



## THE NEW NATIONAL ARCHITECTURE FOR CIVIL SERVICES CAPACITY BUILDING — MISSION KARMAYOGI

The Government has recently announced a new comprehensive National Programme for Civil Services Capacity Building (NPCSCB) aimed at providing better services delivery to the public. The reform approved by the Government will be the new National Architecture for Civil Services Capacity Building called “Mission Karmayogi” which is believed to transform the capacity building machinery at individual, institutional and process levels at the Government of India.

While the focus of this reform is the creation of a ‘citizen centric civil service’ capable of creating and delivering services conducive to economic growth and public welfare, the Mission Karmayogi shifts the focus from “Rule based training to Role based training”. This would make available to all civil servants, an opportunity to continuously build and strengthen their competencies.

According to the Central Government, this programme for Civil Services Capacity Building has been so designed that it remains entrenched in the Indian culture and sensibilities while drawing learning resources from the best institutions and practices from across the world. The Programme, is therefore delivered by an Integrated Government Online Training (iGoT) - Karmayogi Platform.

The Integrated Government Online Training - Karmayogi Platform is a continuous online training platform, which would allow all government servants irrespective of their rank to undergo continuous training, depending on their domain areas. Various courses from international universities will eventually be made available on the platform for officers. The government is positive that the platform is set to evolve into a vibrant and world-class market place for content, where carefully created, curated and vetted digital e-learning material will be made available. Likewise, the training of civil servants at various Academies will be restructured to include optimum use of the digital learning platform of iGOT.

The Prime Minister is also of the opinion that the Mission Karmayogi will prepare civil servants for the future by making them more creative, constructive and innovative through transparency and technology.

The iGOT model was first tried and tested successfully during the mid of Covid-19 situation for training health professionals. As per the government reports, more than 12.73 lakh health workers completed 17.66 lakh courses of varied durations within a span of three months. ■

– Amitabh Ranjan