

FBPTA Update

Core Competencies and Recommended Curriculum Federal Buildings Personnel Training Act

Facilities Management Institute

Contents

Introduction – FBPTA Annual Update.....	2
Additional Performances	2
Updates to Qualifications in the Recommended Curriculum	3
Qualification review process	3
Training resource reviews and results	3
Implementation actions with federal agencies	5
Upcoming program priorities	5
Public comment.....	6
Conclusion	6

Introduction – FBPTA Annual Update

The following is the annual update to the Core Competencies and Recommended Curriculum of the Federal Buildings Personnel Training Act (FBPTA). This year’s update included the addition of several competencies and the addition of qualifications reviewed by FMI to expand on the number and breadth of coverage of training. In 2021 FMI reviewed and updated the FMI website to improve functionality and access to key documents.

Additional Performances

In 2021, FMI added 14 new performances in the competency areas of Management of Facilities O&M, Performance of Facilities O&M, Sustainability, and Safety. FMI added several performances related to cleaning, including healthy cleaning and chemistry of cleaning, asset management, including reliability centered maintenance, and the addition of operations focused safety performances. In addition, given an increase in the need for facilities personnel to understand the role resilience and climate change risk plays in facility management, FMI added a new core competency for resilience and two performances on resilient energy and water systems and resilience planning related to climate change risks. FMI also added a performance on grid-interactive efficient building (GEB) principles and updated a sustainability performance to include decarbonization of buildings and circular economy concepts.

Many of these newly added performances are supported by content within the Sustainable Facilities Tool (SFTool) and critical development activities were created to allow participants to easily access resources and learn more in these areas.

Along with those added performances, the FBPTA program has been focused on cybersecurity within facilities. There is a high level of interest from the President and federal agencies on improving our nation’s cybersecurity. In 2018, FMI added cybersecurity competencies to the competency model. In 2020, FMI identified one of the cybersecurity competencies as a high priority competency. This year, we identified 4 additional cybersecurity performances as a high priority for facilities personnel. These four were chosen by working with industry and federal stakeholders, including some who were part of the original cybersecurity working group that developed the performances. FMI will continue to engage with training providers to align training that meets these needs. Next year, FMI will work to add questions to the Federal Facilities Skills Assessment Tool (FEDSAT) for each of the new high priority performances. FEDSAT is a no-cost, online skills assessment tool for FBPTA effected personnel to demonstrate knowledge of recognized high priority FBPTA “performances,” defined as typical job functions for facilities personnel.

FMI also made some administrative changes to the competency model to improve the organization of performances.

Updates to Qualifications in the Recommended Curriculum

The update to the recommended curriculum includes new qualifications (courses, certificates and certifications) reviewed by FMI over the 2021 calendar year. Each column shows an individual qualification. As in past years, green check marks indicate the qualification addresses the performance in that row. There are several worksheets in the curriculum. The first includes all the advanced credentials. The others show individual course offerings from various providers. The process FMI used to review qualifications is described below. Additional information about individual qualifications and FMI’s reviews are available on the scoring sheets posted at sftool.gov at [this link](#).

Qualification review process

In early 2014, FMI launched a process to review qualifications and courses for alignment with the FBPTA core competencies. First, the training provider prepares a [Submission Template](#) explaining the learning objectives and course materials that apply to each FBPTA performance. Facility Engineering Associates, a third-party contractor with expertise in facility management, energy management and building operations, reviews the submission and determines if the submission addresses each performance fully, partially or not at all. FEA and FMI work with the provider to understand and clarify the submission as needed. In the end, FMI and the provider together agree to a final scoring showing the credit the qualification should receive. The scoring sheets for the qualification are then published on sftool.gov for public comment. The scoring is adjusted based on the comments if necessary. Qualifications added to the curriculum through this process are considered “FBPTA-Aligned” and address the performances indicated on the recommended curriculum.

Training resource reviews and results

In 2021, FMI added 66 new training resources to the Recommended Curriculum and developed critical development activities (CDA) for 5 performances. In addition, 50 conference sessions from the Energy Exchange training event in August 2021 were aligned to the Recommended Curriculum. This brings the total FBPTA-Aligned training resources to 561.

The new training resources can be found in the recommended curriculum spreadsheet on the tabs highlighted in green and can be identified by the green title block in row 3. The table below show the # of training aligned this year by provider.

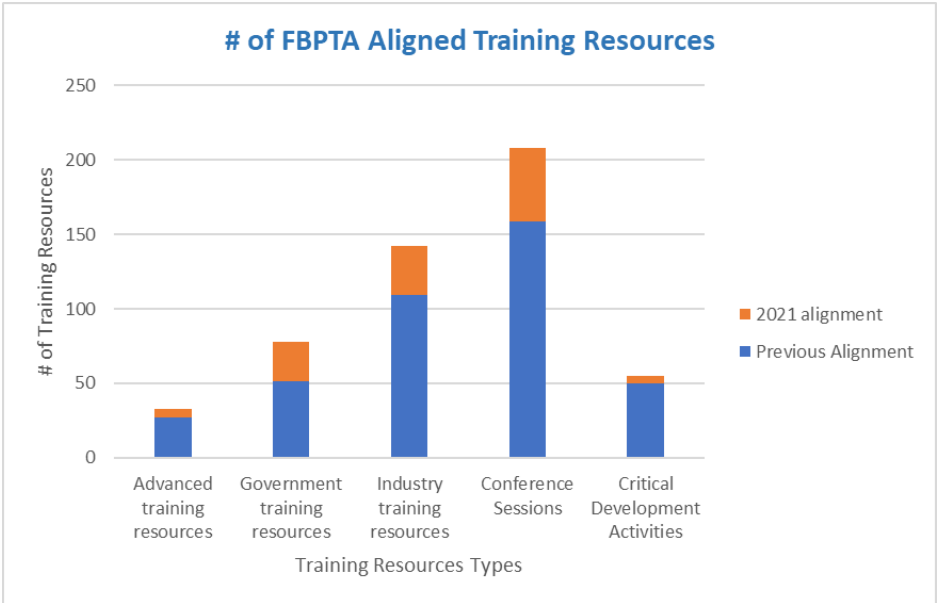
Provider	# Certification/Certificate
BOC	1
Korn Ferry	5

Provider	# of Training Resources
BOC	3
DOS FSI	4
IFMA	1
Korn Ferry	26
FEMP	22
General Service Administration PBS	1
Northwest Energy Efficiency Council (NEEC)	3
Additional Resources	
Energy Exchange training event (Aug 2021)	50 training sessions
FMI	5 Critical Development Activities

Table 1 – 2021 FBPTA Aligned training resources

The figure below is a graphic representation of the 2021 alignment effort.

Figure 1 – Number of FBPTA Aligned Training Resources



Implementation actions with federal agencies

FMI continued to work with several agencies to further their FBPTA implementation in 2021. A methodical process was followed with each agency that allowed them to determine appropriate personnel, set up job-specific competency requirements (position profiles), develop individual professional development plans, and establish a process for long-term agency FBPTA compliance. The process included the following steps:

- Program development
- Gap Analysis
- Training Program

Each agency is working towards a training program that includes utilization of the GSA FBPTA tools to guide the professional development paths of the agency employees. Overall, FBPTA implementation leads to:

- Competency and Proficiency Assessment of Personnel
- Finding the Right Training to Meet Individual and Agency Needs
- Plan for Continual Monitoring and Reporting

As December 2021, AFM reached approximately 4,400 users, with the largest number of participants from the General Services Administration, Department of State, Social Security Administration, Department of Defense, and Office of Personnel Management.

Upcoming program priorities

Given the high priority with the administration, FMI will continue to work with agencies to help meet their cybersecurity workforce needs. This will include finding curriculum that aligns to the cybersecurity performances. FMI is collaborating with National Initiative for Cybersecurity Education (NICE) to coordinate our efforts on identifying cybersecurity competencies for personnel working in the operational technology field.

Additional priorities include:

- Increase engagement with energy management professionals
- Importance of meeting agency's unique competencies needs

Public comment

The FBPTA Annual Update is open for public comment; however, the update will not be edited and reissued after the comment period closes. Any comments received will be considered in the Annual Update. All individual qualifications each went through a public comment period after their initial review and prior to inclusion in the annual update.

Conclusion

GSA has continued to pursue engagement with federal agencies, training providers and private industry to maintain the FBPTA competency model and identify new relevant training resources.