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मुख्य कार्यकारी अधिकारी
Chhavi Bhardwaj, IAS
Chief Executive Officer



कर्मयोगी भारत
कार्मिक और प्रशिक्षण विभाग
(भारत सरकार)
KARMAYOGI BHARAT
Department of Personnel & Training
(Government of India)

DO No. CEO/Karmayogi/2025/1112-29

11th December '2025

Subject: Ranking of States / UTs on iGOT Karmayogi Platform

Respected Sir,

As you are aware, the iGOT Karmayogi platform has witnessed remarkable growth and adoption in the last one year, having onboarded over 1.4 crore learners from the Union and States/UT governments with over 5.8 crore completions across over 3,600 courses.

2. This has been possible largely due to the proactive engagement and continued support of Ministries and Departments from Centre and States. We extend our sincere appreciation for your leadership in making iGOT Karmayogi a truly transformative initiative for public sector capacity building.

3. To keep you informed of the State/UT's performance in role-specific learning undertaken by employees, we will share a **monthly brief** on select Key Performance Indicators (KPIs) that broadly reflect learning engagement in the States/UTs. A data-based highlight of the performance and the State/UT's rank as per the KPIs is provided in Annexure-1 for your reference, and details of the indicators, their definitions, and weightages are enclosed in Annexure-2.

4. To ensure fair and balanced assessment among States and Union Territories with differing user bases, States and UTs have been classified into three cohorts - A, B and C - based on the number of government employees. Each State/UT will have a score/rank within its respective bucket to facilitate meaningful analysis.

5. The indicators for the scoring and ranking methodology will continue to evolve, with future iterations incorporating additional parameters such as **role-based learning adoption through the MyiGOT feature on the platform and development/upload of domain-specific courses in Indian languages by States and Union Territories.**

6. In this regard, the following actions are requested to ensure smooth implementation and accurate representation of organisational data on the iGOT Karmayogi platform:

- Cleaning of Organisational Data:** The state/UT along with their corresponding departments may kindly get their organisational hierarchy reviewed and updated on iGOT, ensuring that all subordinate organisations and units under its administrative control are correctly mapped on the platform.
- Updation of designation and profile information by users:** All onboarded users are required to verify and update their **designation and profile information** on the platform. The MDO Leader or designated Administrator is requested to validate these details for all officers. The updated user data is also available in the form of **downloadable reports and a dashboard on the MDO Portal**, which may be used for regular review and monitoring.

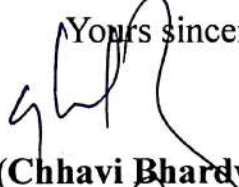
- c) **Creation of Capacity Building Plans:** The state/UT, in collaboration with the ATI, is requested to create department-wise role-based capacity building plans. This can be accelerated through the AI-enabled CBP tool.
- d) **Course Development:** The state/UT, in collaboration with the ATI, is also requested to identify and develop domain courses - courses pertaining to Acts/ Missions/ Schemes/ Programs/ Policies of the state government in the regional language. This will enable a more targeted capacity building of field level employees in the state/UT.
- e) **Drive course consumption:** The state/UT, along with their corresponding departments, is requested to encourage role-based course consumption amongst its officials and promote healthy participation.
- f) **Formal Institutional Structure:** The state/UT can form an institutional structure, at different administrative levels, to monitor and drive smooth implementation of the program.

7. A compendium of best practices from various states/UTs, covering aspects like course creation, dedicated learning week etc., is enclosed in Annexure-3 for your kind reference.

8. For any further information and support, **Mr. Shubham Gupta** (Email ID: shubhamgupta.kb@karmayogi.in, Phone: 8826727039) can be contacted.

Your leadership and guidance are critical to the success of this initiative. Karmayogi Bharat looks forward to your continued cooperation in strengthening this reform towards building a future-ready civil service.

Regards,

Yours sincerely,

(Chhavi Bhardwaj)

Shri Anurag Rastogi, IAS
Chief Secretary,
Government of Haryana

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ANNEXURE 1

(*Data as on 30th November'2025*)

Performance highlight for Haryana in Category B

Haryana		
KPI	Values	% of Total
Percentage of Users Onboarded	322,014	100%
Percentage of Verified Users	298,060	92.56%
Percentage of Users Completing 1 Course or More	20,117	6.25%
Percentage of End-of-Course Assessments Cleared	3,299	65.74%

Performance Key

Performance Level	Low	Moderate	Strong
Performance Range (%)	0 - 30	31 - 60	61 - 100

State Categorisation Framework

State Bucket	Strength of State
A	≤ 1,00,000
B	1,00,001 – 500,000
C	> 500,000

Composite Score & Ranking

State	State Bucket	Composite_Score (100)	Rank
JHARKHAND	B	70.73	1
ASSAM	B	70.71	2
ODISHA	B	61.27	3
GUJARAT	B	58.19	4
KARNATAKA	B	48.14	5
HIMACHAL PRADESH	B	47.79	6
PUNJAB	B	47.72	7
NAGALAND	B	47.55	8
HARYANA	B	47.03	9
SIKKIM	B	46.64	10
UTTARAKHAND	B	46.45	11
TELANGANA	B	33.91	12
CHATTISGARH	B	33.66	13
JAMMU & KASHMIR	B	31.08	14

ANNEXURE 2

S. No.	Indicator	Objective	Definition	Weightage (%)
1	Percentage of Users Onboarded	Onboard all officials onto iGOT	Number of officials onboarded onto iGOT out of the total number of officials in the state	20
2	Percentage of Verified Users	Ensures accurate group and designation details for all officials	The percentage of registered officials whose profiles have been verified by the MDO Leader/Admin (year to date).	20
3	Percentage of Users Completing 1 Course or More	Reflects active learning	Percentage of registered officials who have completed at least one course.	30
4	Percentage of End-of-Course Assessments Cleared	Demonstrates learning effectiveness	Proportion of assessments cleared out of those attempted by officials in the MDO.	30
Total				100

Compendium of best practices from States/UTs

1) Madhya Pradesh

The RCVN Noronha Academy of Administration and Management (RCVPNAAM), Madhya Pradesh, has emerged as a leading State Administrative Training Institute (ATI) in developing and hosting e-learning content for the iGOT Karmayogi platform. The Academy has institutionalized a structured content development model that ensures quality, contextual relevance, and alignment with both State and Central priorities. Through collaborations with line departments, it identifies training needs, develops courses with domain experts, and subjects them to rigorous review and quality assurance. So far, **over 265 courses have been published on iGOT by the Academy**, covering a range of State-specific and national programs.

Madhya Pradesh has also established a strong model of domain-specific learning by integrating RCVN Noronha Academy's courses into departmental training. Departments such as MSME, Registration and Stamps, and Social Justice and Empowerment have adopted customized courses aligned with their mandates. **The impact of this model was evident during the MP State Learning Week (15–21 September 2025), which saw 9.32 lakh course enrolments, 6.13 lakh completions, and over 6.34 lakh learning hours during the week.** Remarkably, 30 of the top 50 courses consumed that week were developed by the Academy. **The Academy has also been leveraging the iGOT Events Hub extensively to broadcast its domain-specific webinars**, featuring eminent speakers from diverse fields such as public administration, nutrition, health, gender, and more.

2) Maharashtra

From May 5–9, 2025, the General Administration Department (Services), Government of Maharashtra, organized **Tech-WARI: Maharashtra Tech Learning Week**, a State-wide capacity-building initiative blending digital learning on the iGOT Karmayogi platform with in-person expert-led sessions at the Mantralaya. The initiative **focused on equipping officials with knowledge of emerging technologies such as Artificial Intelligence, Cybersecurity, Blockchain, IoT, Data Analytics, and Digital Finance**, while also addressing stress management and work-life balance, reflecting Maharashtra's holistic approach to public administration.

The initiative showcased a hybrid learning model that combined self-paced online courses with interactive sessions and live demonstrations. Building on its success, GAD, Maharashtra, has recently launched **Tech Thursdays**, a weekly learning capsule for Mantralaya employees that pairs offline sessions with related iGOT courses to promote ongoing, practice-oriented learning. As a result of these efforts, **Maharashtra has emerged as one of the top-performing States on iGOT Karmayogi, with over 8.58 lakh registered learners and more than 45.9 lakh course completions to date.**

3) Odisha

Odisha has adopted a **progressive three-stage model to integrate iGOT Karmayogi with its Performance Assessment Framework**, directly linking learning outcomes with performance evaluation. The approach encourages proactive, measurable learning while aligning individual growth with organizational and national goals.

In the first stage, officials are encouraged to complete at least 20 hours of iGOT training annually, with course completions recognized in performance assessments. The second stage aligns the APAR process with role-specific competencies tied to departmental and State priorities under *Viksit Odisha 2036* and *Viksit Bharat 2047*. In the final stage, performance ratings will be based on certified competencies and identified gaps documented in each official's *Competency Passbook*, ensuring a data-driven, competency-based evaluation system.

4) Rajasthan

Rajasthan has adopted a structured and inclusive approach to onboarding and capacity building, with over 7 lakh officials (98%) self-registering on iGOT under 220 MDOs. Major technical departments, including IT, Forest, Agriculture, Health & Medical, and Water Resources, have actively integrated domain-specific courses to promote contextual and practical learning. Customized programs such as **PAHAL** (for State Civil Service officials), **Learn and Grow at SIAM** (for Agriculture Department), and **POSHANVERSE 2025–26** (for ICDS officials) have further strengthened role-based learning pathways.

The State's focus on continuous learning was evident during the **Kaushal Vikas Saptah (State Learning Week)**, which saw over 3.5 lakh course enrolments and 2.45 lakh completions, with high participation in domain-based courses. iGOT Karmayogi performance is also reviewed regularly in **Senior Officers' Meetings chaired by the Chief Secretary**, ensuring institutionalized governance, inter-departmental coordination, and accountability for learning outcomes.

5) Andhra Pradesh

The Government of Andhra Pradesh has made capacity building a central pillar of administrative reform through its State Capacity Building Policy, approved by the Cabinet in alignment with the Capacity Building Commission's framework. Led by the Principal Secretary and Executive Director of the Andhra Pradesh State Development Planning Society (APSDPS), the initiative ensures convergence across departments. **District Collectors and Chief Planning Officers monitor weekly progress, integrating course completion data into review meetings to link digital learning with departmental performance.** APSDPS has also developed real-time dashboards to track user activity and district-wise rankings, complemented by awareness drives, bilingual communication campaigns, and orientation sessions for field-level staff.

To promote adoption and accountability, APSDPS officials conducted district visits, reviewed on-ground progress with Collectors and HODs, and issued daily and weekly performance

reports. **Recognition-based incentives, such as certificates for top-performing employees and proactive nodal officers, further encouraged participation.** As a result, Andhra Pradesh has emerged as the top-performing State nationally on iGOT Karmayogi, with over **50 lakh course completions** from learners across **30+ departments** recorded to date.

6) Bihar

Bihar has taken the lead in **onboarding government employees across all levels, including those at the Panchayat level, onto the iGOT Karmayogi platform, taking its total registered learners to over 13.8 lakh.** Demonstrating strong commitment to capacity building, the State organized a **“State Learning Week” from 11th to 20th July 2025 under the joint aegis of the General Administration Department and the Bihar Institute of Public Administration and Rural Development (BIPARD).** During this period, learners were encouraged to dedicate four hours daily to training modules aligned with their respective domains of work.

Each day of the Learning Week featured a webinar by subject experts on key themes in governance and public service. The sessions covered a wide spectrum of topics including public service ethics, agricultural policy, infrastructure development, artificial intelligence, and climate change. Eminent speakers from national and international institutions contributed their insights, enriching the learning experience among Bihar’s public officials.

7) Uttar Pradesh

Uttar Pradesh, with **over 18 lakh registered learners, has emerged as one of the most active states on the iGOT Karmayogi platform, recording more than 50 lakh course completions to date.** A significant share of this adoption has come from key citizen-centric departments such as the School Education Department, Uttar Pradesh Police, Health Department, and Panchayati Raj Department. These departments have actively encouraged officials and frontline workers to undertake courses relevant to functional, and behavioural areas.

Five new courses have been launched by the Director General of Police, Uttar Pradesh, for 67,000 newly recruited constables. These courses are integrated into the training curriculum, carrying 10 marks for successful completion. Additionally, **a specialized *Mission Shakti* course has been introduced for personnel across 1,600+ police stations to sensitize them on handling cases involving women and children with empathy and professionalism.**

8) Andaman and Nicobar Islands

From March 18–24, 2025, the Andaman & Nicobar Islands successfully organized their first-ever State Learning Week (SLW), marking a significant milestone in promoting continuous learning across government departments. Departments identified relevant courses and webinars tailored to officials’ functional and developmental needs. **The initiative achieved considerable engagement, with over 1.14 lakh learning hours completed during the week.**

A total of 15 webinars were conducted, covering domain-specific, functional, and behavioral competencies around themes such as Tourism Infrastructure, Workplace Wellbeing, Leadership, and Biodiversity Conservation, among others, to promote holistic capacity building. **The week saw over 96,000 course completions and around 56,000 webinar attendances. Notably, more than 10,000 officials completed the mandated four hours of daily learning,** demonstrating the strong commitment of Andaman & Nicobar's public servants to continuous learning and self-improvement under Mission Karmayogi.