



The DoD Financial Management Certification Program

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FM Workforce Demographics

By the Numbers

As of 30 Sep 2015

Key Civilian Demographics:

Education Levels

- Less than a Bachelor's degree – 43%
- Bachelor's degree – 37%
- Master's Degree – 19%
- Doctorate Degree – 0.12%

Career Levels

- GS 01-08/Equivalent – 21%
- GS 09-12/Equivalent – 46%
- GS 13-15/Equivalent – 33%

Age Distribution

- 29 and Under – 9%
- 30-39 – 19%
- 40-49 – 26%
- 50-59 – 34%
- 60-64 – 9%
- Over 65 – 3%

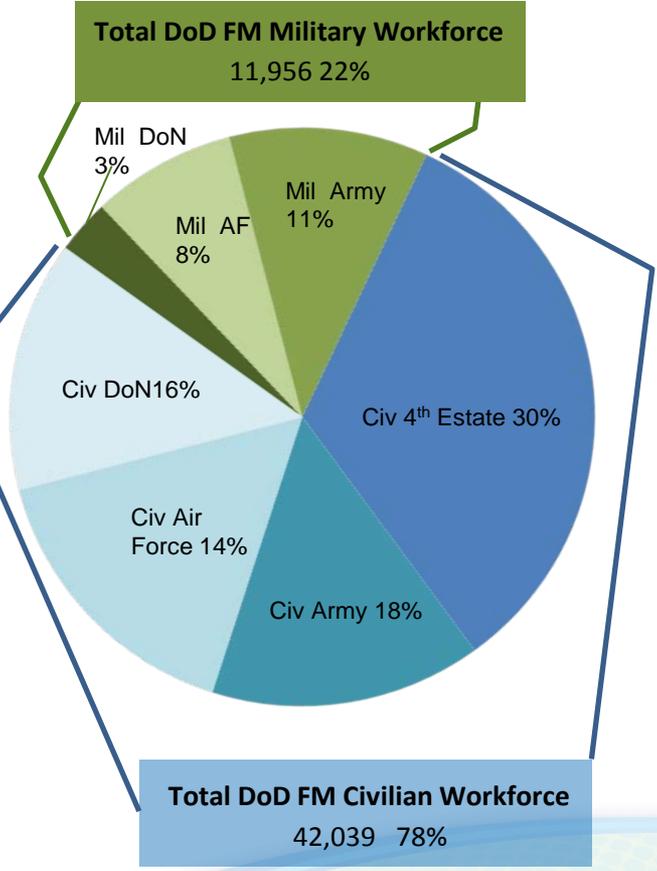
Retirement Eligibility

- Currently Eligible to Retire – 14%
- Eligible to Retire Next Year – 4%
- Eligible to Retire in Two to Five Years – 15%

Total DoD Financial Management Workforce

DoD FM Workforce

- Total - 53,995**
- Army (29%)**
Civ – 9,509
Mil – 5,993
 - Air Force (22%)**
Civ – 7,579
Mil – 4,253
 - DoN (19%)**
Civ – 8,507
Mil – 1,710
 - 4th Estate (30%)**
DFAS – 8,778
Other – 7,666





DoD FM Functional Community Management

GOVERNANCE STRUCTURE
Senior FM Leadership Group | OFCM | CFCMs | Governing Body

FM Workforce

- ✓ Certification Policy
- ✓ Strategic Workforce Planning Policy
- ✓ USD(C) Awards Policy

Strategic Workforce Planning

- ✓ Strategic Workforce Plan
- ✓ Competency Development
- ✓ Competency Alignment
- ✓ Competency Gap Analysis
- ✓ Workforce Metrics & Analytics

Professional Development

- ✓ FM Certification Program
- ✓ FM Career Roadmaps
- ✓ Test-based Certifications
- ✓ FM Experiential Programs
- ✓ Leadership Programs
- ✓ USD(C) Awards
- ✓ Support DoD FM Schools
- ✓ FM Exchange Program

FM Training

- ✓ FM Online
- ✓ FM myLearn
- ✓ Learning Management System
- ✓ Web-based Courses
- ✓ C2C Alignment
- ✓ Governing Body/Tiger Team
- ✓ Certification Training Tools and Resources

FM STRATEGIC WORKFORCE PLAN

WELL-TRAINED CAPABLE FM WORKFORCE





DoD FM Certification Program

- **Position-based program with three levels of certification**
- **Goals**
 - Ensure the DoD FM workforce has the knowledge, skills, and abilities necessary to responsibly manage taxpayer money to support the warfighter
 - Encourage continuous learning and professional growth across all levels of the DoD FM workforce
- **Requirements**
 - Course-based training in FM and Leadership competencies
 - DoD-specific training in Ethics, Audit Readiness, and Fiscal Law
 - Specified number of years of FM Experience and DoD FM Experience
 - At Level 3, one Developmental Assignment to gain experience outside primary expertise
 - Continuing Education and Training (CET) to keep skills sharp





FM Certification Requirements: Level 2

Level 2 Requirements

FM Competencies	Course Hrs
Financial Management Systems*	8
Decision Support*	8
Accounting Analysis OR Financial Mgt Analysis*	10
Budget Formulation, Justification and Presentation OR Budget Execution*	10
Concepts, Policies and Principles of Primary Track* (Accounting or Audit or Budget or Finance or Commercial Pay or Payroll)	10
Fundamentals and Operations of Alternate Track** (Accounting or Budget or Finance or Mil & Civ Pay)	6
+	
Leadership Competencies	
Lead Teams/Projects Level	10
+	
Other Required Courses	
Audit Readiness + Ethics + Fiscal Law Courses	9
+	
Total Course Hours	71

Aligned Courses are on FM myLearn

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At least four years FM Experience
(Two years must be DoD FM Experience)

* Proficiency Level 3
** Proficiency Level 1 or higher

60 Continuing Education & Training Hours every two years

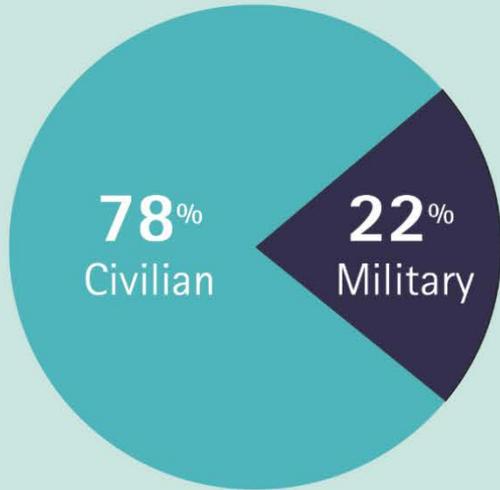
FM Certification Level 2



- Recommended - At least one 3-month Developmental Assignment
 - Work towards Bachelor's Degree
 - Completion of one of the DoD-approved Test-Based Certification

DoD FM Community

Workforce of **54,000**, representing almost half of the of the entire Federal FM Community



FM myLearn

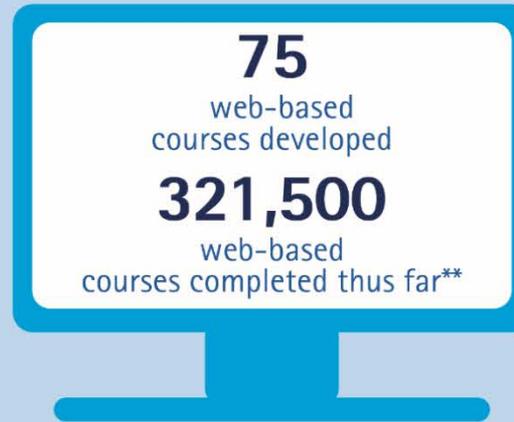
6,723
Aligned Courses

1,932
DoD

39
Other Federal

979
Commercial

3,773
Academic



235

hours
of OUSD(C) web-based
training available



**As of 12 April 2016

FM Online



30,000
average monthly visitors*



34 Million
total page views*

*Estimated usage, between 1 January 2015 and 31 January 2016

FM Certification Program

25,454^{***}

FM Members
Certified



FM Community
Certified

***As of 18 April 2016



Questions?

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