-	IIPA	https://www.iipa.org.in/cms/public/training_course/59	Behavioural	Advanced	Offline

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
39	Communication Skills	THE WINNING COMMUNICATOR	Refer to the course link	<1.5 hours	Harappa-Thriversity	https://harappa.education/thriversity/	Behavioural	Basic	Online
40	Communication Skills	Communication Skills	Civil services are at the epicentre of all government activities and the civil service officers are responsible for policy making and are the executive hand which delivers on ground. The capacity of the Civil services plays a vital role in delivering a wide range of services, ensure implementation of welfare programs and perform core governance functions. The Government recognizing the crucial role of Capacity building of Civil Services, instituted the Mission Karmayogi which marks a signal shift in competency driven training and Human Resource (HR) management of officials by transitioning from a 'rules-based' system to the 'roles-based' system.	-	IIPA	https://www.iipa.org.in/cms/public/training_course/62	Behavioural	Advanced	Offline
41	Self-Awareness and Self-Control	Self-Awareness and Self-Control	Identity and Self-Awareness Benefits of Self Awareness Self-Acceptance, Self-Control, Improving Self Control, etc.		IIPA	https://www.iipa.org.in/cms/public/training_course/61	Behavioural	Advanced	Online

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
42	Desire for Knowledge	Desire for Knowledge	Refer to the course link		IIPA	https://www.iipa.org.in/cms/public/training_course/57	Behavioural	Advanced	Online
43	Leadership	Leadership and Change Management	This course will be aimed at developing competencies in Civil Service leadership around • Leadership in Complex Situations • Realigning and recalibrating self with new knowledge, concepts, and tools • Managing Change in the organization • Taking Charge and Leading Strategy	5 days	IIM A	https://web.iima.ac.in/exed/programme-details.php?id=MTA1MQ==	Behavioural	Advanced	IIM A
44	Leadership	Enlightened Leadership	This course focuses on the concepts of • Enlightened leadership and Responsible Business practices • Building competencies to lead sustainable high-performance organizations. • Creating societal value by addressing the needs and concerns of all Citizens, not just organizational performance • Emphasizing the meeting of diverse performance expectations of customers, employees, suppliers, and the larger community and society.	5 days	IIM B	https://www.iimb.ac.in/eep/product/429/Enlightened_Leadership1?management=Leadership&addurl=S02060&Ref=undefined	Behavioural	Advanced	IIM B

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
45	Leadership	Essentials of Leadership	This course focuses on building Leadership skills through self-awareness, emotional intelligence and management of stakeholders across levels • This course will enable the participant to transition from Supervisor to change agent and also help develop resilience	5 days	ISB	https://execed.isb.edu/en/individual-programmes/topic-focused-programmes/programs/essentials-leadership/overview.html	Behavioural	Advanced	ISB
46	Taking Ownership	OWN WHAT YOU DO	Refer to the course link	<1.5 hours	Harappa-Thriversity	https://harappa.education/thriversity/	Behavioural	Basic	Online
47	Taking Ownership	Taking Accountability	Refer to the course link	-	IIPA	https://www.iipa.org.in/cms/public/training_course/47	Behavioural	Advanced	Offline
48	Active Listening Skills	Listen Actively	Refer to the course link	41 minutes	Harappa-Thriversity	https://harappa.education/thriversity/	Behavioural	Basic	Online
49	Scientific Temper: scientific know-why & technical know-how	Workshop on Promotion of Scientific Temper Among the Youth	Refer to the course link		DBT+RGNIYD	https://www.rgniyd.gov.in/sites/default/files/pdfs/training/20%20Workshop%20on%20Pro	Behavioural	Basic	Online

S. No	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Type	Level	Where
						motion%20of%20Scientific%20Temper.pdf			
50	Sharing Knowledge and Mentorship	Workshop on Mentoring	Part of Trainer development Program	3 days in August , 23	DOPT	https://www.istm.gov.in/home/view_annual_calendar/2023	Behavioural	Advanced	Offline
51	Presentation Skill	Workshop on effective Presentation Skills	Refer to the course link	2 days	ISTM	https://www.istm.gov.in/home/view_annual_calendar/2023	Behavioural	Advanced	Online