

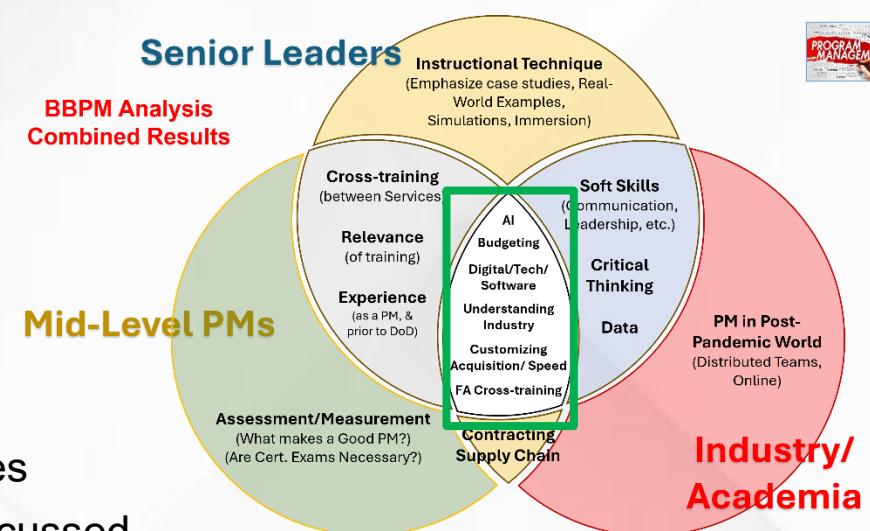
Army DACM Lunch and Learn

FY26 PM Certification Requirement Updates

MAJ Mary Lord
51A Proponency Officer

- Background
- FY26 PM Certification Changes
- Timeline
- How to check your status
- Continuous Learning
- Resources
- Q&A

- **DAU Building-A-Better PM (BBPM) Project (Feb-May 2024)**
 - Initiated due to multiple comments from several senior acquisition leaders across DoD related to needed PM knowledge, skills, and training
 - Utilized a two-phase, structured interview and survey process to identify critical gaps, trends, best practices and emerging training requirements
 - Interview of 20 DoD senior acquisition leaders and the DoD PM of the Year nominees; Survey of PM students, industry and academia
- **OSD PM Competency Review (Aug- Oct 2024)**
 - Army, Navy, Air Force, DISA, MDA
 - Focused on topics in the center of the BBPM Ven diagram and review of current competencies
 - Army conducted a parallel working group led by the d/DASM and consisting of 5 PEO representatives to provide a unified Army response each week
 - Resulted in addition of 5 competencies and 20 sub-competencies across the discussed topics (AI, Digital Literacy, Budgeting, Contracting, AAF, Understanding Industry, T&E, and Product Support)



Source: DAU

* These 2 courses are <30 min/each
+ ETM 1080 predecessor valid for 2 years

Current Required Courses	Additional Required Courses beginning FY26
ACQ 1010 Fundamentals of Systems Acquisition Management 13 hrs, online	ACQ 0010 Welcome To Acquisition 1 hr, online
ACQ 2020 Intermediate Systems Acquisition, Part A 19 hrs, online	SWE 0041 * Software Acquisition Pathway Origins < 1 hr, online
ACQ 2030 Intermediate Systems Acquisition, Part B 32 hrs classroom	SWE 0034 * Software Acquisition Pathway < 1 hr, online
PMT 2570 Program Management Tools Course 33 hrs virtual classroom	SWE 056 What is Artificial Intelligence 2 hrs, online
ACQ 0030 Acquisition Ethics 1 hr online	ETM 3130 Introduction to Digital Acquisition 1 hr, online
PMT 0140/0141 IPT Management and Leadership 6 hrs, online	LOG 0640 Diminishing Manufacturing Sources and Material Shortages (DMSMS) 2 hrs, online
104 hrs	126 hrs Total

- 4 years relevant acquisition experience
- Comprehensive exam

Current Required Courses		Additional Required Courses beginning FY26	
ACQ 315 Understanding Industry 38 hrs classroom	PMT 3400 Leadership and Organization 3 hrs, online	CLE 084 Models, Simulation, and Digital Engineering 5 hrs, online	CON 7640 Multiple Incentive Contracts 3 hrs, online
PMT 0120 Program Scheduling 5 hrs., online	PMT 3500 Business Aspects 2 hrs, online	CLE 019 Modular Open Systems Approach 4 hrs, online	LOG 0370 DoD Supply Chain Fundamentals 3 hrs, online
PMT 0130 Work Breakdown Structure (WBS) 2 hrs, online	PMT 3600 Program Management Office Course 68 hrs, classroom	PMT 0180 Test and Evaluation for Program Managers ~5 hrs, online Available Sept 2025	SWE 2050 Intellectual Property and Data Rights 1 hr, online
125 hrs		146 hrs	

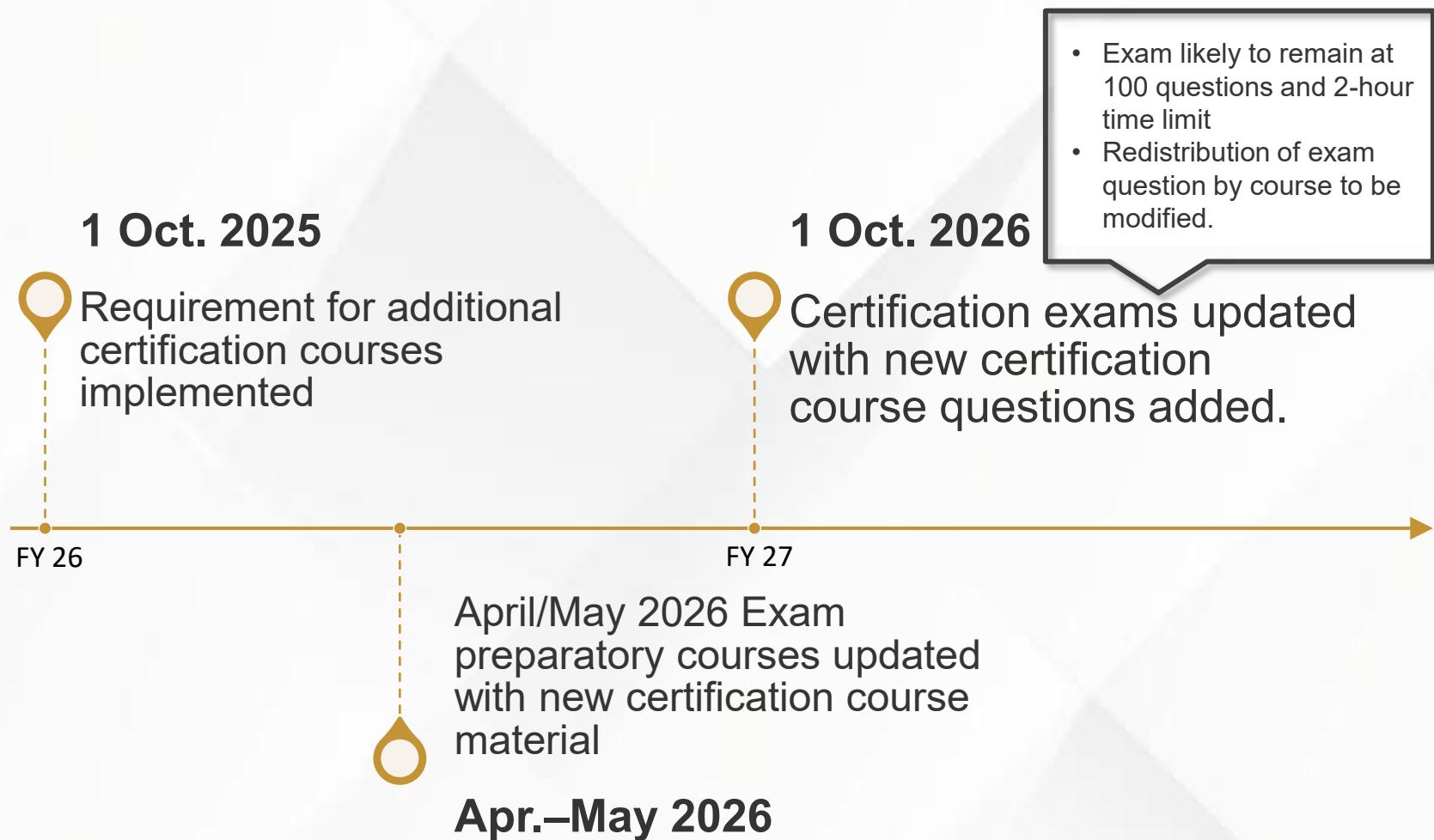
- 8 years relevant Program Management experience
- Comprehensive exam

Link to PM Advanced Certification Guide in the DAU iCatalog:

<https://icatalog.dau.edu/onlinecatalog/CareerCertGuides.aspx?lvl=3&cfld=9>

Source: DAU

Certification Modification Timeline



<https://apps.asc.army.mil/camp/>

AVAILABLE CERTIFICATIONS

PROGRAM MANAGEMENT

Practitioner
Advanced

[Apply](#)
[Apply](#)

INSTRUCTIONS

- To continue a saved application, click on the corresponding certification.
- To delete a saved application, click on the "Delete" link next to the corresponding certification.
- To apply for a new certification, select the desired certification from the drop down menus at the left and then click "Begin Application".

CERTIFICATION APPLICATION: PROGRAM MANAGEMENT PRACTITIONER

Required Training

Course	Status
ACQ 0030 - OVERVIEW OF ACQUISITION ETHICS - Completion Date:09/15/2022 - CLPs:2	
ACQ 1010 - FUNDAMENTALS OF SYSTEMS ACQUISITION MANAGEMENT - Completion Date:10/03/2024 - CLPs:13	
ACQ 2020 - INTERMEDIATE SYSTEMS ACQUISITION, PART A - Completion Date:12/22/2022 - CLPs:N/A	
ACQ 2030 - INTERMEDIATE SYSTEMS ACQUISITION, PART B - Completion Date:06/17/2022 - CLPs:N/A	
PMT 0140 - TEAM MANAGEMENT AND LEADERSHIP - Completion Date:06/17/2022 - CLPs:N/A	
PMT 2570V - PROGRAM MANAGEMENT TOOLS COURSE - Completion Date:06/17/2022 - CLPs:N/A	
PMT 4890V - PROGRAM MANAGEMENT PRACTITIONER CERTIFICATION EXAM You have not met this training requirement, please provide explanation below: - Select Explanation -	

Requirement met

Requirement not met based on source database

Required Education

Required Degree	Status
No degrees are required.	

Achieved Degree(s)

Bachel	Bachel	0 Sen
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Apply as soon as you meet the requirements!

Required Experience:

At least 4 years relevant acquisition experience with evidence of demonstrated proficiency in PM competencies.

More Info

Resume

CONTINUOUS LEARNING POINTS (CLPs)

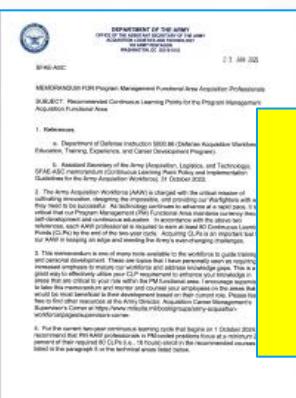
- Current cycle runs 01 OCT 24 through 30 SEP 26 (achieve at least 80 CLPs per cycle)
- FY25 AAW Standard is 100 percent compliance (see FY24 AAW Standards Memorandum for individual command/organization results)
- Updated DACM CLP Policy on 11 March 2025 to reflect language and intent from USD(A&S) Memorandum "Defense Acquisition Workforce Professional Currency", signed by Dr. LaPlante on 14 November 2024
 - Integrates CL into performance considerations for the civilian and military AAW
 - Supervisor provides feedback to employees on past and future training
 - Provides recommended distribution of CL activities within the two-year CLP cycle
 - ❖ Formal training = Minimum 20 points per cycle
 - ❖ Informal learning, Professional Activities, and/or Experience = Maximum 60 points per cycle

Achievement of 80 CLP Requirement (30 September 2024)		
	AFA	NOT MET
A - Program Management	7.7%	92.3%
C - Contracting	2.6%	97.4%
K - Business Financial Management	1.4%	98.6%
L - Life Cycle Logistics	5.3%	94.7%
N - Engineering and Technical Management	3.3%	96.7%
P - Business Cost Estimating	7.4%	92.6%
T - Test and Evaluation	2.5%	97.5%
OVERALL AAW	5.2%	94.8%

CONTINUOUS LEARNING

- Training paradigm that AAW members may be slow to embrace
- Observation: Low credential completion rates

Navigating Continuous Learning is a Team Effort!



The [PM AAFL Recommended CLP memo](#) includes recommended training from the PM AAFL and each PEO

DACM INITIATIVES

- DAWIA Dash
- Communications (AL&T Magazine)

<https://asc.army.mil/web/publications/army-alt-magazine/>



GOAL: Develop and maintain an agile, flexible, and technically competent AAW

WHAT CAN YOU DO TO HELP?

- Continue to engage workforce, supervisors and senior leaders
- Reinforce importance of CL

CREDENTIALS

- Not mandatory, requires renewal
- Taking individual courses versus taking every course for a credential
- Credential registration versus completion



AAFL CLP MEMORANDUMS

- AAFLs updated their Recommended CLP Memorandums for the FY25-26 cycle
- The DACM Office website has Functional Area webpages that serve as a one-stop shop for AAW members to get the latest news and information (including certification, position category description, credential status, career model, and AAFL memorandums): <https://asc.army.mil/web/dacm-office/functional-areas/>
- Pre-populated CAPPMS IDP with AAFL recommended courses for easier reference and quicker enrollment
- Built capability in CAPPMS to track AAFL recommended course completions



The U.S. Army Acquisition Support Center (USAASC) homepage features a 'CAREER' menu item highlighted with a green box and an arrow. Below it, a callout box states: 'How to find them: Under CAREER, select "Acquisition Functional Areas" from the DACM website (<https://asc.army.mil/web/>)'.

FUNCTIONAL AREAS FOR THE DEFENSE ACQUISITION WORKFORCE

Functional Areas: [Functional Areas](#) [AMU/AMFA](#) [Credentials](#) [Announcements](#) [Resources](#) [FAQs](#) [Contact](#)

FUNCTIONAL AREAS

The Army Acquisition Workforce structure is streamlined to six Functional Areas representing the "basics" of acquisition, focusing on those who develop, acquire, and sustain operational capability, and merit our highest investment priority.

PROGRAM MANAGEMENT	LIFE CYCLE LOGISTICS	CONTRACTING
Acquisition professionals in the Program Management functional area are concerned with all functions of a program management office, including responsibility for cost, schedule, and performance, to accomplish program objectives for the development, production, deployment, and sustainment of systems to meet the user's operational needs.	The Life Cycle Logistics functional area spans the system life cycle, encompassing acquisition and sustainment activities, and includes professionals responsible for planning, developing, implementing, and overseeing effective and affordable products/support strategies for weapons, material, or information systems.	The Contracting workforce is vital to accomplishing the DoD's mission by negotiating the best deal for the warfighter while demonstrating prudent stewardship of taxpayer dollars. Contracting professionals instill fairness and integrity in the acquisition process and serve as an overall business advisor to DoD acquisition teams.
ENGINEERING & TECHNICAL MANAGEMENT	BUSINESS FINANCIAL MANAGEMENT & COST ESTIMATING	TEST & EVALUATION
The ETM workforce has a vital role in developing, fielding, and sustaining defense systems and ensuring DoD products are delivered on time, perform as expected, and are cost-effective. The role requires developing and implementing solutions with an integrated technical approach across the total life-cycle to satisfy stakeholder needs and expedite transition of technology to the user, practicing early production planning, and systematically examining producibility.	The DoD Business functional area is comprised of two tracks: Business Financial Management (BUS-FM) and Business Cost Estimating (BUS-CE). As advisors to acquisition decision makers, professionals within this functional area are responsible for financial planning, formulation and budgeting, budget analysis and execution, and cost estimating for a variety of programs within the DoD.	Test & Evaluation (T&E) is a critical part of the DoD acquisition process. T&E professionals develop, optimize, execute and evaluate the testing of system performance, interoperability, reliability, maintainability and cybersecurity. They offer unbiased information to support and inform design improvements, production and fielding decisions.

PURPOSE: Be the one-stop shop for AAW professionals to see the latest education, training, and career development information in each Functional Area

PROGRAM MANAGEMENT

Overview Demographics Certification Competencies Continuous Learning Credentials Career Models Resources

OVERVIEW

Acquisition professionals in the Program Management functional area are concerned with all functions of a program management office to accomplish program objectives for the development, production, deployment, and sustainment of systems to meet the user's operational needs.

The Program Management functional area is supported by:

Maj. Gen. Christopher Schneider (Army Acquisition Functional Leader)
Maj. Gen. Christopher Schneider joined the Army in 2005 and served in numerous assignments including: Lieutenant Colonel (LTC) OAG Assignment Manager in the Human Resources Command; LTC Executive Officer for the Program Executive Officer for Soldier Materiel in PEO Soldier; Branch Chief for the Acquisition Branch in the Human Resources Command; Military Assistant to the Assistant Secretary of Defense for Acquisition; Project Manager for Soldier Sensors and Lasers and as the Associate Program Executive Officer (APEO) for Future and Integration in PEO Soldier; Project Manager for the Integrated Visual Augmentation System, a Rapid Prototyping initiative in PEO Soldier; Deputy for Acquisition and Systems Management, Office of the Assistant Secretary of the Army (Acquisition, Logistics and Technology). He recently served as the Program Executive Officer for PEO Soldier. [Read full bio here](#).

Mr. Marty Zybura (Army Acquisition Functional Advisor)
Mr. Zybura comes to ASA(ALT) after serving as the acting Deputy Program Executive Officer (DPEO) at PEO EIS. Prior to assuming his role as the acting DPEO he served as the PEO EIS Chief of Staff and was responsible for overseeing many of the organization's day to day operations and initiatives. Mr. Zybura began his Army career as a Soldier. While on active duty he served as chief of staff of the Army Contracting Command (ACC) at Redstone Arsenal, Alabama. He was the principal assistant to the commanding general and responsible for planning, coordinating, directing, supervising, and training more than 200 headquarters staff members. He also coordinated support and oversight of two one-star subordinate commands and six subordinate contracting centers. [Read full bio here](#).

GENERAL OUTLINE:

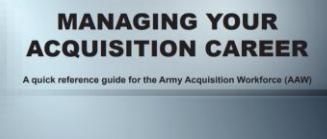
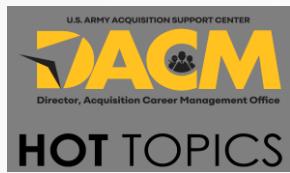
Overview
 - AAFL and AAFA Introductions
 - Workforce Demographics
 Certification
 Position Category Description
 Functional Competencies
 Continuous Learning
 Credentials
 Career Models
 Resources

<https://asc.army.mil/web/dacm-office/functional-areas/>

AAW Support Systems:

- **Supervisors** play an active role in assisting and advising subordinates on career development decisions; discussing education, training, and experience needs; helping develop employees' IDPs
 - ✓ **Supervisors Corner Webpage:** <https://asc.army.mil/web/career-development/supervisors-corner/>
- **Organization Acquisition Point of Contact (OAP):** On-site resource for acquisition information
- **Career Models:** Available for Civilians and Military on Army DACM Website: <https://asc.army.mil/web/career-development/civilian/career-models/>
- **Army DACM Office:** here to support with career development opportunities and initiatives. Our website is an invaluable resource for AAW policies, career management updates, training opportunities, and other important information
 - ✓ **Policy Library:** <https://asc.army.mil/web/alt-workforce-policy-procedure/>
 - ✓ **CAMP Help Request:** <https://apps.asc.army.mil/camp/index.cfm?fuseaction=support.helpRequest>

This infographic provides guidance on seeking career assistance. It highlights the Army DACM Office as a one-stop shop for everything related to career development. It also identifies three key resources: the Supervisor, the Organization Acquisition Point of Contact (OAP), and the Army DACM Manager. The OAP is described as an on-site resource for acquisition information, while the Army DACM Manager is available in the DACM Office. The infographic also includes a QR code and a link to the DACM Office website: <https://asc.army.mil/web/dacm-office/>.



<https://asc.army.mil/web/career-development/civilian/career-planning-steps/>

The Civilian Program Management Career Model diagram illustrates the progression from entry-level roles like CAMP, CAMP II, and CAMP III to higher levels like CAMP IV, CAMP V, and CAMP VI. It also shows various career paths such as CAMP Leadership, CAMP Executive, and CAMP Professional. The Supervisor Guide for Army Acquisition Workforce Career Management provides a comprehensive overview of career development, including the career model, professional development, and leadership development. It also includes a section on the Army Acquisition Workforce (AAW) and the Army Acquisition Workforce Career Model.

Publications

- DACM Newsletter (Quarterly)
- DACM Hot Topics (Monthly)
- Army AL&T magazine (Quarterly)



Website



Social Media



CAMP CAPPMS ▾

UNITED STATES ARMY **USAASC** ACQUISITION SUPPORT CENTER

Help Links **Help Request** My Profile Feedback

I WANT TO

- Change my Email
- Ask an ACM
- Army DACM Office
- USAASC Homepage
- DAU
- Download a Blank ACRB
- ACRB Instructions
- Non-DACM Request

Need Assistance?

Visit: <https://apps.asc.army.mil/camp/index.cfm?fuseaction=support.helpRequests>

USAASC Calendar

March 2023						
SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
						4

SECURITY
Your last login was on 06/17/2022 at 01:34:36 PM from 140.16.132.42. If you don't recognize this login, please report your concern via a help request.

NEWS
• Currently there is no news to report

PROFILE
Name: SMITH JOHN D
Position Title: ACQUISITION CAREER MANAGER
Organization: HQ USAASC
E-Mail: john.d.smith.civ@army.mil

FAQS
WHAT IS CAMP? CAMP is the Career Acquisition Management Portal, housing all of the Army DACM Office Applications in one convenient location and using a single login.
Where is CAPPMS? CAPPMS is one of the main applications housed under the CAMP login. You can access CAPPMS from the navigation bar at the top of this page.
Where can I find additional FAQs? Answers to additional FAQs are available at <http://asc.army.mil/web/all-faqs/>.



A one-stop shop for everything acquisition career-related: <https://asc.army.mil/web/dacm-office/>

Questions



U.S. ARMY

USAASC

United States Army Acquisition Support Center

Back Up

Question	Answer
When will the changes to the PM Certification Requirements go into effect?	The new course requirements go into effect on 01 October 2025 (FY26). The updated questions to the exam go into effect on 01 October 2026 (FY27).
Are there changes to both the Practitioner and Advanced requirements?	Yes, there are additional course requirements required for both. The content for the new courses will be added to each exam on 01 October 2026.
How long do I have to complete my certification?	This is based on when you were assigned to an acquisition-coded position within the PM functional area. With the Back-to-Basics initiative in FY22, grace periods were established for each certification level. For advanced certification, the grace period is four years from when you were initially assigned to the PM-coded position; for practitioner certification, the grace period is five years from when you were initially assigned to the PM-coded position.
How do I know if I am required to achieve a Practitioner or Advanced certification?	The requirement for Practitioner or Advanced certification is based on the position. You can check the requirement by looking at your IDP in CAPP MIS. On the home page, there is a status indicator that provides the primary certification requirement and the due date, based on the associated grace period.
Is there more time allotted to the grace period since the certification requirements changed?	No, all individuals are subject to the certification requirements at the time they apply for certification. There is no extension to grace period based on certification requirement changes.
What happens if I don't achieve certification by the end of my grace period.	<p>If AAW professionals cannot attain the certification level required for their position within the prescribed 3-, 5- or 4-year grace period, their organization may submit a position requirements waiver using a DD Form 2905 (Defense Acquisition Workforce Position Requirements or Tenure Waiver), to the Army DACM Office for approval. The DACM Office may grant a waiver for up to an additional 12 months (in very rare instances, up to 24 months), in order to allow the AAW professional to stay in the position and provide additional time beyond the prescribed 3-, 5- or 4-year grace period to meet certification requirements. The start date for the waiver is determined by the employee's assignment history data on their ACRB, ORB, SRB or STP. This waiver does not eliminate the requirement for an AAW professional to obtain certification.</p> <p>Note: Achieving the appropriate certification within the required grace period is a condition of employment. A requested waiver is not guaranteed to be approved. The DACM Office encourages individuals to plan for all certification requirements, and request enrollment in any quota-based courses early to ensure seat availability.</p>



Frequently Asked Questions cont'd

Question	Answer
Where can I find my status on certification requirements?	The home page of your IDP provides an indicator of whether you have met your primary certification requirement and the date it is due by. To see which courses are outstanding, navigate to the CMS tab and click "Apply for Certification" for the applicable certification (PM Practitioner or PM Advanced). Requirements that have been achieved will show a check mark next to the title; requirements outstanding will show a triangle with an exclamation point.
How do I apply for certification once I complete all the requirements?	Application for certification is done through the CMS module in CAPP MIS. Step-by-Step instructions are provided under the CMS tab under "CMS Documents" in the document titled " CMS Applicant Guide January 2025 "
Can I use equivalent courses to meet certification requirements?	Yes, there are several equivalent courses that can be used to meet certification requirements. The approved courses can be found in the DAU iCatalog under "DAU Equivalency Program" https://icatalog.dau.edu/appg.aspx
Can any of my education be used towards the experience requirements for certification?	AAW professionals may count up to 12 months of education towards meeting the experience standard for certification in their primary AFA. This education must be in an acquisition or business-related discipline. The DACM Office will only recognize education that is earned through a degree-granting, accredited institution. AAW professionals may only request this education substitution in lieu of acquisition experience once, after they have obtained 12 months of creditable experience in their AFA
How long after I complete the exam will it populate in my CAPP MIS account?	Upon completion and success of the exam, the results will be auto populated into your account within 14 days.
Can a PMP or similar civilian certification be used in lieu of the DAWIA PM Certification exam?	No, at this time the only exams accepted for DAWIA Certifications are the DAWIA exams.
PMT 0180 is not yet available. Will that course still be required beginning 01 October?	Yes, PMT 0180 is scheduled to be launched in September 2025 and at this time is still a requirement after 01 October.
If I have completed the course requirements, but have not met the experience requirements, can I take the exam early and get credit for that requirement?	Per the "PM Experience Requirements for PM Certification Exams" memo signed by the ASD(A) on 02 March 2023, the Acquisition workforce must be within six months of meeting the minimum certification requirement. This memo can be found under Certification Exam Reference materials here .
How many times can I take the exam in a year and how long do I have to wait between attempts?	You can take the exam up to three times in a 12-month period, with at least 30 days between each attempt. Note: If a person fails the first time, and did not take the prep course beforehand, they are required to take the prep course before attempting the exam for a second time.