



U.S. General Services Administration

Professional Development for Federal Buildings Personnel

Program Brief – April 28, 2015

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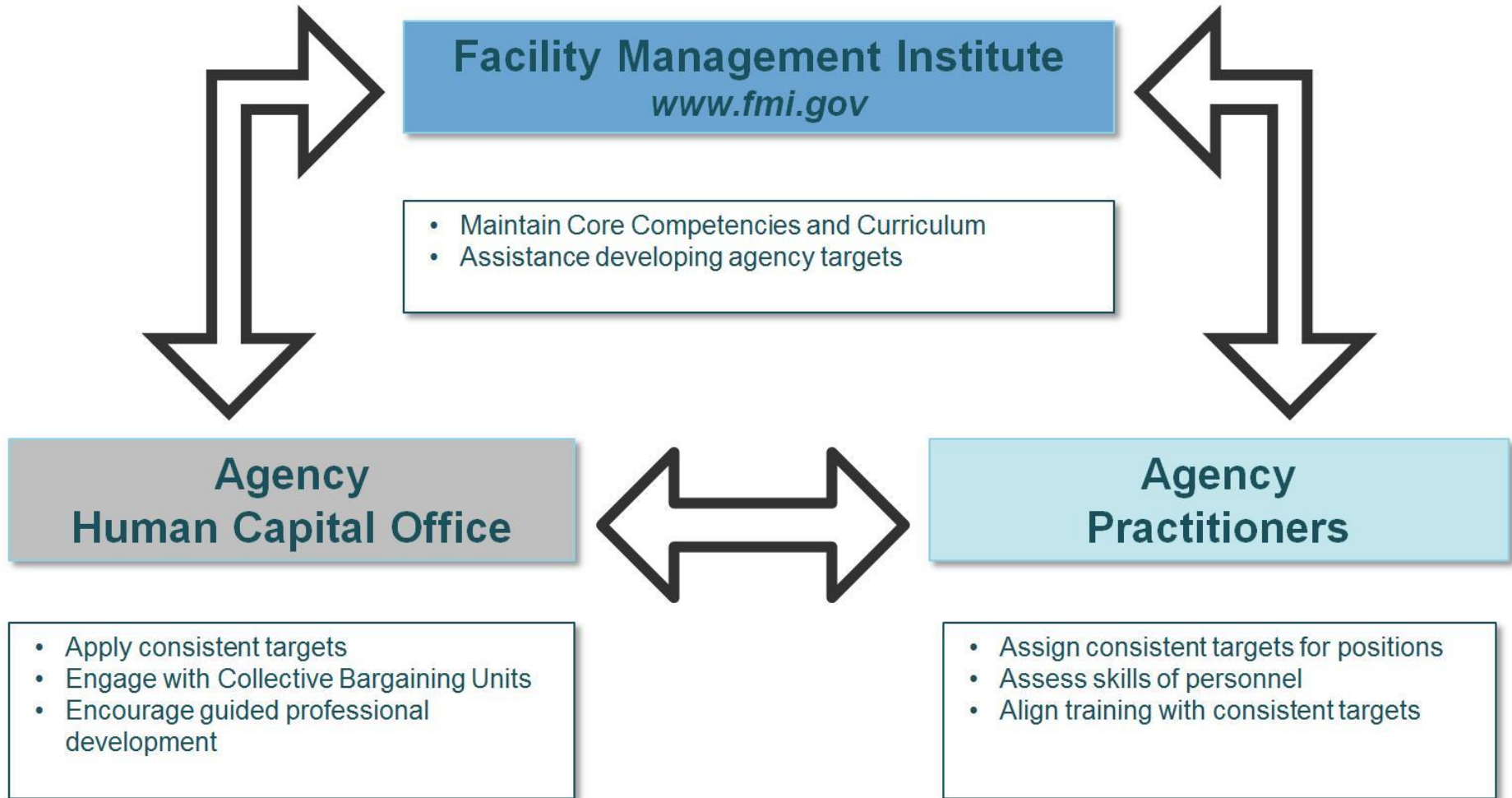


Requirements of the Act

- Core Competencies for Federal buildings Personnel
- Recommended Curriculum and Continuing Education
- Annual updates to Competencies and Curriculum
- Compliance by all Federal buildings personnel
- Method for contractor compliance

“...core competencies ...relating to building operations and maintenance, energy management, sustainability, water efficiency, safety (including electrical safety) and building performance measures.”

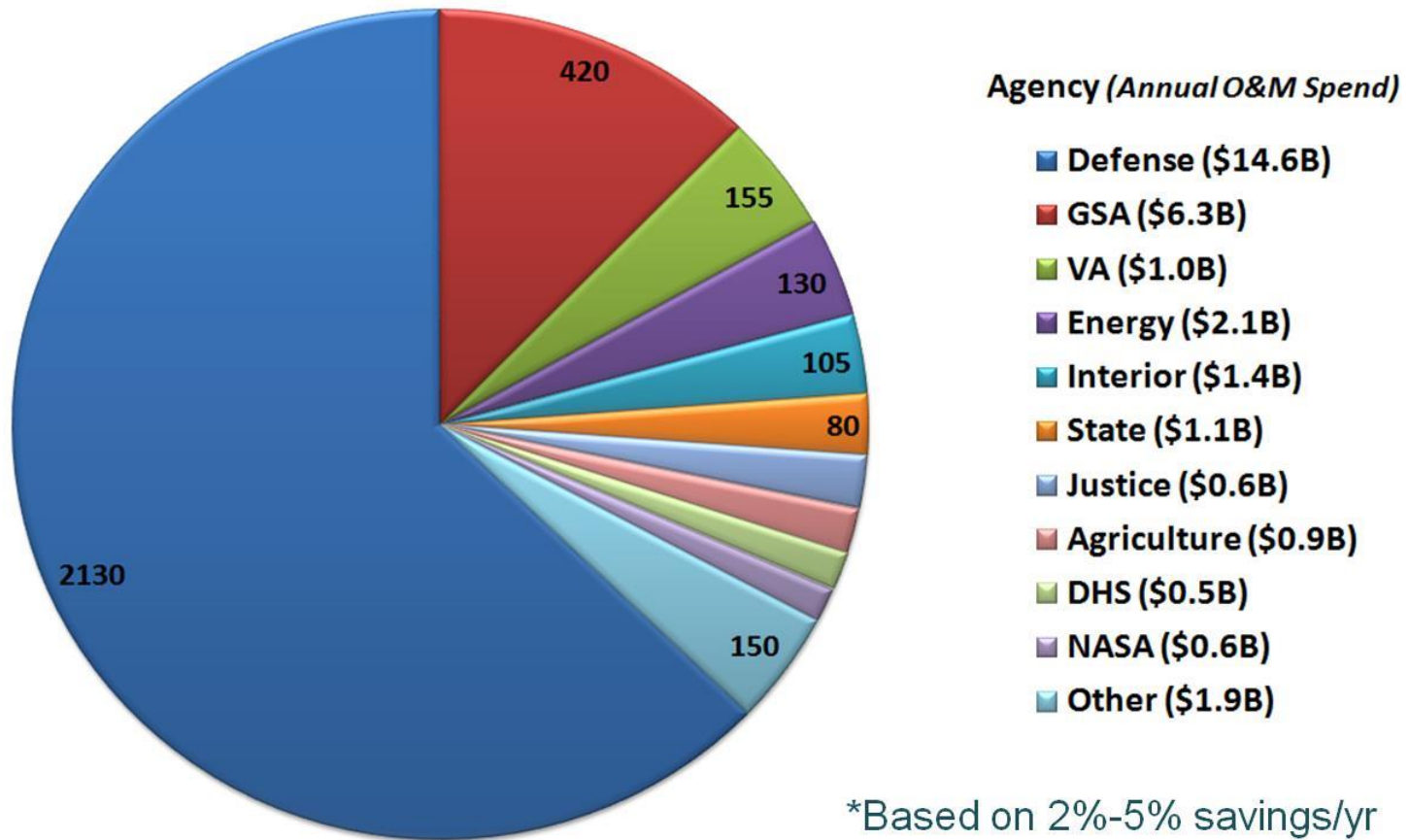
Who is involved in implementing?



Who is Impacted (by FRPP)?

Agency Share of Federal Footprint - Million SF

Federal Real Property Profile





Why? It Saves Money

\$2 Billion in potential operational savings
from an educated Federal FM Workforce



Source: General Services Administration (GSA) Estimates based on the Pacific Northwest National Laboratory Study "Assessing the Potential for a FEMP Operations and Maintenance (O&M) Program on Improving Energy Efficiency", 2002

The FBPTA Core Competencies

| FBPTA Competency Model | | | | | | | | | | | | | | |
|---|---------------------------|----|----|-----|------------------------------|----------------------|----|----|-----|---|-------------------------|----|----|-----|
| Comp Area | Core Competency (43) | FM | EM | Ops | Comp Area | Core Competency (43) | FM | EM | Ops | Comp Area | Core Competency (43) | FM | EM | Ops |
| 1. Management of Facilities O&M | | | | | 5. Safety | | | | | 10. Business, Budget and Contracting | | | | |
| | Building Systems | ■ | ■ | ■ | | Basic Requirements | ■ | ■ | ■ | | Total Cost of Ownership | ■ | ■ | ■ |
| | Building Interior | ■ | ■ | ■ | | Infrastructure | ■ | ■ | ■ | | Life Cycle Assessment | ■ | ■ | ■ |
| | Building Exterior | ■ | ■ | ■ | | Contractor Programs | ■ | ■ | ■ | | Contracting | ■ | ■ | ■ |
| | Other Facility Systems | ■ | ■ | ■ | | Occupant Interface | ■ | ■ | ■ | | Budget Formulation | ■ | ■ | ■ |
| 2. Performance of Facilities O&M | | | | | 6. Design | | | | | 11. Leadership and Innovation | | | | |
| | HVAC | ■ | ■ | ■ | | Planning | ■ | ■ | ■ | | Communication | ■ | ■ | ■ |
| | Electrical / Plumbing | ■ | ■ | ■ | | Infrastructure | ■ | ■ | ■ | | Personnel | ■ | ■ | ■ |
| | Life Safety | ■ | ■ | ■ | | Regulations and Reqs | ■ | ■ | ■ | | Innovation | ■ | ■ | ■ |
| | General Building | ■ | ■ | ■ | | Implementation | ■ | ■ | ■ | | Enterprise Knowledge | ■ | ■ | ■ |
| | Best Practices | ■ | ■ | ■ | 7. Sustainability | | | | | 12. Performance Measures | | | | |
| 3. Technology | | | | | 8. Water Efficiency | | | | | FBPTA | | | | |
| | Technology Solutions | ■ | ■ | ■ | | Regulations, Goals | ■ | ■ | ■ | | Acquiring Data | ■ | ■ | ■ |
| | Building Automation | ■ | ■ | ■ | | Water Audits | ■ | ■ | ■ | | Implementation | ■ | ■ | ■ |
| | Maint Management | ■ | ■ | ■ | 9. Project Management | | | | | ■ | | | | |
| 4. Energy Management | | | | | Initiate | | | | | ■ | | | | |
| | Demand Reduction | ■ | ■ | ■ | Execute | | | | | ■ | | | | |
| | Assess Initial Conditions | ■ | ■ | ■ | Closeout | | | | | ■ | | | | |
| | Commissioning | ■ | ■ | ■ | Training | | | | | ■ | | | | |
| | Coordinate with Utilities | ■ | ■ | ■ | | | | | | | | | | |
| | Planning, and Project Mgt | ■ | ■ | ■ | | | | | | | | | | |

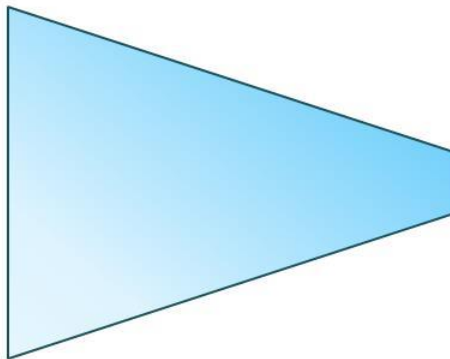
Legend

- Primary responsibility
- Needs general familiarity
- "Federally-Specific" content
- Red Text High-priority, cost / efficiency

Better Buildings Workforce Guidelines

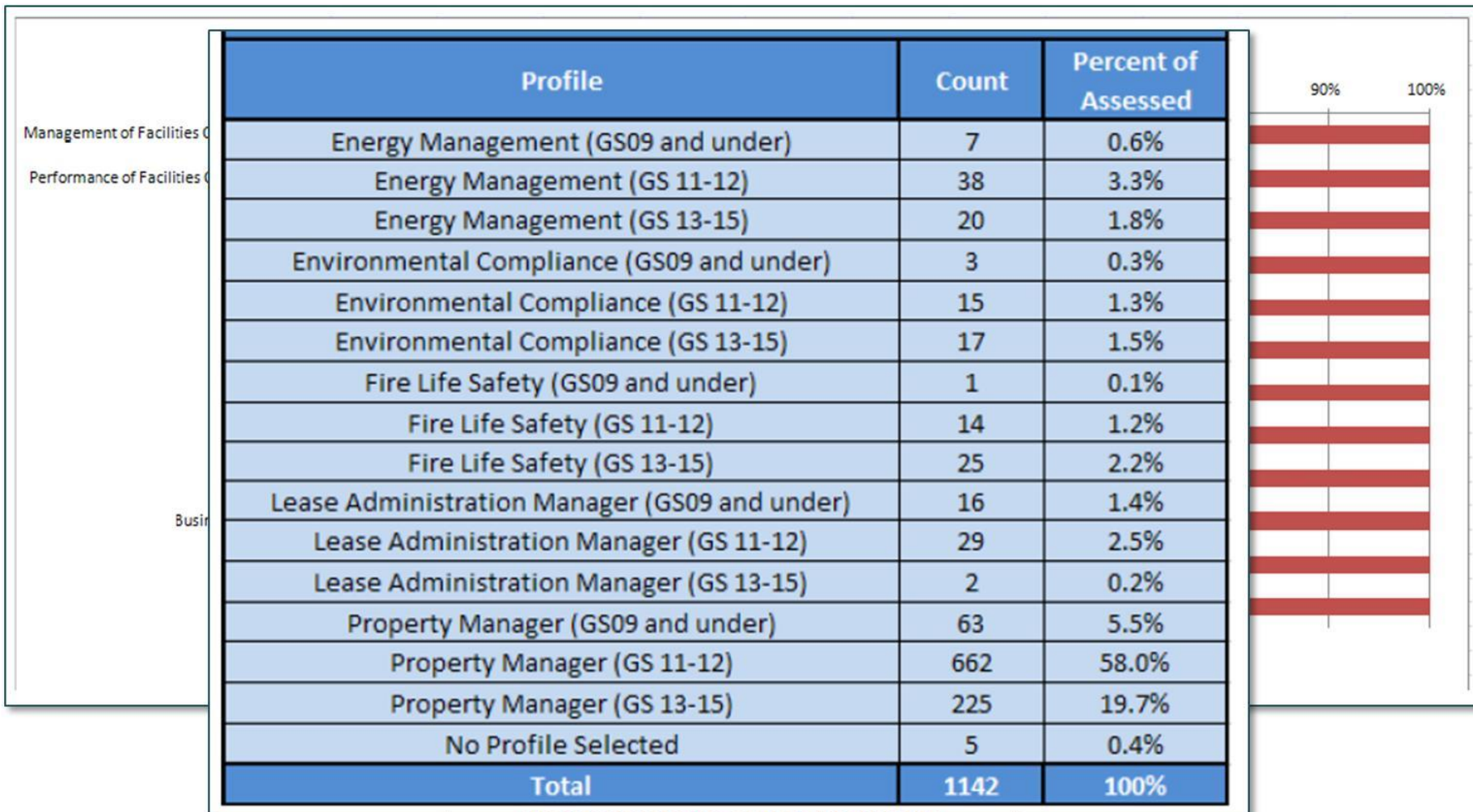
- SMEs built a Job Task Analysis for Federal Facility Manager
- NIBS crosswalked the JTA and FBPTA
- SMEs selected “high-priority” FBPTA Performances
- NIBS conducted a survey of 800+ feds to validate
- SMEs reviewed and interpreted feedback

12 Competency Areas
232 Performances



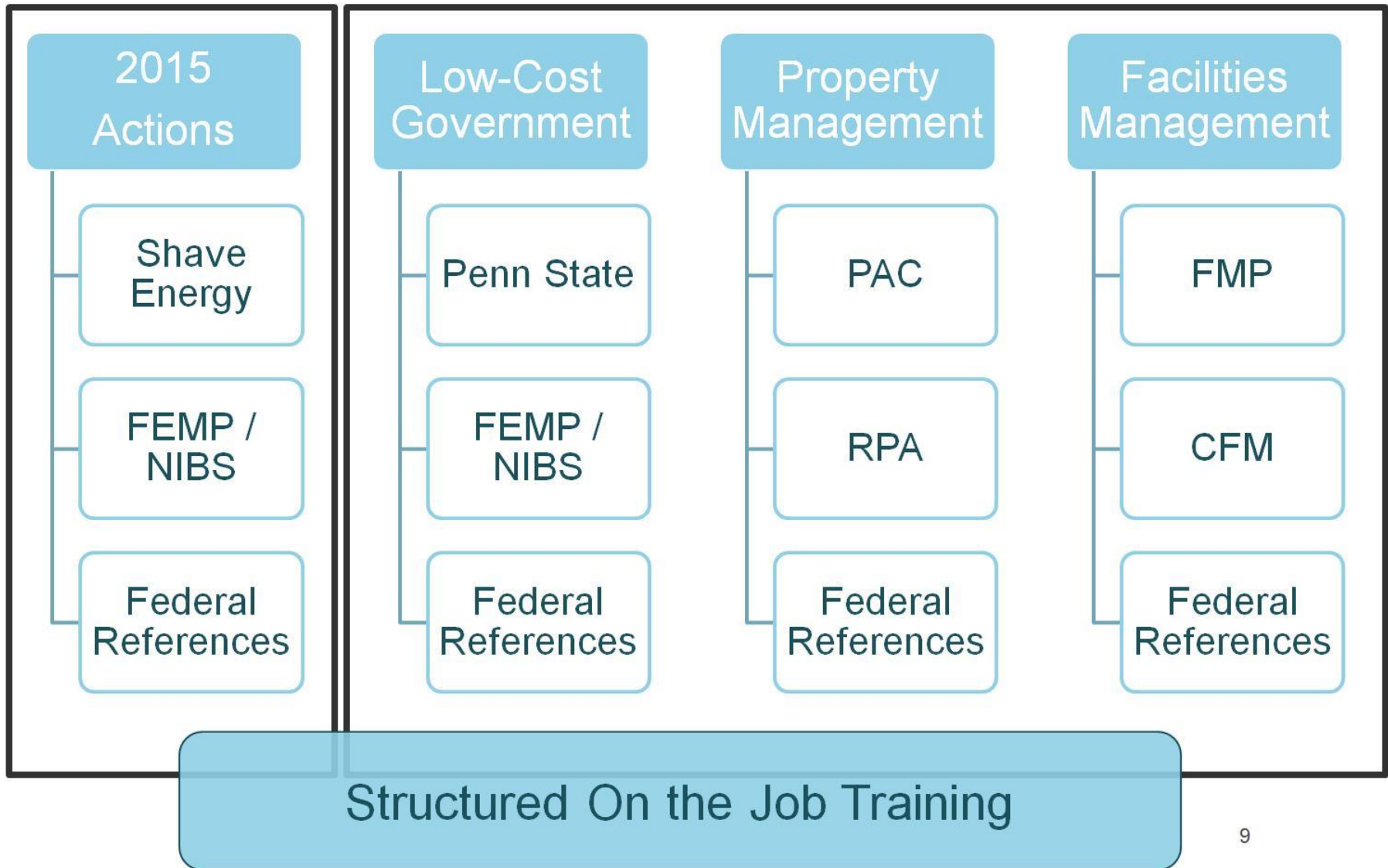
9 Competency Areas
80 Performances

GSA - 2014 Assessment



water efficiency, safety (including electrical safety) and building performance measures."

Property Manager Development Tracks



Building Retuning at NCR: 7-20% Savings

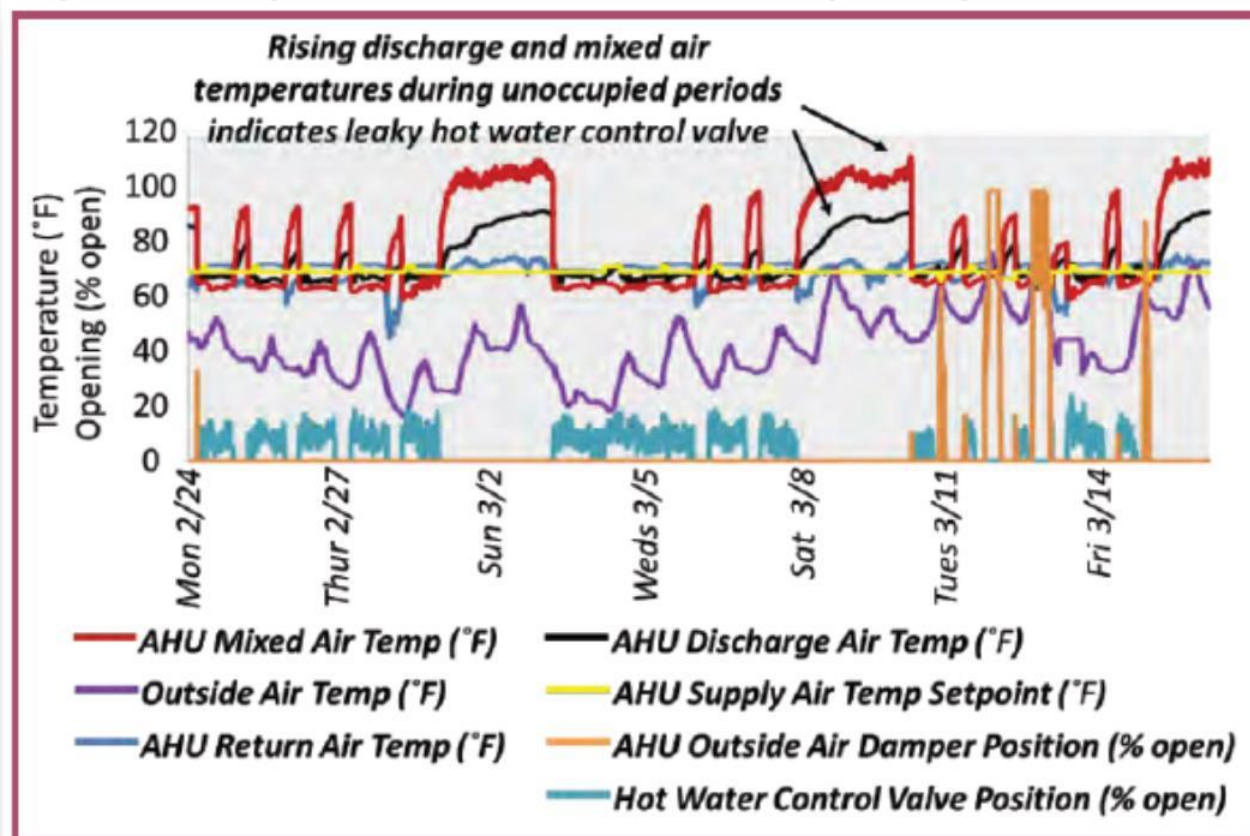
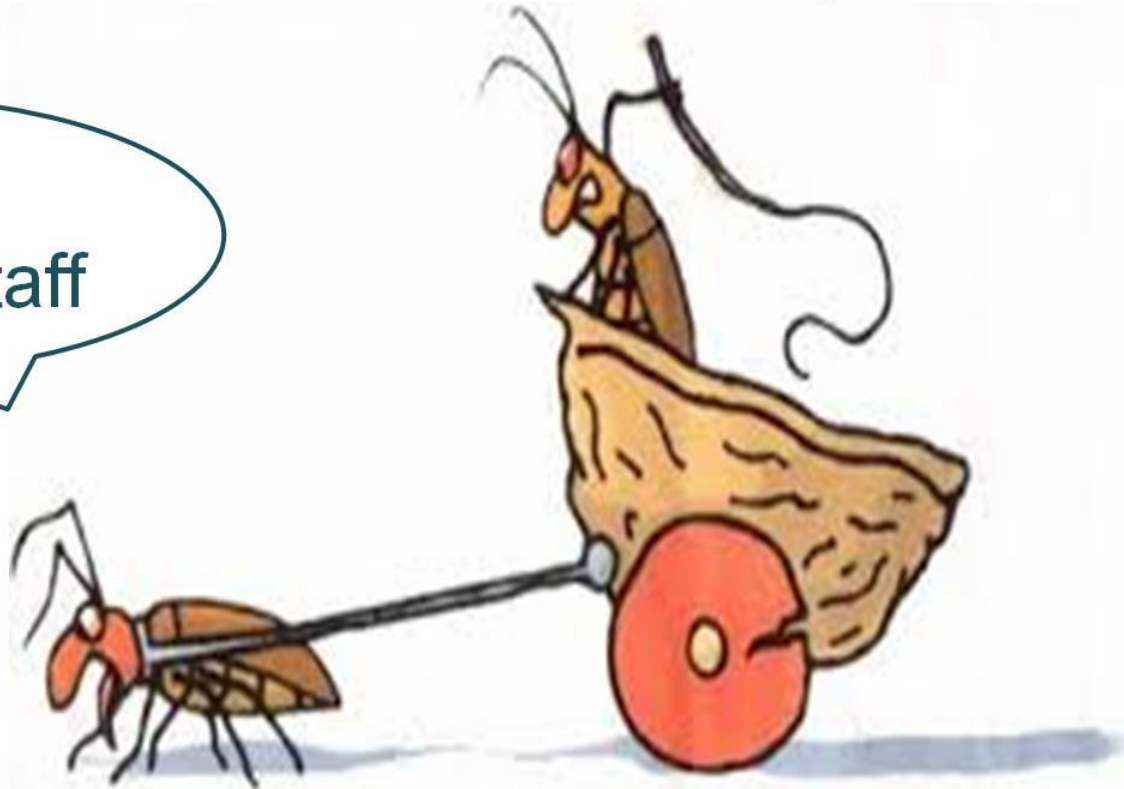


Figure 3. BAS trend data shows AHU-1 discharge air and mixed air temperature data

External mandates...

FBPTA
Overlord

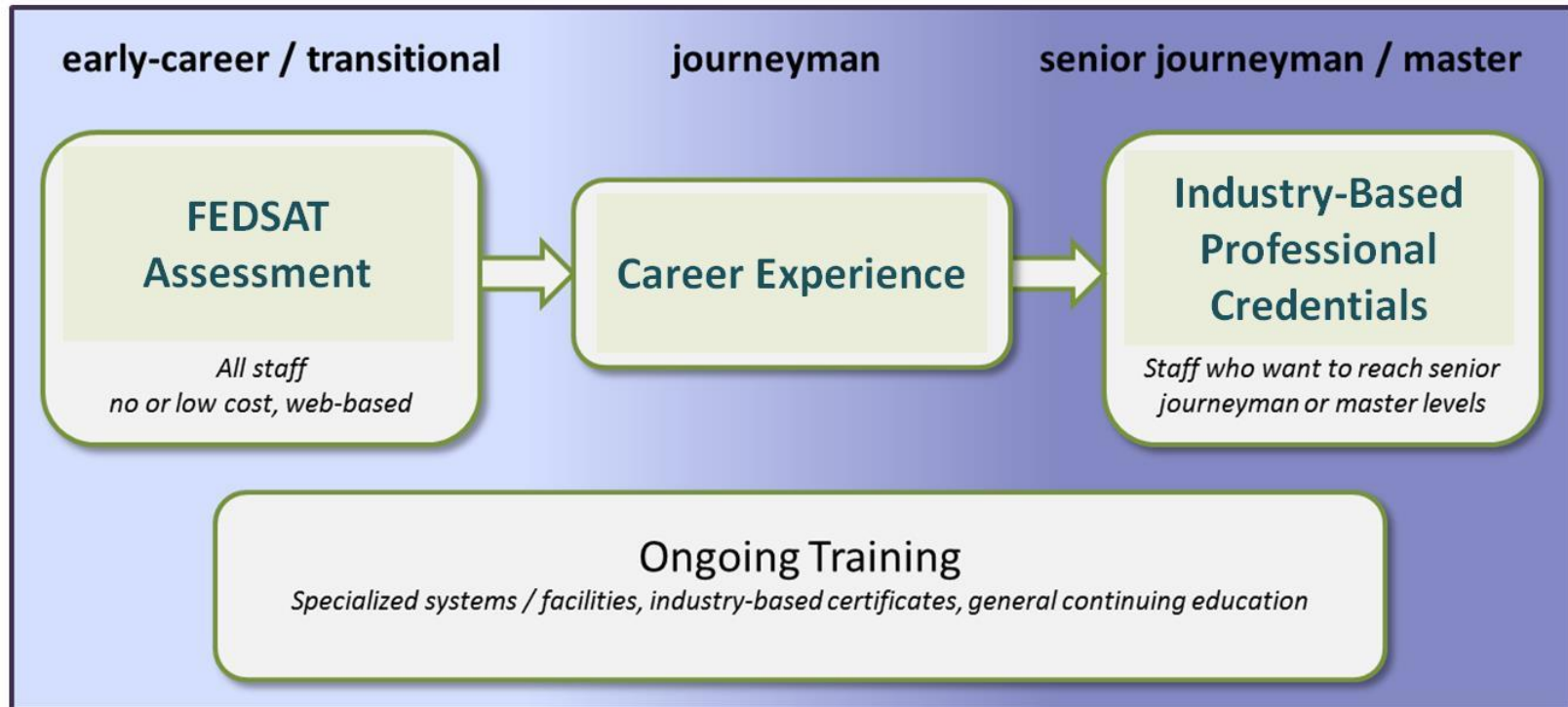
Lowly
Facilities Staff



... become
administrative
obligations

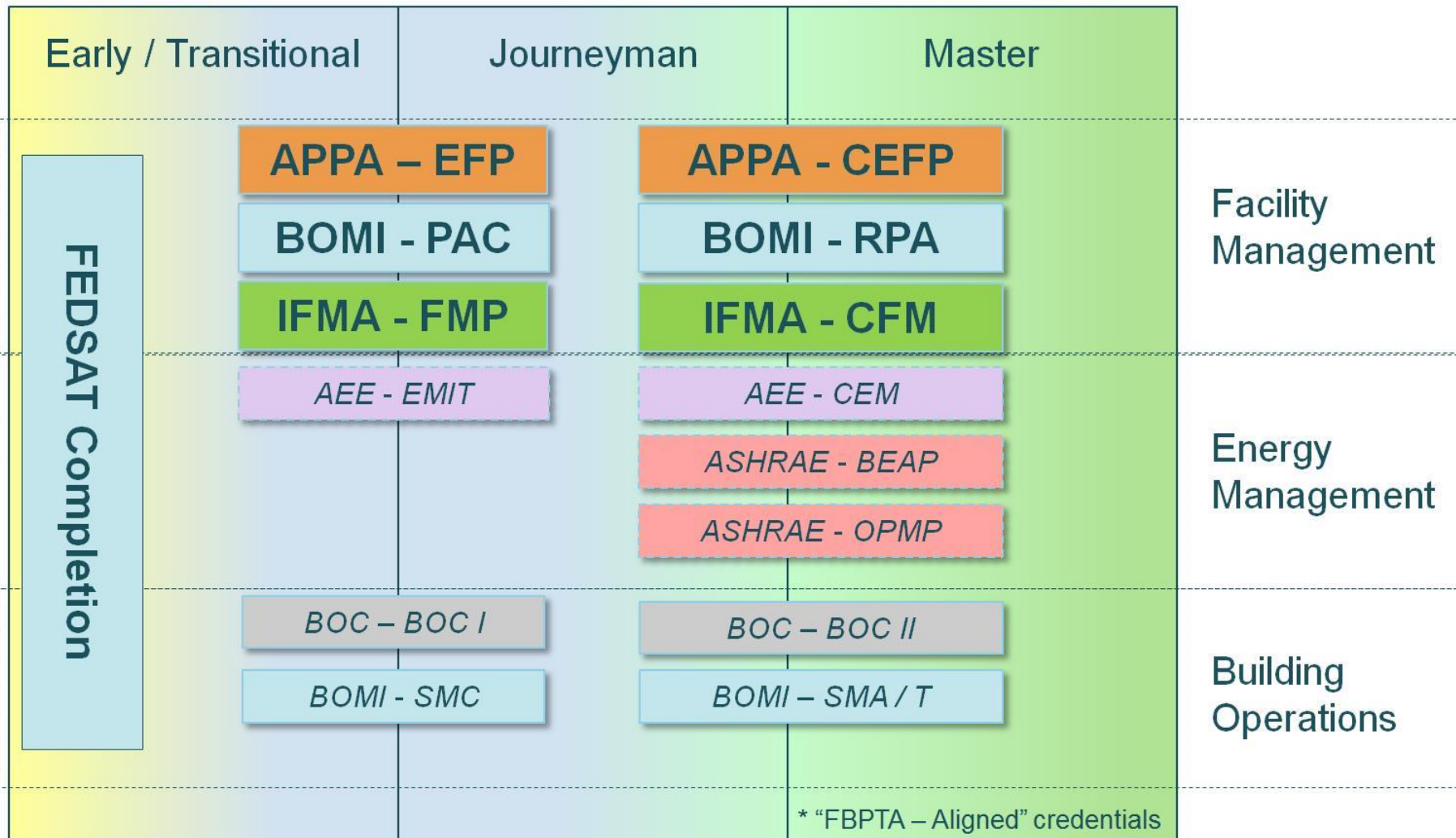


Addressing barriers to implementation



Cost, Complexity and Competing Approaches

Compliance vs. Professional Development*



FEDSAT Assessment on SF Tool

Sustainable Facilities Tool

HOME LEARN PLAN EXPLORE PROCURE SHARE

Search

New on SFTool!
 New Space | Laboratory
 Check out the SFTool's new laboratory space type! From countertop lab equipment to fume hoods to incubators, this space will teach you how to conserve energy and reduce waste while educating your visitors about sustainability. Visit the new space type now to see what you can do!

Building sustainable practices one decision at a time

LEARN
 PLAN
 EXPLORE
 PROCURE
 SHARE

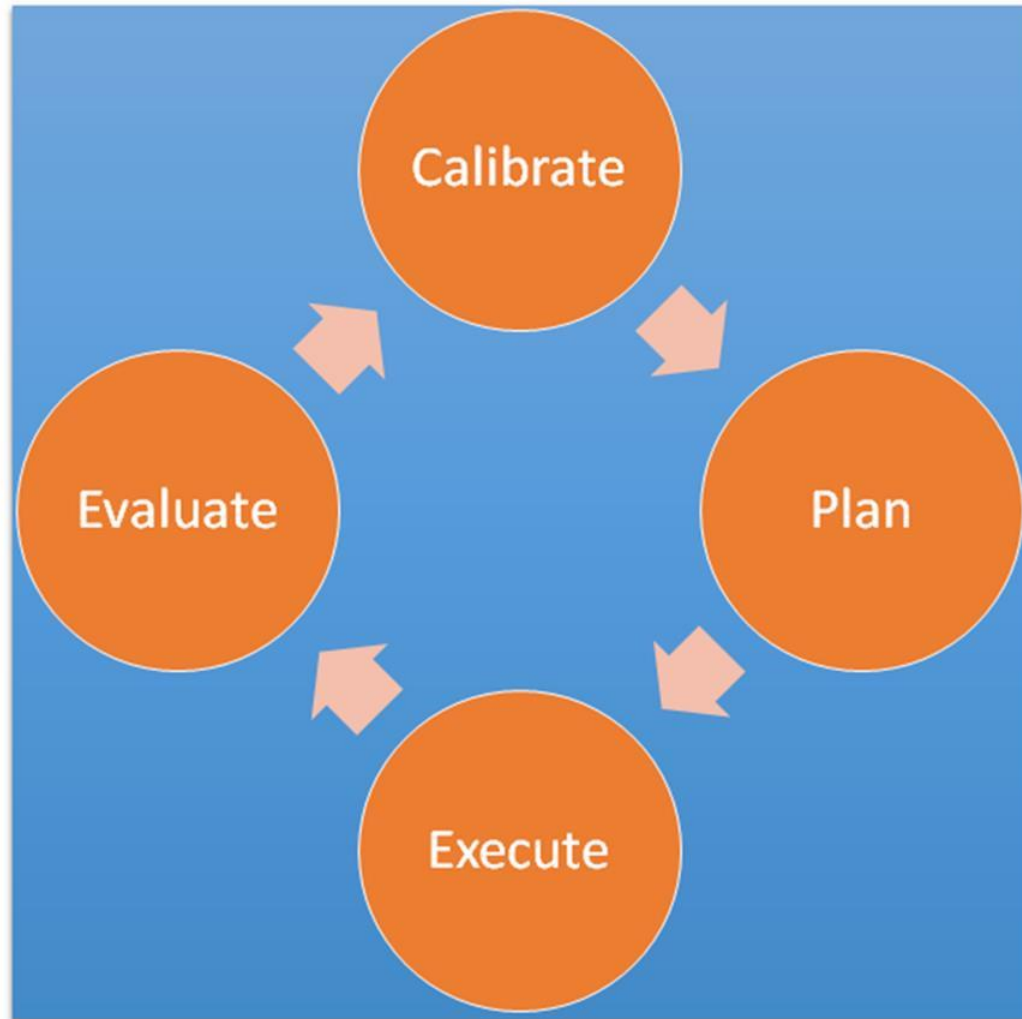
Sustainable Guidance for your Role
 The Sustainable Facilities Tool offers useful sustainable guidance and tools for a variety of roles. Click a below for a guide to get started.

FACILITY MANAGER
 PROCUREMENT PROFESSIONAL
 LEASING SPECIALIST
 PROJECT MANAGER

Solid Waste: Don't throw money away!
 Put a lid on rising disposal costs by aiming for zero! You can get to zero waste through a holistic approach to solid waste systems. Learn about management tools and waste reduction techniques that keep dollars in your pocket and out of the landfill!

Coming Sep 2015 - www.sftool.gov

Accelerate FM - Reflective Practice Model





Accelerate FM - Reflective Practice Model

- Agency assigns competencies and proficiency targets to positions
- Supervisor assesses proficiency level of staff members
- Individuals conduct self assessment
- Individuals identify own career priority areas
- Accelerate FM will suggest qualifications based on input
- Individuals create IDP based on recommendations

Coming May 2015 - www.fmi.gov

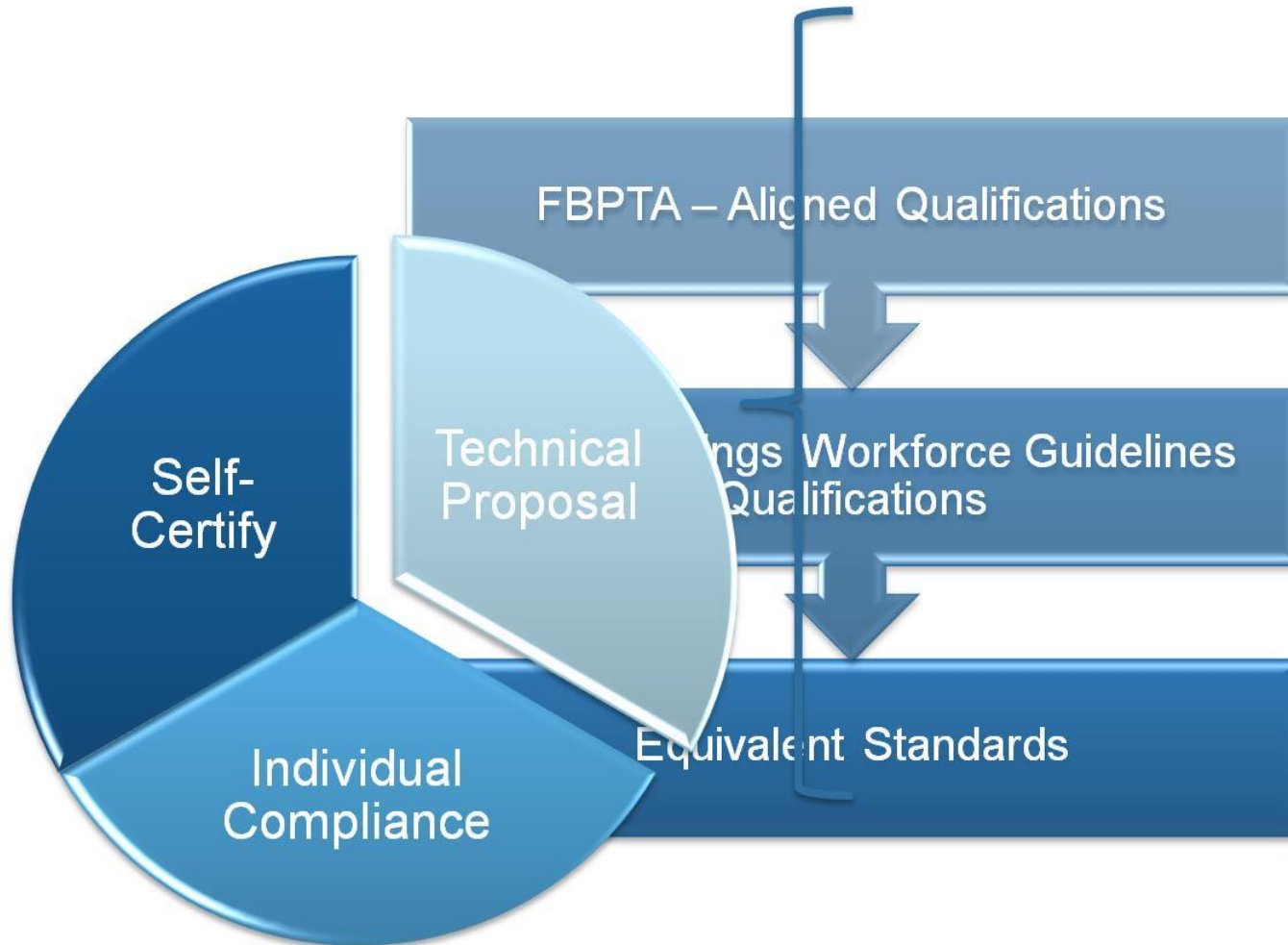
My Priorities Search



Showing 21 Qualifications, sorted by the number of proficiency gaps they close.

| Compare | Performance Gaps | Title | Qualification Type | Provider | |
|--------------------------|------------------|---|-------------------------------|---|---------------------------------------|
| <input type="checkbox"/> | 106 | Certified Facility Manager (CFM) | Certification / Accreditation | IFMA | <input type="button" value="Select"/> |
| <input type="checkbox"/> | 64 | Real Property Administrator (RPA) | Certification / Accreditation | BOMI - International | <input type="button" value="Select"/> |
| <input type="checkbox"/> | 61 | Facility Management Professional (FMP) | Certification / Accreditation | IFMA | <input type="button" value="Select"/> |
| <input type="checkbox"/> | 56 | Facilities Management Administrator (FMA) | Certification / Accreditation | BOMI - International | <input type="button" value="Select"/> |
| <input type="checkbox"/> | 40 | Systems Maintenance Administrator (SMA) | Certification / Accreditation | BOMI - International | <input type="button" value="Select"/> |
| <input type="checkbox"/> | 35 | Operations And Performance Management Professional (OPMP) Certification | Certification / Accreditation | ASHRAE | <input type="button" value="Select"/> |
| <input type="checkbox"/> | 31 | Certified Measurement & Verification Professional (CMVP) | Certification / Accreditation | AEE - Association of Energy Engineers | <input type="button" value="Select"/> |
| <input type="checkbox"/> | 31 | Certified Plant Supervisor (CPS) | Certification / Accreditation | AFE - Association of Facility Engineers | <input type="button" value="Select"/> |
| <input type="checkbox"/> | 30 | LEED AP Operations & Maintenance (O+M) | Certification / Accreditation | USGBC | <input type="button" value="Select"/> |

What can contractors do?



Conclusion

- [2014 Update](#) and GSA Assessment are available at fmi.gov
- Clear pathways to professional development
 - Early / Transitional: [FEDSAT Assessment](#)
 - Journey / Master: [Accelerate FM](#)
- We will continue to review training in 2015
 - Focus on energy management and building operator resources
 - Seek opportunities for shared training (FAI, VA-FMS, other)
 - GSA can help develop position profiles and approach to training
- Contact information:
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 - Maureen Roskoski (FEA) – maureen.Roskoski@feapc.com