



ETM Certification Framework



Engineering and Technical Management (ETM) Functional Area Certification Framework (within 2 years of position assignment)

Certification Level	Foundational	Practitioner
Typical Roles	Engineer (e.g., Systems, Mission, Security, Software, Safety, Infrastructure, Test, DevSecOps, Site Reliability, Data), Developer (e.g., Digital Environment, Software), Architect (e.g., System, Digital, Software, Cloud, Data), Manager (e.g., Digital Environment, Test), Scientist/Data Scientist, Specialist (e.g., Quality Assurance, Industrial, Business and Industry), Production Controller, Engineering Technician, Modeling & Simulation SME, Model Curator, Researcher/AI Researcher, Technical Product Owner, Administration and Program Staff, Management and Program Analyst	
Education	<ul style="list-style-type: none"> No degree requirement (Hiring agencies determine Occupational Series which may have requirements; ref: E.O. 13932) 	
Curriculum / Training	<ul style="list-style-type: none"> Acquisition/Leadership Tier 1 Competencies – <i>Level 1 Proficiency (Awareness)</i> ETM Tier 2 Competencies – <i>Level 1 Proficiency (Awareness)</i> 	<ul style="list-style-type: none"> Acquisition/Leadership Tier 1 Competencies – <i>Level 3 Proficiency (Intermediate)</i> ETM Tier 2 Competencies – <i>Level 3 Proficiency (Intermediate)</i>
Experience	<ul style="list-style-type: none"> At least 1 year relevant acquisition experience with evidence of demonstrated proficiency in ETM competencies Equivalent experience may be considered in government or industry (must be documented and presented in detail) 	<ul style="list-style-type: none"> At least 4 years relevant ETM experience with evidence of demonstrated proficiency in ETM competencies. Equivalent experience may be considered in government or industry (must be documented and presented in detail)
Assessment	<ul style="list-style-type: none"> Self-nominating process containing evidence of applicable experience over time Endorsement by certified Component designee 	
Validation	<ul style="list-style-type: none"> Agency/Organization validates completion of above requirements and provides DoD ETM Certification 	
Certification Currency	<ul style="list-style-type: none"> 80 Continuing Hours of Education & Knowledge (CHEK)/2 years CHEKs are taken in technical, professional, and specialty competencies. A certain amount/type of CHEKs, as determined by supervisor, shall directly map to ETM competencies. If 80 CHEK are not completed within the 2-year time period, certification becomes inactive. The employee must develop a Certification Reactivation Plan, approved by the supervisor, describing employee's plan of action to reactivate certification. <i>Specific application policy will need to be provided in DoDI 5000.66.</i> 	
Transition Plan	To be addressed during CY 2021 follow-on work	

NOTE: Continuing Hours of Education & Knowledge (CHEK) replaces Continuous Learning Points (CLP) nomenclature

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