



CAPACITY
BUILDING
COMMISSION

NATIONAL STANDARDS FOR CIVIL SERVICE TRAINING INSTITUTIONS

The National Standards for Civil Service Training Institutions (NSCSTI) has been developed by the Capacity Building Commission to introduce standards for best practices in the civil service capacity building ecosystem. The Standards provide a common baseline of measurement for the diverse Civil Service Training Institutions (CSTIs). They also set aspirations for training institutions to continuously improve and strive towards excellence. India is the first country in the world to come out with a unique model to create standards for CSTIs. NSCSTI is an important element of the Nation's institutionalization of Capacity Building.

National Standards for Civil Service Training Institutions (NSCSTI)

Eight Pillars of Excellence



Eight Pillars of Excellence of NSCSTI

TRAINING NEEDS ASSESSMENT

Training Needs Assessment serves as a diagnostic tool for identifying gaps between existing capacity and desired states, and to convert needs to standard programmes. The pillar focuses on trainings based on functional, behavioural and domain competencies.

FACULTY DEVELOPMENT

The Faculty Development Pillar entails structured and pre-designed processes for selection, appointment, onboarding, and development of faculty. This pillar focuses on Training of Trainers

RESOURCE TARGETS

The Resource Target Pillar focuses on planning and deployment targets of essential resources for capacity building initiatives. It also includes determining training targets for the Civil Service Officers

DIGITALISATION

The Digitalisation Pillar promotes digitalisation of training content, and courses. It encourages diversification of modes of training. The pillar also encourages institutes to host their courses/ trainings on the Integrated Government Online Training platform (iGOT).

Marks (range)	Grade	Star Rating
≥89 - 100	सर्वोत्कृष्ट	★★★★★
≥77 - 89	अति उत्कृष्ट	★★★★
≥65 - 77	उत्कृष्ट	★★★
≥53 - 65	अति उत्तम	★★
≥40 - 53	उत्तम	★
0 - 40	-	-

OPERATIONS & GOVERNANCE

The Operations & Governance Pillar measures autonomy on financial decisions, procurement, faculty recruitment, course and content, and other aspects. The pillar also indicates availability of Learning infrastructure, utilisation of data, existence of well-defined key performance metrics, and sustainability measures.

TRAINING EVALUATION

The Training Evaluation Pillar captures procedures related to updating courses, ensuring achievement of learning outcomes, and pre- and post-training assessment. The pillar looks to assess impact of a training programme through the perspective of all concerned stakeholders, in the evaluation process.

COLLABORATION

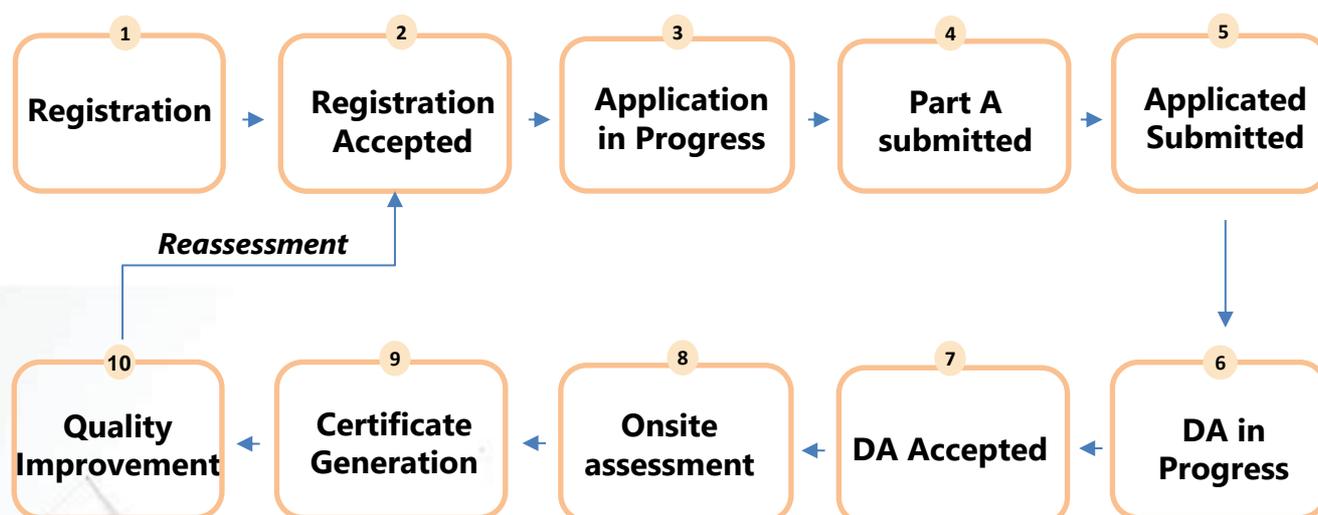
The Collaboration Pillar encourages all institutes to harness the strengths of peer institutes, through collaboration to enhance capacity-building practices, and facilitate peer-to-peer learning. This includes sharing of physical infrastructure, knowledge databases, faculty interactions, leveraging content/course material and networking.

TRAINEE SUPPORT

The Trainee Support Pillar supports learning of officers throughout the career trajectory. The pillar entails during and beyond classroom support, formal mapping of mentor & trainee, and promoting procedures to enable interactions.

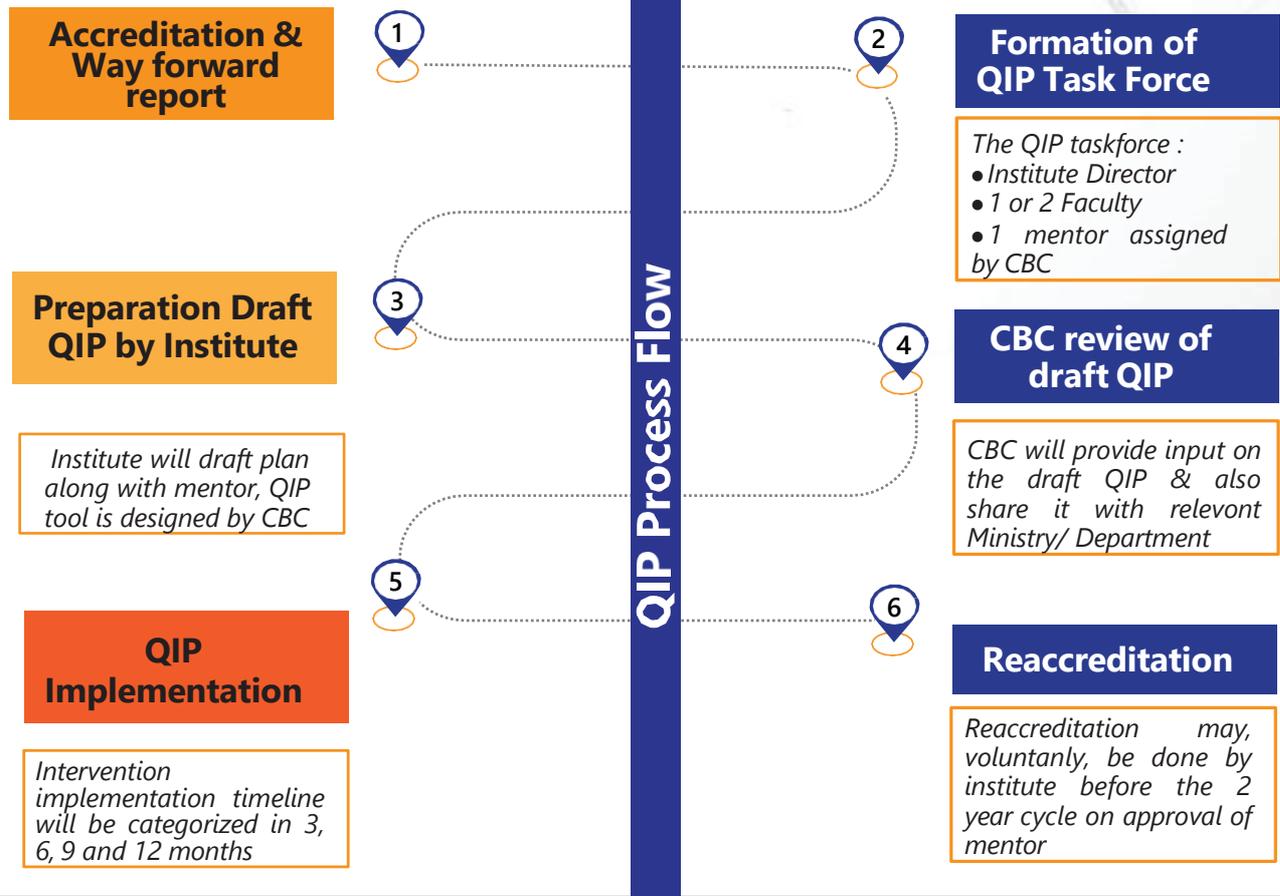
Pillars of Excellence	Metrics	Weightage
Training Needs Assessment and Course Design	5	10%
Faculty Development	5	20%
Resource and Training Targets	6	15%
Trainee Support	3	5%
Digitalisation and Training Delivery	5	15%
Collaboration	5	15%
Training Evaluation and Quality Assurance	6	10%
Operations and Governance	8	10%

ACCREDITATION PROCESS

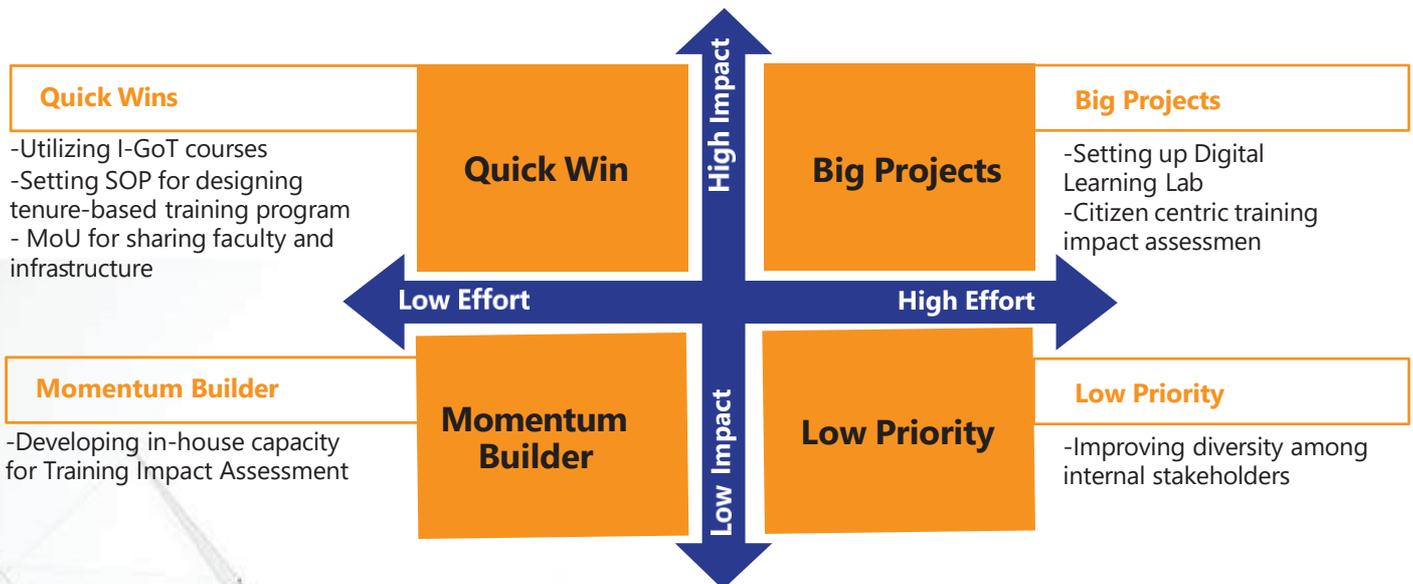


Please note: The Accreditation is valid for 2 years

Quality Improvement Plan For CSTIs



Prioritization Matrix for Shortlisting Interventions



Impact is measured in terms of the improvement in overall NSCSTI score
 Effort is measured in terms of time taken for implementation