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National Programme for Civil Services Capacity Building

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Why is in news? PM to inaugurate the first-ever National Training Conclave

- The Prime Minister will inaugurate the **first-ever National Training Conclave** at the International Exhibition and Convention Centre Pragati Maidan, New Delhi. Prime Minister will also address the gathering on the occasion.
- Prime Minister has been a proponent of **improving the governance process and policy implementation** in the country through capacity building of civil service.
- Guided by this vision, the **National Programme for Civil Services Capacity Building (NPCSCB) – ‘Mission Karmayogi’** was launched to prepare a future-ready civil service with the right attitude, skills and knowledge.
- The National Training Conclave is being **hosted by Capacity Building Commission** with an **objective to foster collaboration among civil services training institutes and strengthen the training infrastructure** for civil servants across the country.
- More than 1500 representatives from training institutes, including Central Training Institutes, State Administrative Training Institutes, Regional and Zonal Training Institutes, and Research institutes will participate in the conclave.
- Civil Servants from central government departments, state governments, local governments, as well as experts from the private sector will take part in the deliberations.
- This diverse gathering will foster the exchange of ideas, identify the challenges being faced and opportunities available, and generate actionable solutions and comprehensive strategies for capacity building.
- The conclave will have eight panel discussions, each focusing on key concerns pertinent to Civil services training institutes such as faculty development, training impact assessment and content digitisation, among others.

National Programme for Civil Services Capacity Building (NPCSCB) – ‘Mission Karmayogi’:

- Civil services are at the **centre of all government activities** – they are **agents of policymaking** and the **executive hand that delivers on the ground**.
- The skillsets and capacity of the civil servants play a vital role in service delivery, program implementation and performing core governance functions.
- Recognizing this crucial responsibility, the National Programme for Civil Services Capacity Building (NPCSCB) aims to **create a professional, well-trained and future-looking civil service**, that is imbued with a shared understanding of India’s developmental aspirations, national programs and priorities.
- The focus of NPCSCB is on **promoting ease of living and ease of doing business**, by considerably **enhancing the citizen-government interface**. This involves **creation of both functional and behavioural competencies** among the civil servants.
- NITI Aayog, in its **report on India@75**, has **highlighted the need for reforms in training**.
- The experience gained during the COVID 19 pandemic also brought forth the need for the civil service to be agile, capable of partnering with diverse stakeholders and to be up to date with new competencies.
- The NPCSCB is carefully crafted to lay the foundation for capacity building for future generations of the civil servants so that they learn from the best practices across the world, while remaining connected to their

Kamaraj IAS Academy

Plot A P.127, AF block, 6 th street, 11th Main Rd, Shanthi Colony, Anna Nagar, Chennai, Tamil Nadu 600040

Phone: **044 4353 9988 / 98403 94477 / Whatsapp : 09710729833**

roots.

- The key philosophy of NPCSCB is to create an ecosystem of competency driven training and Human Resource (HR) management by **transitioning from a ‘rules-based’ system to the ‘roles-based’ system.**
- The National Programme for Civil Services Capacity Building has **six key pillars** i.e.
 - 1. Policy Framework
 - 2. Institutional Framework
 - 3. Competency Framework
 - 4. Digital Learning Framework iGOT-Karmayogi (Integrated Government Online Training Karmayogi Platform)
 - 5. The electronic Human Resource Management System (eHRMS) and
 - 6. The Monitoring and Evaluation Framework.
- The NPCSCB will **cover all civil servants (including contractual employees)** across different ministries, departments, organisations and agencies of the Union Government. The **willing state governments will also be enabled to align** their capacity building plans on similar lines.