



DoPT and CBC to Convene National Departmental Summit on “Institutionalizing Capacity Building: From Training to Performance-linked Governance” on 15 May 2026

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The Department of Personnel and Training (DoPT) and the Capacity Building Commission (CBC) are organizing the National Departmental Summit on “**Institutionalizing Capacity Building: From Training to Performance-linked Governance**” on 15th May 2026. The Summit is being organized virtually and will be chaired by Dr. Jitendra Singh, Hon’ble Minister of State for Personnel, Public Grievances and Pensions.

The Summit will help build consensus on the frameworks and implementation roadmap required to strengthen role-based, competency-driven and performance-linked capacity building across the Centre, States and Union Territories.

As a prelude to the Summit, a National Workshop with States/UTs was conducted virtually on 26 February. The workshop was attended by heads of General Administration Departments/Departments of Personnel or equivalent departments of States/UTs, heads of State/UT Administrative Training Institutes, and senior representatives from key institutions. During the workshop, States/UTs were requested to conduct internal consultative workshops and share structured inputs on institutionalizing capacity building and enabling performance-linked governance.

These State/UT-level consultations were designed to engage departments, training institutions, HR/eHRMS teams and other stakeholders to ensure that the deliberations are grounded in practical administrative realities. The consultations focused on identifying existing good practices, implementation challenges, and reforms needed to strengthen training institutions and training systems. Based on the inputs received from States/UTs, a consolidated note has been prepared for deliberation during the Summit.

The Summit is anchored in the vision of Viksit Bharat 2047 and the objectives of **Mission Karmayogi, the National Programme for Civil Services Capacity Building** launched by the Government of India in 2020. Mission Karmayogi seeks to transform civil services capacity building by shifting from a rule-based approach to a role-based, competency-led system.

The Summit will deliberate on four key thematic priorities. The first theme, Unified Framework for Role-focused and Performance-linked Capacity Building, will focus on interoperability across systems to enable performance-linked governance. The second theme, Strengthening Training Institutions, will examine the reforms required to enable Central and State Training Institutions to function as demand-responsive capacity-building partners.

The third theme, Leveraging AI and Technology for Hyper-personalized Learning, will focus on the use of AI-enabled tools for designing personalized learning pathways, improving analytics, and enabling technology-driven capacity building at scale. The fourth theme, Revisiting Cadre Training in States, will deliberate on aligning state cadre training plans with Capacity Building Plans and ensuring systematic, career-long capacity building across State cadres and services.

The Summit will bring together senior representatives from DoPT, CBC, State and Union Territory Governments, Administrative Training Institutes, Central Training Institutions, Karmayogi Bharat, LBSNAA, and other key stakeholders in the civil services capacity-building ecosystem. It will enable focused deliberations among Central and State Governments to shape the future direction of capacity building across levels of government.

The National Departmental Summit will provide a platform to validate key reform priorities emerging from the State/UT consultations and identify actionable pathways with indicative timelines. The outcomes of the Summit are expected to inform the development of a national framework for capacity building, clarify the roles of key stakeholders, strengthen convergence between digital and institutional learning systems, and support the transition towards performance-linked governance.

NKR/AK

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