

Dr(Smt) AMITA PRASAD, IAS

Director General

Administrative Training Institute

Mysore - 570 011.

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Why Training Important

- ❖ To build capacity of Officers/ Staff Official for better understanding.
- ❖ Professional and functional skills requirement in ever expanding role of Public Servants.



Training in Karnataka

- ❖ ATI is in existence since 1956. Two other sister Institutes SIRD (1989) SIUD (1999).
- ❖ 129 + Departmental Training Institutes at State, District, Taluka level.
- ❖ NGOs also conduct training programme.
- ❖ State Training Policy 2011, National Training Policy 2012 (1996).



Method in Training

❖ SAT cycle followed.

❖ TOT.

❖ TNA.



TNA – Very vital

- ❖ What is the job description of official.
- ❖ Problems in effective performance.
- ❖ Essential attributes and good qualities required for getting work done.
- ❖ Knowledge, Skill, Attitudinal gap at all levels of official machinery.
- ❖ Training for ER/ Media/ NGOs and other Social Groups.



Objective of this Workshop

- ❖ To look at effective system of Public Service Delivery through training.
- ❖ Dissemination of information on STP and role of Training Institutes.
- ❖ Areas of training to be identified by Training Institutes.
- ❖ Training Institutes to assess their structure, facility and achievement through questionnaire being circulated.



Outcome Expected

- ❖ To understand the Training Policy and its operationalisation.
- ❖ To self assess the requirements.
- ❖ To plan for future training at respective Institutes.
- ❖ To understand the challenge and complexities of training and capacity building.
- ❖ To highlight issues of training facilities and quality of training.



Thank You !