

To be or not to be a certified Business Analyst?

Certification programs for Business Analysts

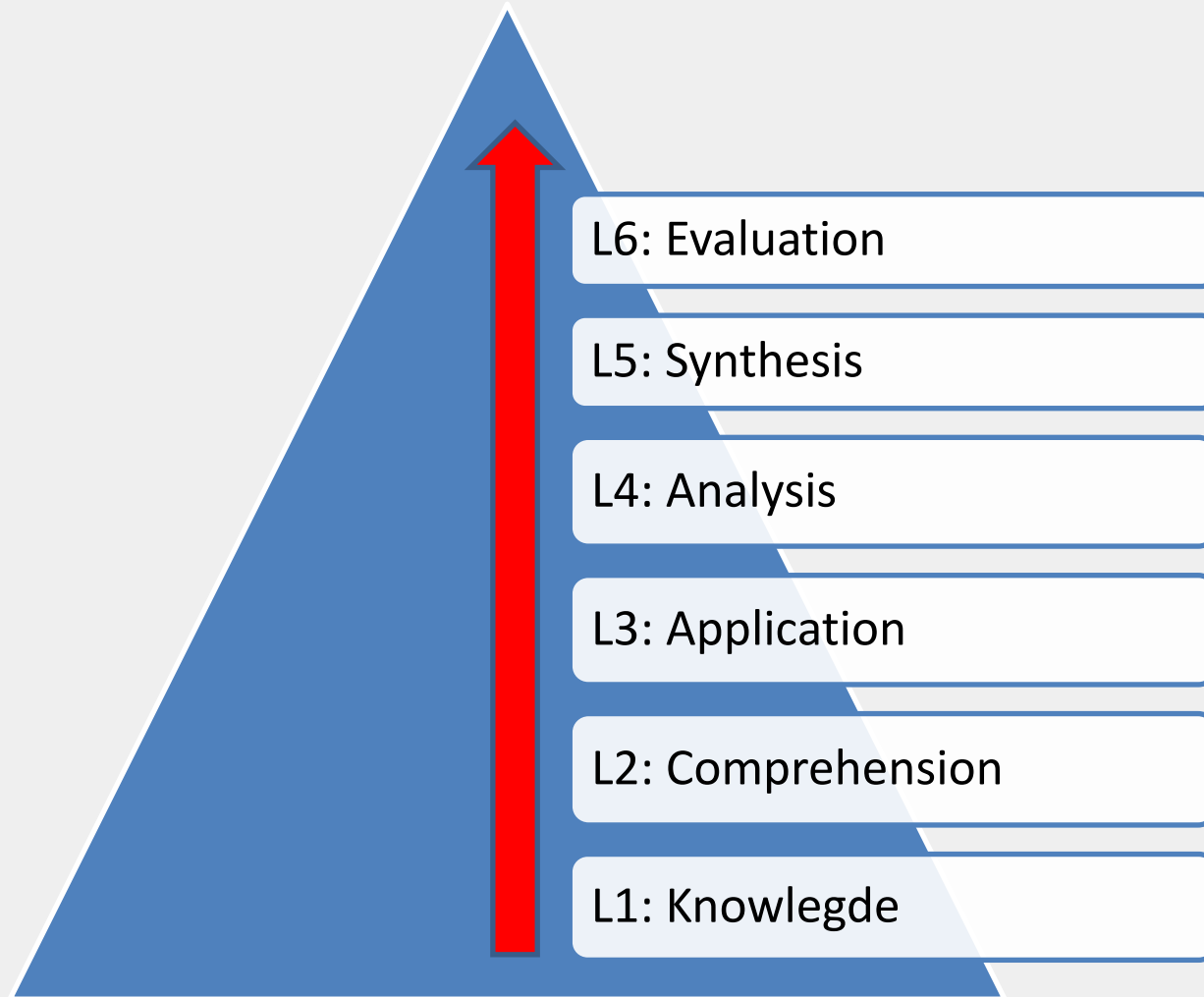
Katarzyna Kot

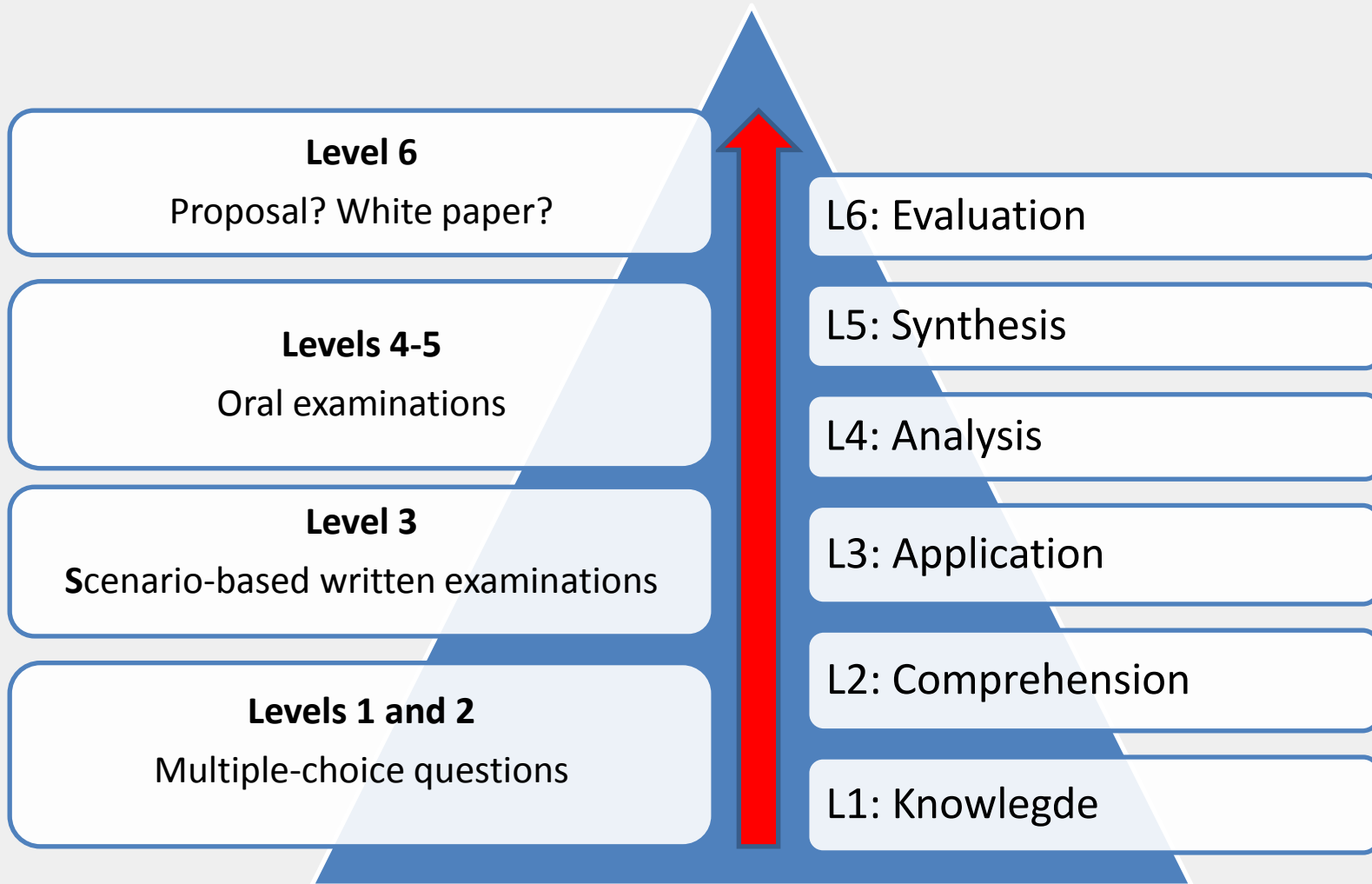
- Business analist, coach en trainer bij Devoteam
- 10 jaar ervaring bij industrie klanten
- Bestuurslid van de Nederlandse chapter van IIBA



- Competence in the principles and practices of business analysis
- Recognition of professional competence by professional peers and management.
- Advanced career potential due to recognition as a professional business analysis practitioner.
- Personal satisfaction of accomplishing a milestone in their BA careers.

Levels of assessment





- **IIBA**

International Institute of Business Analysis

- **BCS**

British Computer Society

- **IREB**

International Requirement Engineering Board

- International Institute of Business Analysis (IIBA) has been established in 2006 in Canada.
- Community for Business Analysts set up in order to professionalize the Business Analysis and to provide a platform for BA's to grow in their profession.
- Published the Business Analysis Body of Knowledge (BABoK) - the framework for Business Analysis established by leaders in the field of BA.

IIBA provides two certificates for Business Analysts:

- Certified Business Analysis Professional (introduced in 2006) and
- Certification in Competency in Business Analysis (introduced in 2011)

IIBA goes for exclusivity of the CBAP certification with high application requirements and a difficult exam.

The CCBA is for those with less BA experience who want to put first steps towards the CBAP certification.

CBAP

- Minimum 7500 hours of BA work experience aligned with the BABOK® Guide in the last 10 years
- Minimum 900 hours in 4 of the 6 knowledge areas
- Minimum 21 hours of Professional Development in the past four years
- Two references from a career manager, client or CBAP® recipient
- Signed Code of Conduct

CCBA

- Minimum 3750 hours of BA work experience aligned with the *BABOK® Guide* in the last 7 years
- Minimum 900 hours in 2 of the 6 knowledge areas, or 500 hours in four of the six knowledge areas
- Minimum 21 hours of Professional Development in the past four years
- Two references from a career manager, client or CBAP® recipient
- Signed Code of Conduct

- 3,5 hour closed book exam with 150 multiple choice questions with four possible answers
- Computer-based exam via Prometric
- Pass mark not released, assumption 70%
- Syllabus and sample paper not available
- Target assessment level: L1 – L5 (?)
- Certificate valid 3 years, **recertification necessary**

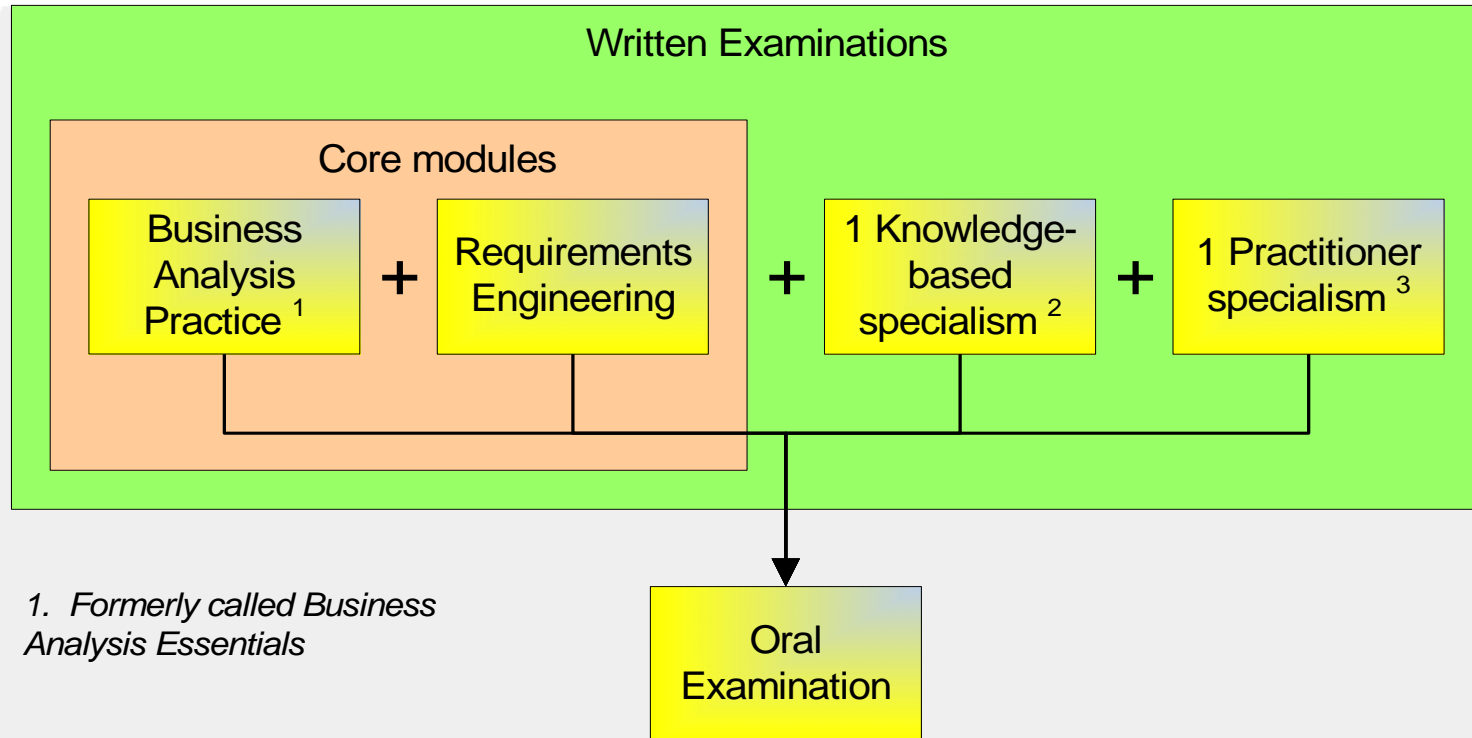
TABLE 1.1 Exam Knowledge Area and Question Breakdown

Knowledge Area	CBAP® Exam % of Questions	CCBA™ Exam % of Questions
Business Analysis Planning and Monitoring	19.33 %	20%
Elicitation	14%	13.33%
Requirements Management and Communication	16%	16%
Enterprise Analysis	15.33%	15.33%
Requirements Analysis	15.33%	19.33%
Solution Assessment and Validation	16%	16%

- Good initiative
- Valuable addition to a CV for experienced professionals
- Many on-line preparation packs to buy
- Slowly starts to appear as a nice to have requirement in some vacancies

- Certification is not yet sufficiently recognized by employers in the Netherlands
- Tough entry requirements for CBAP make it very exclusive
- Exam is entirely based on BABoK
- Pass criteria, course syllabus and sample exams unknown
- Self-study or joining a study group is required

- British Computer Society (BCS) a chartered institute for IT professionals.
- Established in 1957.
- Long tradition and good name, a cradle of many standards like Prince2 or ISTQB.
- A communication platform for IT professionals.
- Offers a complete certification path for business analysts.



1. Formerly called Business Analysis Essentials

2. Knowledge-based specialisms:

- Commercial Awareness
- Foundation in Business Analysis
- Foundation in IT-Enabled Business Change
- Foundation in Project Management

3. Practitioner specialisms:

- Modelling Business Processes
- Benefits Management and Business Acceptance
- Systems Development Essentials
- Systems Modelling Techniques

Exam for knowlegde-based specialisms:

- For foundation exams: 60 min closed book multiple choice exam with 40 questions
- 15 min extra for non-English speakers
- Class room or computer-based via Pearson Vue
- Syllabus and sample exams available through BCS
- 65% pass mark
- Target assessment levels: L1, L2, ~L3
- Over 90% of delegates pass the exam

Exam for practitioner specialisms:

- 60 min open book, scenario based exam
- 15 min extra for non-English speakers
- Class room exam
- 50% pass mark
- Target assessment level: L3
- 80% of delegates pass the exam

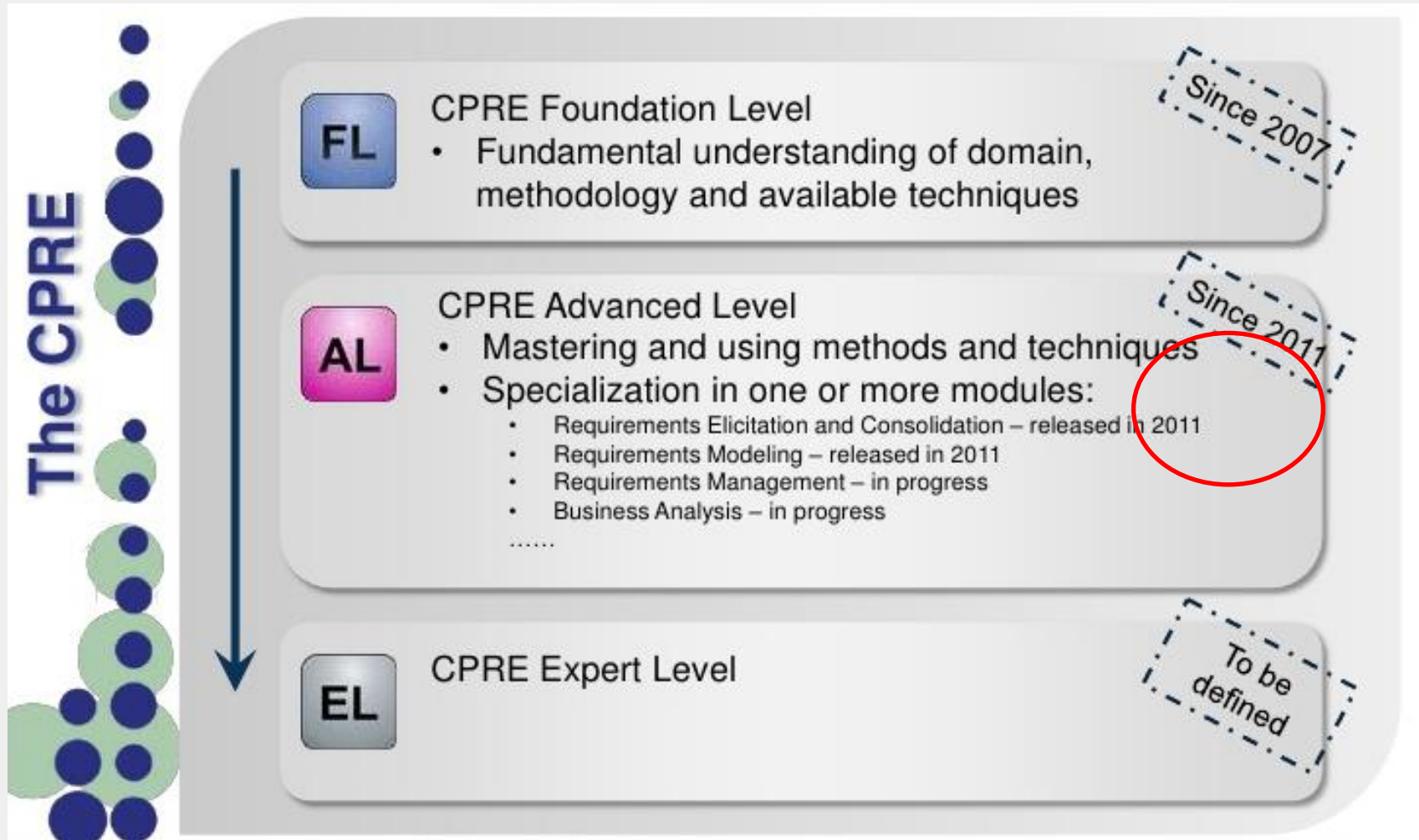
Oral exam:

- 50 minutes interview with 2 independent BCS examiners
- Target assessment levels: L4 and L5

- Gradual growth path for BA
- Mature certification programme
- Clear structure and rules
- Syllabus and sample exams available on-line
- No expiry date for certificates
- Well established name in UK, equal to the post graduate level
- Slowly starts to appear as a nice to have requirement in some vacant positions

- Certification is not yet sufficiently recognized by employers in the Netherlands.

- International Requirements Engineering Board is set up in 2006 in Germany.
- Established by Chris Rupp and Klaus Pohl with some support from the thoughts leaders from Germany and England.
- Certification name: Certified Professional for Requirements Engineering
- Three levels of certification: Foundation, Advanced, Expert



- 75 min closed book multiple choice exam with 45 questions
- Class room or computer-based exam via Pearson Vue
- Syllabus and sample exams available through IREB
- Pass mark 60%
- Target assessment level: L1 and L2
- 80% of delegates pass the exam
- No expiry date for obtained certificates

- Advanced Certification consists of two exams:
 - Part 1: Written Examination (multiple choice exam) on
 - Requirements Elicitation and Consolidation
 - Requirements Modeling

Target assessment level: L1 and L2

- Part 2: Written Assignment

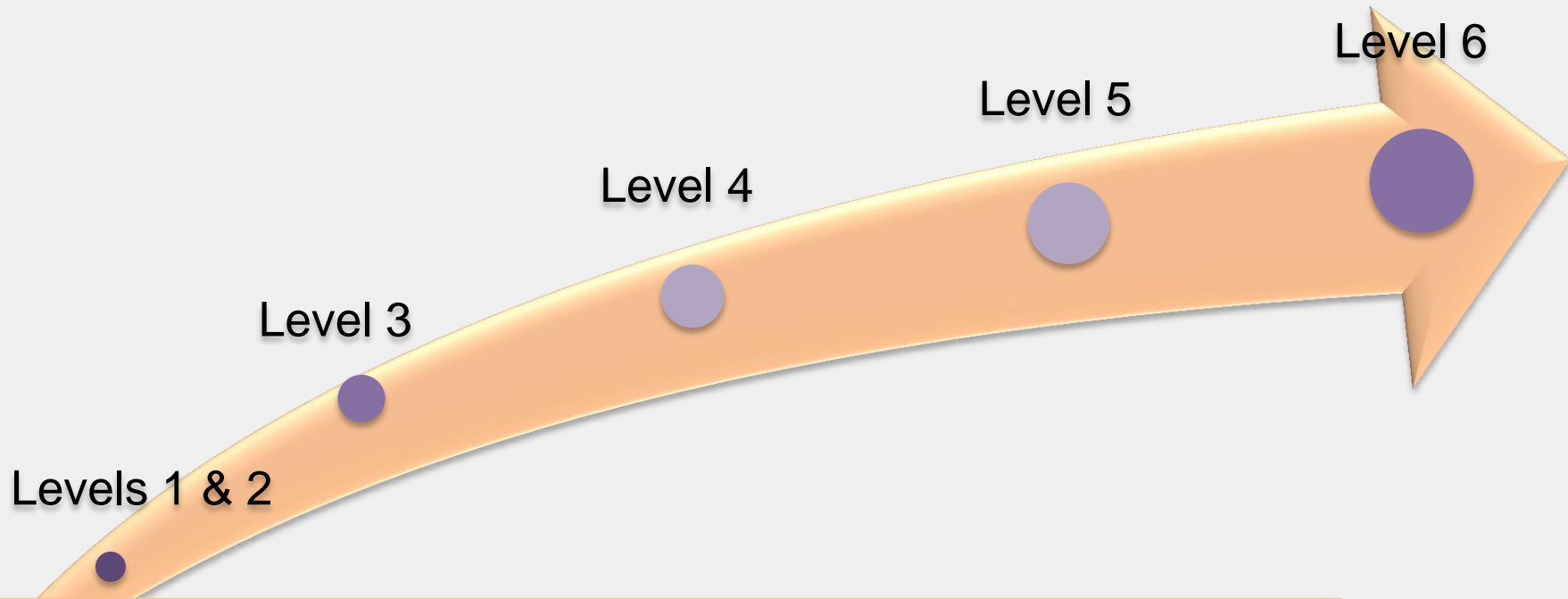
Target assessment level: L3

- Foundation level has an established position in the Netherlands.
- The Advanced Level syllabus released May, 2012!
- No expiry date for certificates
- Slowly starts to appear as a nice to have requirement in some vacant positions

- After the release of Foundation level certification (2007), other certifications have been made available after quite some time.
- Strong focus on Requirements Engineering (instead of Business Analysis)

- BCS recognizes the IIBA CBAP certificate
IIBA CBAP holders are exempt from Requirements Engineering and the knowledge based module in the certification path towards the BCS Diploma in Business Analysis
- BCS and IREB signed a Memorandum of Understanding on requirements engineering courses (April 2013)

Levels and certifications



BCS Foundation

BCS Practitioner

BCS Diploma

BCS Consultancy Practice

IREB Foundation

IREB Advanced

CCBA/CBAP

“Knowledge has to be improved, challenged, and increased constantly, or it vanishes.”

(Peter Drucker)

- Choose a certification which fits **your** career path.
- There is no “one-fits-all” certificate.
- Just do it.

Thank you!