



ACQUISITION
AND SUSTAINMENT

OFFICE OF THE UNDER SECRETARY OF DEFENSE

3000 DEFENSE PENTAGON
WASHINGTON, DC 20301-3000

MEMORANDUM FOR COMMANDER, UNITED STATES CYBER
COMMAND (ATTN: ACQUISITION EXECUTIVE)
COMMANDER, UNITED STATES SPECIAL OPERATIONS
COMMAND (ATTN: ACQUISITION EXECUTIVE)
COMMANDER, UNITED STATES TRANSPORTATION
COMMAND (ATTN: ACQUISITION EXECUTIVE)
DEPUTY ASSISTANT SECRETARY OF THE ARMY
(PROCUREMENT)
DEPUTY ASSISTANT SECRETARY OF THE NAVY
(PROCUREMENT)
DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE
(CONTRACTING)
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Reciprocity Memorandum of Understanding between the Federal Acquisition Certification in Contracting (Professional) and the Department of Defense Contracting Professional Certification

References: (a) "Federal Acquisition Certification in Contracting (FAC-C) Modernization," signed by the Deputy Administrator for Federal Procurement Policy, dated 19 January 2023
(b) "Restructuring of the Certification Program for the Contracting Functional Area," signed by the Principal Director, Defense Pricing and Contracting, dated 17 February 2021

The Department of Defense (DoD) and the Office of Federal Procurement Policy (OFPP) had a longtime objective to recognize parity between the Defense Acquisition Workforce Improvement Act (DAWIA) contracting certifications and the Federal Acquisition Certification in Contracting (FAC-C) (Professional). With the modernization and deployment of the respective contracting certifications, references (a) and (b), I am pleased to announce we have achieved the parity objective resulting in a new era of talent mobility for contracting professionals.

Earlier this year, as the DoD Functional Area Leader for the contracting community, I approved the Contracting Workforce Functional Integration Team's (CON FIT) recommendation to pursue a Reciprocity Memorandum of Understanding (MOU) between OFPP and my office Defense Pricing and Contracting (DPC), that would formalize the parity of DoD and civilian agency contracting certifications. The CON FIT is comprised of representatives and advisors from the Military Departments, Defense Agencies, Defense Acquisition University, Directors for Acquisition Career Management (DACMs)/Talent Management (DATM), Human Capital Initiatives, OFPP, and Federal Acquisition Institute (FAI).

The FAC-C (Professional) and the DoD Contracting Professional Certification are now aligned with a common set of certification standards that include education, training, certification exam, and experience. Both contracting certifications have a continuous learning requirement. With the alignment of the standards, the attached groundbreaking MOU was signed by OFPP and DPC on October 16, 2023, to formally recognize the parity and reciprocity between the FAC-C (Professional), and the DoD Contracting Professional Certification. The MOU may also be viewed on the DPC Workforce Development webpage at: <https://www.acq.osd.mil/asda/dpc/cp/policy/workforce-development.html>.

FAI adopted the DoD Contracting Competency Model, which is based on the American National Standards Institute (ANSI) accredited National Contract Management Association (NCMA) Contract Management Standard (CMS) (ANSI/NCMA ASD 1-2019). The CMS represents foundational competencies that all contracting professionals across Federal government and industry must develop to demonstrate initial readiness in the contracting profession, independent of an individual's organization or contracting mission area. The DoD and FAI certification training and the certification exam are based on the CMS and are the same for the entire Federal contracting workforce.

Based on the signed MOU, I approve all DoD Components and DACMs/DATM to immediately implement the MOU and accept FAC-C (Professional) certifications as equivalent to the DoD Contracting Professional Certification. This includes current DoD employees with legacy FAC-C certifications at levels 1-3 that may not have been transitioned to the FAC-C (Professional) certification.

Reciprocity between the two certifications facilitates a new era of talent mobility for the civilian and defense agency contracting workforce and provides maximum flexibility in hiring qualified contracting professionals for the Services and Fourth Estate Agencies. I express my appreciation to the CON FIT for their collaboration and professionalism in achieving the completion of the Reciprocity MOU.

My senior staff lead for workforce policy and the Executive Secretary for the CON FIT is Ms. Susan Pollack who may be contacted at osd.pentagon.ousd-a-s.mbx.asda-dp-c-contractpolicy@mail.mil.

Sincerely,

TENAGLIA
.JOHN.M.1
154945926

Digitally signed by
TENAGLIA.JOHN.
M.1154945926
Date: 2023.10.19
09:47:21 -04'00'

John M. Tenaglia
Principal Director,
Defense Pricing and Contracting

Attachment:
As stated.

cc:

President, Defense Acquisition University

Director, Human Capital Initiatives

Army Director, Acquisition Career Management

Navy Director, Acquisition Talent Management

Air Force Director, Acquisition Career Management

Fourth Estate Director, Acquisition Career Management



MEMORANDUM OF UNDERSTANDING
BETWEEN
OFFICE OF FEDERAL PROCUREMENT POLICY (OFPP)
AND
DEFENSE PRICING AND CONTRACTING (DPC)
FOR
RECIPROCITY BETWEEN FEDERAL ACQUISITION CERTIFICATION IN
CONTRACTING (FAC-C) (PROFESSIONAL) AND THE DEPARTMENT OF DEFENSE
CONTRACTING PROFESSIONAL CERTIFICATION

OFPP-DPC MOU No. 1

This is a Memorandum of Understanding (MOU) between the Office of Federal Procurement Policy (OFPP) and Defense Pricing and Contracting (DPC) within the Office of the Under Secretary of Defense for Acquisition and Sustainment. When referred to collectively, OFPP and DPC are identified as the "Parties."

I. PURPOSE

The purpose of this MOU is for OFPP and DPC to recognize parity and reciprocity between the Federal Acquisition Certification in Contracting (FAC-C) (Professional), and the Department of Defense (DoD) Contracting Professional Certification. Reciprocity between the two certifications facilitates talent mobility of the contracting workforce between non-DoD Federal agencies and DoD. The DoD Contracting Professional Certification is in reference to meeting the Defense Acquisition Workforce Improvement Act (DAWIA) certification requirements.

II. REFERENCES

a. Non-DoD Federal civilian agencies

- 41 U.S.C. §1101 et. seq.
- "Federal Acquisition Certification in Contracting (FAC-C) Modernization," signed by the Deputy Administrator for Federal Procurement Policy, dated 19 January 2023:
<https://www.whitehouse.gov/wp-content/uploads/2023/01/FAC-C-Modernization-Memorandum-19-Jan-2023.pdf>

b. DoD

- 10 U.S.C. Chapter 87
- DoD Instruction 5000.66, "Defense Acquisition Workforce Education, Training, Experience, and Career Development Program"
- "Restructuring of the Certification Program for the Contracting Functional Area," signed by the Principal Director, Defense Pricing and Contracting, dated 17 February 2021:
<https://www.acg.osd.mil/dpap/policy/policyvault/USA000182-21-DPC.pdf>

III. RECIPROCITY UNDERSTANDING OF THE PARTIES

a. The parties mutually agree that reciprocity exists between the DoD Contracting Professional Certification and the OFPP's FAC-C (Professional) certification.

b. Effective 1 February 2023, OFPP adopted the DoD Contracting Professional Certification standards as stated in the Defense Acquisition University (DAU) iCatalog to include future changes.

(1) For the OFPP's FAC-C (Professional) certification, OFPP will only accept training completed via DAU or via a DAU approved equivalent provider delivering the approved DAU equivalent course as supported by the DAU equivalent providers' issuance of an equivalency certificate to the student.

(2) The OFPP will utilize the DoD Contracting Certification Exam, without alteration, to meet the assessment requirements for the FAC-C (Professional) certification maintaining the passing standard established by DPC.

IV. REVIEW AND UPDATE

The parties will consult together on an annual basis to consider whether this MOU remains beneficial to both parties, and to consider any modifications or updates that should be made to maximize the effectiveness of the parties' cooperative partnership.

V. VOLUNTARY CHARACTER OF RELATIONSHIP

Each party acknowledges that its participation in this strategic cooperative arrangement is voluntary and imposes no obligation to expend money or other resources beyond the administrative actions outlined in this MOU. Each party furthermore agrees to bear its own cost of participation in this MOU; all costs incurred under this MOU are gratuitously rendered and will not result in a charge or obligation to the other party.


VI. TERMINATION

Each party agrees that this strategic cooperative arrangement may be terminated by either party at any time by providing written notice to the other party.

IN WITNESS WHEREOF, each party has caused this MOU to be executed by its duly authorized representative on the date indicated below.

SIGNATURES:

For the OFPP:



Christine Hasada
Senior Advisor, Performing, by Delegation, the Duties of the
Administrator for Federal Procurement Policy
Office of Management and Budget
Executive Office of the President

10/16/2023

Date

For the DPC



Jo Tenaglia
Principal Director

16 Oct 2023

Date