भारत सरकार
जल शक्ति मंत्रालय
जल संसाधन नदी विकास एवं गंगा संरक्षण विभाग
केन्द्रीय जल आयोग
प्रशिक्षण निदेशालय

सत्यमेव जयते

Government of India
Ministry of Jal Shakti
Department of WR, RD & GR
Central Water Commission
Training Directorate

कार्यालय आदेश/Office order

Sub: Mandatory Course Completion and Comprehensive Assessment on the iGOT Karmayogi Portal for FY 2026-2027-reg

In pursuance of the Office Memorandum No. *Mi/155/2026-Coordination Section-MoWR* dated 03.09.2026 regarding the **Capacity Building Plan and APAR Learning Plan for FY 2026-27**, it is to state that the implementation of the National Programme for Civil Services Capacity Building (NPCSCB) – **Mission Karmayogi** is being undertaken through the **iGOT-Karmayogi Platform**.

1. The Ministry has prescribed **ten (10) courses** for each designation/equivalent designation group under the Capacity Building Plan. Out of these, **six (06) courses are mandated to be mapped with the APAR Learning Plan** for FY 2026-27, and **three (03) courses have been identified for the Comprehensive Assessment**.

2. The completion status of these courses will be directly fetched from the **iGOT-Karmayogi Platform** and reflected in the APARs of officials from the reporting period of 2026-27 onwards.

3. The last date for completion of all 10 prescribed courses and the Comprehensive Assessment has been fixed as **31.03.2027**. Accordingly, Courses as per designations/equivalent designations have been placed under **Annexure-I** for CWC officials.
   In case any designation has not been included in the annexed list, the same may be brought to the notice of the concerned Establishment/Section. A consolidated list of such left-out designations, along with the corresponding pay levels, may kindly be furnished by the **Secretary, CWC** latest by 23.10.2026 (17:00 hrs) for necessary action. The mandatory courses are to be made live by 31.10.2026.

4. In view of the above, all officials of CWC, irrespective of cadre, are hereby directed to complete all the prescribed 10 courses along with the Comprehensive Assessment within the prescribed timeline i.e., up to 31.03.2027, in compliance with the referred Office Memorandum and subsequent communications /continuation memorandum issued in this regard from time to time.

This issues with the approval of Chairman, CWC.

(महेश प्रसाद/Mahesh Prasad)

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उप निदेशक/Deputy Director

प्रति:

1. PPS to Chairman, CWC, New Delhi.
2. PPS to Member (RM)/(D&R)/(WP&P), Chairman, GFCC-cum-Member (Floods), CWC, New Delhi
3. Chief Engineer, HRM, CWC, New Delhi.
4. All CWC officials through CWC website.

नई लाइब्रेरी बिल्डिंग,
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Mi/155/2026-Coordination Section-MoWR
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जल शक्ति मंत्रालय / Ministry of Jal Shakti
जल संसाधन, नदी विकास एवं गंगा संरक्षण विभाग /
Department of Water Resources, River Development & Ganga Rejuvenation
समन्वय अनुभाग / Coordination Section
*****

Room No 7, Ground Floor, B Wing
Shastri Bhawan, New Delhi
Dated: 03-09-2026

OFFICE MEMORANDUM

Subject: Capacity Building Plan and APAR Plan of officials of DoWR, RD& GR for the FY 2026–27-reg

The undersigned is directed to refer to OM No. T-28/5/2026-iGOT-Part (1) and D.O. letter No. CEO/Karmayogi/2026/1806-1 received from the Department of Personnel & Training (DoPT) and Karmayogi Bharat, on the subject cited above (copies enclosed) and to state that the implementation of the National Programme for Civil Services Capacity Building (NPCSCB) – **Mission Karmayogi** is being undertaken through the **iGOT-Karmayogi Platform**.

2. Further, DoPT vide its OM dated 04.07.2025 has directed that a minimum of 6 courses has to be selected for all grades of employees of a Ministry / Department and their organisations which would be mapped in their respective APARs, and these 6 courses have to be completed by 31st March of each APAR Cycle. The status of course completion for mandated courses will be directly fetched from iGOT and reflected in the Annual Performance Appraisal Reports (APARs) from the reporting period of the APAR cycle of 2026-27. All central government employees and all officers of the AIS will have to pass the assessment mandated for them during the course of the reporting year and the successful completion of the assessment will also be reported in the APAR by fetching relevant data from iGOT.

3. Accordingly, under the **Capacity Building Plan of DoWR, RD & GR**, ten (10) courses have been prescribed for officers/officials based on their respective designation groups. Out of these ten (10) courses, **six (06) courses have been identified as the APAR Learning Plan for FY 2026–27** and from these 6 courses, **three (03) courses have been selected for the Comprehensive Assessment (solving the Questionnaire of the courses).**

4. The **APAR Learning Plan for FY 2026–27 and Comprehensive Assessment** shall be prepared and made live on the iGOT-Karmayogi Platform **in due course.** The list of the **ten (10) prescribed courses for Capacity Building Plan**, including the **six (06) courses identified for the APAR cycle for FY 2026–27** and the **three (03) courses selected for the Comprehensive Assessment**, is enclosed herewith as **Annexure.**

5. The last date for completion of all ten (10) prescribed courses and the Comprehensive Assessment is **31.03.2027**. All officers/officials are, therefore, requested to complete the courses assigned to their respective groups within the prescribed timeline.

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6. This issues with the approval of Competent Authority.

Digitally signed by
Manish Uniyal
Date: 03-09-2026
15:00:45

(Manish Uniyal)
Under Secretary to the Government of India
Email: uscoord-mowr@nic.in
Tele: 011-23074033

To

All the official(s) of DoWR, RD & GR

Copy for further necessary action :-

MDOs/Heads of all organizations under DoWR, RD&GR are requested to complete the Capacity Building Plan for FY 2026–27 and issue necessary directions to all officers working under them to complete the APAR Learning Plan for FY 2026–27 and the Comprehensive Assessment within the prescribed timeline.

GROUP – 1 [JOINT SECRETARY ABOVE & EQUIVALENT OFFICERS]

S.No	Course Title	Duration	Course Provider	Competency Category	6 courses to be mapped with APAR Cycle	3 Assessment courses
1	Digital Personal Data Protection Act, 2023: An Overview	1 hr 12 min	Karmayogi Bharat	Domain	Digital Personal Data Protection Act, 2023: An Overview	Application of Google Earth Engine for Water Resource Management
2	Application of Google Earth Engine for Water Resource Management	1 hr 16 min	National Institute of Hydrology (NIH), Roorkee	Domain	Application of Google Earth Engine for Water Resource Management	Design Thinking for Citizen-Centric Public Policy
3	Web based Tool: Rapid Risk Screening of Specified Domain	1 hr 41 min	National Dam Safety Authority (NDSA)	Domain	Design Thinking for Citizen-Centric Public Policy	Sadharanikarana : Effective Communication for Transformative Leadership
4	Transformational Leadership	1 hr	IIT Dhanbad	Behavioral	AI in Government: Transforming Public Service Delivery	
5	Sadharanikarana: Effective Communication for Transformative Leadership	1 hr 16 min	Totally Aligned Organisation (TAO)	Behavioral	Transformational Leadership	
6	AI Policies and Governance in India	1 hr 31 min	National e-Governance Division (NeGD)	Functional	Sadharanikarana: Effective Communication for Transformative Leadership	

7	Design Thinking for Citizen-Centric Public Policy	1 hr 34 min	Kautilya School of Public Policy	Functional		
8	AI in Government: Transforming Public Service Delivery	1 hr 16 min	IISc Bengaluru	Functional		
9	AIS Discipline and Appeal Rules, 1969 Part I: Overview and Suspension	50 min	ISTM	Functional		
10	Overview of Viksit Bharat 2047	1 hr 3 min	Karmayogi Bharat	Functional		
Total		**12 hr 09 min**				

GROUP – 2 [DIRECTOR / DEPUTY SECRETARY & EQUIVALENT]

S.No	Course Title	Duration	Course Provider	Competency Category	6 courses to be mapped with APAR Cycle	3 Assessment courses
1	Water Use Efficiency	2h 04m	NERIWALM	Domain	Water Use Efficiency	Command Area Development and Participatory Irrigation Management
2	Command Area Development and Participatory Irrigation Management	20m 02s	NERIWALM	Domain	Command Area Development and Participatory Irrigation Management	Essentials of Monitoring and Evaluation for Programmes and Policies
3	Watershed Management	54m 44s	NERIWALM	Domain	Formulation of Public Policies	Effective Stakeholder Engagement and Communication

4	Formulation of Public Policies	1h 15m	ISTM	Functional	Essentials of Monitoring and Evaluation for Programmes and Policies	
5	Essentials of Monitoring and Evaluation for Programmes and Policies	2h 14m	ISTM	Functional	Purpose-Driven Leadership	
6	Budget Execution and Monitoring	43m	Department of Expenditure (DoE)	Functional	Effective Stakeholder Engagement and Communication	
7	Data and Social Media Analytics for Governance	47m 41s	Karmayogi Bharat	Functional		
8	Overview of Basic Statistics	2h 05m	ISTM	Functional		
9	Purpose-Driven Leadership	1h 55m	Indian School of Business (ISB), Hyderabad	Behavioural		
10	Effective Stakeholder Engagement and Communication	1h 04m	Karmayogi Bharat	Behavioural		
Total		**13 hr 22 min**				

GROUP – 3 [UNDER SECRETARY & EQUIVALENT]

S.No	Course Title	Duration	Course Provider	Competency Category	6 courses to be mapped with APAR Cycle	3 Assessment courses
1	Groundwater Resource Assessment using GEC 2015 Methodology	1h 32m	CGWB	Domain	Integrated Springshed Management through Participatory Approach	Integrated Springshed Management through Participatory Approach
2	Integrated Springshed Management through Participatory Approach	1h 30m	CGWB	Domain	Introduction to Hydro-meteorological Instrumentation	Implementation and Change Management

3	Introduction to Hydro-meteorological Instrumentation	51m 36s	NIH, Roorkee	Domain	Implementation and Change Management	Team Building and Team Management
4	Basic Principles of Management in Government Service (Hindi)	55m	ISTM	Functional	Cybersecurity Fundamentals for Leaders	
5	Implementation and Change Management	1h 12m	Genpact	Functional	Team Building and Team Management	
6	Cybersecurity Fundamentals for Leaders	51m 07s	Karmayogi Bharat	Functional	Decision Making	
7	Training Design (DOT)	1h 10m	DoPT	Functional		
8	Rajbhasha Hindi	23m 32s	Department of Official Language	Functional		
9	Team Building and Team Management	1h 25m	ISTM	Behavioural		
10	Decision Making	35m	ISTM	Behavioural		
Total		**10 hr 25 min**				

GROUP – 4 [SECTION OFFICER / ASSISTANT SECTION OFFICER & EQUIVALENT]

S.No	Course Title	Duration	Course Provider	Competency Category	6 courses to be mapped with APAR Cycle	3 Assessment courses
1	Atal Bhujal Yojana	1h 51m	CGWB	Domain	Overview of Water Resources of India	Overview of Water Resources of India
2	Overview of Water Resources of India	1h 39m	NERIWALM	Domain	Basics of Hydrogeology	Navigating Parliamentary Question
3	Basics of Hydrogeology	1h	CGWB	Domain	Office Procedures	Rajadharma: The Inner Compass for Modern Governance

4	Level-I Course to Develop Domain Competencies (Part-I)	1h 34m	ISTM	Functional	Navigating Parliamentary Question	
5	Office Procedures	2h 17m	DoPT	Functional	Stress Management	
6	Monitoring of Assurances by Ministry of Parliamentary Affairs	37m	Ministry of Parliamentary Affairs	Functional	Rajadharma: The Inner Compass for Modern Governance	
7	Navigating Parliamentary Question	25m	ISTM	Functional		
8	Social Styles	1h 34m	National Academy of Defence Production (NADP)	Behavioural		
9	Stress Management	46m 53s	IIT Dhanbad	Behavioural		
10	Rajadharma: The Inner Compass for Modern Governance	51m 49s	Karmayogi Bharat	Behavioural		
Total		**12 hr 35 min**				

GROUP – 5 [SSA / JSA / MTS / DRIVER & EQUIVALENT]

S.No	Course Title	Duration	Course Provider	Competency Category	6 courses to be mapped with APAR Cycle	3 Assessment courses
1	Know Your Ministry	2h 05m	Ministry of Culture	Domain	Know Your Ministry	Know Your Ministry
2	Namami Gange: A Sustainable Model for River Rejuvenation	1h 01m	NWA	Domain	Namami Gange: A Sustainable Model for River Rejuvenation	ई ऑफिस पोर्टल परिचय एवं दक्षता प्रशिक्षण

3	Warabandi System	47m 36s	NERIWALM	Domain	ई ऑफिस पोर्टल परिचय एवं दक्षता प्रशिक्षण	Developing a Positive Work Culture
4	Secretariat Functioning in File	53m	ISTM	Functional	पेंशन हितलाभ	
5	Records Management	1h	ISTM	Functional	Noting and Drafting	
6	ई ऑफिस पोर्टल परिचय एवं दक्षता प्रशिक्षण	1h 38m	RCVPNAAM	Functional	Developing a Positive Work Culture	
7	पेंशन हितलाभ	1h 28m	ISTM	Functional		
8	Leading From Within: Behavioural Strategies for Self-Leadership	50 min	Department of Telecommunications	Behavioural		
9	Noting and Drafting	1h 30m	UPSC	Functional		
10	Developing a Positive Work Culture	35m	Department of Telecommunications	Behavioural		
Total		**11 hr 47 min**				

Group-1: Chairman, Member, Chief Engineer				
S. No	**Course Title**	**Duration**	**Course Provider**	**Competency Category**
1	Application of Google Earth Engine for Water Resource Management	1 hr 16 min	National Institute of Hydrology (NIH), Roorkee	Domain
2	Sadharanikarana: Effective Communication for Transformative Leadership	1 hr 16 min	Totally Aligned Organisation (TAO)	Behavioural
3	Design Thinking for Citizen-Centric Public Policy	1 hr 34 min	Kautilya School of Public Policy	Functional
4	Digital Personal Data Protection Act, 2023: An Overview	1 hr 12 min	Karmayogi Bharat	Domain
5	Transformational Leadership	1 hr	IIT Dhanbad	Behavioural
6	AI in Government: Transforming Public Service Delivery	1 hr 16 min	IISc Bengaluru	Functional
7	Web-Based Tool: Rapid Risk Screening of Specified Dams	1 hr 41 min	National Dam Safety Authority (NDSA)	Domain
8	AI Policies and Governance in India	1 hr 31 min	National e-Governance Division (NeGD)	Functional
9	AIS Discipline and Appeal Rules, 1969 Part I: Overview and Suspension	50 min	ISTM	Functional
10	Overview of Viksit Bharat 2047	1 hr 3 min	Karmayogi Bharat	Functional

Group-2: Director (All Cadre), Superintending Engineer, Secretary, Director (Finance), Joint Director, Principal Staff Officer				
S. No	**Course Title**	**Duration**	**Course Provider**	**Competency Category**
1	Command Area Development and Participatory Irrigation Management	20m 02s	NERIWALM	Domain
2	Effective Stakeholder Engagement and Communication	1h 04m	Department of Telecommunication	Behavioural
3	Essentials of Monitoring and Evaluation for Programmes and Policies	2h 14m	Meghalaya Administrative Training Institute	Functional
4	Water Use Efficiency	2h 04m	NERIWALM	Domain
5	**Introduction to Public Policy Formulation**	**36m 48s**	ISTM	Functional
6	Purpose-Driven Leadership	1h 55m	Indian School of Business (ISB), Hyderabad	Behavioural

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7	Watershed Management	54m 44s	NERIWALM	Domain
8	Budget Execution and Monitoring	43m	Department of Expenditure (DoE)	Functional
9	Data and Social Media Analytics for Governance	47m 41s	National e-Governance Division (NeGD)	Functional
10	Overview of Basic Statistics	2h 05m	Capacity Development Commission	Functional

Group-3: Deputy Director (All Cadre), Executive Engineer, Senior Principal Private Secretary, Principal Private Secretary, Under Secretary, Accounts Officer

S. No	Course Title	Duration	Course Provider	Competency Category
1	Integrated Springshed Management through Participatory Approach	1h 30m	CGWB	Domain
2	Implementation and Change Management	1h 12m	Genpact	Functional
3	Team Building and Team Management	**56m 4s**	ISTM	Behavioural
4	Introduction to Hydro-meteorological Instrumentation	51m 36s	NIH, Roorkee	Domain
5	**Introduction to Decision-Making**	**25m 43s**	ISTM	Behavioural
6	Cybersecurity Fundamentals for Leaders	51m 07s	National e-Governance Division (NeGD)	Functional
7	**Basics of Training Design**	**43m 37s**	ISTM	Functional
8	Rajbhasha Hindi	23m 32s	Food Corporation of India	Functional
9	Basic Principles of Management in Government Service (Hindi)	55m	ISTM	Functional
10	Groundwater Resource Assessment using GEC 2015 Methodology	1h 32m	CGWB	Domain

Group-4: Assistant Director (All Cadre), Assistant Executive Engineer, Research Officer, Assistant Accounts Officer, Assistant Research Officer, Section Officer, Private Secretary, Assistant Director (Grade II), Sub-Divisional Engineer, Chief Draughtsman/Head Draughtsman, Extra Assistant Director (Hydromet), Senior Research Assistant, Assistant Section Officer, Personal Assistant, Senior Translation Officer, Senior Statistical Officer, Assistant Engineer

S. No	Course Title	Duration	Course Provider	Competency Category
1	Overview of Water Resources of India	1h 39m	NERIWALM	Domain
2	Navigating Parliamentary Question	25m	ISTM	Functional
3	Rajadharma: The Inner Compass for Modern Governance	51m 49s	Capacity Building Commission	Behavioural
4	Basics of Hydrogeology	1h	CGWB	Domain
5	**Fundamentals of Office Procedures**	**49m 25s**	DoPT	Functional
6	Stress Management	46m 53s	IIT Dhanbad	Behavioural
7	Monitoring of Assurances by Ministry of Parliamentary Affairs	37m	Ministry of Parliamentary Affairs	Functional
8	Atal Bhujal Yojana	1h 51m	CGWB	Domain
9	Level-I CSSS Course to Develop Domain Competencies (Part-I)	1h 34m	ISTM	Functional
10	Social Styles	1h 34m	National Academy of Defence Production	Behavioural

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			(NADP)	

Group-5: Junior Engineer (All Cadre), Senior Draughtsman, Head Draughtsman, Staff Car Driver (All Grade), Assistant, Junior Translation Officer/Junior Hindi Translator, Junior Statistical Officer, Stenographer (All Grade), Scientific Assistant, Chief Cameraman (MF), Manager Grade-II, Senior Artist, Junior Translator, Senior Computor, Senior Cameraman (MF), Assistant Manager cum Storekeeper (Canteen), Upper Division Clerk, Offset Machine Operator, Plate Maker, Cameraman (MF), Storekeeper, SSA, Halwai cum Cook, Asst. Halwai cum Cook, Clerk, Junior Computor, Lower Division Clerk, JSA, Canteen Attendant, Multi-Tasking Staff.

S. No	Course Title	Duration	Course Provider	Competency Category
1	Know Your Ministry	2h 02m	DoWR, RD & GR	Domain
2	ई-ऑफिस पोर्टल: परिचय एवं दक्षता प्रशिक्षण	1h 38m	RCVPNAAM	Functional
3	Developing a Positive Work Culture	35m	Department of Telecommunications	Behavioural
4	Namami Gange: A Sustainable Model for River Rejuvenation	1h 01m	NWA	Domain
5	**Introduction to Noting and Drafting**	**1h 39m**	**ISTM**	Functional
6	पेंशन हितलाभ	1h 28m	ISTM	Functional
7	Warabandi System	47m 36s	NERIWALM	Domain
8	Secretariat Functioning in File	53m	ISTM	Functional
9	Records Management	1h	ISTM	Functional
10	Leading From Within: Behavioural Strategies for Self-Leadership	50 min	Department of Telecommunications	Behavioural

Remarks:

1. First 6 courses in each group will be mapped with mandatory APAR Cycle for the year 2026-2027
2. First 3 courses in each group will be the mandatory Assessment courses for the year 2026-2027.
3. The last date for completion of all ten (10) prescribed courses and the Comprehensive Assessment is **31.03.2027**.
4. Please ensure the correct email ID (nic or gov only) linked with Karmayogi portal before commencement of courses.

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