NATIONAL STANDARDS FOR CIVIL SERVICE TRAINING INSTITUTIONS

CAPACITY BUILDING COMMISSION

NATIONAL TRAINING CONCLAVE 2023

> The government has started Mission Karmayogi and Capacity Building Commission to increase people-centric approach in bureaucracy and improve their efficiency

Hon'ble Prime Minister's
quote from Independence Day address 2021

National Standards for Civil Service Training Institutions (NSCSTI)

Eight Pillars of Excellence

| Training Needs Assessment and Course Design | Faculty Development | Resource and Training Targets | Trainee Support | Digitalisation and Training Delivery | Collaboration | Training Evaluation and Quality Assurance | Operations and Governance |

Eight Pillars of Excellence of NSCSTI

FACULTY DEVELOPMENT

The Faculty Development Pillar entails structured and pre-designed processes for selection, appointment, onboarding, and development of faculty. This pillar focuses on Training of Trainers

RESOURCE TARGETS

The Resource Target Pillar focuses on planning and deployment targets of essential resources for capacity building initiatives. It also includes determining training targets for the Civil Service Officers

TRAINING NEEDS ASSESSMENT

Training Needs Assessment serves as a diagnostic tool for identifying gaps between existing capacity and desired states, and to convert needs to standard programmes. The pillar focuses on trainings based on functional, behavioural and domain competencies.

DIGITALISATION

The Digitalisation Pillar promotes digitalisation of training content, and courses. It encourages diversification of modes of training. The pillar also encourages institutes to host their courses/ trainings on the Integrated Government Online Training platform (iGOT).

Marks (range)	Grade	Star Rating
≥89 - 100	सर्वोत्कृष्ट	★★★★★
≥77 - 89	अति उत्कृष्ट	★★★★
≥65 - 77	उत्कृष्ट	★★★
≥53 - 65	अति उत्तम	★★
≥40 - 53	उत्तम	★
0 - 40	–	–

OPERATIONS & GOVERNANCE

The Operations & Governance Pillar measures autonomy on financial decisions, procurement,, faculty recruitment, course and content, and other aspects. The pillar also indicates availability of Learning infrastructure, utilisation of data , existence of well-defined key performance metrics, and sustainability measures.

TRAINEE SUPPORT

The Trainee Support Pillar supports learning of officers throughout the career trajectory. The pillar entails during and beyond classroom support, formal mapping of mentor & trainee, and promoting procedures to enable interactions.

TRAINING EVALUATION

The Training Evaluation Pillar captures procedures related to updating courses, ensuring achievement of learning outcomes, and pre- and post-training assessment. The pillar looks to assess impact of a training programme through the perspective of all concerned stakeholders, in the evaluation process.

COLLABORATION

The Collaboration Pillar encourages all institutes to harness the strengths of peer institutes, through collaboration to enhance capacity-building practices, and facilitate peer-to-peer learning. This includes sharing of physical infrastructure, knowledge databases, faculty interactions, leveraging content/course material and networking.

Pillars of Excellence	Weightage
Training Needs Assessment and Course Design	10%
Faculty Development	20%
Resource and Training Targets	10%
Trainee Support	10%
Digitalisation and Training Delivery	15%
Collaboration	15%
Training Evaluation and Quality Assurance	10%
Operations and Governance	10%

ACCREDITATION PROCESS

1 Registration & Application

2 Assessment

3 Accreditation

4 Action Plan

5 Review of Accreditation