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Mission Karmayogi and the iGOT Platform

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Mission Karmayogi and the iGOT Platform

Over 1.70 crore government employees now train on one shared digital platform. This article covers Mission Karmayogi and its iGOT platform: their origin, structure and current scale.



Mission Karmayogi reshapes civil-service training through the iGOT platform. Photo: LBSNAA, Mussoorie, CC BY-SA 3.0.

1.70 crore+ Registered users on iGOT.
5,600+ Courses on the platform.
14.29 crore+ Course-completion certificates issued.
30 States and UTs with tripartite MoUs.

NPCSCB: National Programme for Civil Services Capacity Building.

iGOT Karmayogi: The mission's digital learning platform.

Karmayogi Bharat: Special Purpose Vehicle that operates iGOT.

APAR: Annual Performance Appraisal Report.

1 Chapter 1: What Mission Karmayogi Is

Must Know

Name and aim

- Mission Karmayogi is formally the National Programme for Civil Services Capacity Building (NPCSCB).
- It was approved in September 2020.
- It shifts civil-service HR from a rule-based to a role-based system.

The iGOT platform

- iGOT Karmayogi is the mission's digital learning platform.
- All Union Ministries and Departments, and all States and UTs, are onboarded.

Key bodies

- Karmayogi Bharat (KB) is the Special Purpose Vehicle that operates iGOT.
- The Capacity Building Commission helps departments build training plans. See Capacity Building Commission.
- Together they have signed tripartite MoUs with 30 States and UTs.

Training and APAR

- From FY 2025-26, completing prescribed iGOT courses each year is mandatory.
- This is captured in Annual Performance Appraisal Reports (APAR).

Remember: NPCSCB, approved September 2020. Rule-based to role-based. iGOT courses mandatory from FY 2025-26, tracked in APAR.

> **Quick check 1.** Mission Karmayogi shifts civil-service HR from a rule-based to a role-based system. *(True or False?)* See answer ↓

2 Chapter 2: Scale and Features

Good to Know

Reach and courses

- The platform hosts over 1.70 crore registered users.
- It offers over 5,600 courses across domain, functional and behavioural competencies.
- More than 14.29 crore course-completion certificates have been issued.

Multilingual access

- Courses are available in 23 Indian languages, including English and Hindi.
- 1,433 courses are specifically in Hindi and other Indian languages.
- AI-generated subtitles and transcripts are available in 11 major Indian languages.

AI features

- New features include the iGOT AI Tutor, iGOT AI Sarthi and an AI-CBP Tool.
- 218 courses focus on AI and emerging technologies.
- See AI in Governance and Administrative Reforms in India.

> **Quick check 2.** Mission Karmayogi courses are offered only in English and Hindi. *(True or False?)* See answer ↓

3 Chapter 3: Why It Matters

Great to Know

A real HR shift

- The move from rule-based to role-based is a real change in HR thinking, not a slogan.

- A role-based system tracks whether an officer has the competencies their posting needs.
- For the older model, see Bureaucracy: Weber's Theory, Neutrality and Politicisation.

What makes it stick

- Linking course completion to APAR makes training compulsory in practice.
- Many past schemes stayed optional because nothing tied completion to a career record.

Training at LBSNAA

- LBSNAA's Mid-Career Training Programme frames its curriculum around the role-based shift.

4 Chapter 4: Current Affairs and Exam Angle

Great to Know

Scale update, 5 August 2026

- The platform confirmed 1.70 crore+ users, 5,600+ courses and 14.29 crore+ certificates.
- All Union Ministries and Departments and all States and UTs are onboarded.
- 30 States and UTs have tripartite MoUs.
- (Source: PIB; Lok Sabha reply.)

Where it is asked

- Mission Karmayogi and the iGOT platform appear in UPSC and other competitive exams.

- Civil-service capacity building and administrative reform are recurring GS-II themes.

> **Think it through: Why does linking courses to APAR change how training works?**
>
> What is checked in the career record gets done. Training that is optional is often skipped.

Quick Q&A

- **Formal name?** National Programme for Civil Services Capacity Building.
- **When approved?** September 2020.
- **Which body operates iGOT?** Karmayogi Bharat.
- **Courses mandatory from?** FY 2025-26.
- **Languages?** 23.

Practice MCQs

1. In which month and year was Mission Karmayogi approved?

A. September 2021

B. September 2018

C. September 2019

D. September 2020

See answer ↓

2. What is the stated HR philosophy shift behind Mission Karmayogi?

A. From rule-based to role-based systems

B. From centralized to decentralized recruitment

C. From written exams to interview-based selection

D. From role-based to rule-based systems

See answer ↓

3. From which Reporting Year onward does annual iGOT course completion become mandatory for Central Government employees and AIS officers?

A. 2026-27

B. 2020-21

C. 2025-26

D. 2023-24

See answer ↓

4. As of the government's 5 August 2026 disclosure, how many course-completion certificates had the iGOT platform issued, and how many registered users did it have?

A. 14.29 crore+ certificates; 5,600+ users

B. 3.35 crore+ certificates; 1.70 crore+ users

C. 14.29 crore+ certificates; 1.70 crore+ users

D. 7.3 crore+ certificates; 1.70 crore+ users

See answer ↓

Answer Key

1. **D.** Mission Karmayogi, formally the National Programme for Civil Services Capacity Building (NPCSCB), was approved by the Government of India in September 2020. ↑ Q1
2. **A.** Mission Karmayogi aims to shift civil-service HR from a 'rule-based' to a 'role-based' system, building civil servants with a global outlook rooted in Indian ethos. ↑ Q2
3. **C.** From Reporting Year 2025-26 onwards, completing prescribed iGOT courses annually is mandatory for Central Government employees and All India Services officers, captured in their Annual Performance Appraisal Reports. ↑ Q3
4. **C.** The iGOT platform had issued more than 14.29 crore course-completion certificates, with over 1.70 crore registered users. 7.3 crore+ and 3.35 crore+ are instead the AI-course enrolment and completion figures specifically, not platform-wide totals; 5,600+ is the platform's total course count, not a user count. ↑ Q4

Quick-check answers

1. **True.** ↑ 1
2. **False.** ↑ 2

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