

**Federal Acquisition Certification in Contracting
(FAC-C) Program Manual**



DEPARTMENT OF THE INTERIOR
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PART 1: INTRODUCTION

a. *Purpose.* This manual provides guidance for Department of the Interior (DOI) implementation of the Federal Acquisition Certification in Contracting (FAC-C) Program.

b. *Authority.* This program is instituted pursuant to:

- § Section 6(a) of the Office of Federal Procurement Policy (OFPP) Act, as amended (41 U.S.C. ' 405(a));
- § Section 6(c)(5) of the OFPP Act, as amended (41 U.S.C. ' 405(d)(5));
- § Sections 37(b)(3) and (g) of the OFPP Act, as amended (41 U.S.C. ' 433(b)(3) and (g));
- § OFPP Policy Letter 05-01, Developing and Managing the Acquisition Workforce, dated April 15, 2005;
- § OMB Memorandum, The Federal Acquisition Certification in Contracting Program dated January 20, 2006; and
- § The Privacy Act of 1974, Employee Training and Career Development Records-Interior, Notice # DOI – 76, which provides authority to maintain records related to FAC-C certification, including use of the Acquisition Career Management Information System.

c. *Background.* OFPP Policy Letter 05-01 established a requirement for a federal acquisition certification program. Specifically, Section 8(b) of this letter required the Federal Acquisition Institute (FAI) to develop, and the Chief Acquisition Officers Council (CAOC) to approve, a FAC-C Program. The CAOC approved the FAC-C Program in December 2005, and OFPP issued the corresponding guidance in January 2006.

The FAC-C Program establishes graduated education, experience, and training standards for contracting professionals in civilian agencies. FAC-C certifications are mutually accepted among all civilian agencies as documentation of accomplishment of these standards. The Defense Acquisition Workforce Improvement Act (DAWIA) established a very similar, but not identical, program for the Department of Defense (DoD). Civilian agencies may accept DAWIA certification as equivalent to FAC-C certification, but DoD does not reciprocate.

d. *Applicability.* The FAC-C certification program is open to all members of the federal acquisition workforce, and all 1102s are particularly encouraged to pursue certification. Certification is mandatory in two circumstances:

1. Except as provided in the Contracting Officer Appointment manual, Contracting Officers (COs), regardless of series or organizational placement, must be certified at a level commensurate with their appointment level. However, senior level officials may delegate procurement authority without being certified.
2. Persons performing Procurement/Policy Analyst functions as a significant portion of their duties, regardless of job series, must be certified at Level III if they occupy positions at grade GS-13 or higher.

PART 2: DEFINITIONS

Acquisition Career Management Information System (ACMIS): ACMIS is a Government-wide information system managed by the Federal Acquisition Institute that contains education, training and experience information for all acquisition workforce members. ACMIS provides detailed reports to assist managers in short and long term workforce planning.

Acquisition Career Manager (ACM): The ACM is appointed by the SPE and is responsible for ensuring that the DOI acquisition workforce meets the OFPP Policy Letter 05-01 requirements and any subsequent guidance. The ACM shall also serve on the Interagency Acquisition Career Management Council (IACMC) to ensure that workforce development policies and opportunities meet the needs of the Government=s and DOI=s acquisition workforce.

Acquisition Workforce: The acquisition workforce includes employees who perform various acquisition-related functions to support the accomplishment of an agency=s mission, as described in OFPP Policy Letter 05-01, paragraph 5. In addition to contracting, functions such as program management, requirements definition, measurement of contract performance, and technical and management direction are also included.

Bureau Acquisition Career Coordinator (BACC): The BACC, appointed by the BPC, is the individual who coordinates with the ACM and facilitates implementation of the certification program at his/her bureau.

Bureau Procurement Chief (BPC): The BPC is defined in DIAR 1402.101 as the senior GS-1102 official in a bureau or office. In exceptional cases, the BPC oversees the contracting function but is not in the GS 1102 series.

Certificate of Appointment (COA): A Standard Form (SF) 1402 that documents the appointment of a Contracting Officer. The SF 1402 states any limitations on the scope of authority to be exercised, other than limitations contained in applicable law or regulations.

Chief of the Contracting Office (CCO): A CCO is the senior GS-1102 within a contracting office, as defined in DIAR 1402.101.

Continuing Education Unit (CEU): For formal academic programs offered by educational institutions, each semester hour is equal to one CEU. For example, a three credit-hour course would be worth three CEUs and/or 30 CLPs.

Continuous Learning Point (CLP): CLPs are points awarded for successful completion of continuous learning activities. One CLP corresponds generally to one classroom hour and varies for other learning activities, as described in Appendix B of the Office of Federal Procurement Policy=s memorandum dated January 20, 2006, entitled AThe Federal Acquisition Certification in Contracting Program.@

Contracting Officer (CO): A Federal employee delegated authority pursuant to FAR 1.6 and the DOI Contracting Officer Appointment Program to award, administer, and terminate contracts, purchase orders, delivery orders, task orders and modifications; obligate Government funds; and make determinations and findings, all subject to the limitations of his or her Certificate of Appointment.

Defense Acquisition University (DAU): DAU is the Department of Defense (DoD) corporate university for the DoD Acquisition, Technology, and Logistics (AT&L) workforce.

Defense Acquisition Workforce Improvement Act (DAWIA): Public Law 101-510 was signed in 1990 to improve the effectiveness of the personnel who manage and implement defense acquisition programs. DAWIA, as amended, is codified at 10 U.S.C. ' 1701-1764.

Federal Acquisition Institute (FAI): FAI was established under the Office of Federal Procurement Policy Act and works to foster and promote the development of a professional acquisition workforce into effective business leaders.

Fulfillment Process: The Fulfillment Process allows a candidate to document that he/she has acquired, through experience, education, and/or alternative training, the competency that would have been achieved through a required training course.

Individual Development Plan (IDP): An IDP is developed by an employee and his/her supervisor to plan the work and formal training assignments that will enable the employee to progress toward career goals. The plan is reviewed and updated annually.

Office of Federal Procurement Policy (OFPP): OFPP is the statutory office within the Office of Management and Budget that is responsible for providing overall direction by means of government-wide procurement policies, regulations, and procedures.

Procurement/Policy Analyst: Procurement/Policy Analysts include Federal employees in any series who are responsible for measuring acquisition program performance, and developing acquisition policy and guidance. It does not include positions such as Cost/Price Analyst or Contract Specialist.

Senior Procurement Executive (SPE): FAR 2.101 defines the SPE as the individual appointed pursuant to section 16(3) of the Office of Federal Procurement Policy Act (41 U.S.C. 414(3)) who is responsible for management and direction of the acquisition system of an executive agency, including the implementation of the unique acquisition policies, regulations, and standards of the executive agency. For DOI, it is the Director, Office of Acquisition and Property Management.

PART 3: CERTIFICATION REQUIREMENTS

a. *General parameters applicable at all levels.*

1. Certification may be granted to qualified Federal employees in any job series.
2. Re-certification is not required when an employee transfers between DOI organizational units.
3. DOI's acquisition workforce must be educated in accordance with the requirements established by FAI. However, exceptions may be allowed and are specified in sections b., c., and d. below. When an 1102 education exception applies, it is applicable to all three levels of certification. The education exception for other series is only allowed for Level 1 certification. These exceptions apply only in the context of FAC-C certification, and do not imply that the employee qualifies for promotion within or entry into the 1102 series. Questions of job qualification should be referred to Human Resources.
4. DOI's acquisition workforce must be trained in accordance with the core curriculum and elective(s) established by FAI that correspond to the applicant's level of certification. The list of required classes changes from time to time. If the requirements established by FAI differ from those cited in this manual, the curriculum published by FAI at the time of application will be controlling. DOI does not require any supplemental training beyond that required by FAI in order to qualify for FAC-C certification, and none may be imposed at the Bureau level.
5. Mandatory core training may be completed in one of these ways:
 - § Taking the required class from a federal or private source.
 - § Taking a predecessor class. Predecessor classes were formerly offered by DoD and contain essentially the same content as subsequent, renamed and renumbered, classes. A listing of predecessor classes is published by DAU as part of its catalog of course offerings. For predecessor information on classes no longer offered by DAU, refer to a catalog from the years the class was offered. These are creditable toward certification regardless of when the predecessor class was taken. When a predecessor class covers only a portion of a multi-week course, the applicant must have completed all the corresponding classes to be creditable toward certification.
 - § Taking an equivalent class. Equivalent classes are offerings by colleges, private sector companies, or non-DoD federal sources that have been determined to be equivalent to the required classes. A listing of equivalent classes is published by DAU as part of its catalog of course offerings. FAI also maintains a list of equivalent classes on its website: www.fai.gov. In both places, classes are listed by source and specify the dates for which the classes are creditable toward certification. When an equivalent class covers only a portion of a multi-week course, the applicant must have completed all the corresponding classes to be considered equivalent to the DAU course.
 - § Fulfillment. The fulfillment process may be used to credit competencies that have been gained through other means. The relevant procedures are described in Part 4c below.

6. Sometimes, two or three predecessor or equivalent classes must be combined in order to equate to a currently required class. In this case, the applicant must have completed all the component classes to receive credit toward certification.

7. As agreed to by the employee and supervisor, electives may be any class related to the employee=s regular duties or a special assignment, necessary for career development, that adds to the employee=s knowledge base, or enhances existing skill. However, elective classes must be in subjects related to contracting such as appropriation law, performance-based acquisition, construction contracting, architecture and engineering, or project management. They may overlap the subject matter of core training. Grants or other financial assistance training and COR training are not creditable as an elective for Level 1, but may be used for one of the two electives required at Levels 2 and 3. Electives should be increasingly more complex throughout an employee=s career.

8. Electives may be classroom training or distance learning; training via attendance at a conference is not creditable. An elective class must be at least 16 hours of training to be creditable toward certification. A single 80-hour class may be credited as two electives.

9. A single class *may not* be counted as both an elective for a lower level and credited toward qualification at a higher level. A single class *may* be counted as both maintenance for a lower level and credited toward qualification at a higher level.

b. *Level I requirements.*

Education	<p>Bachelor=s degree with a major in any field</p> <p>-or-</p> <p>A minimum of 24 semester hours in any combination of the following disciplines: accounting, business, finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, or organization and management.</p> <p><i>Exception:</i> Employees without the required education will be considered to have met the education standard if they occupied an 1102 position on January 1, 2000 and continuously since then.</p> <p><i>Exception:</i> Employees in series other than 1102 without the required education will be considered to have met the education standard if they held warrant or COA authority at any federal agency as of January 1, 2000, and continuously since then with no break longer than 90 calendar days.</p>
Training	<p>Completion of the following core classes*:</p> <p>CON100: Shaping Smart Business Arrangements</p> <p>CON110: Mission Support Planning</p>

	<p>CON111: Mission Strategy Execution CON112: Mission Performance Assessment CON120: Mission Focused Contracting One elective</p> <p>Certified Federal Contracts Manager (CFCM) designation from the National Contract Management Association may be substituted for CON 110 and CON 112.</p> <p>* CON100 is only required for those newly entering the acquisition workforce or those new to the government. Employees who begin Level I certification training after October 1, 2006 must take CON 100. The class is waived for employees who had already taken any other mandatory class (or a predecessor or equivalent) as of that date.</p>
<p>Work Experience</p>	<p>At least 1 year of contracting experience</p> <p>Work experience must consist of hands-on experience conducting simplified acquisitions above the micro-purchase threshold of commercial and non-commercial items using the procedures in FAR Part 13. Experience must include progressively more complex assignments, including solicitation and evaluation of competitive open market quotations, as well as evaluation and award under multiple-award federal supply schedules. Experience gained as either GS-1102 or 1105 may be considered to meet this requirement. Experience performing micro-purchases or as a Contracting Officer's Representative will generally not be sufficient to qualify for certification.</p> <p>Development at this level lays the foundation for career progression and is designed to prepare employees for positions of increasing responsibility. At this level, individuals should be exposed to the functions of acquisition and the roles of its various specializations. Employee work assignments should typically enable them to learn about federal and agency source programs, basics of market research and acquisition planning, small business preference programs, awards and administration of simplified acquisitions and/or commercial item acquisition procedures, ordering under established vehicles, and related determinations, approvals and other file documentation. As employees progress, work may involve additional complexity, including acquisitions under FAR Parts 14 and 15, and more complex pricing arrangements and negotiations.</p>

c. *Level II requirements.*

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Education	<p>Bachelor=s degree with a major in any field</p> <p>-or-</p> <p>A minimum of 24 semester hours in any combination of the following disciplines: accounting, business, finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, or organization and management.</p> <p><i>Exception:</i> Employees without the required education will be considered to have met the education standard if they occupied an I102 position on January 1, 2000 and continuously since then.</p>
Training	<p>Completion of all the classes required for Level I plus the following:</p> <p>CON 214 Business Decisions for Contracting</p> <p>CON 215 Intermediate Contracting for Missions Support</p> <p>CON 216 Legal Considerations in Contracting</p> <p>CON 217 Cost Analysis and Negotiation Techniques</p> <p>CON 218 Advanced Contracting for Mission Support</p> <p>Two electives</p>
Work Experience	<p>At least 2 years contracting experience</p> <p>Applicant must have hands-on experience conducting progressively more complex acquisitions under FAR Part 14 and 15 procedures and/or administration of contracts sufficient to have a full comprehension of required contracting duties.</p> <p>At this level, the employee should be exposed to acquisitions of increased complexity, utilizing different contract types and more complex cost or price analysis, and/or more complex issues in contract administration such as analysis and resolution of claims and disputes or contract termination settlements. This phase often includes obtaining specialized experience in particular commodities (such as construction, information technology, or architect-engineer services) or as an acquisition specialist (contract administrator, price analyst, small business utilization specialist, etc.). Use of rotational or collateral assignments in a specialty is encouraged.</p> <p>As development continues, the employee should broaden his/her background toward a more general expertise in the contracting career field. Development of the generalist normally involves establishing a good foundation of experience in all phases of acquisition followed by experience in an acquisition specialty.</p>

d. *Level III requirements.*

Education	<p>Bachelor=s degree with a major in any field</p> <p>-and-</p> <p>A minimum of 24 semester hours in any combination of the following disciplines: accounting, business, finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, or organization and management.</p> <p>Exception: Employees without the required education will be considered to have met the education standard if they occupied an 1102 position on January 1, 2000 and continuously since then.</p>
Training	<p>Completion of all the classes required for Level I and Level II plus the following:</p> <p>CON353: Advanced Business Solutions for Mission Support</p> <p>Two electives</p>
Work Experience	<p>At least 4 years contracting experience</p> <p>Applicant must have extensive experience on complex acquisitions under FAR Parts 14 and 15 procedures and/or administration of contracts sufficient to have full comprehension of required contracting duties.</p> <p>At this level, advanced acquisition education and training are essential to complete the development of the business leader. The employee begins to define a career direction or specialization, lead major acquisition teams, or become expert in a specialty area (i.e., procurement analyst, small business utilization specialist, price analyst).</p>

e. Maintenance requirements.

1. Certification must be renewed every two years after the issuance date on the FAC-C certificate. To maintain certification, 80 CLPs must be earned during that two year period. Appendix 3 provides guidance on obtaining and accounting for CLPs.

2. Certification will automatically lapse if the continuous learning requirement is not met. Any COA based on a lapsed certification will be automatically suspended. Lapsed certifications may be reinstated when the employee demonstrates accumulation of sufficient CLPs to total 80 CLPs every full two-year periods since their original certification.

f. Certifications from other agencies.

1. DOI will automatically recognize FAC-C certification issued by another civilian agency, so long as it has not lapsed. COA appointment may be based on current certification from another civilian agency. Issuance of a DOI certification is optional until renewal is required, at which time a new DOI certificate will be issued. Lapsed certifications may be reinstated when the employee demonstrates accumulation of sufficient continuous learning to total 80 CLPs every two years since their original certification.

2. DOI will recognize DAWIA certification issued by any DOD activity, so long as it has not lapsed. Lapse will be analyzed according to FAC-C, not DAWIA, requirements, i.e., 80 CLPs for every full two-year periods since issuance are needed. Issuance of a FAC-C certificate is required prior to COA appointment. Applicants with lapsed DAWIA certifications may still qualify for FAC-C certification if they otherwise meet the FAC-C education, training, and experience requirements. If not, they may either accumulate sufficient CLPs for conversion to FAC-C certification, or make up the applicable deficiency in order to qualify for FAC-C certification independently of the prior DAWIA certification.

g. Work experience in other agencies. To determine whether an employee was in the 1102 series on January 1, 2000 for purposes of applying the education exception, federal experience in the legislative or judicial branches may be used. However, supporting documentation must unequivocally show that the employee was in the 1102 series, and that the designation had the same meaning and qualification requirements as it did in the executive branch.

PART 4: FAC-C PROGRAM ADMINISTRATION

a. Application process.

1. An applicant is responsible for preparing an application package for submission to his or her supervisor. The application package must include the application form, ACMIS record, and supporting documentation, as specified in Appendix 1.

2. The supervisor is responsible for verifying the accuracy and completeness of application packages, endorsing or disapproving them, and submitting packages through customary correspondence channels to the BACC.

3. The BACC is responsible for:

- A. providing guidance on preparation of applications;
- B. recommending disposition of applications to the BPC;
- C. acting as liaison with the ACM; and
- D. keeping records related to FAC-C certification, including renewal.

4. The BPC is responsible for reviewing applications, endorsing or disapproving them, and submitting packages to the SPE.

5. The SPE is responsible for approving or disapproving applications, keeping records related to FAC-C certification, establishing policy and implementation procedures, internal controls, and participating in reviews of the FAC-C program.

b. Renewal and reinstatement process. Applications for renewal (every two years) or reinstatement of lapsed certifications are submitted using the application form, following the instructions in Appendix 1.

c. Fulfillment process.

1. Employees entering the acquisition workforce after October 1, 2006 must take the core classes, and may not use the fulfillment process.

2. An applicant is responsible for identifying the DAU class he or she is seeking to satisfy through the Fulfillment Process, documenting how the relevant competencies were gained, and submitting the request to his/her supervisor. A separate approval request should be prepared for each class in accordance with the instructions in Appendix 4. Requests for fulfillment approval may be sent simultaneously with FAC-C certification applications.

3. The supervisor is responsible for verifying the accuracy and completeness of application packages, endorsing or disapproving them, and submitting packages to the CCO or BACC in accordance with bureau procedures.

4. CCO review and approval is optional, but may be required at the Bureau level.

5. The BACC is responsible for:

- A. providing guidance on preparation of fulfillment statements;
- B. recommending disposition of applications to the BPC; and
- C. acting as liaison with the ACM.

6. The BPC is responsible for reviewing applications, endorsing or disapproving them, and submitting packages to the ACM.

7. The ACM is responsible for approving or disapproving applications.

c. *Waivers.* The SPE may waive the requirement for obtaining FAC-C certification prior to appointment as a contracting officer upon the request of the BPC. Waivers will only be considered in very compelling and well-documented circumstances. This authority is not delegable. Waivers are not transferable to other agencies.

d. *ACMIS.* Section 37(d) of the OFPP Act, as amended (41 U.S.C. 433(d)), states that each executive agency must collect, maintain and utilize information to ensure effective management of the acquisition workforce. FAI=s ACMIS will be utilized to track acquisition personnel education, training and other career information. Bureaus are required to have complete, current records in ACMIS for all certified personnel and other identified acquisition workforce personnel.

Appendix 1
Application instructions

- A. Application Form**
- B. Application Form instructions**

Application for Federal Acquisition Certification - Contracting

PART A - EMPLOYEE INFORMATION

Name _____

Email Address _____ Phone _____

Business Address _____

Title, Series, & Grade _____

Current Certification Level: I II III None DAWIA FAC-C

Application For: Level I Level II Level III Renewal Reinstatement

PART B - CERTIFICATION REQUIREMENTS

EDUCATION

Requirement:	Statement of Qualification
Levels I & II: Degree - or - 24 Business Credits - or - Exception	I have completed: <input type="checkbox"/> Bachelor's degree <input type="checkbox"/> 24 semester hours in listed business-related disciplines <i>(Use below exceptions only if candidate lacks the applicable education qualifications.)</i> <input type="checkbox"/> OFPP Education Exception (held 1102 position continuously since 1/1/2000) <input type="checkbox"/> DOI Education Exception (held Contracting Officer warrant continuously since 1/1/2000)
Level III: Degree and Business Credits - or - OFPP Exception	

EXPERIENCE

Requirement:	Statement of Qualification
Level I: One year Level II: Two years Level III: Four years	I have completed <input type="text"/> Years/months simplified acquisition experience <input type="text"/> Years /months contracting experience (FAR Parts 14 & 15)

TRAINING

Level I - Core		
Completion of Mandatory Training		Completion of Equivalent/Predecessor Training
Course CON100 Shaping Smart Business Arrangements (if required) CON110 Mission Support Planning CON111 Mission Strategy Execution CON112 Mission Performance Assessment CON120 Mission Focused Contracting	Date Completed:	

Level II - Core		
Completion of Mandatory Training		Completion of Equivalent/Predecessor Training
Course	Date Completed:	
CON214 Business Decisions for Con.		
CON215 Intermediate Contracting		
CON216 Legal Considerations		
CON217 Cost Analysis and Nego.		
CON218 Advanced Contracting		

Level III - Core		
Completion of Mandatory Training		Completion of Equivalent/Predecessor Training
Course	Date Completed:	
CON353 Advanced Business Solutions for Mission Support		

Course Name / Activity Description	Electives/ Maintenance Training	
	CLPs	Date completed

PART C – SIGNATURES

The statements and supporting information in this application are true to the best of my knowledge.

Applicant's Signature _____ Date _____

Supervisor's Endorsement

I endorse the above individual's application for FAC-Certification.

Name _____ Signature _____ Date _____

BPC Recommendation

I recommend approval of this application for FAC-C certification.

Name _____ Signature _____ Date _____

COMMENTS

Instructions for Completion of Application for FAC-C Certification

NOTE: To the extent possible, delete or render illegible personal information such as Social Security

Numbers on the documentation submitted with the application.

PART A - APPLICANT INFORMATION

Name: This is the name that will be used to prepare the certificate, so use the name by which the applicant is known professionally.

Email Address: Email address at work.

Phone: Phone number at work.

Business Address: Mailing address at work.

Title, Series & Grade: For position held at the time the application is completed.

Current Certification: Check the level and type of contracting certification currently held by the applicant. Unless the answer is None, attach a copy of the current certification.

Application for: Check the level of certification for which approval is sought. If applying for a renewal or reinstatement, leave the education and experience sections blank; in the training section, only the "Electives/ Maintenance Training" box needs to be completed.

PART B - CERTIFICATION REQUIREMENTS

Education. The applicant should indicate whether the applicable standard has been satisfied. If the applicant has a degree and/or 24 semester hours, attach a copy of the college transcript.

Candidates in the 1102 series who lack the required college education may satisfy the FAC-C education requirement by documenting with a Standard Form 50 that they occupied a GS-1102 position on January 1, 2000, and have held a GS-1102 position continuously since that time.

On Level 1 applications only, candidates in other series may satisfy the FAC-C education requirement by documenting that they held a Contracting Officer warrant on January 1, 2000, and have had one continuously since that time (meaning a break of no more than 90 days). Attach documentation supporting the claim for exception.

Experience. The applicant should indicate whether the applicable standard has been satisfied. Attach a current resume as documentation.

Core Training. The applicant should indicate whether the applicable training has been completed. Training requirements may be satisfied in one of three ways:

If the candidate:	Attach as documentation:
Completed the required class	Indicate the completion date. Attach a copy of the training certificate issued by the training source. If the candidate is applying for Level 2 or 3 certification, training at the lower level(s) may be documented by the lower certification(s). In that case, only the training certificates applicable to the application level need be attached.
Completed an equivalent or predecessor class	Enter the class name and completion date. Attach a copy of the training certificate issued by the training source. Equivalent classes are offerings by colleges, private sector companies, or non-DoD federal sources that have been determined by DOD or FAI to be equivalent to the required classes. Predecessor classes were formerly offered by DoD and contain essentially the same content as subsequent, renamed and renumbered, classes.
Gained the required competencies in some other way	Complete the Fulfillment Process, as outlined in Part 4.c. and Appendix 4 of the manual. The fulfillment process allows an individual to document that competencies have been acquired through experience, education, and/or alternative training, thereby achieving fulfillment of a required training course.

Elective/Maintenance Training. The applicant should indicate the training that has been completed.

If the applicant:	Then:
Is making his/her initial FAC-C application	Applicants for Level 1 are required to complete one elective class. Applicants for Level 2 are required to complete three elective classes (one for Level 1 and two for Level 2). Applicants for Level 3 are required to complete five elective classes (one for Level 1, two for Level 2, and 2 for Level 3). Classes must be related to contracting and provide at least 16 hours of instruction. Fulfillment is not applicable to electives. Enter the name of the training class, the number of CLPs earned, and the date on which they were earned. A continuation sheet may be used.
Has a FAC-C or DAWIA certification and is applying for a higher certification	Applicants are required to earn 80 CLPs every two years from the date of issuance of the FAC-C certificate. Candidates are not eligible for a higher certification if the lower level certification has not been maintained. Enter a description of the maintenance CLPs that were earned (classes or professional activities), the number of

	CLPs earned, and the date on which they were earned. Then enter the elective training applicable to the higher certification. A continuation sheet may be used.
Has any DAWIA certification	Applicants who attained DAWIA certification at any time during their careers are eligible for FAC-C certification at the same level so long as the DAWIA certification is current. To be considered current, maintenance training at the rate of 80 CLPs every two years since issuance of the DAWIA certification must be documented. Enter a description of the CLPs that were earned (classes or professional activities), the number of CLPs earned, and the date on which they were earned. A continuation sheet may be used.
Is applying for renewal or reinstatement of a FAC-C certification	Certifications must be renewed every two years in order to verify that 80 CLPs have been earned. Enter a description of the maintenance CLPs that were earned (classes or professional activities), the number of CLPs earned, and the date on which they were earned.

Attach training certificates or other appropriate documentation in accordance with Appendix 4 of the FAC-C Manual. A single class *may* be counted as both maintenance for a lower level and credited toward qualification at a higher level. A single class *may not* be counted as both an elective for a lower certification and credited toward qualification at a higher level.

PART C – SIGNATURES

Self Explanatory.

At the Bureau's option, the BPC Recommendation may be signed by the BACC instead of the BPC for renewals.

COMMENTS

This area may be used to add explanatory notes. Bureaus may use this area for their own purposes as well. For example, the supervisor or Bureau Procurement Chief may document the rationale for disapproved applications here. Offices may note the address to which an approved certification is to be sent. If the applicant has undergone a legal name change, it should be noted here.

NOTES

- § Submit completed applications to the DOI Office of Acquisition and Property Management.
- § A cover or transmittal memo is not necessary.
- § A printout of the applicant's ACMIS registration must be attached to the application.

Appendix 2
Training Summary Sheet

This form is intended to be used to systematize personal records.
Inclusion with an application is optional.

Training Summary Sheet

Level			
Name:		Current COA Level:	
Grade:		DAWIA Certification Level:	
Supervisor:		FAC-C Certification Level:	
			(Year)
Education:	Bachelor's degree?		
	24 semester hours of business disciplines?		
Education Exception:	GS-1102 as of 1/1/2000?		
	COA as of 1/1/2000 and maintained since then?		
Mandatory Training			
	Course	Date	Equivalent Course
✓	Mandatory FSS Training (required for a COA)		
Level I - minimum 1 year experience			
	CON100: Shaping Smart Bus. Arrangements		
	CON110: Mission Support Planning		
	CON111: Mission Strategy Executive		
	CON112: Mission Performance Assessment		
	CON120: Contracting for Mission Support		
	Elective		
	Bureau Training Requirement (if any)		
Level II - minimum 2 years experience			
	CON202: Intermediate Contracting		
	CON204: Intermediate Contract Pricing		
	CON210: Government Contract Law		
	Elective		
	Elective		
	Bureau Training Requirement (if any)		
Level III - minimum 4 years experience			
	CON353: Adv. Business Solutions for Mission Support		
	Elective		
	Elective		
Certification/Renewal Date:		Next Renewal Date	
Contract ID Activity	Date	Descriptive Course Title	CUP
		<i>March 2008 Revision</i>	

Appendix 3

Continuous Learning Points Guidance

This appendix provides guidance on how to use training, professional, educational activities, and experience to meet certification maintenance requirements described in Part 3.e. All activities must be job-related.

a. *Training activities.*

1. *Completing awareness training.* Periodically, agencies conduct briefing sessions to acquaint the workforce with new or changed policy. Generally, no testing or assessment of knowledge gained is required.
2. *Completing learning modules and training courses.* These may be formal or informal offerings from a recognized training organization, including in-house training course/sessions or personnel demonstration projects, which include some form of testing/assessment for knowledge gained.
3. *Performing Self-Directed Study.* An individual can keep current or enhance his or her capabilities through a self-directed study program agreed to by the supervisor.
4. *Teaching.* Employees are encouraged to share their knowledge and insights with others through teaching of courses or learning modules. Teaching is also a part of the Professional Activities category.
5. *Mentoring.* Helping others to learn and become more productive workers or managers benefits the agency and the individuals involved. Mentoring is also a part of the Experience category.

b. *Professional activities.*

1. *Participating in Organization Management.* Membership alone in a professional organization will not be considered as fulfilling continuous learning requirements, but participation in the organization leadership will. This includes holding allowable elected/appointed positions, committee leadership roles, or running an activity for an organization that you are permitted to join under current ethics law and regulation.
2. *Attending/Speaking/Presenting at Professional Seminars/Symposia/Conferences.* Employees can receive points for attending professional seminars or conferences that are job related. However, the supervisor needs to determine that the individual learned something meaningful from the experience. Due to the effort involved in preparation and delivery, making presentations should get full credit for each hour involved in preparation and presentation.

3. *Publishing.* Writing articles related to acquisition for publication generally meets the criteria for continuous learning. Points will be awarded only in the year published. Compliance with agency publication policy is required.

4. *Participating in Workshops.* Points should be awarded for workshops with planned learning outcomes.

c. *Educational activities.*

1. *Formal training.* Supervisors should use Continuing Education Units (CEUs) as a guide for assigning points for formal training programs that award CEUs. The CEUs can be converted to points at 10 CLP points per CEU.

2. *Formal academic programs.* For formal academic programs offered by educational institutions, each semester hour is equal to one CEU. A three-hour credit course would be worth three CEUs and 30 CLP points, assuming that it is applicable to improving performance or increasing professional knowledge.

The following is a summary chart of recommended points for training, professional, and educational activities.

CREDITABLE ACTIVITIES	CLP CREDIT
Academic Courses	
Quarter Hour	10 per Quarter Hour
Semester Hour	10 per Semester Hour
Continuing Education Unit (CEU)	10 per CEU
Equivalency Exams	Same points as awarded for the course
Training Courses/Modules	
DAU Courses/Modules	10 per CEU (see DAU catalog) or:
<ul style="list-style-type: none"> • Awareness Briefing/Training – no testing/assessment associated • Continuous Learning Modules - testing/assessment associated 	<ul style="list-style-type: none"> • 0.5 point per hour of instruction • 1 point per hour of instruction
Other Functional Training	1 point per hour of instruction

Leadership or Other Training	1 point per hour of instruction
Equivalency Exams	Same points as awarded for the course
Professional Activities	
Professional Exam/License/Certificate	10-30 points
Teaching/Lecturing	2 points per hour; maximum of 20 points per year
Symposia/Conference Presentations	2 points per hour; maximum of 20 points per year
Workshop Participation	1 point per hour; maximum of 4 points per day and 20 points per year
Symposia/Conference Attendance	0.5 point per hour; maximum of 4 points per day and 20 points per year
Publications	10 to 40 points

d. *Experiential activities.*

Experience includes on-the-job experiential assignments, and intra/interorganizational rotational career broadening and developmental experiences. While supervisors and employees must use discretion in arriving at a reasonable point value to be awarded for rotational and developmental assignments, a sliding scale is recommended.

The assumption is that longer assignments are more beneficial than shorter assignments. The supervisor may feel that an individual may deserve more or less than the values shown in the table below. In determining the points for the assignment, the supervisor should consider both long-term benefit to DOI, and the immediate benefit to the supervisor's organization and the workforce member. For example, a second rotational assignment of the same sort would be less valuable than a different type of rotational assignment.

When experience or other non-assessed activities are to be used to earn CLPs, supervisors and employees should pre-define, as closely as possible, the tasks to be accomplished, expected outcomes, and the learning opportunities. If it is an assignment, the individual should be mentored during the assignment. Accomplishment of a product, such as a briefing, a project design, a report, or other work product that shows the learning attained, is desirable. Sharing the knowledge and experience gained and the product with others in the organization should be highly encouraged.

The following is a summary of recommended points for experiential activities:

CREDITABLE ACTIVITES	CLP CREDIT
Experience	
On-the-Job Experiential Assignments	Maximum of 20 points per year
Rotational Assignments	Maximum of 40 points per year
Training with Industry	Maximum of 40 points per year
Integrated Project Team (IPT)/ Special Project Leader	Maximum of 15 points per year
Integrated Project Team (IPT)/ Special Project Member	Maximum of 10 points per year
Mentor	Maximum of 5 points per year
Assignment Length (Rotational assignments or Training with Industry)	Recommended Points
12 Months	80
9 Months	60
6 Months	40
3 Months	15
2 Months	10
1 Month	5

Appendix 4
Fulfillment Documentation

- A. Fulfillment of FAC-C Mandatory Training Requirement form**
- B. CON 101 - Basics of Contracting fulfillment documentation**
- C. CON 104 - Principles of Contract Pricing fulfillment documentation**
- D. CON 110 - Mission Support Planning fulfillment documentation**
- E. CON 111 - Mission Strategy Execution fulfillment documentation**
- F. CON 112 - Mission Performance Assessment fulfillment documentation**
- G. CON 120 – Contracting for Mission Support fulfillment documentation**
- H. CON 202 – Intermediate Contracting fulfillment documentation**
- I. CON 204 – Intermediate Contract Pricing fulfillment documentation**
- J. CON 210 – Government Contract Law fulfillment documentation**
- K. CON 214 – Business Decisions for Contracting fulfillment documentation**
- L. CON 215 – Intermediate Contracting for Mission Support fulfillment documentation**
- M. CON 216 – Legal Considerations in Contracting fulfillment documentation**
- N. CON 217 – Cost Analysis and Negotiation Techniques fulfillment documentation**
- O. CON 218 – Advanced Contracting for Mission Support fulfillment documentation**
- N. CON 353 – Advanced Solutions for Mission Support fulfillment documentation**

CON 110 - MISSION SUPPORT PLANNING

Describe training class or on-the-job work assignments where each competency was acquired.

CON 110	Competency	Yes	No	Work Description/Justification
1	Given a customer need, identify areas of mutual interest within an acquisition environment (requiring activity, contractor, contracting office, others)			
2	Using the Federal Acquisition Regulation (FAR) and Defense Federal Acquisition Regulation Supplement (DFARS), locate required information.			
3	Given your mission support area or a particular requirement, conduct strategic or tactical market research. Course wording: You will identify areas of mutual interest within an acquisition environment given the customer's need.			
4	Given a customer need, identify all issues related to developing the applicable requirements documents for an acquisition.			
5	Given a customer requirement, select the laws (labor, environment, socioeconomic and foreign acquisition requirements) applicable to that requirement.			
6	Given the customer requirement, select the appropriate contract type.			
7	Given a customer requirement, identify competition requirements.			
8	Given a customer need, identify the criteria in developing an acquisition strategy.			

CON 111 - MISSION STRATEGY EXECUTION

Describe training class or on-the-job work assignments where each competency was acquired.

CON 111	Competency	Yes	No	Work Description/Justification
1	Given a procurement request (PR) package, determine if the purchase request package can be accepted and processed.			
2	Given a requirement, select the applicable methods for exchanging information with the vendor.			
3	Given the specifics of the requirement, identify the components and procedures for preparing an oral or written solicitation.			
4	Given a solicitation, identify the procedures for processing solicitation responses.			
5	Given responses to a solicitation, determine the analytical techniques that will be used to evaluate contractors' proposals to ensure that both the Government and contractor get a fair and reasonable price.			
6	Given responses to a solicitation, complete a price analysis of a contractor's proposal in order to establish price objective for negotiation.			
7	Given the results of an evaluation, identify the elements of a negotiation strategy.			
8	Given results of the evaluation process, identify contract award procedures.			

CON 112 - MISSION PERFORMANCE ASSESSMENT

Describe training class or on-the-job work assignments where each competency was acquired.

CON 112	Competency	Yes	No	Work Description/Justification
1	Given a contracting scenario, evaluate contractor performance.			
2	Given a contract, identify the contract modification processes and procedures.			
3	Given a contractor claim, select the appropriate course of action.			
4	Given the specifics of the contract, identify the procedures for processing a contract closeout.			

CON 214 - BUSINESS DECISIONS FOR CONTRACTING

Describe training class or on-the-job work assignments where each competency was acquired.

CON 214	Competency	Yes	No	Work Description/Justification
1	As a business advisor, identify how business relationships affect customer support.			
2	Identify the requirements for establishing a strategic sourcing program.			
3	Identify contract risks and appropriate management strategies.			
4	Select the appropriate contract financing terms and/or conditions for a given contract.			
5	Determine subcontract requirements.			
6	Identify the source selection processes and procedures.			
7	Determine if a contractor is responsible.			

CON 215 - INTERMEDIATE CONTRACTING FOR MISSION SUPPORT

Describe training class or on-the-job work assignments where each competency was acquired.

CON 215	Competency	Yes	No	Work Description/Justification
1	Explain why effective communications are important to contracting process			
2	Interpret the stakeholder's mission statement			
3	Assess customer needs and objectives			
4	Conduct a spend analysis of customer contract actions			
5	Obtain required solicitation reviews and approvals, i.e., SADB, Competition Advocate, applicable policy and legal review.			
6	Conduct the appropriate type of exchanges with a contractor			
7	Conduct a competitive discussion session			
8	Prepare & Brief source selection decision package			
9	Execute appropriate contract arrangements to support customer needs			
10	Award a delivery/task order contract			

CON 216 - LEGAL CONSIDERATIONS IN CONTRACTING

Describe training class or on-the-job work assignments where each competency was acquired.

CON 216	Competency	Yes	No	Work Description/Justification
1	Identify the legal and ethical principles that apply to Government contracts.			
2	Identify the most common constraints on use of appropriated funds.			
3	Identify the issues associated with intellectual property.			
4	Identify different processes by which challenges may be filed against a federal acquisition.			
5	Determine when an assignment of claims is permitted.			
6	Identify the legal issues associated with contract performance.			
7	Identify formal disputes resolution procedures under CDA.			
8	Identify criminal, civil, and administrative remedies for fraud.			
9	Select the process and procedures for terminating a contract.			
10	Identify the tools for recovering monies owed the Government.			

CON 217 - COST ANALYSIS & NEGOTIATION TECHNIQUES

Describe training class or on-the-job work assignments where each competency was acquired.

CON 217	Competency	Yes	No	Work Description/Justification
1	Determine when cost analysis should be used			
2	Identify the use and application of a contract audit			
3	Make a determination on a contractor's estimating and accounting systems			
4	Calculate a cost objective for direct labor costs			
5	Calculate a cost objective for direct material costs			
6	Calculate a cost objective for other direct costs			
7	Calculate a cost objective for indirect costs			
8	Calculate a cost objective for Facilities Capital Cost of Money			
9	Calculate a cost objective for profit or fee			
10	Calculate a price/cost objective using statistics			
11	Calculate a price/cost objective using simple regression analysis			
12	Calculate a price/cost objective using learning curve analysis			
13	Outline the process for conducting contract negotiations			

CON 218	Competency	Yes	No	Work Description/Justification
15	Determine if contract action is subject to CAS			
16	Document results of post-award orientation			
17	Determine if including an option in the contract is appropriate.			
18	Use the appropriate technique to resolve a dispute.			
19	Administer the appropriate contract financing terms and/or conditions for a given contract			
20	Monitor contract financing payments			
21	Assess a fraud scenario.			
22	Select the appropriate method for calculating an equitable adjustment.			
23	Determine the appropriate contract adjustment			
24	Select the appropriate cost and price analysis techniques			
25	Conduct a noncompetitive negotiation			
26	Take appropriate course of action to resolve a defective pricing case			
27	Assess contractor performance			
28	Document contractor performance			
29	Establish the final price or fee adjustments			
30	Process a termination action			
31	Perform contract closeout			

CON 218 - ADVANCED CONTRACTING FOR MISSION SUPPORT

Describe training class or on-the-job work assignments where each competency was acquired.

CON 218	Competency	Yes	No	Work Description/Justification
1	Develop a proactive business strategy based on the acquisition plan and market research results that will meet customers evolving requirements in a changing environment			
2	Develop a business strategy incorporating market research results			
3	Identify risk and mitigation strategies.			
4	Select an appropriate contract type and incentive arrangement based on stakeholder needs and the marketplace.			
5	Select the appropriate acquisition method			
6	Determine if contract action is subject to CAS			
7	Identify the various cost analysis techniques			
8	Request the appropriate contract pricing support.			
9	Use an audit recommendation to support a pre-negotiation objective			
10	Conduct a noncompetitive negotiation			
11	Write a PNM/Business Clearance			
12	Evaluate the contractor's cost to determine allowability, allocability, and reasonableness			
13	Select an appropriate contract type and incentive arrangement based on stakeholder needs and the marketplace.			
14	Identify risk and mitigation strategies.			

CON 353 – ADVANCED BUSINESS SOLUTIONS FOR MISSION SUPPORT

Describe training class or on-the-job work assignments where each competency was acquired.

CON 353	Competency	Yes	No	Work Description/Justification
1	Use critical thinking, problem solving tools and techniques, risk management, and ethical decision making to make sound business decisions.			
2	Effectively communicate orally and in writing			
3	Manage the implementation of change and transformation			
4	Manage information and knowledge for currency			
5	Contribute in a cross functional collaborative environment			
6	Incorporate senior leadership and private sector perspectives in the decision-making process			