

GAD Organises Orientation Workshop on Mission Karmayogi and Departmental Capacity Building Plans



Leh, July 08, 2026: The General Administration Department (GAD), UT Ladakh, organised an orientation workshop on the National Programme for Civil Services Capacity Building – Mission Karmayogi and the formulation of Departmental Capacity Building Plans at the DC Conference Hall, Leh.

The workshop brought together senior officers and officials from various departments, including Police, Forest, Wildlife Protection, Industries & Commerce, and other departments of the UT Administration. The programme aimed to enhance awareness about Mission Karmayogi, strengthen competency-based governance, and facilitate the preparation of structured departmental capacity-building plans in line with the Government of India's vision of a future-ready civil service.

At the outset, Secretary, General Administration Department, Shri P. T. Rudra Goud, highlighted the significance of Mission Karmayogi as a transformative initiative aimed at shifting public administration from rule-based functioning to role-based governance. He emphasised that the mission seeks to create a citizen-centric, accountable and competent civil service equipped to meet the evolving needs of governance.

Secretary underlined that capacity building is founded on three core pillars—behavioural competencies, functional competencies and domain competencies. Stressing the importance of behavioural competencies, he stated that the manner in which government officials interact with citizens, respond to public concerns, and demonstrate professionalism and respect significantly influences the quality of public service delivery. He noted that functional and domain competencies enable officials to identify the root causes of administrative issues, adopt evidence-based solutions, and improve institutional efficiency rather than relying on superficial approaches.

He further encouraged all departments to actively utilise the iGOT Karmayogi digital learning platform to continuously upgrade their knowledge and skills. He observed that even small improvements in competence and work culture can bring meaningful changes in governance while reducing procedural lapses and improving administrative decision-making.

Secretary also informed the participants that the Annual Performance Appraisal Report (APAR) system would gradually move towards a more objective and competency-based framework aligned with Mission Karmayogi. He urged departments to identify future competency requirements, integrate learning into their work culture, and ensure that employees acquire the necessary skills to effectively perform their assigned roles over the coming years.

During the technical session, Shri Uzair Simnani, Resource Person from the Mission Karmayogi team, delivered a comprehensive presentation on the objectives, institutional framework and implementation mechanism of Mission Karmayogi. He explained the vision behind the programme, launched to build a competent, technology-enabled and citizen-focused civil service capable of addressing emerging governance challenges in the post-pandemic era.

The presentation covered the role of the Capacity Building Commission, the iGOT Karmayogi platform, competency-based governance, the Karmayogi Competency Model (KCM), the Mission's guiding principles and the capacity-building ecosystem. Participants were also familiarised with AI-enabled competency-based planning tools, digital learning platforms, knowledge partnerships, management of learning resources, the MDO portal, and the process of accessing and completing relevant online courses through the iGOT platform.

An interactive question-and-answer session followed, during which participants shared their experiences and sought clarifications regarding the implementation of departmental capacity-building plans. Director, Industries & Commerce, appreciated the initiative and observed that such structured orientation programmes are essential for strengthening institutional capacity, enhancing professional competencies and ensuring that government employees remain equipped to meet evolving administrative responsibilities. He noted that continuous learning and regular capacity-building interventions are critical for improving governance and public service delivery.

Concluding the workshop, Secretary GAD thanked the Mission Karmayogi resource person for conducting the orientation programme and providing valuable insights into competency-based capacity building.

He informed all departments that GAD has already circulated the prescribed format for preparing Departmental Capacity Building Plans (CBPs) and directed them to formulate and submit their respective five-year capacity-building plans to the department within the stipulated timeframe. He emphasised that departments must identify competency gaps, particularly in view of recent recruitments, and adopt a systematic approach to training and skill development.

He further reiterated that competency-based capacity building and objective performance assessment would play a pivotal role in strengthening the overall efficiency, accountability and effectiveness of the civil services in the Union Territory.