

- Evolution of silos at Department level preventing shared understanding of India's development aspirations
- Difficulty in finding officials with the right competencies for a task
- Lack of linkages between the Role and Competency
- Inconsistencies in training priorities, competency & pedagogy
- Lack of common platform and barriers to exchange of knowledge
- Lack of lifelong & continuous learning environment
- Redundancy & duplication of efforts

What are the core guiding principles or the Policy Framework of NPCSCB Programme?

1. To complement the physical capacity building approach with Online Learning
2. Supporting Transition from 'Rules based' to '**Roles based**' **HR Management**. Aligning work allocation of civil servants by matching their competencies to the requirements of the post.
3. To create an ecosystem of **shared training infrastructure** including that of learning materials, institutions and personnel.