

# **How IIBA Certifications are being utilized at Deloitte?**

## **Deloitte CBAP & CCBA Certification Programs**

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# Program Objectives

## Motivation and Drivers

# Deloitte CBAP/CCBA Certification Program Objectives

- Supports the Business Analysis team goals of **Raising Our Game** and **Developing A World Class Team**.
- Show Deloitte's **commitment** to its employees by providing professional accreditation supporting their career progression.
- **Continually improve** our organization and **increase the confidence** in our personnel's experience in the analysis field.
- Showing **expertise** via professional certification.
- Establish global program that **can be used by all Deloitte** employees.

# Deloitte CBAP/CCBA Certification Program Objectives (cont...)

- Create a program **framework** that
  - Utilizes the “class” concept, encouraging **study sessions** and student interactions.
  - Promotes “**first time application acceptance & certification**” via the leveraging of in house experience and IIBA guidance
  - Provides student with industry available **study materials** that increase successful certification.
- Full Implementation of CBAP curriculum that
  - **Leverages existing learning assets** available to all Deloitte employees via the Deloitte Learning Platform.
  - Maximizes student resources while maintaining a minor firm expenditure and no student obligation.

# Program Value Proposition

- Positioning our People to Succeed
- Raising Our Game and investing Organization time in:
  - Providing Coaching and Guidance throughout the Process
  - Developing a World Class Program Framework, recognized by IIBA
  - Providing Application Guidance & Assistance
  - Providing Professional Development Hours to meet IIBA requirements
  - Providing Study Materials, Online Study Curriculum and Study Guides
  - Providing access to Online Exam Simulators
  - Providing access to internal Study Groups
  - Providing References (if needed)
  - Providing Certification Funding including end to end process facilitation with IIBA, such as:
    - IIBA Membership Fees
    - IIBA Application Fees
    - IIBA Certification Exam Fees
  - *No Out of Pocket expenses for Participants*

# Statistics - since Launch in 2011

- Practitioners that have gone through the Deloitte IIBA Certification Program since its launch in 2011:
  - 14 practitioners went through the Pilot Program
    - 5 practitioners are CBAP Certified
    - 9 practitioners certification - in progress
  - By end of this year, approx. 54 practitioners will go through the Program.
  - Program Audience
    - Includes Global (DTTL), MF (Deloitte Consulting) – NA and India
      - Includes our practitioners in NA
      - Includes our practitioners in India
      - Includes MF practitioners in NA and India (Deloitte Consulting)

# How did we get here?

Some of the ground work that was completed included:

- IIBA Coordination and established Certification process
  - Established end to end IIBA coordination for Program including definition of Process Steps
  - Direct payments, no out of pocket expenses for practitioners
- Internal Co-ordination with Finance and Learning Teams to establish Program
  - Established Program learning plan/curriculum
  - Certification Value Proposition and Eligibility criteria established
  - Established direct payment process with IIBA and Vendor
- Established and coordinated Vendor for Study Materials
  - Study Guides
  - Online Simulators
- Established Program Framework
  - Internal Study Groups established to increase collaboration
  - Rigorous internal review of application (Initial Eligibility Review and final review before IIBA submissions).
  - Internal CBAP Committee established

# Program Framework

# CBAP Certification Program Framework

- Phase 1



- Phase 2



# What's Next?

- Advertise and promote our programs internally – SharePoint/ internal website
- Enhance Deloitte IIBA Certification Programs
  - Enhance interaction with IIBA
    - Manual interactions more automated
  - Review process to review how many steps can be internalized to facilitate and coordinate centrally.
  - How do we get the process more automated - submit requests online to IIBA
- Expand Program coverage
  - To enable opening up the offerings to a wider audience
  - Recently launched CCBA Pilot Program
- CCBA Pilot Program includes
  - Guidance around eligibility criteria
  - Logistics around establishing program (CBAP Vs CCBA)

Questions?

**Deloitte.**