



मिशन कर्मयोगी Mission Karmayogi

क्षमता से विकास, हमारा संयुक्त प्रयास

December, 2025

MISSION KARMAYOGI

- ❑ Mission Karmayogi was launched in September, 2020
- ❑ Envisaged to make civil servants future-ready and citizen-centric
- ❑ Aims to cover over 3 million civil servants in the Centre, 22 million in states and 5 million in Urban Local Bodies (ULBs)
- ❑ Strengthening of 790+ government training institutions

Institutional Framework

Mission Karmayogi

(National Programme for Civil Services Capacity Building)



Capacity Building Commission

Executive Body of Mission Karmayogi
(Designs frameworks, sets standards & encourages collaborations)



Mission Karmayogi (iGOT)

SPV of Mission Karmayogi
(Responsible for iGOT Platform)

Principles of Mission Karmayogi

- ❑ Lifelong learning and competency records
- ❑ Democratization of learning/shared resources
- ❑ Continuous identification and assessment of competencies
- ❑ Increased citizen centricity and improved governance outcomes
- ❑ Rule based to role-based system
- ❑ Right person at the right job
- ❑ Creating shared national aspirations
- ❑ Any-time, anywhere and continuous learning at scale

Objectives of Mission Karmayogi

Enhancing Performance

Results-oriented civil service through competency-based training

Citizen-Centric Governance

Align civil services with the needs of citizens

Future Readiness

Prepare civil servants for emerging challenges

Ensuring Accountability

Integrate performance metrics and foster a culture of ethical governance

Tech-Enabled Governance

Leverage digital tools for modernizing governance

Pillars of Capacity Building

Three Pillars of Capacity Building

Individual

- ❑ Domain Competencies
- ❑ Behavioral Competencies
- ❑ Functional Competencies

Organizational

- ❑ Technology & Data
- ❑ Systems & Processes
- ❑ Resources & Assets
- ❑ Partnership & Relationships
- ❑ Personnel Management

Institutional

- ❑ Capacity Building Units
- ❑ Collaboration
- ❑ Rules, Norms & Traditions

Capacity Building Ecosystem

- ❑ Ministries, Departments and Organizations
- ❑ State Governments and Local Governing Bodies
- ❑ Central, State and Regional Training Institutes
- ❑ Subject Matter Experts
- ❑ Knowledge Partners
- ❑ Karmayogi Bharat - iGOT

Framework of Capacity Building Commission

- ❑ Competency Based Governance
- ❑ Strengthening Local Governance
- ❑ Citizen Centric Governance
- ❑ Organizational Standardization and Strengthening
- ❑ Knowledge and Tradition in Policy

Capacity Building Commission: Updates

❑ Karmayogi Competency Model

Karmayogi Competency Model launched: Behavioral Competencies (13) & Functional Competencies (21)

❑ Standardization

Accreditation of 199 CSTI's - including 23 CTIs and 13 ATIs, under the NSCSTI framework

❑ DAKSH

(Development of Aspiration, Knowledge, Succession & Harmony)

CBC & SCOPE joint program for leadership capacity building for CPSEs (73 people trained)

❑ Capacity Building of ULB

1 Lakh+ ULB officials onboarded on iGOT. State-level workshops held.

❑ Capacity Building Plans

Prepared for 100+ Central MDO
State Level Capacity Building Workshops being held.

❑ MoUs

MoU with 28 States/UTs for Capacity Building

❑ Viksit Panchayat

Viksit Panchayat initiative being piloted across 60 Gram Panchayats in Assam, Andhra Pradesh, Gujarat, Odisha

❑ Rashtriya Karmayogi Program

Large Scale Janseva Program for ~10 lakh Civil Servants

Initiatives

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Competency Based Governance: Karmayogi Competency Model

Amrit Kaal ke Chaar Sankalpas (Resolves)

Vikasa

Resolve for a
developed India

Garva

Being proud of
India's legacy

Kartavya

Fulfil duties

Ekata

Strength in Unity

Gunas (Virtues) of a Karmayogi

Svadhyaya

Know Thyself

Sahakaryata

Collaborative Work

Rajyakarma

Understanding
Systems

Svadharma

Serve all stakeholders
including Citizens

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KCM Competencies

A Karmayogi will be able to inculcate the Virtues (Gunas) and strive towards the vision by attaining competencies

- ❑ **Behavioral Competencies (13)**

Essential Behavioral traits

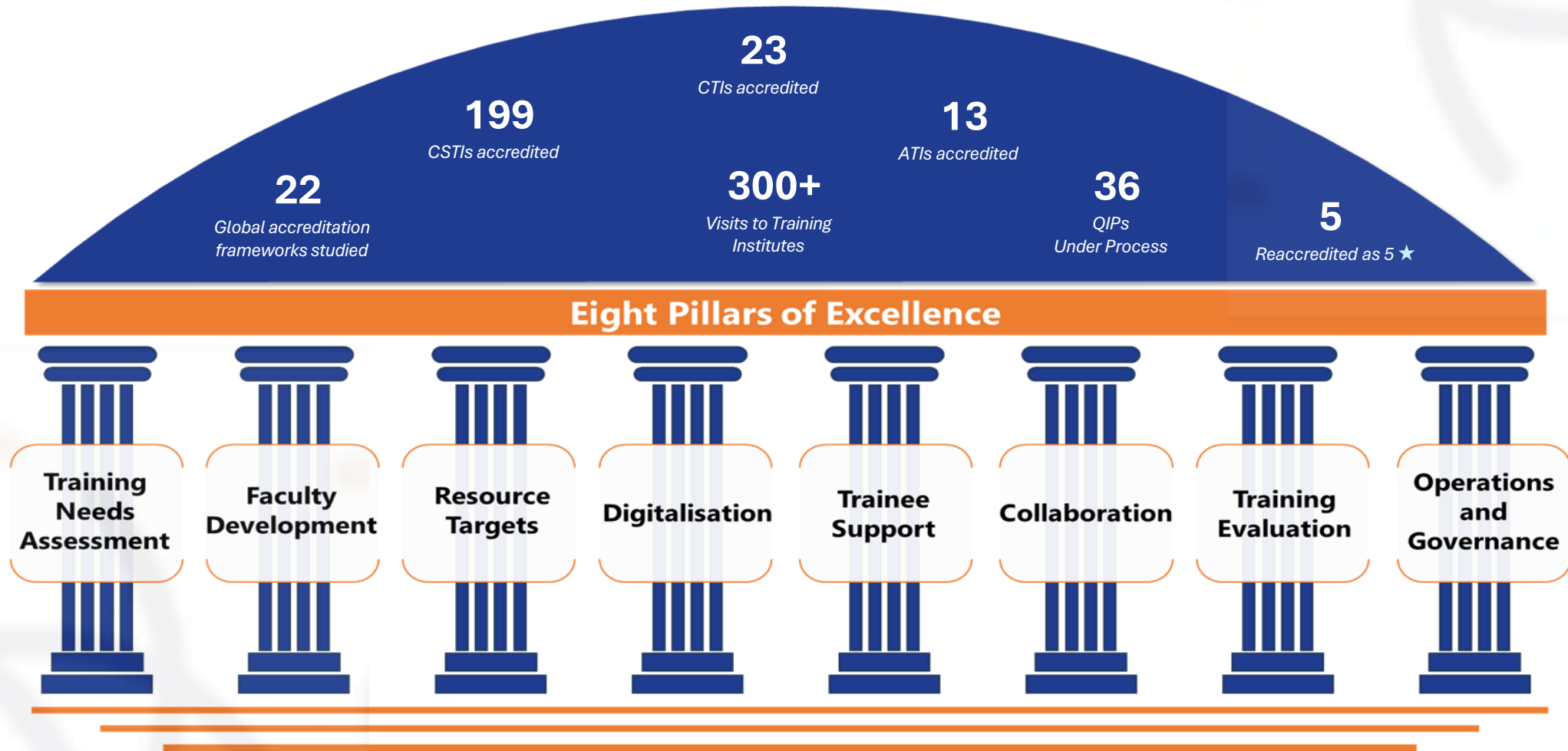
- ❑ **Functional Competencies (21)**

Skills required to perform a specific role

- ❑ **Domain Competencies**

Related to specific domain

Organizational Standardization and Strengthening: NSCSTI Accreditation Framework & QIP



Leadership Programme: DAKSH

(Development of Aspiration, Knowledge, Succession & Harmony)

❑ Capacity Building For Central Public Sector Enterprises (CPSEs)

CBC & SCOPE joint program for leadership capacity building

❑ Structured 12-month learning journey

Through training, coaching, action learning, and global exposure

❑ First Batch

73 officials rolled out on 21 April, 2025 led by McKinsey & Co. and IIM Ahmedabad

❑ Second & Third Batch

Second batch by Egon Zehnder and IIM Indore; third planned with ISB.

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Institutionalization of Learning: National Learning Week, 2024 (Karmayogi Saptah)

Course Enrolments

4.5 Mn+

Course Completions

3.2 Mn+

Learning Hours

3.8 Mn+

State Learning Weeks are also being Conducted

Andaman & Nicobar

Madhya Pradesh

Maharashtra

Bihar

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Knowledge Repository Amrit Gyaan Kosh (AGK)

- 20 States & UT Covered
- 17/17 SDGs Covered
- 55 Completed Case Studies
- 115 Ongoing Case Studies
- 150 faculties trained in Case Studies writing

The Knowledge Bank offers India-focused case studies with teaching notes, and 10 co-published cases with ADBI.

Knowledge and Tradition in Policy

Indian Knowledge System (IKS) Cell

Why IKS in Civil Services

Anchors traditional values and promotes culturally rooted, decolonized governance.

Establishment of the IKS Cell

Cultivates a public service ethos from Antyodaya to Jagat Hita i.e. uplifting and serving the most marginalized and advancing the well-being of all.

Indian Knowledge Systems (IKS) embodies India's living scientific, ethical, and philosophical wisdom, shifting learning from skill transfer to inner transformation—Vidya to Karma.

Citizen-Centric Initiatives

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Rashtriya Karmayogi Jan Seva Program

Vision

Large-scale behavioral training initiative

Objective

Aims to awaken Seva Bhav (spirit of service)

❑ Phase I

278 Master Trainers Trained

603 One-day training batches conducted

85 MDOs Covered

17,176 End Participants Certified

❑ Phase II

822 Lead Trainers Trained

25,388 One-day training batches conducted

15,820 Master Trainers Trained

7,67,968 End Participants Certified

Capacity Building of ULBs

- ❑ 7 Annual Capacity Building Plans (ACBPs) prepared
- ❑ 1.44+ lakh ULB officials onboarded on iGOT with 1.90 lakh+ course completions
- ❑ 150+ curated courses for ULBs available (60 Functional, 60 Domain, 30 Behavioral)
- ❑ 5 State-level workshops conducted (Assam, AP, Haryana, UP, Odisha) with participation from 1200+ ULBs
- ❑ 125 unique designations mapped across 25 departments

Viksit Panchayat

- ❑ Develop a scalable, practical model to strengthen Panchayati Raj governance
- ❑ Covers both elected representatives and bureaucracy.
- ❑ Build targeted capacities

1

Pilot in 4 states:
Andhra Pradesh,
Assam, Odisha,
Gujarat

2

A sample of 15
Panchayats selected
in each state

3

App and Chatbot
being developed

4

Development of
Competency
Framework

5

Impact Measurement
after the
implementation to
measure delta

Collaborations

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Collaborations: MoU Signed with 28 States/UTs

- ☐ Andaman and Nicobar Islands
- ☐ Andhra Pradesh
- ☐ Arunachal Pradesh
- ☐ Assam
- ☐ Bihar
- ☐ Chandigarh
- ☐ Chhattisgarh
- ☐ Delhi
- ☐ Goa
- ☐ Gujarat
- ☐ Haryana
- ☐ Jammu and Kashmir
- ☐ Jharkhand
- ☐ Karnataka

- ☐ Ladakh
- ☐ Madhya Pradesh
- ☐ Maharashtra
- ☐ Manipur
- ☐ Meghalaya
- ☐ Mizoram
- ☐ Nagaland
- ☐ Odisha
- ☐ Puducherry
- ☐ Punjab
- ☐ Rajasthan
- ☐ Tripura
- ☐ Uttar Pradesh
- ☐ Uttarakhand

Knowledge Partnership

Enables eminent institutions to become a part of the pool of expert knowledge providers for various areas of capacity building exercises.

Few Collaborative Projects

- ❑ Development of the Strategic, Operational, and Tactical Role-based Framework with CEGIS
- ❑ Impact Evaluation of Rashtriya Karmayogi Large Scale Jan Seva Program with Idinsight
- ❑ Faculty Development Programme (FDP) in collaboration with Indian School of Business (ISB)
- ❑ Amrit Gyaan Kosh Case Writing Workshop in collaboration with Goa Institute of Management (GiM)

Karmayogi Bharat- iGOT

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Learning Through Digital Platform

Largest government-led capacity building initiative in the world

- ❑ 1.4 Cr+ Onboarded Users
- ❑ 8.2 Cr+ Course Enrolments
- ❑ 3902 Courses
- ❑ 6.2 Cr+ Course Completions
- ❑ 49 Karmayogi Talks

Top Courses On iGOT

(by Course Completions)

Behavioral Courses

- ☐ Yoga Break at Workplace
- ☐ Orientation Module on Mission Lifestyle for Environment
- ☐ Stress Management
- ☐ Self Leadership
- ☐ Heart in Governance

Functional Courses

- ☐ Code of Conduct for Government Employees
- ☐ Prevention of Sexual Harassment of Women at Workplace
- ☐ Introduction to Emerging Technologies
- ☐ Stay safe in cyber space
- ☐ Microsoft Excel for Beginners

Domain Courses

- ☐ Women Self Defense Techniques Course
- ☐ Understanding Revenue Recognition Principle
- ☐ Cyber Security Best Practices for an Organization
- ☐ Farming Systems Approach
- ☐ Overview of Passes and PTO

Thank you

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