



Mission Karmayogi

Capacity Building Commission

MISSION KARMAYOGI

- ❑ Mission Karmayogi was launched in September 2020
- ❑ Envisaged to make civil servants future-ready and citizen-centric
- ❑ Aims to cover over 3 million civil servants in the Centre, 22 million in states and 5 million in Urban Local Bodies (ULBs)
- ❑ Strengthening of 790+ government training institutions

Institutional Framework

Mission Karmayogi

(National Programme for Civil Services Capacity Building)



Capacity Building Commission

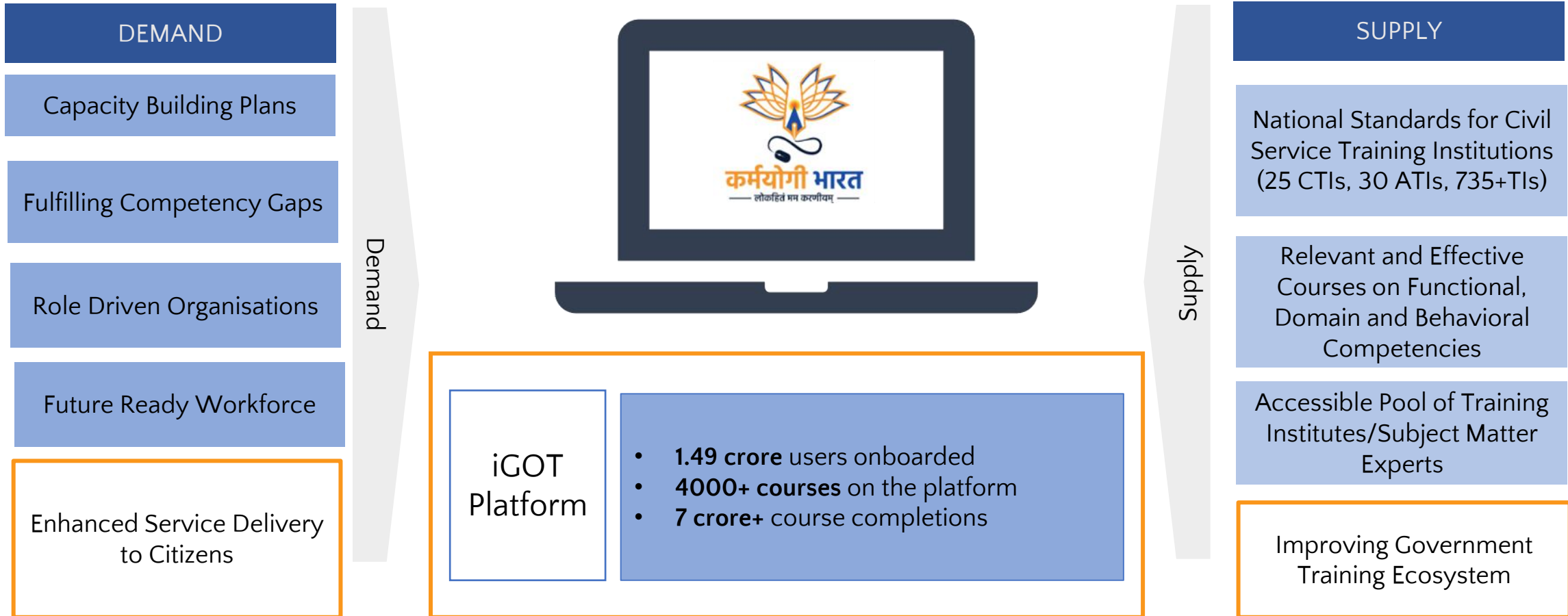
Executive Body of Mission Karmayogi
(Designs frameworks, sets standards & encourages collaborations)



Karmayogi Bharat (iGOT)

SPV of Mission Karmayogi
(Responsible for iGOT Platform)

India's Capacity Building Framework



Mission Karmayogi: Institutional Framework

Governance | Performance | Accountability

Prime Minister's HR Council (PMHRC)

Cabinet Secretariat
Coordination Unit

Capacity Building
Commission (CBC)

Karmayogi Bharat,
DoPT
(SPV)

Mission Karmayogi

Mission Karmayogi Reflections 2025

Mission Karmayogi – Expanding Capacity Building Ecosystem

Strengthening civil services through scale, quality, and institutional reforms.

- Mission Karmayogi advanced with State-specific CBPs; **MoUs signed with 28 States/UTs, CBPs created for 10+ states**
- **1 million+ officials trained** under Rashtriya Karmayogi Jan Seva Program.
- **NSCSTI 2.0 launched**; 8 Central Training Institutions have achieved **5-Star rating under the framework.**
- **Faculty Development Programme** launched to train **600 faculty members in the next two years.**
- National workshops were organized to make **future-ready training institutions, AI-enabled learning, and quality frameworks**
- **CBC framed a Karmayogi Competency Model (KCM) for behavioral and functional competencies**

Leadership, Local Governance & Knowledge Initiatives

Driving leadership excellence and grassroots governance transformation.

- **DAKSH Leadership Programme** building agile leaders for CPSEs
- **Viksit Panchayat Initiative** piloted in **60 Gram Panchayats across 4 States.**
- **Capacity Building for ULBs:** 1,200+ officials engaged; competencies mapped under RACE framework.
- **Amrit Gyan Kosh & case writing workshops** strengthening practice-oriented learning.
- National consultative efforts advancing **digital course quality and training standards.**

Capacity Building Initiatives with State Governments



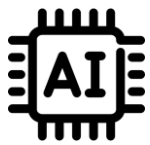
28 MoU Signed with States/UTs



98 Lakhs Onboarding of officials on iGoT across 36 States



36 States/UTs are engaged through Virtual and Physical modes for Mission Karmayogi Implementation



Use of AI Tool in generating Capacity Building Plans

Achievements

- ✓ CBC in collaboration with Lal Bahadur Shastri National Academy of Administration (LBSNAA), organised a two-day workshop on 24-25 September 2025 in New Delhi to demonstrate the development of State/UT level CBPs using the AI-iGoT Tool
- ✓ 19 States/UTs have completed the Draft CBP creation of their respective 8-10 priority departments; As of 10th Feb 2026, draft CBPs creation in 6 States/UTs is ongoing

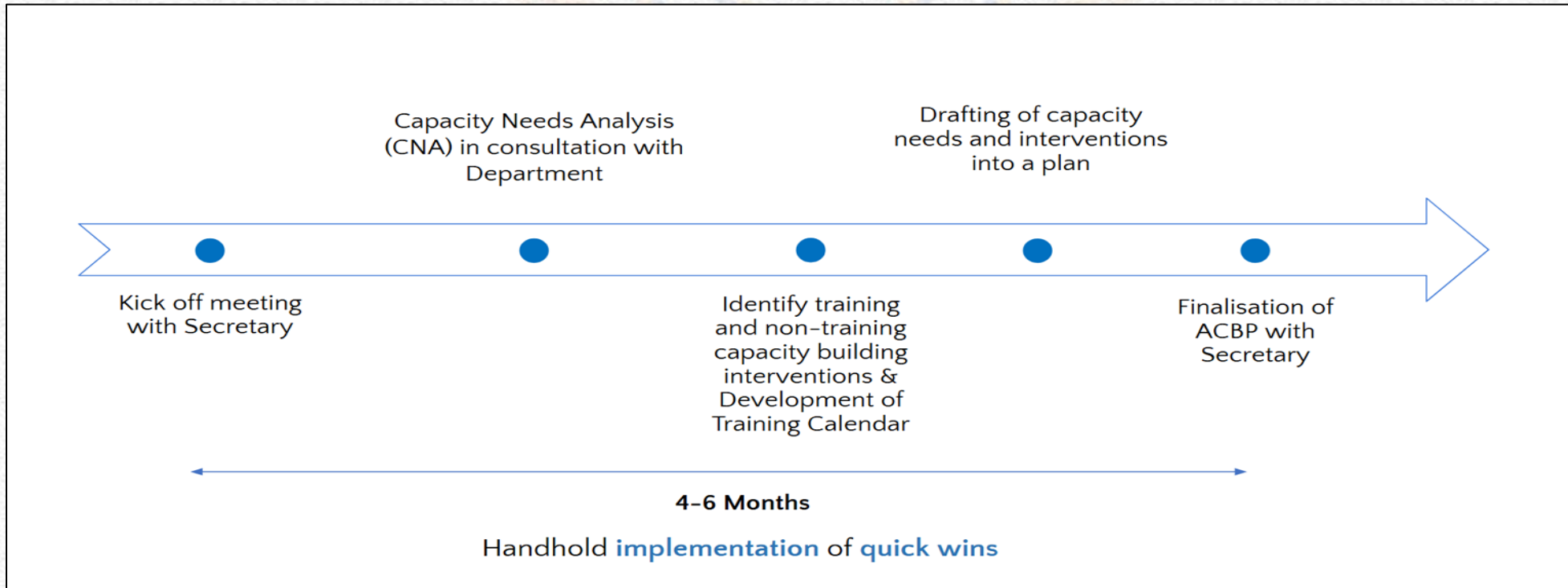
Way Forward

- ✓ Facilitate the CBP creation in all remaining states
- ✓ Complete Onboarding of all States/UTs on iGoT with Karmayogi Bharat as anchor body
- ✓ Facilitate the development of CBP linked ATI Calendar

Capacity Building Plans (CBP)



The Capacity Building Commission developed the Capacity Building Plans (CBPs) of each Ministry Department Organization by following these steps:



Capacity Building Plans developed for
Ministries / Departments / Organizations at the Centre for:

100+

Rashtriya Karmayogi Large Scale Jan Seva Programme



- This initiative aims to elevate the officials from the traditional roles of karamcharis to become Karmayogis that work towards Atma Nirbhar Bharat by helping govt.officials to **recognize their inner purpose and aligning this to the outer expression of service.**
- Large Scale Intervention (LSI) model follows a layered lead/master trainer model to **provide large-scale fast-paced capacity building in a cascaded manner across an ecosystem.**
- Created a pool of around 17000 Lead/ Master Trainers of DS/Director rank by **building their facilitation capacity in Ministries /Dep./Organizations**

PHASE I

Approximately 17,000 Government Officials of Delhi Secretariat offices of Central Ministries/Departments were trained

PHASE II

More than 1 million government officials were trained across the country

**National Standards for Civil Services
Training Institutions (N.S.C.S.T.I)**
Accreditation
&
Quality Improvement Plan (QIP)



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National Standards for Civil Services Training Institutes(NSCSTI) : Growth at a Glance

Accreditations

203 Accredited Institutes

58 Reaccreditation application
(out of 203)

20 Re accredited Institutes
(out of 58)

8 Five Star Rated Institutes
(*RAKNPA, NCA-F, ISTM, LBSNAA, NADT,
CBI Academy, NCA-T, IRITM*)

Quality Improvement Plan (QIP)

48 QIPs Initiated

100 %

Reaccredited Institutes that
underwent QIP increased by a
minimum of one star rating and a
maximum of 3 stars

5 Institutes post QIP have
achieved 5 Star Rating



Next Phase of NSCSTI

Workshop on Future Readiness

Defined the vision for future-ready, globally engaged, domain-expert, collaborative and financially autonomous Training Institutes (Dec 2025)

Regional Consultation Workshops

Regional workshops in Lucknow (North), Hyderabad (South), Assam (East), and Vadodara (West) to gather ecosystem-wide inputs and practical insights.

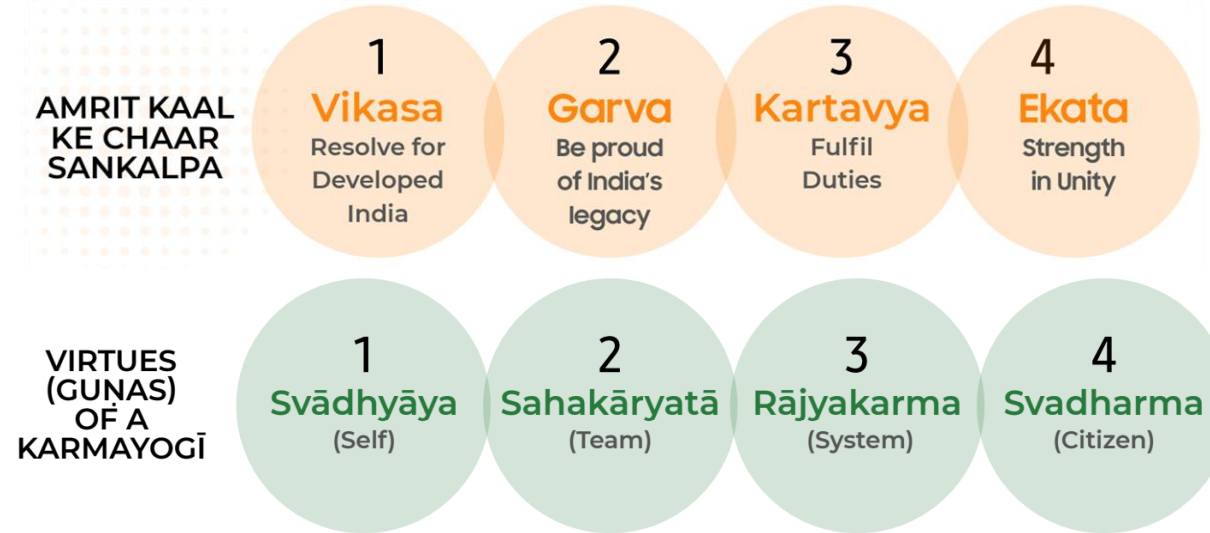
National Consolidation Workshop

National workshop to consolidate recommendations and launch the implementation roadmap.

Faculty Development Programme

1. Capacity Building Commission aims to enhance the capacity of Government officials by strengthening **Civil Service Training Institutions**, with faculty as key anchors to utilize their field experience enriched through academic frameworks for enhanced learning.
2. The Faculty Development Program (FDP) has two phases: **an online self-paced module on iGOT followed by a 5-day intensive in-person program for select faculty.**
3. An institute partner has been selected for conducting 5-day Faculty Development Program for building the capacity of 600 faculty members.
4. Programme for First batch of faculties from various CSTIs has been conducted in last week of November 2025. The 2nd Batch is commencing on 23rd February.

Mission Karmayogi – Karmayogi Competency Model (KCM)



Capacity Building Commission has framed The Karmayogi Competency Model (KCM) comprising behavioral and functional competencies.

KCM takes inspiration from the Indigenous knowledge systems and has elaborated the Key *Sankalpas* (Resolves) and *Gunas* (Virtues) every Karmayogi official should adopt and implement in their workplaces.

Along with the Sankalpas and Gunas, CBC has developed 13 Behavioural Competencies, and 21 Functional Competencies tagged to various courses and curriculums as part of the KCM.

Mission Karmayogi – Karmayogi Competency Model (2 of 2)

13 Behavioural Competencies

8 Core competencies + 28 sub-themes

Example:

- *Self-Awareness*
- *Communication*

5 Leadership competencies + 13 sub-themes

Example:

- *Strategic Leadership*
- *Collaborative Leadership*

21 Functional Competencies

+ Associated 68 sub-themes

Example:

- *Cabinet note preparation*
- *Public Procurement – General Financial Rules*
- *Establishment & Human Resource Management*

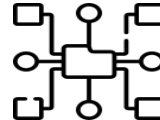
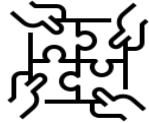
Initiatives for capacity building of PSEs

DAKSH (Development of Aspiration, Knowledge, Succession and Harmony)

- The flagship leadership development programme for senior executives of Central Public Sector Enterprises (CPSEs).
- 12-month structured program designed to build future-ready leadership and strengthen succession planning across CPSEs.
- The programme is jointly organised by the Capacity Building Commission (CBC) and the Standing Conference of Public Enterprises (SCOPE) under the Mission Karmayogi framework.
- First batch (73 officials) launched on 21 April 2025 with McKinsey & Co. and IIM Ahmedabad; second batch (72 officials) launched on 6th February 2026 being delivered with Egon Zehnder and IIM Indore; third batch planned with ISB Hyderabad.

Capacity Building for Viksit Panchayat

Viksit Panchayat initiative aims to build a scalable and replicable model for building the capability of Panchayat representatives and officials by collaborating with diverse grassroots organizations to create strong local structures by leveraging technology.



Partnerships	Knowledge	Institutional Resilience	Collaboration	Technology
Work with local grassroots organisation and the relevant state functionaries	Enhance the knowledge and skills of PRIs officials by designing, developing, implementing, & measuring initiatives	Strengthen the institutional structures through capacity building to increase effectiveness of planning and implementation	Develop strategies that enable the capacities of functionaries to work with various stakeholders	Leverage technology for bridging the knowledge gap of members and officials PRIs

A pilot in 60 selected panchayats of 4 states-Andhra Pradesh, Assam, Gujarat and Orissa (15 panchayat each) is underway

Capacity Building of Urban Local Bodies (ULBs) – Pilot Phase snapshot



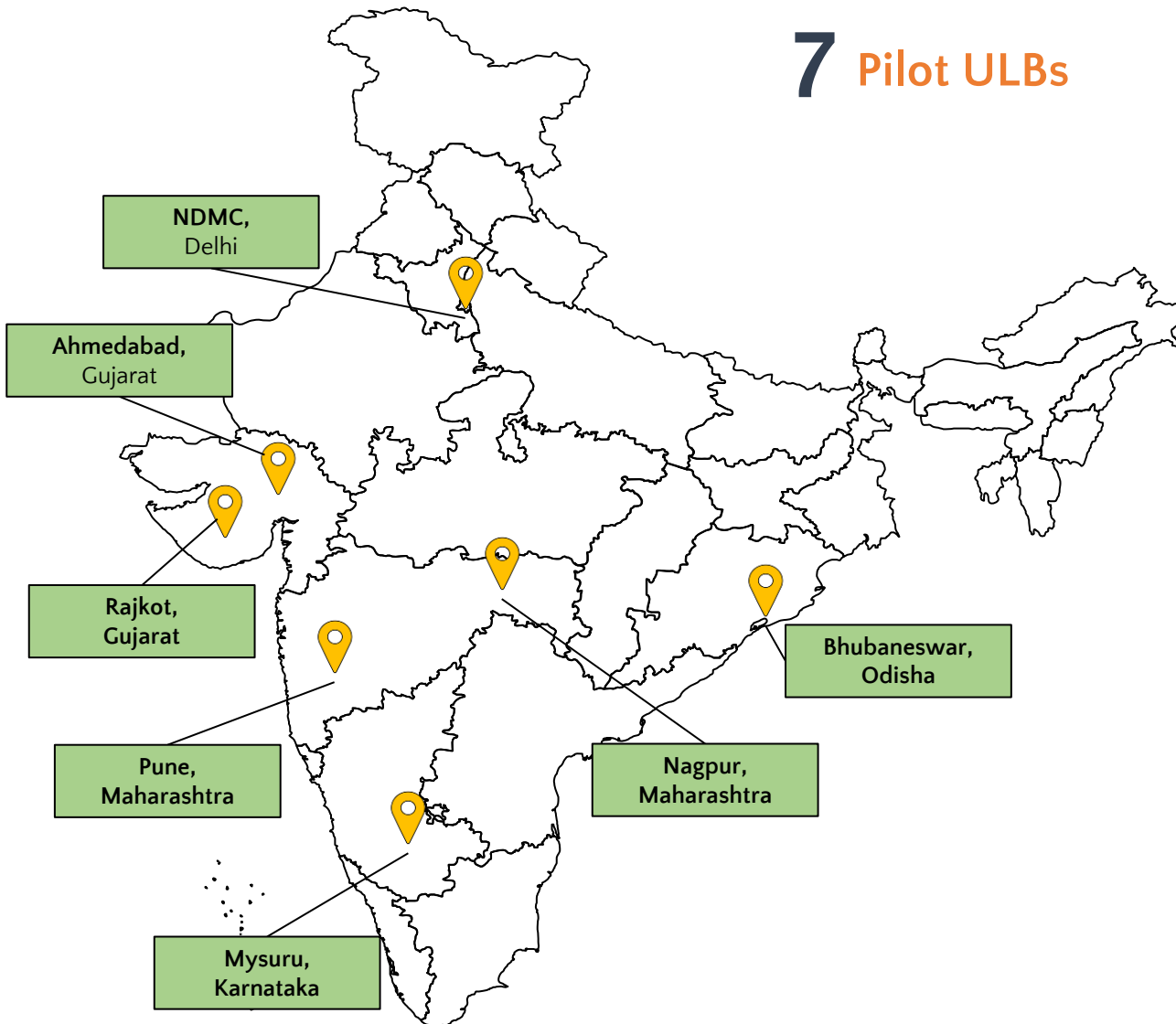
Snapshot

- ✓ **1000+** employees (7 Municipal Corporation) participated and given feedback
- ✓ Coverage of **all the 18 functions of Municipal corporations** as per 74th amendment (Subjected to respective organizational structure)
- ✓ **200+ Trainings** have been identified
- ✓ **All the CBPs** have been prepared and shared with 7 ULBs

Achievements

- ✓ **CBP Preparation Toolkit** developed for Municipal Corporations
- ✓ **1.44 lakh+ ULB employees** onboarded on iGOT
- ✓ **National-level workshop** conducted with participation from **100+ ULBs**
- ✓ **State-level workshop in Gujarat** with participation from **40+ ULBs** from Gujarat & Maharashtra
- ✓ **150+ curated courses** for ULBs
- ✓ **Data collated for profiling of 125 designations** on competencies and roles

7 Pilot ULBs



Amrit Gyaan Kosh

1. Launched in 2023, Amrit Gyaan Kosh is a **knowledge repository** of Indian Civil Service Initiatives in form of Public Policy Case Studies
2. Cases are **authored by faculty of CTIs and ATI's** and are used for **teaching/training purposes**
3. Documents **India-centric innovations, scalable solutions, and best practices**
4. Supports the vision of ***Atmanirbharta* in governance.**
5. **70+ Cases available on IGOT**
6. **Multilingual cases** with teaching and additional resources.

Impact:

More than 100 Training and Academic Institutes using **contextual case studies** developed under AGK

10 lakh plus enrollments for case studies on IGOT till date.

10 cases co-published with ADBI are gaining international recognition

New Initiatives



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Karmayogi Quality Framework

- To refine the **Quality Framework** of iGOT courses, a national consultative workshop called “**Karmayogi Quality Framework (KQF)**” was held in December 2025
- The workshop was attended by participants from various MDOs, Training Institutions, knowledge and content partners, industry and domain experts.
- The consultation reinforced a shift toward capability-focused, role-based learning with **measurable workplace impact** through aligned design, delivery, assessment, and governance.



National Departmental Summit

- At the **Fifth Chief Secretaries' Conference** held in December 2025, Department of Personnel & Training (DoPT) and CBC have been directed to organize the **National Departmental Summit**
 - CBC in consultation with DoPT is preparing the **draft Consultation Note**, for deliberation by States/UTs
 - State/UT-level consultative workshops shall be held to gather structured inputs from officers across levels
 - The inputs from State/UT-level workshops shall be consolidated into a national policy framework for capacity building for further deliberation during the **National Departmental Summit**

AI-Enabled Capacity Building

- Recognizing the potential of **AI-enabled Digital Public Goods (DPG)** to transform civil services capacity building, CBC along with KB has taken several initiatives
 - Partnering with **IndiaAI Mission** to facilitate consultations around innovative practices leveraging AI for capacity building
 - CBC will release a **blueprint** to guide the development of an AI-enabled DPG at the **India AI Impact Summit** on 20th February 2026
 - Since AI is a continuously evolving subject, CBC shall mobilize key ecosystem partners for collaborative development and scaling of the AI-enabled DPG with a focus on trust and inclusion

Thank You!



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