



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Wednesday, August 13, 2008

MEMORANDUM FOR: Chief Human Capital Officers

FROM: Linda M. Springer Director

Subject: Fact Sheet on Certification and Certificate Programs

The Defense Authorization Act for FY 2002, P.L. 107-107 codified in 5 U.S.C. § 5757, allows agencies to use appropriated funds or funds otherwise available to the agency to pay for the expenses of employees to obtain professional credentials, including expenses for professional certification. Since its enactment, the U.S. Office of Personnel Management (OPM) has received numerous inquiries about this legislation specifically regarding the development and implementation of certification programs. The purpose of this fact sheet is to assist agencies with the planning, implementation, evaluation and reevaluation of certification programs.

Any questions regarding this information can be sent to the aPM Human Resources Development mailbox at hrdleadership@opm.gov.