



Mission Karmayogi - National Programme for Civil Services Capacity Building

Strengthening the Indian Civil Services through Capacity Building

Indian Civil Services - the Steel Frame - plays a crucial role in the operations of the country, especially in implementing welfare programs and ensuring good governance. With the increasingly dynamic global environment, a need has emerged to reimagine the Civil Service Capacity. This would help ensure efficient delivery of services to citizens, through strengthened public institutions and adoption of modern technology.

The Union Cabinet approved the launch of Mission Karmayogi, a new national Architecture for the capacity building of Civil Services. Among the most significant human resources development reform in the Government, the National Programme for Civil Services Capacity Building (NPCSCB) focuses on individual and institutional capacity building.

The skill-building Programme for Civil Servants, Mission Karmayogi, will harmonize training standards, create shared learning resources and undertake a supervisory role for all central training institutions. The Mission will also provide a mechanism for continuous capacity building, constantly updating the talent pool, and creating an equal opportunity of professional and personal growth of officers.

The Programme will be delivered through an Integrated Government Online Training-iGOT Karmayogi Platform, which will be owned and managed by a wholly-owned Special Purpose Vehicle (SPV) for NPCSCB.

To train the Indian Civil Servant for the future, the Mission will focus on inculcating creativity, innovation, proactiveness, professionalism, transparency and technology-enablement.

INR511 crore will be spent from 2020-21 to 2024-25, to train more than 46 lakh Central Government employees.

The scheme will be accessible to everyone, from

section officers to secretaries, and will entail two paths:

1. The officials can choose a field of interest
2. The officials will be provided with the wherewithal to perform their jobs effectively

The Government expects the iGOT-Karmayogi platform to develop into a marketplace for digital e-learning content. To make the platform more comprehensive, the Government plans to incorporate service matters such as confirmation post the probation period, deployment notification, work assignment and vacancy notification, etc. as well.

Monitoring & Evaluation

Real-time reporting of Capacity Building KPIs

Annual Goal Setting aligned to National ambitions

Consolidated performance of Civil Services with focus on contribution to national progress

Independent audit of Programme, in addition to quality assurance

POLICY UPDATE



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It will consist of an HR Council at the top to be chaired by the Prime Minister along with select Union ministers and chief ministers. The Council will also have eminent thought leaders, renowned academics, and global leaders and civil services leadership.

The Mission will:

- Transition from 'Rule-based' to 'Role-based' HR management
- Enable continuous performance analysis
- Emphasize on 'on-site learning' to complement

the 'off-site' learning

- Calibrate all Civil Service positions to a Framework of Roles, Activities and Competencies (FRACs) approach Enable strategic HR management to deliver the right competencies
- Undertake data analytics on capacity building, content creation, user feedback and mapping of competencies

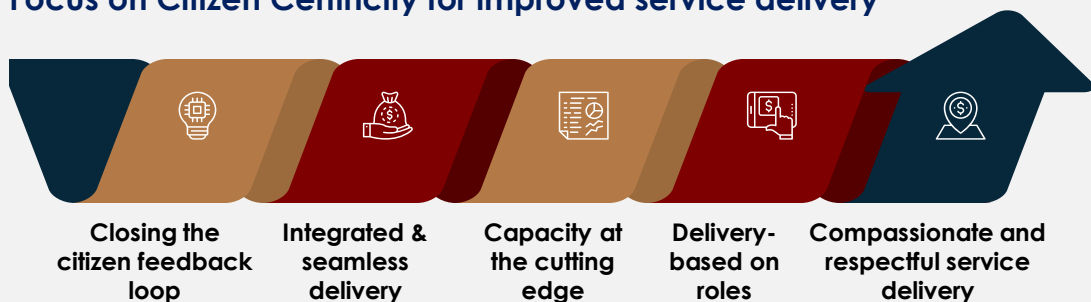
Our View

Strengthening the civil service by equipping officers with the relevant attitude, skills and knowledge, is essential for India to achieve its long-term vision. It is crucial to create sector-linked capacities for transformation in processes, policy design, and in India's public institutions.

The Civil Services have proficiently supported the country's growth journey so far, and this initiative to make them future-ready will ensure that they are equipped with capacity to deliver in an increasingly uncertain world. The future needs even greater emphasis on evidence and data-backed decision making, finding citizen buy-in, and keep citizen service delivery as its core value.

To realise the Hon'ble Prime Minister's vision of 'Maximum Governance and Minimum Government', it is essential to establish policy making activity as a change mechanism, practiced in a participatory planning and action mode, through a real-time simulated policy lab envisaged by Mission Karmayogi. This makes skill building and capacity creation programs as more problem-centered, with immediate impact on the civil servants' job, delivering enhanced outcomes.

Focus on Citizen Centricity for improved service delivery



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