To be or not to be a certified Business Analyst?

Certification programs for Business Analysts

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

• 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

L6: Evaluation
L5: Synthesis
L4: Analysis
L3: Application
L2: Comprehension
L1: Knowledge
Types of assessment

- **Level 6**
  Proposal? White paper?
  - L6: Evaluation

- **Levels 4-5**
  Oral examinations
  - L5: Synthesis
  - L4: Analysis

- **Level 3**
  Scenario-based written examinations
  - L3: Application

- **Levels 1 and 2**
  Multiple-choice questions
  - L2: Comprehension
  - L1: Knowledge
Professional Certification providers

• 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.
CBAP / CCBA

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/CCBA requirements

**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
Exams

• 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

<table>
<thead>
<tr>
<th>Knowledge Area</th>
<th>CBAP® Exam % of Questions</th>
<th>CCBA™ Exam % of Questions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Analysis Planning and Monitoring</td>
<td>19.33 %</td>
<td>20%</td>
</tr>
<tr>
<td>Elicitation</td>
<td>14%</td>
<td>13.33%</td>
</tr>
<tr>
<td>Requirements Management and Communication</td>
<td>16%</td>
<td>16%</td>
</tr>
<tr>
<td>Enterprise Analysis</td>
<td>15.33%</td>
<td>15.33%</td>
</tr>
<tr>
<td>Requirements Analysis</td>
<td>15.33%</td>
<td>19.33%</td>
</tr>
<tr>
<td>Solution Assessment and Validation</td>
<td>16%</td>
<td>16%</td>
</tr>
</tbody>
</table>
Pro’s and Con’s

• 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

• 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.
BCS Diploma in Business Analysis

Written Examinations

Core modules

- Business Analysis Practice ¹
- Requirements Engineering

1 Knowledge-based specialisms

1. Formerly called Business Analysis Essentials

Oral Examination

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 knowledge-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
Pro’s and Con’s

• 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
Levels in CPRE

CPRE Foundation Level
- Fundamental understanding of domain, methodology and available techniques

CPRE Advanced Level
- Mastering and using methods and techniques
- Specialization in one or more modules:
  - Requirements Elicitation and Consolidation – released in 2011
  - Requirements Modeling – released in 2011
  - Requirements Management – in progress
  - Business Analysis – in progress

CPRE Expert Level

Since 2007

Since 2011

To be defined
IREB exam (Foundation & Advanced)

• 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
CPRE Advanced Level

• 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
Pro’s and Con’s

• 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)
Relations between certificates

• 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

- **Level 6**
  - BCS Diploma
  - BCS Consultancy Practice

- **Level 5**
  - IREB Foundation
  - IREB Advanced

- **Level 4**
  - BCS Foundation
  - BCS Practitioner

- **Level 3**

- **Levels 1 & 2**

- **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!