



Back-to-Basics
Empowering the Defense Acquisition Workforce

**Business – Financial Management and Cost
Estimating Functional Area and Back-to-
Basics Acquisition Workforce
Transformation**

6/9/2021

OSD CAPE



BtB Transformation: BUS-CE Milestones

- Establishment Date: Jun 2020
- BUS-CE Tiger Team Membership: Senior leaders from all of the Services and Missile Defense Agency (MDA)
- Delivered Products:
 - BUS-CE Certification Framework
 - Two levels of BUS-CE certification (including acquisition and business common core) with cost estimating fundamental and advanced training
 - Competency model based on DoD Cost Estimating Guide (signed Dec. 2020)
 - Revised Position Category Description (PCD)
 - Credential topics (commodity and specialization)
 - Grandfathering plan with scenarios
- On-going Support/Engagement with:
 - DAU to ensure BUS-CE courses alignment to functional competency model
 - WLT+1 WG to ensure policy alignment across all acquisition communities
 - Functional Area Certification Framework memo: In for signature with Functional Leader



Certification Comparison – BUS (CE Track)

	Outgoing	New (effective 1 Oct 2021)
Structure	Three Levels	Practitioner and Advanced
Education	Baccalaureate degree	Ops Research degree required or 24 semester hours in a combination of operations research, mathematics, probability, statistics, mathematical logic, science, or subject-matter courses requiring substantial competency in college-level mathematics or statistics. At least 3 of the 24 semester hours must have been in calculus
Training	Based on Acquisition Cost Estimating and Financial Management Competencies published in 2015	Acquisition Common Competencies, Business Common Competencies, Cost Estimating Competencies
Experience	2 years (Level I), 4 years (Level II), 6 years (Level III)	Practitioner: At least 4 years of acquisition experience in cost estimating supporting a program office, PEO, Service/Defense agencies, or supporting program(s) that report to a Service Acquisition Executive (SAE) Advanced: At least 6 years of acquisition experience in cost estimating and serving a program office, PEO, Service/Defense agency level, or supporting a program that reports to a Service Acquisition Executive (SAE)
Assessment	No comprehensive exam	No change
Validation	Services/Components process to validate completion of above requirements	No change
Currency	80 hours Continuous Learning/2 years – ref DoDI 5000.66	80 hours Continuous Learning every 2 years – with an acquisition and/or leadership focus. CL guidelines: >50 hours of course work pertaining to Acquisition, >20 hours of leadership training



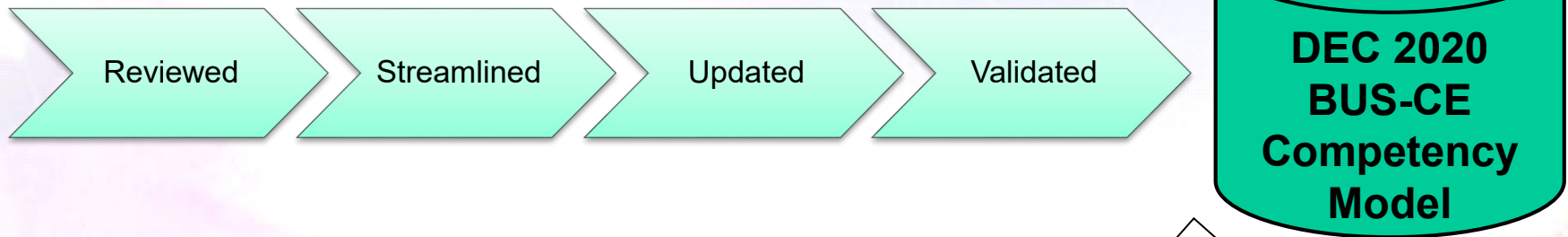
Business Certification (CE Track)

	Business Certification Requirements (CE Track)
Education	Degree in Operations Research or at least 24 semester hours in a combination of operations research, mathematics, probability, statistics, mathematical logic, science, or subject-matter courses requiring substantial competence in college-level mathematics or statistics. At least 3 of the 24 semester hours must have been in calculus
Training	Acquisition Common Competencies, Business Common Competencies, Cost Estimating Competencies <ul style="list-style-type: none"> • Practitioner – ACQ 1010, BUS 1100, BCE 1000, BCE 1700, BCE 2000V, BCE 0010, BCE 1710 • Advanced – BCE 3000, BCE 2500
Experience	Practitioner: At least 4 years of acquisition experience in cost estimating supporting a program office, PEO, Service/Defense agencies, or supporting program(s) that report to a Service Acquisition Executive (SAE) Advanced: At least 6 years of acquisition experience in cost estimating and serving a program office, PEO, Service/Defense agency level, or supporting a program that reports to a Service Acquisition Executive (SAE)
Assessment	No comprehensive examination
Validation	Services/Components process to validate completion of above requirements
Currency	<ul style="list-style-type: none"> • 80 hours Continuous Learning every 2 years – with an acquisition and/or leadership focus • CL guidelines: >50 hours of course work pertaining to Acquisition, >20 hours of leadership training
Transition Plan	Workforce members currently DAWIA certified in Business – Cost Estimating: <ul style="list-style-type: none"> • Level I – Conversion to Practitioner if completed BCF 230 or predecessor(s) or equivalent (when satisfy experience requirements) • Level II – Conversion to Practitioner (when satisfy experience requirements) • Level III – Conversion to Advanced (when satisfy experience requirements)

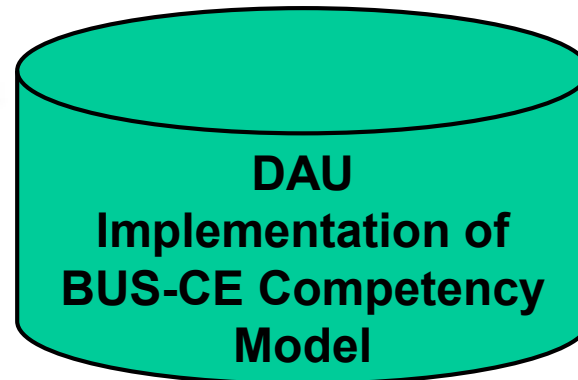


BUS-CE Competency Model

- Baseline BUS-CE Competency Model: Based on Acquisition Cost Estimating and Financial Management Competencies published in 2015
- BUS-CE Tiger Team



- Delivered to DAU: Jan 27, 2021



BUS-CE Certification Courses



- **DAU's Common Course Development**
 - ACQ 1010 (All Acquisition community)
 - BUS 1100 (All Business community)
 - BUS-CE: BCE 1000; BCE 2000V; BCE 0010; BCE 3000
 - BCE 1700 [CADE 101]; BCE 1710 [Flex Files 101]; BCE 2500 [CADE 201] (content provided by OSD CAPE course redesigned and delivered by DAU)



BUS-CE Training Requirements

FY22 Cost Estimating Course Training Requirements

Practitioner Certification

ACQ 1010
Fundamentals of
Systems
Acquisition
Management

BUS 1100
Business
Essentials

BCE 1000
Fundamentals of
Cost Estimating

BCE 1700
Cost Assessment
Data Enterprise
(CADE) 101

BCE 2000V
Intermediate Cost
Estimating

BCE 1710
Flex Files 101

BCE 0010
Cost Modeling

4 Years Acquisition Program CE
Experience

Advanced Certification

BCE 2500
Cost Assessment
Data Enterprise
(CADE) 201

BCE 3000
Advanced Cost
Estimating

6 Years Acquisition Program CE
Experience

BUS-CE Credentials



- BUS-CE Community developing initial Commodity Based Credentials (e.g. Aircraft, Facilities, Sea Systems, Space Systems)
- DAU FY 22 development effort
 - Software Cost Estimating
 - O&S
 - Risk
 - Industrial and Supply Chain Analysis
 - Other Types of Cost Analysis (Update CLB 038 Comparative Analysis)
 - Cost Estimating Support to Contracts (TBD – potentially covered under CON)
 - Earned Value Analysis (TBD – potentially covered under PM EVM credentials)
 - Rates Analysis (TBD – potentially covered in CON Pricing Analysis credentials)

Information Resources



- Office of the Under Secretary of Defense for Acquisition and Sustainment (A&S) Human Capital Initiatives (HCI):
<https://www.hci.mil/>



BtB Transformation BUS-FM Milestones

- Establishment Date: July 2020
- BUS-FM Tiger Team Membership: Senior leaders from all of the Services and Missile Defense Agency (MDA)
- Delivered Products:
 - BUS-FM Certification Framework
 - Two levels of BUS-FM certification (including acquisition and business common core)
 - Also captures DoD FM common Financial Management competencies
 - Position Category Description (PCD)
 - Specialty training for credentials
 - Grandfathering plan
- On-going Support/Engagement with:
 - DAU to ensure BUS-FM courses alignment to functional competency model
 - WLT+1 WG to ensure policy alignment across all acquisition communities
 - Functional Area Certification Framework memo: In for signature with Functional Leader



Certification Comparison – BUS (FM Track)

	Outgoing	New (effective 1 Oct 2021)
Structure	Three Levels	Practitioner and Advanced
Education	Formal education not required for certification	No degree required for certification (Hiring agencies determine Occupational Series which may have requirements)
Training	Based on Acquisition Financial Management and Cost Estimating Competencies published in 2015	Acquisition Common Competencies, Business Common Competencies, Acquisition Financial Management Competencies
Experience	2 years (Level I), 4 years (Level II), 6 years (Level III)	<p>Practitioner: At least 4 years of relevant acquisition experience in financial management</p> <p>Advanced: At least of 6 years in an advanced acquisition financial management position within an ACAT I/II program office or Business System Category I, PEO, or Service/Component/Headquarters/equivalent level.</p>
Assessment	No comprehensive exam	No change
Validation	Services/Components process to validate completion of above requirements	<p>Practitioner: Services/Components validate relevant acquisition experience according to Services processes</p> <p>Advanced: Service/Components verify and validate 6 years relevant acquisition experience in an advanced acquisition financial management position within an ACAT I/II program office or Business System Category I, PEO, or Service/Component/Headquarters/ equivalent level according to Services processes</p>
Currency	80 hours Continuous Learning/2 years – ref DoDI 5000.66	80 hours Continuous Learning every 2 years – with an acquisition and/or leadership focus. CL guidelines: >50 hours of course work pertaining to Acquisition, >20 hours of leadership training



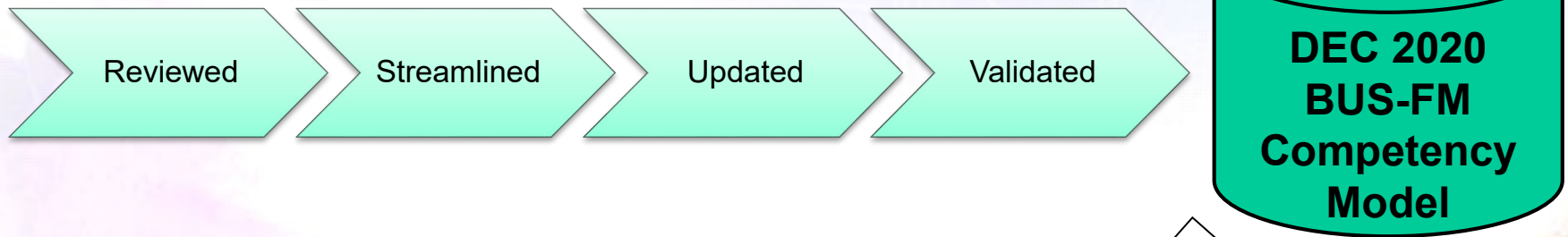
Business Certification (FM Track)

	Business Certification Requirements (FM Track)
Education	No degree required for certification (Hiring agencies determine Occupational Series which may have requirements)
Training	Acquisition Common Competencies, Business Common Competencies, Acquisition Financial Management Competencies <ul style="list-style-type: none"> • Practitioner – ACQ 1010, BUS 1100, BFM 1000, BFM 2000 • Advanced – BFM 3000, BFM 4000
Experience	Practitioner: At least 4 years of relevant acquisition experience in financial management Advanced: At least of 6 years in an advanced acquisition financial management position within an ACAT I/II program office or Business System Category I, PEO, or Service/Component/Headquarters/equivalent level
Assessment	No comprehensive examination
Validation	Practitioner: Services/Components validate relevant acquisition experience according to Services processes Advanced: Service/Components verify and validate 6 years relevant acquisition experience in an advanced acquisition financial management position within an ACAT I/II program office or Business System Category I, PEO, or Service/Component/Headquarters/equivalent level according to Services processes
Currency	<ul style="list-style-type: none"> • 80 hours Continuous Learning every 2 years – with an acquisition and/or leadership focus. • CL guidelines: >50 hours of course work pertaining to Acquisition, >20 hours of leadership training
Transition Plan	Workforce members currently DAWIA certified in Business – Financial Management: <ul style="list-style-type: none"> • Level I – Not applicable for conversion • Level II – Conversion to Practitioner • Level III – Conversion to Practitioner; Conversion to Advanced if > 6 years experience in acquisition financial management leadership billet

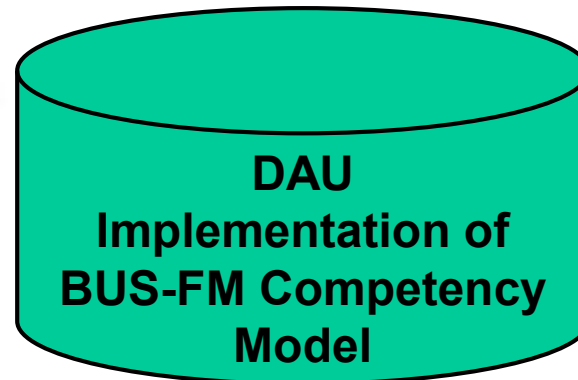


BUS-FM Competency Model

- Baseline BUS-FM Competency Model: Based on Acquisition Cost Estimating and Financial Management Competencies published in 2015
- BUS-FM Tiger Team



- Delivered to DAU: January 10, 2021





New BUS-FM Certification Courses

FY22 Financial Management Course Training Requirements

Practitioner Certification

ACQ 1010
Fundamentals of
Systems Acquisition
Management

BUS 1100
Business
Essentials

BFM 1000
Fundamental of
Acquisition Financial
Management

BFM 2000
Applied Acquisition
Financial Management

**4 Years Acquisition
Program FM Experience**

Advanced Certification

BFM 3000
Advanced
Acquisition
Financial
Management

BFM 4000
Executive
Financial
Management

**6 Years Acquisition
Program FM Experience**



Proposed FY22 DoD Acquisition Financial Management Credentials

- Advanced Application of Defense Working Capital Fund
- Advanced Application of Foreign Military Sales
- Financial Business Acumen
- Financial Data Analytics and Acquisition Reporting
- Financial Management Systems
- Defense Business Systems
- Shipbuilding
- MILCON

Information Resources



- Office of the Under Secretary of Defense for Acquisition and Sustainment (A&S) Human Capital Initiatives (HCI):
<https://www.hci.mil/>



New BUS-CE Certification Courses

FY22 Cost Estimating Course Training Requirements

Practitioner Certification

ACQ 1010
Fundamentals of
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BUS 1100
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BCE 1700
Cost Assessment
Data Enterprise
(CADE) 101

BCE 2000V
Intermediate Cost
Estimating

BCE 1710
Flex Files 101

BCE 0010
Cost Modeling

4 Years Acquisition Program CE
Experience

Advanced Certification

BCE 2500
Cost Assessment
Data Enterprise
(CADE) 201

BCE 3000
Advanced Cost
Estimating

6 Years Acquisition Program CE
Experience