Through e-mail / Uploaded on DOP, HP website

No. P-I-F007/1/2025-Pers-AP-1
Government of Himachal Pradesh
Department of Personnel (A-I)

From

The Principal Secretary (Personnel) to the
Government of Himachal Pradesh.

To

All the IAS Officers of
Himachal Pradesh Cadre

Dated Shimla-2 the

Subject :- Ranking of States /UTs on iGOT Karmayogi Platform - regarding.

Sir / Madam,

I am directed to refer to the subject cited above and to forward a copy of D.O. letter No. CEO/Karmayogi/2026/1510-2 dated 15.10.2026, received from Ms. Chhavi Bhardwaj, IAS, Chief Executive Officer, Karmayogi Bharat, Department of Personnel & Training, Government of India, alongwith its enclosures with the request to complete at least one hour of learning on the iGOT Karmayogi platform every month, undertake relevant courses as per your functional requirements and to ensure regular engagement with the iGOT Karmayogi platform so as to sustain the State's performance and further improvement in ranking under the Mission Karmayogi framework.

Encs. : As above

Yours faithfully,
e-sgined
(Rajiv Kumar)
Special Secretary (Personnel) to the
Government of Himachal Pradesh

Endst. No.: As above. Dated Shimla-2 the
Copy forwarded for information and necessary action to :-

1. The Secretary (AR) to the Government of Himachal Pradesh, Shimla.
2. The Secretary (Training & FA) to the Government of Himachal Pradesh, Shimla.

Contd …2.

3. The Director, Dr. M.S. HIPA, Fairlawns, Shimla-12 .
4. Ms. Chhavi Bhardwaj, IAS, Chief Executive Officer, Karmayogi Bharat, Department of Personnel & Training, Government of India, 7th Floor, Parsvnath Capital Tower, Bhai Vir Singh Marg, Sector-4, Gole Market, New Delhi-110001 w.r.t. letter refer to above.

Digitally signed by
Rajiv Kumar
Date: 28-10-2026
18:02:03

(Rajiv Kumar)
Special Secretary (Personnel) to the
Government of Himachal Pradesh
Email: persbr1-hp@nic.in
Ph. 0177-2625400

***

persbr1-hp < persbr1-hp@nic.in >

Fwd: Ranking of States / UTs on iGOT Karmayogi Platform

perssecy-hp < perssecy-hp@nic.in >

Fri, 16 Oct 2026 12:15:25 PM +0530

To "persbr1-hp"<persbr1@hp.nic.in>

========== Forwarded message ==========
From: Chief Secretary <cs-hp@nic.in>
To: "perssecy-hp"<perssecy-hp@nic.in>, "homesecy-hp sharma"<homesecy-hp@nic.in>, "forestsecy-hp"<forestsecy-hp@nic.in>
Date: Fri, 16 Oct 2026 09:55:20 +0530
Subject: Fwd: Ranking of States / UTs on iGOT Karmayogi Platform
========== Forwarded message ==========

Sir/madam,

For kind information and appropriate necessary action please.

regards,

o/o CS, HP

Chief Secretary, HP

========== Forwarded message ==========
From: Chhavi Bhardwaj <ceo.karmayogi@gov.in>
To: "Chhavi Bhardwaj"<ceo.karmayogi@gov.in>
Cc: "Rakesh Verma"<coo.karmayogi@gov.in>
Date: Thu, 15 Oct 2026 18:01:56 +0530
Subject: Ranking of States / UTs on iGOT Karmayogi Platform
========== Forwarded message ==========

Respected Sir/Ma'am,

In continuation of the earlier communications wherein, the performance ranking of States/UTs on the iGOT Karmayogi platform was shared, the latest edition of the

consolidated ranking is now being communicated through this letter with all States/UTs. The objective of sharing this ranking on a periodic basis is to keep you apprised of the performance in terms of role-specific learning engagement and to promote continuous improvement.

2. Accordingly, a brief snapshot of the performance of each state/UT for the past month (September'26), along with its rank, has been provided in ***Annexure-1*** for kind reference. The rankings are based on select Key Performance Indicators (KPIs) that broadly reflect priority areas of capacity building and learning outcomes. The details of the scores, indicators, definitions, and weightages are enclosed in ***Annexure-2*** for kind reference.

3. The State/UT is requested to **onboard all frontline functionaries on iGOT Karmayogi platform** to deepen last-mile capacity building and ensure continuous, citizen-centric learning for all employees. Furthermore, the state/UT is also requested to submit the **total strength of all frontline functionaries within the State/UT latest by 31st October 2026.**

4. The state/UT is requested to encourage all employees to **complete at least 1 hour of learning on iGOT every month** to promote continuous learning and enhance role-based competencies.

5. The state/UT, in collaboration with the ATI, is 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 more targeted capacity building of field-level employees in the state/UT. **The state/UT may leverage the digital learning labs/content studios set up at the ATIs for development of such courses.**

6. 45 courses covering Urban Development-related themes have been made available on the iGOT Marketplace by National Urban Learning Platform (NULP) and can be accessed free of cost for iGOT users. The list of courses is enclosed at ***Annexure-3.*** The State/UT is requested to **encourage all the relevant employees to undertake these courses** available on the iGOT platform via: https://portal.igotkarmayogi.gov.in/app/seeAll/content?key=extContent&provider=ef362151-e740-46e6-bcc1-865129c42c0c&providerName=National%20Urban%20Learning%20Platform

7. **Dedicated Learning Pathways** on **Cybersecurity and Artificial Intelligence (AI)** have been launched on the iGOT platform. These pathways **include pre- and post-assessments to measure learning outcomes and practical application**. The State/UT is requested to encourage all the employees to undertake the **"Foundations of Cyber Safety in Public Service"** pathway and earn the ***'Cyber Suraksha Nipun***' badge.

8. **Peer Validation** is a post-learning assessment that evaluates a learner's application of acquired knowledge and skills through structured feedback and supporting evidence. To date, Peer Validation surveys have been triggered for learners who have completed courses across various thematic areas, including *Artificial Intelligence (AI), BNS, Disaster Management, Procurement, Public Policy, Health,* etc. It is requested that **learners be encouraged to submit impact stories and peer feedback using this feature** on the iGOT platform.

Your leadership, monitoring, and guidance are critical to the adoption of continuous, role-based learning in government. Karmayogi Bharat looks forward to your continued leadership of Mission Karmayogi in our pursuit of building a future-ready civil service.

With regards,
Chhavi Bhardwaj, IAS
CEO, Karmayogi Bharat
Department of Personnel & Training
7th Floor, Parsvnath Capital Tower
Gole Market, New Delhi - 110001.

1 Attachment(s)

DO Letter_1510-2_Ranking of …
452.8 KB

छवि भारद्वाज, भा.प्र.से.
मुख्य कार्यकारी अधिकारी
Chhavi Bhardwaj, IAS
Chief Executive Officer

कर्मयोगी भारत
लोकहितं मम करणीयम्

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

DO No. CEO/Karmayogi/2026/ 1510-2 15th **October'2026**

Subject: Ranking of States / UTs on iGOT Karmayogi Platform

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Regards,

Yours sincerely,

(Chhavi Bhardwaj)

Chief Secretaries of All States and UTs

Copy to:

1. All Additional Chief Secretaries (ACS) / Principal Secretaries (PS), General Administration Department(s) in States

ANNEXURE 1
(*Data as on 30th September'2026*)

State Categorisation Framework

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

Composite Score & Ranking

State	Bucket	Composite Score	Rank
Composite Score and Ranking for State/UT Category "A"			
MEGHALAYA	A	**31**	1
GOA	A	**30.01**	2
TRIPURA	A	**30.01**	2
PUDUCHERRY	A	**30.01**	2
NAGALAND	A	**30**	5
LAKSHADWEEP	A	**30**	5
CHANDIGARH	A	**30**	5
ANDAMAN and NICOBAR	A	**30**	5
DELHI	A	**30**	5
MIZORAM	A	**30**	5
SIKKIM	A	**30**	5
MANIPUR	A	**10.06**	12
ARUNACHAL PRADESH	A	**10.01**	13
DADRA & NAGAR HAVELI and DAMAN & DIU	A	**10**	14
LADAKH	A	**10**	14
Composite Score and Ranking for State/UT Category "B"			
HARYANA	B	**60.03**	1
GUJARAT	B	**60.02**	2
KARNATAKA	B	**60.01**	3
TELANGANA	B	**60**	4
PUNJAB	B	**60**	4
UTTARAKHAND	B	**51.03**	6
HIMACHAL PRADESH	B	**51**	7
JAMMU and KASHMIR	B	**30.03**	8
JHARKHAND	B	**30.01**	9
ODISHA	B	**30**	10
CHHATTISGARH	B	**10**	11

Composite Score and Ranking for State/UT Category "C"			
UTTAR PRADESH	C	**60.03**	1
RAJASTHAN	C	**60.01**	2
ASSAM	C	**60.01**	2
MADHYA PRADESH	C	**60.01**	2
MAHARASHTRA	C	**60**	5
BIHAR	C	**30**	6
ANDHRA PRADESH	C	**21.04**	7
WEST BENGAL	C	**10**	8
TAMIL NADU	C	**10**	8
KERALA	C	**10**	10

ANNEXURE 2

SNo.	Indicator	Objective	Definition	Weightage (%)
1	AI CBP Plans Created	Measures the adoption of the AI-powered Capacity Building Plan (CBP) creation tool and reflects the extent to which states/UTs are leveraging AI to design role-based CBP plans.	Score based on the coverage of departments as per the status of AI-generated CBP plans (Saved / Sent for Approval) 25% or more depts generated CBP = 30 marks 10% to 25% of depts generated CBP = 10 marks Less than 10% of depts generated CBP = 0 marks	30
2	Courses Contributed	Reflects contribution of states/UTs in strengthening competency-based learning content.	Number of live courses contributed by State Departments for building role-relevant knowledge across government officials. 10 or more courses = 30 points 7-9 courses = 21 points Less than 7 courses = 0 points	30
3	Percentage of Users Completing at least 1 hour of learning in the Last Month	Reflects active and continuous learning.	Percentage of registered officials who completed at least one hour of learning during the previous month. Score is calculated proportionately based on the completion percentage, up to a maximum of 40 points.	40
Total				100

ANNEXURE - 3

List of NULP courses on iGOT Marketplace

S.No.	Course Name	Content Duration
1	फिकल स्लज तथा सेप्टेज व्यवस्थापन (FSSM) अभिमुखीकरण (FSSM Orientation - Nepali)	00:33:00
2	Advance Level-Solid Waste Management	00:27:00
3	मध्य स्तर – ठोस अपशिष्ट प्रबंधन	05:34:00
4	24 7 Water Supply	02:03:38
5	Gender and Climate Change in the Urban Context: Basics	00:54:00
6	Foundations of Municipal Finance and Urban Infrastructure Funding in India	01:28:27
7	Basic Level - Solid Waste Management Learning Journey	00:09:18
8	Cities, Climate and Mobility: Advancing Low-Carbon Transport Networks	01:07:00
9	CIVIL CONSTRUCTION PROJECT MANAGEMENT	00:25:00
10	उन्नत स्तर – ठोस अपशिष्ट प्रबंधन	00:05:50
11	सीवेज ट्रीटमेंट प्लांट में मलमूत्र और सेप्टेज का सह-उपचार (Co-treatment of Fecal Sludge and Septage in a Sewage Treatment Plant)	00:36:00
12	IWSM ডিজাইন কোর্স (বাংলা) পর্ব 1	00:37:00
13	एकीकृत फोहोर पानी र सेप्टेज व्यवस्थापन - डिजाइन-भाग I	00:41:00
14	Introduction to NUDM Platforms, Program Governance and Implementation	03:48:05
15	Public Procurement	01:08:00
16	Planning for Faecal Sludge and Septage Management (FSSM)	00:32:00
17	ठोस अपशिष्ट प्रबंधन प्रशिक्षण मॉड्यूल यह मॉड्यूल विभिन्न ज्ञान उत्पादों तथा प्रशिक्षण मॉड्यूलों से संकलित जानकारी पर आधारित है, जिन्हें आवास एवं शहरी कार्य मंत्रालय (MoHUA), NIUA और CPHEEO द्वारा तैयार किया गया है। इसका उद्देश्य नगरपालिका अधिकारियों के ज्ञान-विस्तार और क्षमता निर्माण को बढ़ावा देना है।	00:24:00

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18	Cities, Climate and Air Quality: Monitoring and Managing Air pollution	00:53:00
19	Used Water Management	01:37:54
20	BIM Fundamentals & Project Viewing	01:53:27
21	Climate Action, Built and Cultural Heritage in Indian Cities	01:38:00
22	फीकल स्लज और सेप्टेज प्रबंधन (FSSM) ओरिएंटेशन (FSSM Orientation - Hindi)	00:29:00
23	Urban Planning-Basic	00:11:08
24	Technical Training On UPYOG (Urban Platform for deliverY of Online Governance)	00:05:50
25	Monitoring and Evaluation	01:19:00
26	Cities, Climate and Green Buildings: Adoption and Promotion of Climate Responsive Buildings	01:15:10
27	Cities, Climate and Waste: Tackling Landfills, Reducing Municipal Waste and Managing Construction and Demolition Waste Management	03:16:00
28	Co-treatment of Faecal Sludge and Septage with Sewage at STP	00:27:00
29	নিকাশী শোধনাগারে নিকাশীর সাথে মলের কাদা এবং সেপ্টেজের সহ-চিকিত্সা (Co-treatment of Faecal Sludge and Septage with Sewage in Sewage Treatment Plant - Bengali)	00:50:10
30	Integrated Urban Planning using GIS (Geographical Information System) based tools in India	03:39:00
31	Integrated Wastewater and Septage Management (IWSM) - Design- English (Part-II)	00:31:00
32	ফিকাল স্লাজ এবং সেপটেজ ব্যবস্থাপনা (এফএসএসএম) ওরিয়েন্টেশন (FSSM Orientation Bengali)	00:06:00
33	Cities, Climate and Water: Managing Resources, reducing losses and Enhancing Water Reuse and Efficiency	02:55:00
34	एकीकृत फोहोर पानी र सेप्टेज व्यवस्थापन - डिजाइन -भाग II	00:36:00
35	Property Tax Management- Madhya Pradesh	00:34:50
36	Intermediate level-Solid Waste Management-	01:22:00
37	Making River Sensitive Master Plans	02:58:00
38	FSSM Orientation	01:19:00
39	மலம் கசடு மற்றும் செப்டேஜ் மேலாண்மை (FSSM) நோக்குநிலை (FSSM Orientation - Tamil)	00:04:00

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40	Cities, Climate, and Energy: Enhancing Energy Efficiency and Renewable Integration	01:18:00
41	Cities, Climate and Resilient Planning: Strategies for Blue-Green Ecosystems, Biodiversity, Disaster Resilience, and Climate Action	02:23:00
42	Integrated Wastewater and Septage Management - Design Module	02:39:50
43	Managing Urban Rivers:- From Planning to Practice	03:59:00
44	IWSM ডিজাইন কোর্স (বাংলা) পার্ট 2	00:26:00
45	Mainstreaming Inclusive Green Economy (IGE) Principles in the Urban Sector in India	01:50:13