

# Promotion of Knowledge Sharing



## Need for Knowledge Sharing in Civil Service Training Institutions (CSTIs)

Knowledge sharing is crucial in civil service training institutions (CSTIs) as it enables the sharing of course materials, resources, and expertise among faculty members. It promotes collaboration, avoids duplication of efforts, and ensures a consistent and high-quality learning experience for trainees. Additionally, it helps leverage collective knowledge and experience to address diverse training needs effectively

Collaboration (& Knowledge sharing) is one of the key pillars of the National Standards for Civil Service Training Institutions (NSCSTI) . This pillar aims to capture the extent to which CSTIs collaborate and share resources among themselves as well as other institutes to ensure a collective learning ecosystem.

## Key components of the Collaboration pillar



### Knowledge Sharing

- Engage in course sharing & build collective knowledge pool
- Utilize and contribute to the repository of course materials

### Resource Sharing

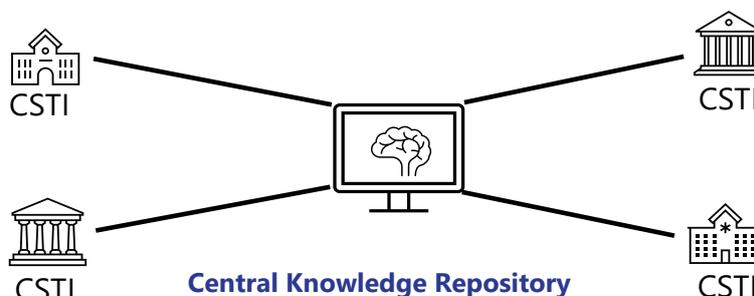
- Leverage faculty from other institutes to deliver trainings
- Share resources with other institutes (faculty, course & content, Infrastructure, etc.)

### Networking

- Conduct and participate in networking events

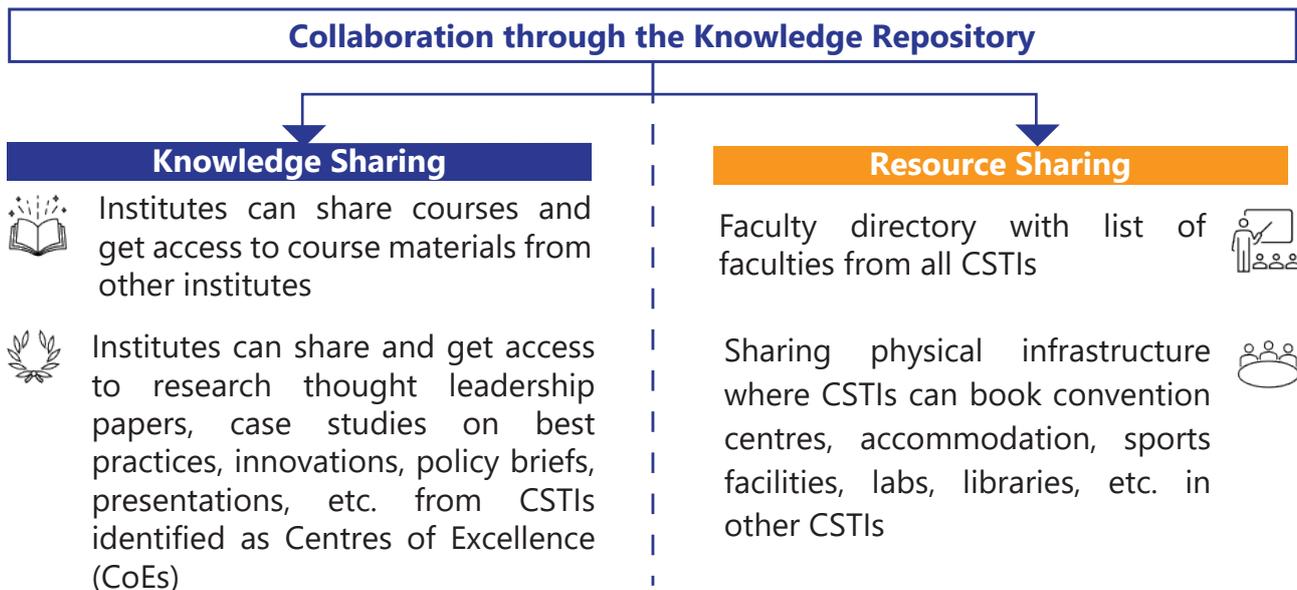
## Knowledge Repository for CSTIs:

Knowledge Repository is an upcoming digital platform to facilitate collaboration among CSTIs. Knowledge Repository will serve as a centralized platform to store, organize, and disseminate relevant knowledge, resources, and best practices. It will help CSTIs in leveraging and sharing information and resources that can enhance the quality and effectiveness of their training programs. With this platform institute will be able to share/get access to knowledge & resources with/from other institutes.



<sup>1</sup>NSCSTI. (2022, July). Approach Paper. Retrieved from NSCSTI: [https://www.nscsti.org/assets/pdf\\_doc/CBC\\_Approach%20Paper.pdf](https://www.nscsti.org/assets/pdf_doc/CBC_Approach%20Paper.pdf)





### What can institutes do in the short- term to improve knowledge sharing <sup>2</sup>

- **Identify the courses which can be digitalised and shared** with other institutes
- **Participate in networking events** held by other training institutes
- **Prepare event calendar** for networking events/ webinars that can be conducted and participated in the academic year
- **Prepare and publish exhaustive list of institute resources** that can be shared (faculty, hostels, labs, teaching infrastructure, etc.)
- **Digitalize knowledge resources** (research papers, best practices, case studies, thought leadership papers, etc.)
- **Form a working group** with CSTIs with common interest and identify the scope of knowledge sharing

### What can institutes do in the long-term to improve knowledge sharing<sup>2</sup>

- **Partnership with other CSTIs** with relevant expertise to conduct and deliver trainings
- **Conduct networking events** with institutes of similar domain
- **Develop and share case studies** on best practices followed by the institute
- **Create forums** and other communication channels to facilitate interaction between faculty of other institutes
- **Utilize and contribute to the Knowledge Repository** by sharing knowledge resources and physical infrastructure
- **Knowledge Exchange Programs:** Enable faculty, trainee and staff from partner CSTIs to participate in a systematised exchange program

<sup>2</sup>Interventions are indicative in nature. Institutes are advised to seek delegation of powers from attached MDO, if they do not have authority to undertake such interventions