

**Reciprocity between the DoD Contracting Professional Certification and Federal Acquisition Certification in Contracting (FAC-C) (Professional)
Frequently Asked Questions (FAQs)**

As of February 2024

1. Purpose - Why did the Office of Federal Procurement Policy (OFPP) and Defense Pricing and Contracting form a Memorandum of Understanding (MOU), Subject: Reciprocity between the Federal Acquisition Certification in Contracting (FAC-C) (Professional) and the Department of Defense Acquisition Workforce Improvement Act (DAWIA) Contracting Professional Certification?

The Office of Federal Procurement Policy (OFPP) modernized its civilian agency contracting certification program, effective February 1, 2023, to align with DoD's contracting certification program. The new [Federal Acquisition Certification in Contracting \(FAC-C\) \(Professional\)](#) updated the certification program to a single-level certification that included a new curriculum, an updated competency model, and a professional certification exam. As a result of this alignment, OFPP, on behalf of all civilian agencies, and the DoD signed a MOU establishing parity between civilian and defense agency contracting professional certifications. This means that a certified contracting professional at a civilian Federal agency will be considered equally certified for a similar defense service or agency contracting position.

By aligning civilian and DoD contracting certification requirements, parity is achieved across a common set of certification standards (education, training, exam, and experience) throughout the Federal contracting workforce. Parity breaks down longstanding barriers to reciprocity, fosters consistency in certification standards and hiring, and promotes talent mobility between civilian agencies and the DoD. Reciprocity also supports the DAWIA certification modernization tenet to provide tailored training to achieve individual job performance, career goals, and to align with an organization's mission.

2. Reciprocity - Is the FAC-C (Professional) equivalent to the Defense Acquisition Workforce Improvement Act (DAWIA) Contracting Professional Certification?

Yes. The MOU between OFPP and DPC in the Office of the Under Secretary of Defense for Acquisition and Sustainment recognizes parity and reciprocity between the FAC-C (Professional) and DAWIA Contracting Professional Certification. By signing the MOU, Mr. John M. Tenaglia, Principal Director, Defense Pricing and Contracting, approved all DoD Components and Directors Acquisition Career Management/Director Acquisition Talent Management (DACMs/DATM) to implement the MOU and accept all 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 transitioned to the FAC-C (Professional) certification. Employees should contact their DoD Component career managers or other applicable POC(s) for additional guidance.

3. Continuous Learning Points (CLP) - Will the DoD increase its mandatory continuous learning (CL) requirement for members of its acquisition workforce (AWF) from 80 to 100 hours every two-years to match OFPP's requirement?

No. Starting in May 2024, OFPP and DoD will have different requirements regarding the number of required continuous learning points (CLPs). Nevertheless, OFPP and DoD will still maintain reciprocity of their respective contracting professional certifications. Although OFPP increased its CLP requirement from 80 to 100 CLPs during each 2-year common period, beginning with the next 2-year common period in May 2024, the requirement for DoD acquisition workforce members remains unchanged. That is, DoD acquisition workforce members must complete at least 80 hours of CL every 2 years (with a goal of engaging in 40 hours annually), commencing from the time the member enters an AWF position throughout continuous tenure in the AWF.

4. Incomplete Legacy FAC-C - What occurs if an employee transfers to the DoD prior to obtaining the legacy FAC-C?

Federal employees that transfer to the DoD and did not at least obtain the legacy FAC-C Level 1 prior to their departure, must complete all requirements to obtain the DoD DAWIA Contracting Professional Certification. Federal employees were required to complete all training, meet the education and experience requirements, and apply for the legacy FAC-C by September 30, 2023, with certification granted no later than October 31, 2023. Contracting professionals seeking DAWIA Contracting Professional Certification who did not receive the FAC-C (Professional) Certification must now comply with the DAWIA Contracting Professional Certification requirements. Employees should contact their DoD Component career managers or other applicable POC(s) for additional guidance.

5. Parity, Reciprocity, & Equivalency – What's the difference between parity, reciprocity, and equivalency?

These three terms have similar meanings and are used nearly interchangeably throughout this document and in the documents identified below. The use of one of these terms rather than another is not intended to highlight any noteworthy nuance.

6. Where can I locate additional information related to reciprocity and the FAC-C Modernization effort?

- [ASD\(A\) - DPC - Contract Policy \(osd.mil\)](https://www.osd.mil/dpc/)
- [DoD and FAI Contracting Certification Reciprocity Achieved !!!! | www.dau.edu](http://www.dau.edu)
- <https://www.whitehouse.gov/wp-content/uploads/2023/01/FAC-C-Modernization-Memorandum-19-Jan-2023.pdf>
- [Frequently Asked Questions \(FAQs\) | FAI.GOV](https://www.fai.gov)
- <https://www.acq.osd.mil/dpap/policy/policyvault/USA000182-21-DPC.pdf>

7. If I'm a current DoD employee with a FAC-C Level 1 Certification working towards my DoD Contracting Professional Certification, will I be able to get reciprocity?

Current DoD employees who hold a FAC-C Level 1 legacy certification will be able to request reciprocity. Employees should contact their DoD Component careers manager or other applicable POC(s) for additional guidance.