



## COMPETENCY MODEL FOR CIVIL SERVANTS - POLITY

**NEWS:** The Capacity Building Commission (CBC), has developed the Karmayogi Competency Model for civil servants.

### WHAT'S IN THE NEWS?

#### About

- It is a framework of behavioral and functional competencies designed to aid their transition **from a karmachari (employee) to a karmayogi (dedicated worker)**.
- The model aims to optimize deployment of officials to roles based on their competencies, which are also mapped to courses on the **Integrated Government Online Training (iGOT) portal**.

#### Components of the Competency Model

- The model consists of **34 competencies**, categorized as **behavioral and functional**.
- **Behavioral Competencies:** There are 13 behavioral competencies, further divided into two sub-categories;
  - Core Competencies
  - Leadership Competencies
- **Key behavioral competencies include:** Self-awareness, Personal effectiveness, Creativity and innovation and Strategic leadership.
  - These competencies are inspired by four resolutions that every public official should embody: Vikas (Development), Garva (Pride), Kartavya (Duty) and Ekta (Unity).
- **Functional Competencies:** There are 21 functional competencies, which focus on skills required to effectively perform specific roles in governance.
  - **Key functional competencies include:** Citizen-centricity, Policy architecture, Digital fluency, Financial management and Data analytics.

#### Mission Karmayogi National Program

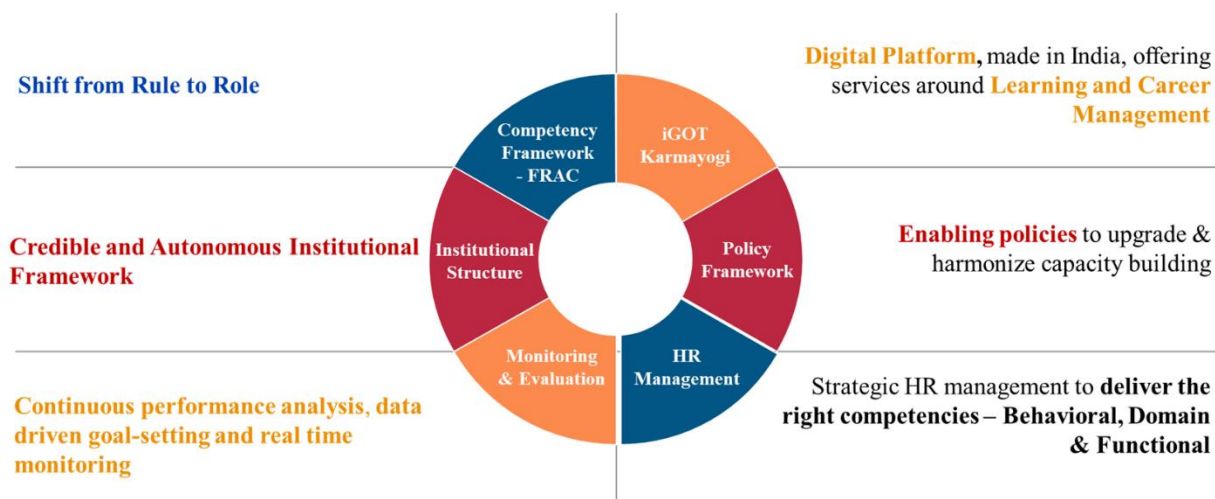
- It is a flagship programme of Government of India **launched in 2020** for training of civil servants, which intends to transform the Civil Services from **'Rule Based' to 'Role Based'** way of functioning and Citizen Centric.
- **Mission Karmayogi has the following six pillars;**
  - Policy Framework,
  - Institutional Framework,
  - Competency Framework,



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- Digital Learning Framework (Integrated Government Online Training Karmayogi Platform (iGOT-Karmayogi)),
- Electronic Human Resource Management System (e-HRMS), and
- Monitoring and Evaluation Framework.



## Key Features of Mission Karmayogi

- **Capacity Building Commission (CBC):** CBC monitors and reviews the implementation of capacity-building programs, aligning them with the objectives of Mission Karmayogi.
  - The CBC was established in **April 2021** and is uniquely staffed with representation from the private sector and the civil society.
- **iGOT (Integrated Government Online Training) Platform:** This digital platform provides anytime, anywhere training, enabling civil servants to access personalized learning paths based on their roles and skill gaps.
- **Annual Capacity Building Plans (ACBP):** Each government department creates and implements its own capacity-building plans in alignment with its priorities and objectives.
- **Role-based Competency Framework:** The training is designed to develop role-based competencies in civil servants, focusing on specific skills required for their respective functions.

## Integrated Government Online Training (iGOT) portal

- It is being developed as an integral part of the **Digital India stack** for capacity building of all government employees.
- It aims to provide **'anytime-anywhere-any device'** learning to train around 2.0 crores users which was so far unachievable through traditional measures.
- It is envisioned to evolve into a vibrant and world class marketplace for content modeled on FRACs.
- Supported by a robust e-learning content industry the content can be curated by individual government ministries or organizations.



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## Conclusion

- Mission Karmayogi seeks to transform India's civil services, making them better prepared and citizen-oriented, ultimately contributing to the nation's ambitious goals.
- It is a transformative initiative that empowers civil servants to drive India's progress. By nurturing citizen-centric, tech-savvy Karmayogis, we pave the way for a **Viksit Bharat by 2047**.

**Source:** <https://indianexpress.com/article/business/officer-competency-model-draws-from-pms-mann-ki-baat-speeches-9637466/>

