



IIBA[®]-AAC RECERTIFICATION HANDBOOK

The Guide to Maintaining the IIBA[®]-AAC Designation

MAY 2024

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1.0 The Recertification Program

1.1 Program Overview

Earning the Agile Analysis Certification (IIBA-AAC) is a significant achievement. IIBA-AAC recognizes and indicates to employers the ability to apply an agile mindset to the fundamental knowledge, competencies, and techniques of business analysis.

To maintain the certification, credential holders are required to demonstrate continued competence and stay current with changes in the field. Professional activities include learning activities to develop knowledge and skills and applying activities that give back to the profession.

The purpose of recertification is to:

- Enable the continuing professional development and competence of certification holders
- Show employers that certification holders remain current and competent
- Encourage the efforts of certified practitioners to give back to the profession
- Uphold the global recognition and value of the IIBA-AAC designation

“Maintaining your certification demonstrates your commitment to the profession by ensuring that you remain current with changes in the field through recertification” (Source: Institute for Credentialing Excellence, ICE-CCP Recertification Guide, 2022).

The following documents outline program requirements and provide guidance on how to record activities.

	The AAC Recertification Handbook (this document)	The AAC Recertification Process Guide
Purpose	Provides program overview, policies, requirements, and categories under which hours can be recorded.	Provides step-by-step guidance on how to enter activities into the BA Development Log and submit the recertification application.

IIBA is committed to providing full access to its credentialing products and services and complying with applicable laws and regulations, including the Americans with Disabilities Act (ADA) and Accessibility for Ontarians with Disabilities Act (AODA).

IIBA’s credentialing policies and practices are guided by the International Standards Organization, ISO/IEC 17024, and the National Commission for Certifying Agencies.

1.2 Requirements at a Glance



To maintain the credential, continuing competence must be demonstrated each year through **20 Continuing Development Units** (CDUs) in both Learning and Applying activity streams.

CDUs earned for activities will vary. In general, 1 CDU is earned for each hour in a planned and structured activity, with fractions of CDUs up to quarter (0.25) hour increments.

Activities must be recorded for both streams but there is a minimum of 10 CDUs required in the Learning Stream.

Learning Stream	Applying Stream
<ul style="list-style-type: none"> ▪ Professional Development 	<ul style="list-style-type: none"> ▪ Work History
<ul style="list-style-type: none"> ▪ Formal Academic Education 	<ul style="list-style-type: none"> ▪ Professional Activities
<ul style="list-style-type: none"> ▪ Self-Directed Learning 	<ul style="list-style-type: none"> ▪ Volunteer Service

CDU activities must be aligned to the Knowledge Areas (KAs) or Domains outlined in the [Agile Extension to the BABOK® Guide](#). The KA titles and numbers are described in the [AAC Recertification Process Guide](#):

1. **Agile Mindset (KA8)**: Critical to the success of working in an agile context. Without this, the way to create desired outcomes is much less effective and will not generate the required results. An agile mindset is developed over time and through applying the agile principles of business analysis to the outcomes that are produced, while leveraging the agile manifesto.
2. **Strategy Horizon (KA9)**: Defines the typical work performed by an agile practitioner at this level of proficiency. This spans from developing the initial product backlog/required business capabilities through to reviewing and maintaining them.
3. **Initiative Horizon (KA10)**: Defines the typical work performed by an agile practitioner at this level of proficiency. This spans from developing the initial release log, to release planning and closure.
4. **Delivery Horizon (KA11)**: Defines the typical work performed by an agile practitioner at this level of proficiency. This spans from developing the Product Increment Backlog through to the Iteration Close.

1.3 Recertification Dates

The recertification date begins when the certification examination is passed **and ends on the 1-year anniversary of that date**. CDU activities must be earned within the 1-year cycle (e.g., after the certification date and before the recertification date).

For example, if the IIBA-AAC exam is passed on June 30, 2025:

Certification is Valid for 1 Year	June 30, 2025 to June 30, 2026
Certification Must be Recertified By	June 30, 2026

1.4 Fee Payment and Submission

Recertification consists of an online process via the IIBA website. The [Recertification Fee](#) is non-refundable and must be paid by the recertification date.

Upon payment of the recertification fee and submission of the recertification application, an IIBA email confirms status of **Certified** (for the new maintenance term) or **Recertification in Audit**. See [section 6.0](#) for the recertification audit process.

2.0 Policies

2.1 Code of Ethical Conduct and Professional Standards

Credential holders have an ongoing responsibility to the business analysis profession and must agree to abide by the [Code of Ethical Conduct and Professional Standards](#), when applying for recertification.

2.2 IIBA Recertification Terms and Conditions

The [IIBA Recertification Terms and Conditions](#) outline the terms for submission and payment of the recertification application. It is each credential holder’s responsibility to be aware of their recertification date and to comply with requirements on time or risk losing their certification.

Recertification reminder emails will be sent by IIBA, unless an individual opts out from receiving IIBA emails. It is strongly recommended to keep the primary email address with IIBA up to date.

Note: Email communications from IIBA may be inadvertently blocked or forwarded to spam filters. Adding certification@iiba.org to a personal email address book may help ensure that credentialing information from IIBA is received.

2.3 Certified Status

Credential holders who recertify each year continue to be certified, hold a [Digital Badge](#) and remain listed in the [Certified Professional Directory](#), if they have consented to have their name listed. Opting into or out of the directory is part of the online certification and recertification process.

2.4 Failure to Recertify

Credential holders who do not recertify on time are officially no longer certified and cannot represent themselves as certified. Their name and digital badge are removed from the listing in the IIBA Certified Professional Directory.

Suspended Status

Credential holders who do not recertify on time are given a **4-month grace period** to record their CDUs, pay the recertification fee and submit the application without penalty.

Uncertified Status

Credential holders who do not meet the requirements within the 4-month suspension period **become Uncertified**.

Uncertified candidates can only reinstate within 2 years of the original certification date or the last successful recertification date by contacting certification@iiba.org.

After this time period, reinstatement is **not** allowed, and candidates will be required to re-apply for certification and re-take the exam.

IIBA reserves the right to revoke the certification at its discretion and to conduct random audits.

2.5 Appeals

Appeals can be requested by contacting certification@iiba.org.

IIBA will have up to 90 business days to review the appeal. During that time, further information may be requested by IIBA. IIBA will make a final, binding decision and notify the individual by email.

3.0 CDU Qualifying Activities

The [AAC Recertification Process Guide](#) provides step-by-step instructions on entering hours into the **BA Development Log**.

Activities must align with business analysis activities and the knowledge areas within the [Agile Extension to the BABOK Guide](#) and activity dates must be **before** the recertification due date.

Category 1: Professional Development	Description	Stream	CDU Value
<p>Categories include:</p> <ul style="list-style-type: none"> ○ Classroom Course ○ Chapter Event (See list IIBA Chapter Events) ○ Chapter Study Group (Search “Study Group” in IIBA Chapter Events) ○ Conference Workshop (Conference days) ○ Online Course (includes live webinars) <p>For information about requirements and pre-approved courses, see IIBA Endorsed Education Providers (EEP) in Section 4.0.</p>	<p>Learning activities include instructor-led classroom and online learning, chapter events, chapter study groups and conference workshops.</p> <p>Being mentored through the IIBA Mentoring Program is captured under Chapter Events.</p> <p>Required documentation for non-IIBA conferences: event, provider, date, full description, hours, and proof of attendance.</p>	Learning	<p>1 hour of structured activity = 1 CDU</p> <p>Up to 15 CDUs per mentoring relationship</p>
Category 2: Work History	Description	Stream	CDU Value
<p>CDUs can be earned by doing business analysis work that is aligned with the domains in the Agile Extension to the BABOK Guide.</p>	<p>Include your supervisor’s name and work email address.</p> <p>The CDU value and alignment of your work experience will be validated by the IIBA system.</p>	Applying	<p>200 hours of business analysis work experience = 1 CDU</p>

Category 3: Professional Activities		Description	Stream	CDU Value
	3A. Author or co-author of an article published in a refereed journal.	No minimum or maximum length defined.	Applying	30 CDUs per article
	3B. Author or co-author of an article published in a non-refereed journal.	Content must be minimum 80% aligned with the Agile Extension to the BABOK Guide .	Applying	15 CDUs per article
	3C. Speaker/instructor at a conference, symposium, workshop, formal course or IIBA chapter meeting.		Applying	10 CDUs per activity
	3D. Member/moderator of a panel discussion at a conference, symposium, workshop, or formal course.		Applying	5 CDUs per activity
	3E. Author or co-author of a textbook.	Content must be minimum 80% aligned with the Agile Extension to the BABOK Guide .	Applying	30 CDUs per book
	3F. Developer of content for a structured learning program that includes learning objectives, interactivity, and assessment to ensure that learning has taken place.	May include content used for classroom delivery, online instructor-led delivery, or online self-paced delivery.	Applying	15 CDUs per program
Category 4: Volunteer Service				
	Board member with IIBA or an IIBA Chapter	Must attend 50% or more of the scheduled meetings.	Applying	1 hour = 1 CDU
	Committee member with IIBA or an IIBA Chapter	Must attend 50% or more of the scheduled meetings.	Applying	1 hour = 1 CDU
	Volunteer with IIBA or IIBA Chapter	Blog writer, editor, item writer, translator etc.	Applying	1 hour = 1 CDU
	Mentor a business analysis professional through the IIBA Mentoring Program	Complete progress reports as described in IIBA Mentoring Program Guide.	Applying	1 hour = 1 CDU Up to 15 CDUs per mentoring relationship
	Volunteer with a non-employer community or charitable group	Organization must be a legally recognized not-for-profit.	Applying	1 hour = 1 CDU
	Participate in a formal IIBA-led initiative or survey that awards CDUs (e.g. Practice Analysis).	This applies only when noted in the survey.	Applying	CDUs will vary

Category 5: Self-Directed Learning	Description	Stream	CDU Value
<p>Personally designed research or study activities that meet a specified purpose and use knowledgeable resources</p>	<p>Learning through books, articles, online resources, and archived webinars. Informal discussions or coaching with co-workers, clients, or consultants.</p>	<p>Learning</p>	<p>1 hour of activity =1 CDU Max 5 CDUs</p>
Category 6: Formal Academic Education			
<p>Programs offered by an accredited post-secondary institution for degree or diploma credit. 1 academic course credit is typically earned for each 3 hours of class/contact time and qualifies for 1 CDU.</p> <p>Courses/programs that automatically qualify include university or college Endorsed Education and Training Providers courses/programs if content is aligned with domains as discussed in the Agile Extension to the BABOK Guide.</p>	<p>Example: a typical 15 credit academic course qualifies for 15 CDUs (although the actual number of class/contact hours = 45 hours).</p> <p>All courses must be started after the credential has been awarded, with a passing grade received.</p>	<p>Learning</p>	<p>3 hours of academic course = 1 CDU</p>

4.0 IIBA Endorsed Education and Training Providers (EEP)

IIBA Endorsed Education Providers

EEPs have been pre-approved by IIBA, and their courses automatically qualify if they align with the domains in the [Agile Extension to the BABOK Guide](#).

View the [listing of approved courses](#) on IIBA’s [Endorsed Education and Training Providers](#) page. Some EEPs may also offer courses not approved by IIBA. Credential holders are advised to focus on the listing of approved courses.

Non – IIBA Endorsed Education Providers

CDUs may also be earned by attending educational programs offered by non-IIBA Endorsed Education Providers whose course offerings directly relate to business analysis and the [Agile Extension to the BABOK Guide](#).

To qualify, a course must be:

- Delivered by a facilitator or instructor who leads participant(s) through the content
- Designed with measurable learning objectives that describe desired performance outcomes such as changing behavior or improving skills applicable to business analysis
- Designed with opportunities for participants to interact with the material, ask questions, and have meaningful dialogue that supports learning
- Designed so that participants can practice tasks and be assessed accordingly

Non-EEP hours and CDUs will be validated by IIBA at the time of recertification.

Full course description and proof of attendance (certificate) will be required and must include:

- Course provider
- Course title
- Date of the course
- Hours of attendance
- Course description including learning objectives and assessment measurements

5.0 Reporting CDUs in the BA Development Log

Credential holders are responsible for recording their activities in the BA Development Log. Review the [AAC Recertification Process Guide](#) for how to enter the hours online.

Hours entered **cannot be changed after 7 days**.

The following additional rules apply:

- Credential holders may achieve their CDUs in any combination of the various categories.
- Credential holders are not required to report CDUs in all the categories but must report CDUs in more than 1 category.
- CDU activities completed **prior** to obtaining the designation **will not be** accepted for recertification.
- Participation for the same course/activity **cannot be claimed more than once** and **cannot be claimed in more than 1 category**.
- It is the **credential holder's responsibility** to request a receipt of attendance (from their Chapter, etc.) for applicable events/meetings attended.

Transfer of CDUs

For credential holders who record more than 20 CDUs in the final 4 months of their current 1-year cycle, **up to 5 CDUs will be transferred** to the next 1-year cycle.

6.0 Audits and Audit Documentation

Audits are conducted on a random basis, and it is strongly recommended that recertification supporting documents are saved for 12 months following the recertification cycle. If audited, proof of continuing education and activities will be required and will become the property of IIBA. Credential holders are encouraged to keep a copy of all materials submitted to IIBA.

Documents that are provided for the audit must clearly match the entries submitted for recertification. Failure to do so will delay the process.

Credential holders selected for an audit will be notified by email and will have 60 days from the date of the email to comply with the audit terms. Once IIBA receives and reviews all requested audit materials, the credential holder will receive the audit results by email.

Until the audit has been completed, certification status will show as **Recertification in Audit**.

Category	Audit Documentation Required for each CDU Category
Professional Development: <ul style="list-style-type: none"> ▪ Classroom Course ▪ Chapter Event ▪ Chapter Study Group ▪ Conference ▪ Online Course 	<ul style="list-style-type: none"> ☑ IIBA EEP: A certificate of achievement or email confirming attendance. ☑ Non-EEP: A certificate of achievement or email confirming attendance and hours. Course outline or lesson plan showing content covered. ☑ IIBA Chapter Event/Study Group/Conference: Email confirming attendance for meetings. A receipt for events. For mentoring only, a copy of progress reports submitted by the person being mentored. ☑ Non IIBA Event/Study Group/Conference: Copy of or link to event description, and proof of or email confirming attendance.
Work History	<ul style="list-style-type: none"> ☑ Contacts listed for each work entry will be emailed to validate work experience, hours, and dates. ☑ The contact must be the direct supervisor for the work history listed for the reference to be accepted. ☑ The direct supervisor’s contact information must be a work email address and phone number.
Professional Activities	<ul style="list-style-type: none"> ☑ Link to publications, sample educational materials, course agenda, and/or description of the activity.
Volunteer Service	<ul style="list-style-type: none"> ☑ An email or certificate acknowledging the credential holder’s volunteer service and dates. For mentoring only, a copy of progress reports submitted by the mentor.
Self-Directed Learning	<ul style="list-style-type: none"> ☑ Documentation is not required for this category.
Formal Academic Education	<ul style="list-style-type: none"> ☑ An official transcript or equivalent (i.e. a notarized copy), and a brochure or course materials outlining the subject matter covered and length of time.

Terms are subject to change.

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