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# US Navy Department of Defense Financial Management Certification

How Management Concepts Keeps 10,000 Navy Financial  
Managers DoD-FM Compliant

## THE CHALLENGE

The FY 2012 National Defense Authorization Act (NDAA) authorized the Department of Defense (DoD) Financial Management (FM) Certification Program. This program supports professional development of the FM workforce and provides the framework for a standard body of knowledge across the DoD FM community. Together, the Assistant Secretary of the Navy (ASN), Financial Management and Comptroller (FM&C), Deputy Assistant Secretary of the Navy Financial Systems and Policy Directorate (DASN) (FMP), and Human Capital Strategy Office (FMP-3) have responsibility for the nearly 10,000-person Navy FM workforce for whom the DoD FM Certification is a condition for employment. The success of this training depends on more than just providing the highest quality classroom instruction available. It also requires support services to ensure that the development programs are effective and efficiently administered.

## THE PROCESS

To ensure that all 180+ courses are fully aligned to the DoD FM Certification, we first submit forms to OUSD(C), then maintain alignment for all active courses, and coordinate with the Navy Program team to schedule and deliver the courses at multiple locations. Our team then coordinates with local points-of-contact regarding logistical details for the class delivery, such as the student roster, shipping address, and security requirements. We then schedule instructors, coordinate their travel, print and ship course materials, collect post course evaluations, and submit contract deliverables.

## THE SOLUTION

In 2014, when the ASN FM&C FMP-3 first approached us for the training, we accepted the momentous challenge of delivering 80 courses within 3 months. Since then, we have perfected our approach and collaborated with FMP-3 to ensure we have an efficient administrative process. We deliver multiple concurrent classroom sessions which requires a sizable pool of highly qualified instructors, a dedicated program management team, as well as effective scheduling procedures and class delivery methodologies. Services for classes held outside the Continental United States and overseas include instructors' international travel, course material shipping, and essential deliveries.

## THE RESULTS

FMP-3 of the Navy has come to depend on our proven course delivery process maintained and carried out by our experienced client engagement managers who ensure that our training is both consistent and reliable across the enterprise. Since 2014, we have successfully delivered an average of 325 classes per year to the Navy FM community and managed the administration of each training event. These classes take place in over 120 worldwide locations.

### KEY FACTS:

#### Program Goals

- Provide Navy FM Workforce with DoD FM Certification

#### Size of Target Audience

- 10,000-person Navy FM Workforce

#### Key Outcomes

- Deliver an average of 325 classes per year across 120 locations worldwide

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Since 1973 Management Concepts has designed and delivered scalable, customized, and targeted training solutions for the Federal government. From individual course delivery to comprehensive organizational plans, our singular focus is identifying and addressing workforce skills gaps.