



# PMI® CCR Program Changes: What's New for Earning and Reporting PDUs

Thursday, October 22, 2015

Andrea Brockmeier, PMP, PMI-ACP  
Director of Project Management  
Watermark Learning



@afbrockmeier

# Watermark Learning at a Glance

- ▶ Training organization established in 1992, offering private and public workshops and certification preparation programs in:
  - Project Management
  - Business Analysis
  - Agile
  - Business Process Management
  - “Influencing Skills”
- ▶ Course licensing and development
- ▶ Industry Partnerships
  - An “original” PMI® Global Registered Education Provider
  - A Charter IIBA® Endorsed Education Provider
  - Offering BA and PM Masters Certificate programs through Auburn University



# Today's Topics

- ❑ CCR Program Background
- ❑ What Is Changing and What Is Not Changing
- ❑ Implications for PMI-Certified Professionals
- ❑ Timing of changes
- ❑ Q and A

# Today's Info

You will get an email following this webinar with a link to

- ▶ A .pdf copy of the presentation
- ▶ A link to a recording of the presentation
- ▶ A blog with answers to questions not addressed in the webinar
- ▶ A .pdf of the Talent Triangle with examples

# What is the CCR Program?

**CCR = Continuing Certification  
Requirements Program**



**It's how people earn and report PDUs  
to maintain their certification!**



\*PDU=Professional Development Units

## Keep in Mind...

- ▶ Remember that the PMP® is only one of many PMI certifications.
- ▶ This presentation is intended to be inclusive of all PMI certifications. However, there may be instances when references may default to the PMP certification for illustration.
- ▶ To simplify the discussion, I will refer to 60-PDU certifications and 30-PDU certifications.

# Number of Certification Holders As of July 31, 2015

Project Management Professionals (PMP) <sup>®</sup>	665,651
Certified Associates in Project Management (CAPM) <sup>®</sup>	29,038
PMI Agile Certified Practitioners (PMI-ACP) <sup>®</sup>	9,355
PMI Risk Management Professionals (PMI-RMP) <sup>®</sup>	3,266
Program Management Professionals (PgMP) <sup>®</sup>	1,356
PMI Scheduling Professionals (PMI-SP) <sup>®</sup>	1,381
PMI Professionals in Business Analysis (PMI-PBA) <sup>®</sup>	398
PMI Portfolio Management Professional (PfMP) <sup>®</sup>	245

# Certifications

## 60-PDU Certifications

PMP  
PgMP  
PfMP  
PMI-PBA

## 30-PDU Certifications

PMI-ACP  
PMI-RMP  
PMI-SP



# CCR Program Considerations



# What Do We Know?

**Profession is growing** 

Millions of jobs per year

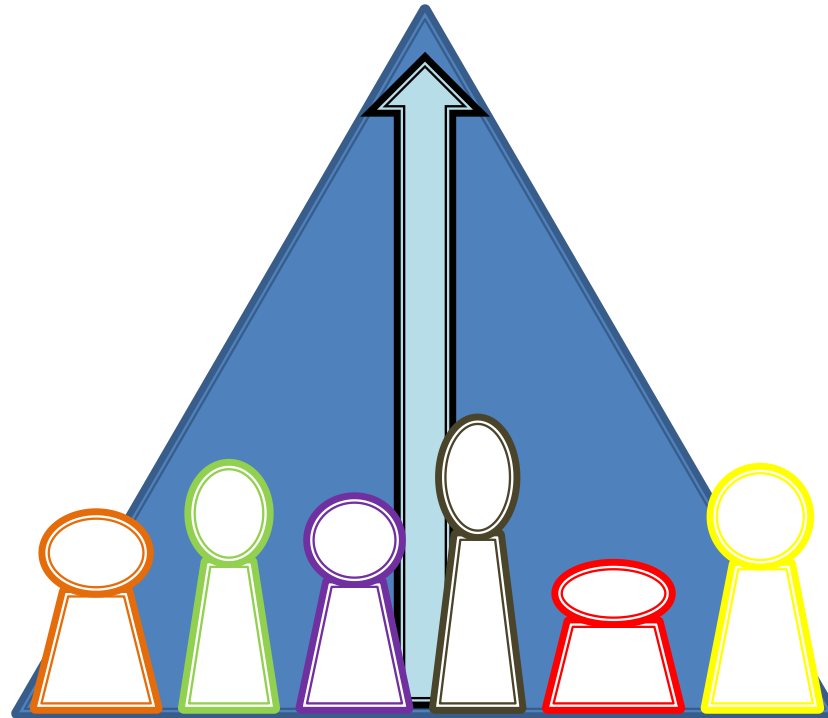
**4 out of 5**

Organizations can't find talent with the  
right skills



# What Do Organizations Say They Need?

**Technical skills** are great...but not enough!



**Leadership**

**Strategic and Business Management**

# What Do Certified Professionals Want?

More guidance on how to stay

**Relevant**

Current CCR is...

Self-directed

Not much consistency

# Win-Win-Win



# Today's Topics

- ✓ CCR Program Background
- ☐ What Is Changing and What Is Not Changing
- ☐ Implications for PMI-Certified Professionals
- ☐ Timing of changes
- ☐ Q and A

# What is Not Changing

- ▶ 1 PDU = 1 hour of activity
- ▶ PDUs earned in *Education* and *Giving Back*
- ▶ *Value Education:*
  - Time spent receiving instruction related to project management topics.
  - *Giving Back:*
- ▶ *# of Publications*
  - Creating new knowledge  
Writing a book, article, presenting a webinar, developing a course, speaking/moderating at an event...
- ▶ *Activities*
  - Volunteering
  - Working as a professional PM

# What is Not Changing

- ▶ 1 PDU = 1 hour of activity
- ▶ PDUs earned in *Education* and *Giving Back*
- ▶ Variety of ways to earn PDUs
  - Volunteering
  - Education
  - Self-directed learning
  - Working as a professional, etc...
- ▶ # of PDUs required to maintain each certification (60 or 30 every 3 years)
- ▶ Ability to apply PDUs to maintain multiple certifications (double dipping!)



# What is Changing?

**1.** The restrictions on how many PDUs you can claim in *Education and Giving Back* (Minimums and Maximums)

**2.** Application of Education PDUs to specific educational topics

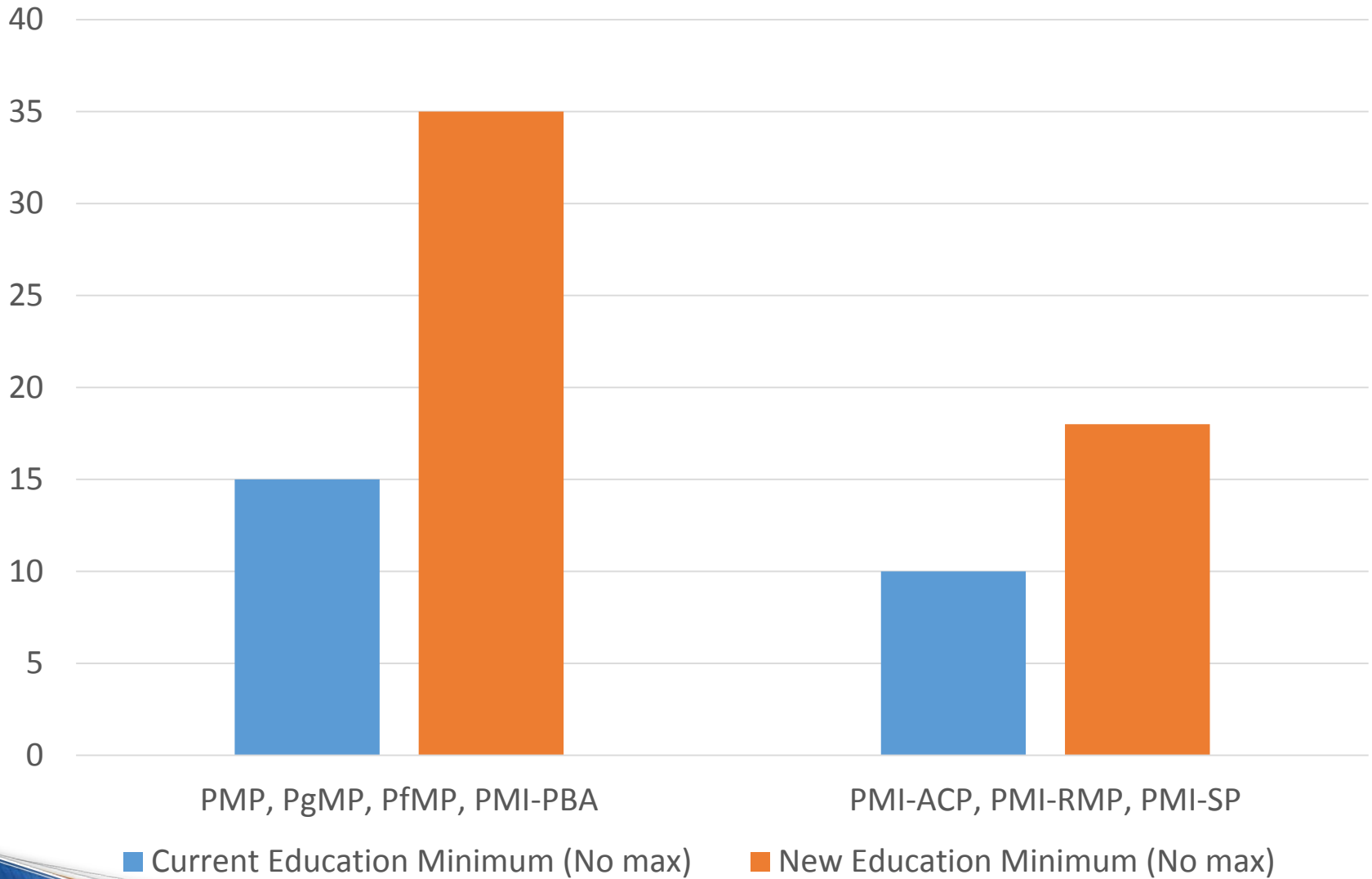
# Changes to PDUs per Category

	Education (no maximum)		Giving Back (no minimum)	
	Current Minimum	New Minimum	Current Maximum	New Maximum
<b>60 PDUs</b> PMP PgMP PfMP PMI-PBA	<b>15</b>	<b>35</b>	<b>45</b>	<b>25</b>
<b>30 PDUs</b> PMI-ACP PMI-RMP PMI-SP	<b>10</b>	<b>18</b>	<b>20</b>	<b>12</b>

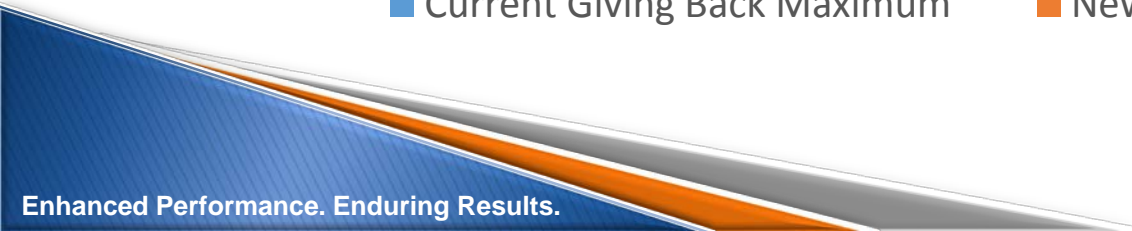
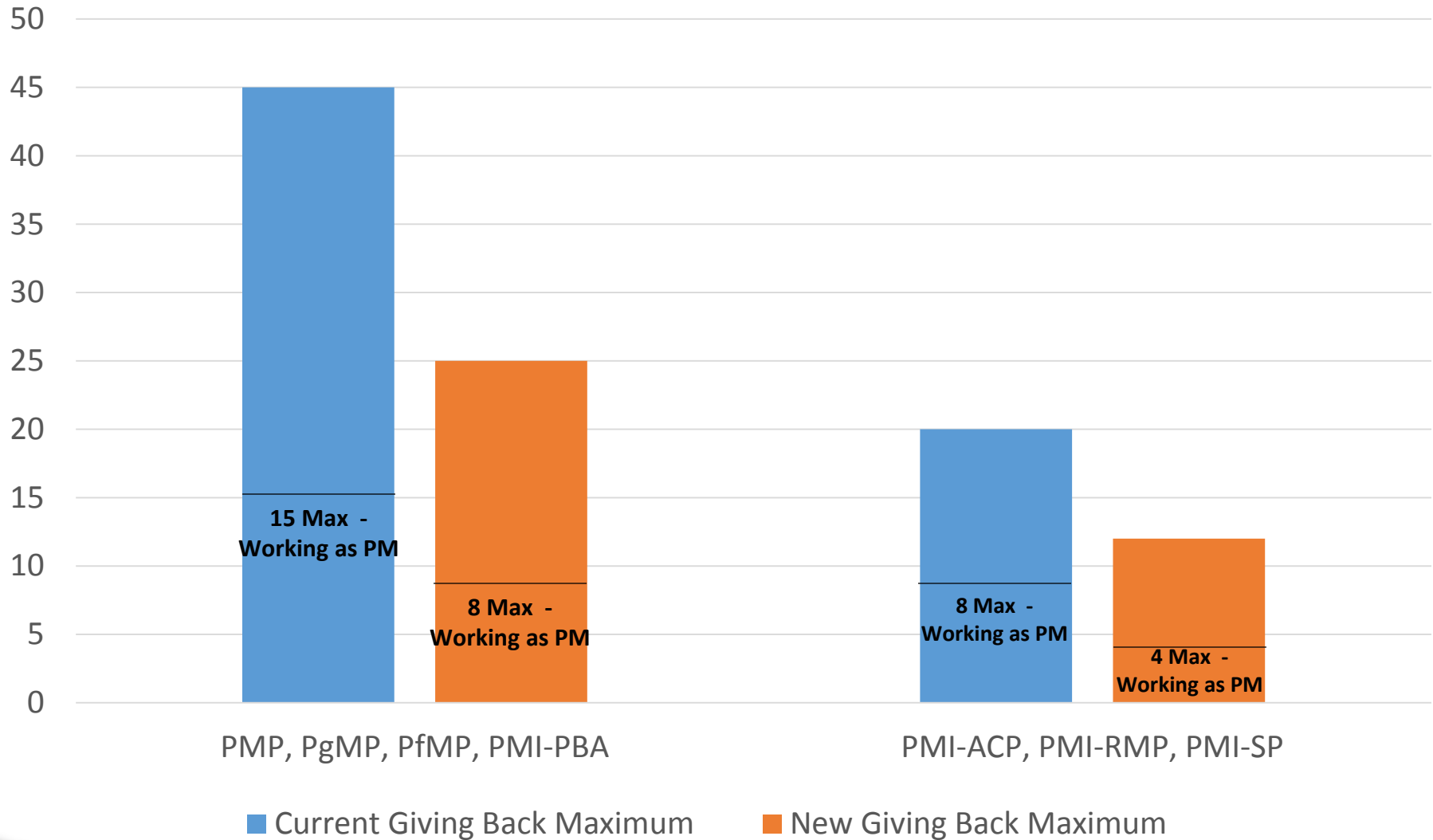
# Changes to PDUs per Category

	Education (no maximum)		Giving Back (no minimum)	
	Current Minimum	New Minimum	Current Maximum	New Maximum
<b>60 PDUs</b> PMP PgMP PfMP PMI-PBA	<b>15</b>	<b>35</b>	<b>45</b>	<b>25</b>
<b>30 PDUs</b> PMI-ACP PMI-RMP PMI-SP	<b>10</b>	<b>18</b>	<b>20</b>	<b>12</b>

# Education PDU Minimum Increase



# Giving Back Maximum Decrease ↓



# What is Changing?

✓ 1. The restrictions on how many PDUs you can claim in *Education and Giving Back* (Minimums and Maximums)

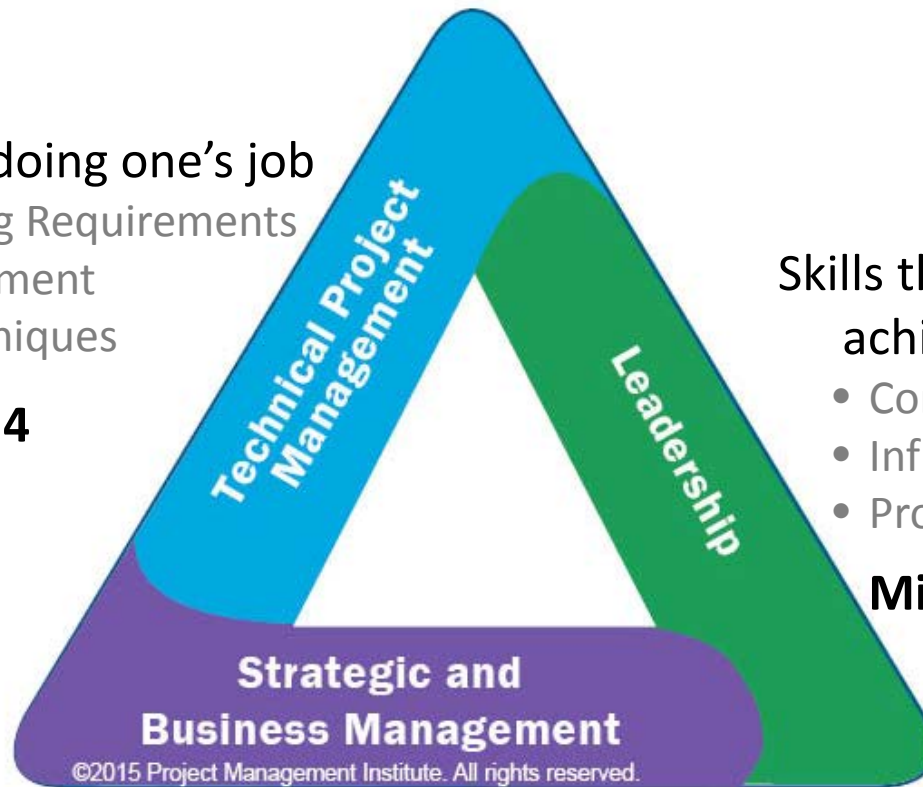
2. Application of Education PDUs to specific educational topics

# PDUs and the Talent Triangle

Technical aspects of doing one's job

- Planning & Managing Requirements
- Project Risk Management
- Agile Tools and Techniques

**Minimum: 8 / 4**



Skills that help organizations achieve business goals

- Conflict Management
- Influencing
- Problem solving

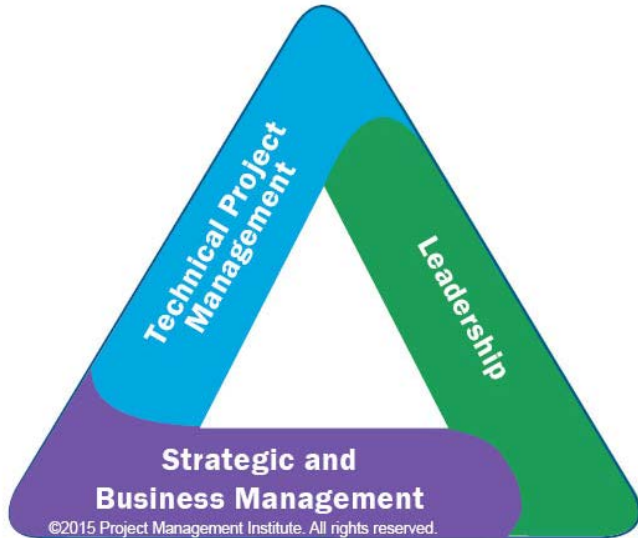
**Minimum: 8 / 4**

Aligning project work with larger organizational strategy to deliver better project and business outcomes

- Business case development
- Strategic planning
- Contract management

**Minimum: 8 / 4**

# PDUs and the Talent Triangle



Minimum: 8 / 4

Minimum: 8 / 4

Minimum: 8 / 4

**TOTAL 24 / 12**

	Education (no maximum)	
	Current Minimum	New Minimum
<b>60 PDUs</b> PMP PgMP PfMP PMI-PBA	15	35
<b>30 PDUs</b> PMI-ACP PMI-RMP PMI-SP	10	18

11

6

PDUs beyond the minimums for each topic can be on *any* Talent Triangle topic



# Today's Topics

- ✓ CCR Program Background
- ✓ What Is Changing and What Is Not Changing
- Implications for PMI-Certified Professionals
- Timing of changes
- Q and A

# Applying PDUs to the Talent Triangle

	Leadership	Technical Project Management	Strategic & Business Management	
<b>Influencing Without Authority</b>	14 hours			
<b>Facilitation Skills Workshop</b>	7 hours	7 hours		
<b>Bulletproof Business Cases</b>			8 hours	
<b>Avoiding Troubled Projects</b>		14 hours		
<b>Critical Thinking Skills</b>	14 hours			
<b>Conflict Management</b>	14 hours			
<b>Consulting Skills</b>	7 hours		7 hours	
	Minimum Needed	Minimum Needed	Minimum Needed	Remaining in any category
	8 / 4	8 / 4	8 / 4	11 / 6

# Maintaining Multiple Certifications

	Leadership	Technical Project Management	Strategic & Business Management
<b>Influencing Without Authority</b>	14 hours		
<b>Facilitation Skills Workshop</b>	7 hours	7 hours	
<b>Bulletproof Business Cases</b>			8 hours
<b>Avoiding Troubled Projects</b>		14 hours	
<b>Critical Thinking Skills</b>	14 hours		
<b>Conflict Management</b>	14 hours		
<b>Consulting Skills</b>	7 hours		7 hours
<b>PMP</b>	56	21	15
<b>PMI-ACP</b>	56	7	15
<b>PMI-PBA</b>	56	7	15

# But what if...

What if I don't know which side of the triangle to apply the PDUs?



If education provider doesn't designate how education time applies, you decide.

PDUs are subject to audit.

← Nothing new...

# Timing



Effective **December 1, 2015**

PDU's reported will be applied to the Talent Triangle

December 1, 2015

	Education (no maximum)		Giving Back (no minimum)	
	Current Minimum	<del>New Minimum</del>	Current Maximum	<del>New Maximum</del>
<b>60 PDU's</b> PMP PgMP PfMP PMI-PBA	15	<del>35</del>	45	<del>25</del>
<b>30 PDU's</b> PMI-ACP PMI-RMP PMI-SP	10	<del>18</del>	20	<del>12</del>

If Certification Expires  
BEFORE 12/1/17

December 1, 2017

	Education (no maximum)		Giving Back (no minimum)	
	<del>Current Minimum</del>	New Minimum	<del>Current Maximum</del>	New Maximum
<b>60 PDU's</b> PMP PgMP PfMP PMI-PBA	<del>15</del>	35	<del>45</del>	25
<b>30 PDU's</b> PMI-ACP PMI-RMP PMI-SP	<del>10</del>	18	<del>20</del>	12

If Certification Expires  
ON or AFTER 12/1/17

## NOTE:

All PDUs earned after December 1, 2015, will be applied to the Talent Triangle topics whether you need to meet the Talent Triangle minimums or not.



# Allocation of Existing PDUs on December 1, 2015

PDUs earned *prior to December 1, 2015*, will be handled as follows:

- ▶ **PDUs earned in the current system under Category A**

PDUs will be auto-applied to the Talent Triangle as designated by the R.E.P.

R.E.P. activities registered with PMI are required to have the Triangle allocations defined effective with the new system December 1. If the education provider doesn't specify Talent Triangle alignment for an activity by December 1, the PDUs will be categorized as *General Education* and they will not be able to be aligned to the Talent Triangle.

Note that all of Watermark's courses will be aligned appropriately prior to December 1.

- ▶ **PDUs earned in the current system under Categories B and C.**

Your new transcript will show those activities with PDUs counting as *General Education* (i.e., not aligned to the Talent Triangle topics). You will then be able to go in and retract the claim, align, and then resubmit with appropriate Talent Triangle allocations.

- ▶ **PDUs earned in the current system under Categories D, E, and F.**

Giving Back PDUs will be applied to the same category in the new system. The new, lower maximum for this category may apply depending on certification date expiration.



## **RECOMMENDATION:**

Print your PDU transcript on or before  
**November 30** (most recent version prior to changes)  
and retain for reference after the  
changes go live.

Login in to [Pmi.org](http://Pmi.org); myPMI; View PDUs; Transcript (under Cycle Details)



# Example Scenarios

Anu's certifications expire *before* December 1, 2017, so she needs to work with the *current* minimum/maximum for the *Education* and *Giving Back* categories.





 Anu	Cert Expiration Date 	Leadership Education	Education Total (15 Min)	Giving Back (45 Max)	TOTAL
		Technical Education			
		Strategic/Business Management Education			
PMP (60)	2/18/2016	20	20	35	Needs $\geq 60$
How is she doing?		OK	20✓	35✓	Now Has 55
 Anu	Cert Expiration Date 	Leadership Education	Education Total (10 Min)	Giving Back (20 Max)	TOTAL
		Technical Education			
		Strategic/Business Management Education			
PMI-ACP (30)	11/3/2017	8	8	30	Needs $\geq 30$
How is she doing?		OK	Needs 2 more	20 max✓	Now Has 28
 Anu	Cert Expiration Date 	Leadership Education	Education Total (10 Min)	Giving Back (20 Max)	TOTAL
		Technical Education			
		Strategic/Business Management Education			
PMI-RMP (30)	10/4/2017	20	20	30	Needs $\geq 30$
How is she doing?		OK	20✓	20 max✓	Now Has 40



# Example Scenarios

Brett's certifications expire *after* December 1, 2017, so he needs to work with the *new* minimum/maximum for the *Education* and *Giving Back* categories, as well as the Talent Triangle minimums.

 Brett	Cert Expiration Date	Leadership Education 8 min	Technical Education 8 min	Strat/Business Education 8 min	Education Total (35 Min)	Giving Back (25 Max)	TOTAL
PMI-PBA (60)	12/15/17	5	20	1	26	35	Needs ≥60
How is he doing?		Needs 3 more	OK	Needs 7 more	Needs 10 more	25 max✓	Now Has 51
 Brett	Cert Expiration Date	Leadership Education 4 min	Technical Education 4 min	Strat/Business Education 4 min	Education Total (18 Min)	Giving Back (12 Max)	TOTAL
PMI-ACP (30)	3/21/18	5	2	1	8	20	Needs ≥30
How is he doing?		OK	Needs 2 more	Needs 3 more	Needs 10 more	12 max✓	Now Has 20



## NOTE(!):

Even if your **certification expires *after December 1, 2017***, if you already have all 30 or 60 PDUs you need to renew your certification, you can go ahead and **complete recertification now, before December 1, 2015.**

You will then need to recertify under the new rules in your next recertification cycle.

# Two Things Changing

## Education and Giving Back Min/Max

Education Minimum ↑

60-PDU Cert: 15 → 35

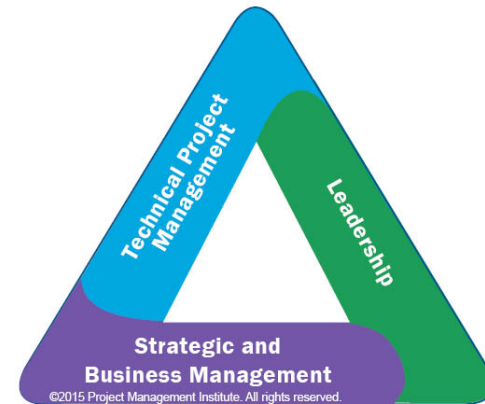
30-PDU Cert: 10 → 18

Giving Back Maximum ↓

60-PDU Cert: 45 → 25

30-PDU Cert: 20 → 12

## Education PDUs Apply to Talent Triangle



Minimum Needed 60 / 30	Minimum Needed 60 / 30	Minimum Needed 60 / 30	Remaining in any category
8 / 4	8 / 4	8 / 4	11 / 6

# Today's Topics

- ✓ CCR Program Background
- ✓ What Is Changing and What Is Not Changing
- ✓ Implications for PMI-Certified Professionals
- ✓ Timing of changes
- ☑ Q and A

# Q&A

---

Visit our web site for valuable and free industry resources:

[www.WatermarkLearning.com/Resources](http://www.WatermarkLearning.com/Resources)

- ▶ Articles
- ▶ Webinars On-Demand
- ▶ Templates
- ▶ Bibliographies
- ▶ And more!

For information on classes, presentations, and training materials, please contact:

**Info@WatermarkLearning.com**



[LinkIn with us!](#)



@watermarklearn  
@afbrockmeier

