



कर्मयोगी भारत
— लोकहितं मम करणीयम् —



**CAPACITY
BUILDING
COMMISSION**



**GLOBAL DIGITAL
CAPACITY BUILDING
ALLIANCE:**

**ARCHITECTING THE
AI-NATIVE PUBLIC OFFICIALS**

A BLUEPRINT

Global Digital Capacity Building

Alliance:

Architecting the AI-Native Public Officials

Capacity Building Commission

India AI Impact Summit 2026, New Delhi

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*“Together, we will shape solutions not just for India
but for the world.”*

Hon’ble Prime Minister Narendra Modi

*Reinforcing India's vision for a human-centric digital future during the
inauguration of the India AI Impact Summit 2026, New Delhi, India.*

Executive Summary

In an era of rapid Artificial Intelligence [AI] driven disruption, public officials must transform to AI-native stewards leveraging Digital Public Goods [DPGs] to deliver anticipatory, hyper-personalized, and ethically grounded governance in their context.

The **Global Digital Capacity Building Alliance** [Alliance] is a call for collaboration - to be the beacon as an Artificial Intelligence-Digital Public Good [AI-DPG] to bridge the massive AI skills gap for over millions of public officials across the globe, advancing Sustainable Development Goals [SDGs].

India's Mission Karmayogi, led by the Capacity Building Commission [CBC] provides a proven Digital Public Infrastructure [DPI] model that demonstrates administrative transformation at continental scale. As of January 2026, it has 15 million+ users, 70 million+ course completions, and AI tools for personalized capacity building plans, multilingual support in 23 languages. It is anchored in a competency-driven capacity building framework via a Demand-Design-Delivery-Evolution cycle that embeds ethics and human oversight at its core.

Aligned to the three foundational pillars of the India AI Impact Summit 2026 - People, Planet, Progress, the global alliance for capacity building proposes a **'Petalled Partnerships' Approach** uniting governments, multilateral and development institutions, industry, startups, academia, civil society, and DPG partners to scale Mission Karmayogi playbook under **"Sarvajana Hitaya, Sarvajana Sukhaya" – "Welfare for All, Happiness for All"** philosophy, fostering ethical AI skilling and citizen-centric services.

The Global Digital Capacity Building Alliance calls for launching a Capacity Building Charter, modularizing the Mission Karmayogi model into a global toolkit, and establishing virtual learning foundations to cultivate *'Full-Stack Public Officials'*, who are technically proficient, ethically anchored leaders delivering inclusive, impact-focused governance that enhances lives, protects rights, and uplifts every citizen's dignity worldwide.

About the Report

This report, **Global Digital Capacity Building Alliance: Architecting the AI-Native Public Officials**, prepared by the *Capacity Building Commission, Government of India*, sets out a blueprint for the Global Digital Capacity Building Alliance. It is grounded in extensive multi-stakeholder consultations, comprehensive literature reviews, and integration of AI-DPG paradigms. The report is intended for several key groups:

- **Global Governments:** Particularly Ministries/Departments/Organisations [MDOs] responsible for digital transformation, administrative reform, and civil services. It offers a blueprint and a replicable framework for building sovereign, interoperable, and AI-enabled capacity-building ecosystem.
- **Multilateral and Development Institutions:** These organizations will find a structured model for supporting public sector modernization, especially in the context of AI adoption which must be balanced with ethical safeguards and institutional readiness.
- **DPG Partners:** It provides a blueprint for how solutions can be institutionalized within a massive, sovereign administrative framework. Through its 'Demand-Design-Delivery-Evolution' cycle, the report provides a structured methodology for how AI-DPGs can be adapted to meet large-scale government needs.
- **Academia and Research Institutions:** These practitioners can leverage the report for collaborative research, design evidence-based curriculum, develop assessments and assess impact of AI on governance etc.
- **Industry:** Technology providers and startups will find opportunities to co-create tools, standards, and interoperable 'digital rails' that strengthen public institutions worldwide.
- **Civil Society:** These stakeholders can use the report's frameworks to champion inclusivity, bias protection, and ethical accountability in public-sector AI integration.

1. The Capacity Building Imperative

Governance in the AI-enabled era demands a workforce as adaptive as the intelligent systems it stewards. The **Global Digital Capacity Building Alliance** is envisioned as an evolving DPG, purposefully designed to equip public officials with resilience, advanced technical competencies, and ethical foresight required for responsible and future-ready leadership. Against this backdrop, strengthening institutional and human capacity becomes a strategic imperative for governments worldwide.

Pillars of Governance Transformation

Public officials worldwide face unprecedented pressure to deliver citizen-centric services amid rapid technological disruption. Digital transformation is not merely a technical upgrade, but a fundamental shift in the social contract between the State and its citizens. Key pillars of this transformation in the evolving landscape are:

- **From Reactive to Anticipatory:** Moving toward predictive service delivery that proactively addresses citizen needs, shifting the navigational burden from the individual to the state.
- **From Generic to Hyper-Personalized:** Leveraging data-driven insights and language models to provide adaptive services that respect diverse linguistic, socioeconomic, and situational contexts.
- **From Opaque to Transparent:** Embedding robust ethical frameworks into the administrative core to ensure algorithmic efficiency is balanced with public accountability.
- **From Silos to Scale:** Architecting interoperable service delivery platforms that dismantle institutional barriers and eliminate redundancy and duplication across government agencies.

To navigate this increasing global complexity, there is a vital need for updated capacity-building systems that integrates AI into the core of policy design and institutional resilience for bridging governance gaps and meeting SDG targets [4, 9, and 16-the people, the tools, and the trust respectively]. By prioritizing this transformation, nations can

provide the equitable resources required to skill, reskill and upskill millions of public officials, ensuring service delivery remains agile and ethically governed in a dynamic landscape.

AI-DPG Imperative for Capacity Building

In response to this capacity imperative, the AI-DPG proposition reimagines public sector capacity building as a shared, non-proprietary foundation for administrative transformation.

- By treating AI models, datasets, and training frameworks as open digital public goods rather than gated products, this approach enables nations to leapfrog traditional digital divides, providing public officials with democratized access to high-compute capabilities and sovereign data ecosystems.
- Its modular architecture ensures that capacity building is not reduced to episodic training interventions, but evolves as a continuous, interoperable system, one in which governments can responsibly adapt global AI advancements to local institutional realities and socioeconomic priorities.

Imperative	Core Value Proposition	Global Impact Proposition
Artificial Intelligence (AI)	Fundamental shift to dynamic, data-informed governance, personalized citizen engagement	Deliver predictive, hyper-personalized services at population scale
Digital Public Goods (DPGs)	Interoperable, open-source frameworks empower public officials to build trust-based, inclusive digital ecosystems	Enable seamless service delivery within country's landscape or across borders while preserving sovereignty

As this AI-enabled capacity architecture takes shape, successful AI adoption must extend beyond technical readiness to embed robust, ethical and institutional safeguards. As governments deploy several AI use cases, including generative engagement platforms, AI-enhanced emergency response, and predictive urban infrastructure, they must carefully balance the pace of innovation with persistent challenges of algorithmic bias, public trust deficits, and fragmented legacy systems.

In this context, transitioning to an AI-DPG approach moves beyond responsible adoption, towards redefining the role of the State itself as a co-creator of public value rather than a passive technology consumer. Such a shift enables public services that are inherently inclusive, ethically anchored, and resilient amid the accelerating pace of technological change.

An Evolving Framework

Translating this AI-DPG shift into institutional reality requires a reorientation of public sector capacity building, from broad professional development to clearly defined cognitive, technical, and ethical competencies for AI-enabled governance. For this, capacity building must shift from general professional development to the specific cognitive and technical competencies required for modern governance. This framework architects that transition through four structured cycles of **Demand, Design, and Delivery** and **Continuous Evolution**, ensuring the framework stays as agile as the technology itself.

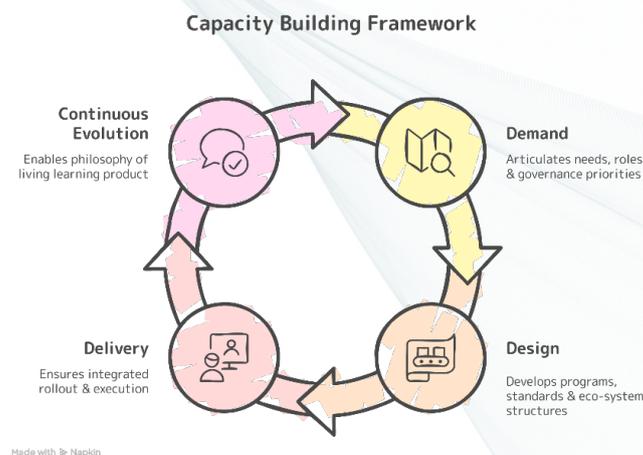


Figure 1

Some of the strategic inquiries at each stage of the cycle to serve as a roadmap could be:

1. Demand

- **Skill Mapping:** What specific AI-related competencies [e.g. prompt engineering, data literacy, Agentic AI or algorithmic auditing] are currently missing across different civil service levels?
- **Personnel Aspiration:** How can we align the individual's desire for "future-proof" career growth with the government's need for an AI-native bureaucracy?
- **Technological Urgency:** Which public service functions are most susceptible to disruption, and where is the demand for AI-driven efficiency most critical? How can I leverage open-source technologies?

2. Design

- **Tiered Skill Pathways:** How do we design distinct learning pathways for **Senior Leaders** [strategic oversight], **Mid-Managers** [operational AI], and **Frontline Staff** [AI tool usage]?
- **Ethics Integration:** How can we embed "Responsible AI" modules covering bias, transparency, and data privacy into every level of technical training with "Human-in-the-loop" design principle?
- **Interdisciplinary Balance:** How do we ensure the design balances technical "*know-how*" with the human-centric "*know-why*" required for ethical public service?

3. Delivery

- **Experiential Modalities:** Which delivery formats such as AI "sandboxes," hands-on hackathons, or simulation labs best facilitate the retention of complex AI concepts and DPG construct?
- **Institutional Incentives:** What rewards and recognition will motivate the public officials to prioritize rigorous AI upskilling alongside their daily duties?
- **Accountability & Trust:** How will we measure and assess the success of these programs in terms of improved service speed, reduced bias, and enhanced citizen trust?

4. Continuous Evolution

- **Dynamic Updating:** How do we establish a *"living learning product"* that updates to reflect breakthroughs in Generative AI and automation?
- **Agentic AI Transition:** How do we prepare the workforce to shift from "prompting" AI to overseeing autonomous AI agents that can independently execute complex, multi-step administrative workflows?
- **Feedback Integration:** What structured mechanisms such as periodic practitioner feedback loops and assessments will capture implementation challenges and inform training refinements?
- **Technological Foresight:** How can the State monitor emerging AI trends to preemptively skill the workforce for 'Next-Gen' disruptions?

AI-DPG Approach: Enabling Citizen-Centric Governance

Operationalising this evolving capacity building framework requires a robust AI-DPG understanding that anchors learning within sovereign, scalable digital ecosystems. Increasingly, governments and practitioners worldwide recognise that AI-enabled Digital Public Goods possess transformative potential for governance reform.

In the capacity building context, these enable precision analytics, adaptive learning pathways, efficient service design, and personalised citizen engagement capabilities for public officials. Crucially, it institutionalises fairness, explainability, and human oversight as foundational design principles rather than afterthoughts.

By providing modular, interoperable, and sovereign AI infrastructure, the AI-DPG approach elevates capacity building from isolated training initiatives to a sustained capability engine - equipping public institutions for responsible, AI-driven governance.

Building on this, the AI-DPG model delivers four strategic advantages that strengthen state capability at scale:

- **Sovereign Capability:** Open-source DPGs prevent vendor lock-in, enabling customized AI tools aligned with national priorities such as building resilient systems controlled by public officials rather than vendors.

- **Democratized Capacity Building:** Platforms such as iGOT Karmayogi exemplify universal access to AI compute, datasets, and training, empowering even remote officials with advanced analytics for predictive service delivery.
- **Full-Stack Skill Development:** The approach cultivates '*full-stack public officials*' equipped with requisite Knowledge, Skills and Abilities (KSA) in the core areas of - *Infrastructure* (data sovereignty, privacy), *Logic* (bias mitigation, transparency), and *Services* (personalized, anticipatory citizen engagement).
- **Scalable Capability:** AI-DPGs act as a '*Force Multiplier*' as by automating the administrative burden, they free public officials to focus on complex, high-empathy tasks, effectively scaling the State's capacity.

A compelling real-world embodiment of this philosophy is reflected in India's Mission Karmayogi program. By integrating a robust digital backbone with a competency-driven capacity framework, the Mission demonstrates how a state can transition from compliance-based, rule-bound training models to a dynamic, lifelong learning ecosystem anchored in role-based capability development.

This implementation offers a practical proof point for the Full-Stack Public Official model, illustrating that when AI is architected as a DPG, administrative transformation can be scaled systematically while preserving sovereignty, inclusivity, and institutional accountability.

The following section examines the technical architecture and implementation roadmap of the Mission Karmayogi ecosystem, highlighting how its policy design, competency framework, modular learning systems, and data-driven insights offer a replicable blueprint for a broader Global Digital Capacity Building Alliance.

2. Mission Karmayogi - A Blueprint for Global Scale

Launched in 2020, Mission Karmayogi is Government of India's flagship program to transform the capabilities of the backbone of India's policy and programme design and implementation machinery – its public officials. It addresses constantly evolving public sector demands, focusing on measurable outcomes and citizen-centric governance. Its strategic design principles and innovative digital infrastructure offer a global blueprint for public sector transformation for wider adoption.

India's Bold Vision

Mission Karmayogi marks a decisive shift from compliance-based training to competency-driven, continuous learning within India's civil services. It aims to create a competent civil service rooted in Indian ethos, with a shared understanding of India's priorities, working in harmonization for effective and efficient public service delivery. The focus of Mission Karmayogi is also on enhancing the government-citizen interaction, with officials becoming enablers for citizens and business, with development of Behavioural-Functional-Domain competencies leading to ease of living and ease of doing business. Thus, by design, Mission Karmayogi adopts a citizen-centric approach for civil service reforms.

The Capacity Building Commission, constituted in 2021 as an independent body with full executive powers authority, serves as the custodian of India's civil services capacity-building ecosystem under Mission Karmayogi.

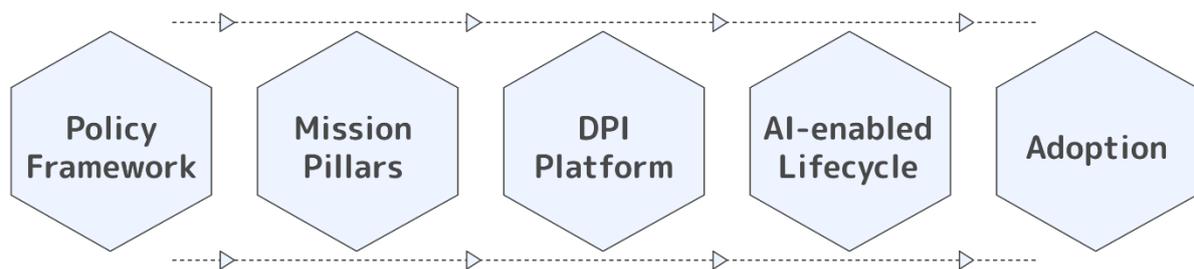
Recognizing that AI and emerging technologies have fundamentally disrupted the future of work, the workplace, and the work-person within the governance ecosystem, CBC serves as the primary driver of this transformation. The Commission dynamically steers adaptive policies to ensure that public officials remain competently resilient, skilled, and in sync with a dynamic digital landscape.

- The mandate of CBC encompasses designing a uniform approach to civil service capacity building across all training institutes, Cadre Controlling Authorities [CCAs], and MDOs and States/Union Territories [UTs] governments.
- CBC drives this mandate across 93 MDOs and 28 State/UTs along with managing Central and State Training Institutes, faculty development programs, content partners, industry, and academia to create a unified, competency-driven capacity building ecosystem.
- Leading with actionable data-led insights, CBC leverages telemetry-driven performance benchmarking and ensures citizen-centric alignment with Viksit Bharat goals.

This institutional experience positions Mission Karmayogi as a credible global benchmark for AI-enabled, sovereign capacity-building partnerships grounded in Digital Public Goods standards.

The Mission Karmayogi Ecosystem

Mission Karmayogi approach of 'Whole of Capacity-Building Ecosystem' has multiple layers, which include:



Made with Napkin

Figure 2

Policy Framework

The policy framework guiding the program towards equipping each public official with the means, motivations, and opportunities to continuously build their capabilities and deploy them in the service of the nation, includes:

- i. democratizing and enabling continuous *lifelong* learning opportunities for public officials;
- ii. linking capacity building efforts of public officials with their professional trajectories and goals of their MDOs;
- iii. establishing objective and comprehensive evaluation systems for performance of public officials; and,
- iv. de-silo across different members and organizations within the government machinery to deliver services as a seamless continuum.

The Mission Pillars

The Mission is sustained by **Six Functional Pillars** that ensure it is a comprehensive ecosystem for human resource management:

- i. **Competency Framework:** The *Framework of Roles, Activities, and Competencies* maps using a customised AI tool, to every role to specific behavioural, functional, and domain skills.
- ii. **Content Marketplace:** An 'OTT style' library pooling high-quality knowledge from government, academia, industry and global experts.
- iii. **Digital Learning Infrastructure:** A robust backbone built on an open-source DPG and it is designed with a mobile-first approach for anytime-anywhere-any device experience.
- iv. **Personalised Competency Board:** A transparent 'digital passport' for every official that suggests courses based on their specific career path.
- v. **Strategic HR Management [eHRMS]:** Links learning to performance management system, enabling workforce planning including 'Right Person in the Right Job' enablement.

- vi. **Monitoring and Evaluation [M&E]:** Uses data led insights for actionable intelligence aimed at enhanced delivery outcomes.

DPI Platform

The architecture is rooted in **Digital Public Infrastructure [DPI]**, built on open-source principles, interoperability standards, and modular design. Its core attributes include:

- i. **Open & Interoperable:** Uses open standards, technology-neutral, modular architecture for seamless integration across systems.
- ii. **Scalable & Evolvable:** Handles millions of users, cloud-agnostic, supports iterative upgrades without disruption.
- iii. **Inclusive by Design:** Multilingual, WCAG-compliant, addresses linguistic/geographic barriers for last-mile access.
- iv. **Privacy & Security First:** Consent-based data exchange, Personal Data policy [DPDP Act] compliant, embedded security features.
- v. **Federated & Co-Creative:** Ministries/States autonomously onboard users, create content; shared ecosystem reduces duplication.

AI-Enabled Lifecycle

The platform utilizes a suite of indigenous AI tools at various stages of learner’s journey to transform passive consumption into a recommendation-based, conversational, and hyper-personalized experience.

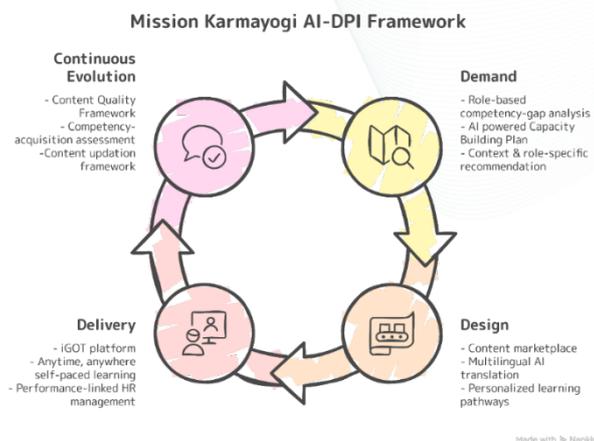


Figure 3

i. **Discovery & Planning: AI Capacity Building Plan**

Before a learner even begins a course, **an AI Capacity Building Plan and AI Saarthi act as a strategic career learning guide.**

- **Personalized Learning Paths:** Instead of a generic catalogue, it generates a custom **AI-based Capacity Building Plan [CBP]**, recommending learning modules that are contextually relevant to their specific administrative duties.
- **Role-Mapping:** It analyses an official's current role and past track record and performance to map the 'Competency Gaps'.

ii. **The Learning Experience: AI Tutor & Karmayogi Classroom**

During the learning process, AI transitions from a recommender to a mentor.

- **Karmayogi Classroom:** Launched as a flagship feature in 2026, this AI-enabled classroom allows for **conversational learning**. Officials can ask complex follow-up questions about policy nuances, receiving real-time, context-aware explanations.
- **AI Tutor:** This tool provides 24/7 in-course support, helping learners navigate technical concepts [like data privacy or procurement laws] through interactive simulations and simplified summaries.

iii. **Content Accessibility: AI Multilingual Engine**

To manage India's vast linguistic diversity, the platform uses a high-speed AI engine to ensure inclusivity to overcome language barriers.

- **Automatic Transcription & Subtitles:** AI power-generates real-time subtitles and transcriptions in **23 languages**.
- **Regional Vernacular Translation:** Complex courses developed in English or Hindi are instantly translated into regional languages, maintaining technical accuracy and contextual relevance while respecting local administrative terminologies.

iv. **Feedback & Institutional Growth: AI Quality Framework**

AI doesn't just help the learner; it helps the State refine the entire platform.

- **Learning Pattern Recognition:** AI tools perform **analysis** to identify learner's engagement matrices to improve experience.

- **Content Quality Evaluation:** The **AI-powered Content Quality Framework [CQF]** automatically flags low-engagement content for retirement, ensuring the library remains agile and ‘fit-for-purpose’.

Adoption

Mission Karmayogi democratizes experience by overcoming the longstanding challenges in capacity building imperative such as *the Competency Bridge, the Digital & Infrastructure Bridge, the Citizen-Centric Bridge and the Access Gap*. The success of this model is reflected in its adoption and consumption.

Targeted programs are designed and conducted for key stakeholders:

- i. **State/Union Territories:** Memorandum of Understanding [MoUs] to establish partnership for implementation of Capacity Building initiatives with State Departments and State Administrative Training Institutes. Support each to adopt and utilize AI tool for Capacity Building Plan to create role-based plans for each official.
- ii. **MDOs:** Programs for Sectoral engagement to transform governance by moving from ‘rule to role-based training’ with Urban Local and Panchayats Local Bodies, Programs such as *Jan Bhagidari* – to foster citizen centric governance and promote *Seva Bhav* – the Spirit of Service.
- iii. **Partners:** Industry, Training Institutes, academia, startups, multilateral agencies as partners to bring their expertise through Consultative forums, Partner - led Taskforces for aspects such as Content marketplace, Quality Framework, Research & Innovation, Assessments, LLMs for language and translation etc.
- iv. **Dedicated learning weeks and events:** State/UT and MDO wise customised programs including peer led discussions, sharing learner experiences, masterclasses on domain subjects.
- v. **Frontline workers:** Large scale sensitisation trainings centred on citizen centricity of services - trainings to transform mindset from ‘Karmachari’ to ‘Karmayogi’ - i.e. from “rule-based employees” to “role based-tech enabled-citizen centric public officials”.

- vi. **Learners:** Targeted campaigns for learners across multiple channels regarding course consumption, new features and capabilities, information on new courses and programs, including assessments, social media engagement for motivations, webinars, such as weekly Karmayogi talks and podcasts on topics pertaining to emerging technologies, governance and policy etc.

Progress as of January 2026

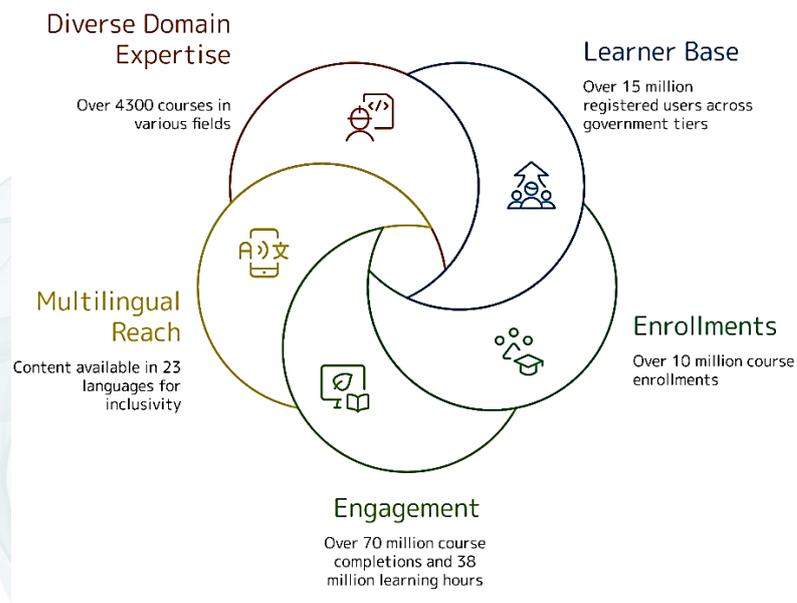


Figure 4

The Strategic Foundation

This blueprint reflects a decisive paradigm shift from fragmented human resource systems to interoperable DPG as the foundation of sovereign governance capability. By aligning DPG standards with responsible AI frameworks and operational experience from Mission Karmayogi, a scalable and ethical pathway emerges for collective advancement.

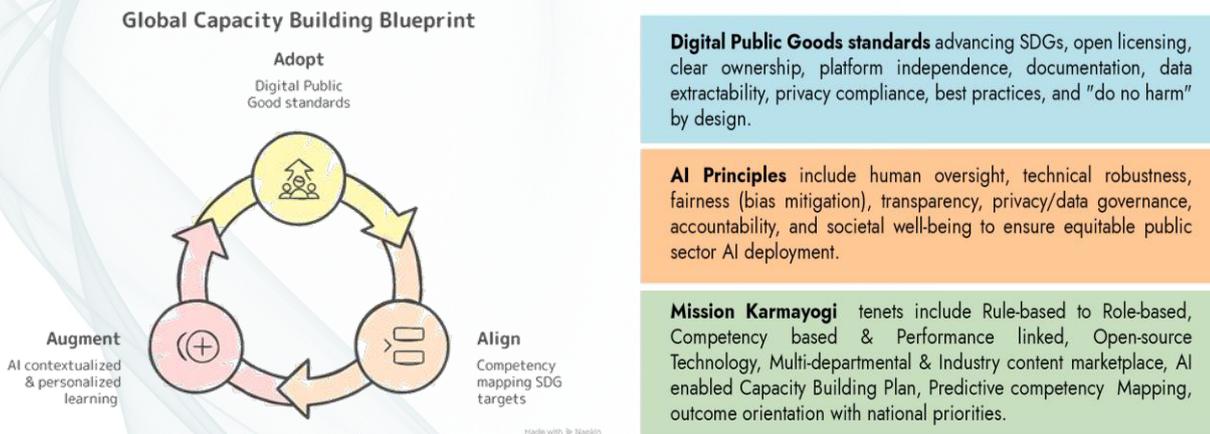


Figure 5

The proposed **Global Digital Capacity Building Alliance** therefore represents not merely a collaborative platform, but a structural reimagining of how states build, share, and sustain digital-era administrative capacity.

Global Capacity Building Blueprint

- i. **Architectural Foundation [The DPG Standard]:** Build infrastructure as a **Digital Public Good** using open licensing and platform independence to ensure sovereign control, data extractability, and "do no harm" privacy compliance.
- ii. **Intelligence Layer [Ethical AI Integration]:** Deploy AI for **Predictive Competency Mapping** and automated capacity-building plans, governed by human oversight and bias mitigation to ensure technical robustness and societal well-being.
- iii. **Strategic Pivot [The Karmayogi Shift]:** Transition the global workforce from a **Rule-based to a Role-based Human Resource Management System** and assignment of right person for the right role at the right time.
- iv. **Knowledge Ecosystem [The Open Marketplace]:** Foster a **multi-departmental and industry content marketplace** that democratizes access to subject matter specialists and domain expertise, ensuring that high-quality learning is available to all officials across the ladder.

- v. **Operational Resilience [Institutional Integrity]:** Embed **accountability and transparency** into the core of service delivery, using data-driven tools to bridge the gap between policy design and citizen impact.
- vi. **Sustainable Evolution [Adaptive Learning]:** Utilize an **AI-enabled Karmayogi framework** to create a continuous, anytime-anywhere, self-paced learning cycle that evolves at the speed of technology while remaining ethically grounded and inclusive.
- vii. **Adoption [Institutionalisation & Scale]:** Focus on building frameworks to ensure adoption and consumption for each stakeholder in the ecosystem.
- viii. **Impact [Ubiquitous Reach]:** Establish robust frameworks and mechanisms for demonstrable results, long-term impact, and systemic change.

This global blueprint merges the technical rigour of **DPG**, the intelligence of **AI**, and the human-centric reform of **Mission Karmayogi** into a unified capacity-building framework with principles of trust, inclusivity, sustainability and resilience.

3. Towards Building a Global Alliance

The Mission Karmayogi model demonstrates that an **AI-DPG approach** is a functional reality. The central theme of the India AI Impact Summit, the *"Sarvajana Hitaya, Sarvajana Sukhaya" – "Welfare for All, Happiness for All"* philosophy, represents a move away from isolated national efforts toward a unified, global ecosystem for governance excellence. This vision translates into coming together as **Global Digital Capacity Building Alliance** for shaping the AI-DPG mission. As a way forward, let us build a collaborative ecosystem to strengthen capacity building of public officials across the world, enabling us to evolve from provider of public services to be *'co-creators of governance delivery system'*.

Core Vision for Institutionalizing the Alliance

- **Sovereign Minds, Global Standards:** Empower nations to cultivate independent 'Sovereign Minds' that tailor AI to local contexts, while adhering to global standards to ensure universal interoperability and shared excellence.
- **Capacity as a Global Public Good:** Enable nations to leapfrog the learning divide by redefining institutional capacity as a shared DPG. Create platform for open-sourcing governance breakthroughs like India's model.
- **A Unified Support System:** Foster a cohesive ecosystem through 'Petalled Partnership' approach, dedicated to the welfare in a trust-based, human-in-the-loop approach.
- **The 'Full-Stack Public Official':** Collaborate to equip public officials with requisite technical, policy and regulatory competencies, resilience and ethical foresight.
- **Anticipatory & Inclusive Governance:** Transition the State from reactive silos to proactive service, utilizing technology to eliminate administrative burdens and deliver hyper-personalized support for every citizen.
- **Adoption & Impact:** Move beyond theoretical frameworks to radical implementation, ensuring that digital tools are translated into measurable social outcomes and transformed lives.

Global Call for Action

The Global Digital Capacity Building Alliance is operationalized through a Petalled Partnership model uniting governments, multilateral and development institutions, industry leaders, academia, DPG partners, and civil society. Within this ecosystem, each stakeholder serves as a vital node designed to move beyond siloed efforts toward a unified global framework. By harmonizing policy, infrastructure, and ethics, the Alliance ensures that the AI-native public official is supported by a seamless, global support system dedicated to administrative excellence and the shared goal of "Welfare for All."



Figure 6

To translate this vision into a lived reality across the globe, we invite our partners to co-create the Global Capacity Building Charter. This action plan serves as a roadmap for institutionalizing the Alliance:

- **Establishing the foundation:** Call to like-minded nations to co-sign the Capacity Building Charter and commit to building shared 'digital rails'.
- **Draft the Charter for Common Capacity Building Good:** Formulate a binding framework for creation and adoption of open-source standards, transparency, and 'do no harm' design principles to ensure AI serves humanity.

- **Scaling the Karmayogi Ecosystem:** India to modularize the Mission Karmayogi playbook into a Global Toolkit to facilitate rapid institutional transformation empowering public officials and driving measurable governance results. This includes the framework for a 'Whole of Capacity Building Ecosystem' approach, integrating AI-enabled competency frameworks with evidence-based policies and outcome-orientation.
- **Develop Global Virtual Learning Foundations:** With the 'North Star' to evolve public officials from technical users to digital stewards in the age of AI and emerging technologies, develop HR stack with '**Learning-as-Infrastructure**' as a DPG integrating *continuous, anytime-anywhere-any device*, competency-based capacity building into the very fabric of the digital State.

Towards Architecting a Future of Dignity

We stand at a defining juncture in human history, where technology will either deepen the global divide or serve as the ultimate equalizer. The outcome depends not on the sophistication of the machines we build, but on the vision and capability of the leaders we empower to steer them. In this age of AI-driven Digital Public Goods, our mission is to synthesize fragmented innovations into a unified, equitable, and accountable digital architecture, one where the State does not merely react to change but proactively pioneers it.

The Global Digital Capacity Building Alliance transcends the traditional technical roadmap; it is a thriving ecosystem fuelled by a shared commitment to the excellence of public service. We extend an invitation to join a global fellowship of leaders dedicated to architecting the AI-native public official - a steward who is technically empowered, ethically anchored, and profoundly human.

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