

ATIs to Function as Pivotal Pillars and Catalysts for Capacity Building in States: Ms. S. Radha Chauhan

Need to Sustain Capacity-Building Momentum and Take it Forward in a Time-Bound Manner, Says Director, LBSNAA

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The Chairperson, Capacity Building Commission (CBC), Ms. S. Radha Chauhan, said that State Administrative Training Institutes (ATIs) are the key stakeholders in capacity building, and they should act as pivotal pillars and catalysts of capacity-building initiatives. She was speaking at the conclusion of a two-day workshop on *“Developing State-Level Capacity Building Plans”* organized by the Capacity Building Commission (CBC), in collaboration with the Lal Bahadur Shastri National Academy of Administration (LBSNAA) and Karmayogi Bharat, in New Delhi.

The two-day workshop aimed to equip Administrative Training Institutes (ATIs) across States and Union Territories to become nodal institutions driving capacity-building reforms in their respective States and Union Territories under Mission Karmayogi. The workshop was inaugurated yesterday by Dr. Jitendra Singh, Minister of State (Personnel, Public Grievances and Pensions), who emphasized the need to build a future-ready, citizen-centric civil service anchored in continuous learning and competency-based capacity building.

The workshop positioned ATIs as key stakeholders in capacity building at the State level. Through hands-on group exercises, ATI teams designed draft CBPs for six key sectors: Education, Women & Child Development, Agriculture, Rural Development, Health, and Urban Development. These culminated in presentations that showcased their approaches, key learnings, and next steps.

In the valedictory session, Ms. S. Radha Chauhan, Chairperson, CBC, called ATIs a “pivotal pillar” in creating CBPs. She underlined that ATIs must act as mentors and catalysts, helping State governments own their CBPs and embed a whole-of-government approach. Importantly, she emphasized the shift from rule-based structures to role-based learning—focusing not just on designations, but on the competencies required for the roles that officials actually perform.

Shri Sriram Taranikanti, Director, LBSNAA, reflected on the workshop presentations, stressing the importance of carrying forward the exercises into concrete State-level CBPs and highlighting the broader role ATIs must play in shaping this reform journey.

Smt. Chhavi Bhardwaj, CEO (Karmayogi Bharat) & Joint Secretary (DoPT), underlined key priorities, including integrating training calendars and creating domain courses in regional languages, to make the ecosystem more relevant and impactful.

Dr. Alka Mittal, Member (Administration), CBC, along with officers and team members from the Capacity Building Commission, Karmayogi Bharat, and LBSNAA, were also present at the conclusion of the workshop.

The workshop brought together heads and senior faculty members from 17 State ATIs. Participants were introduced to the core principles of Mission Karmayogi, the Karmayogi Competency Model, and tools and templates for designing Capacity Building Plans (CBPs).

This workshop marks a significant step in deepening capacity-building initiatives at the State level. With ATIs positioned as knowledge hubs and mentors, they will anchor CBPs across departments, ensuring that capacity building directly empowers every official to serve citizens better.



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