

KEY FEATURES OF BUSINESS ANALYSIS CERTIFICATIONS

Here's a "one-stop shop" encyclopedia of the most prominent and internationally recognized certifications for business analysts and an attempt to make an "apples-to-apples" comparison of their features, requirements and costs. In the end, every BA likes structured information, don't we?

Certification provider	Certification name	Targeted audience	Formal prerequisites	Cost	Exam form	Is recertification required and how much does it cost?
International Institute for Business Analysis (IIBA)	Academic Business Analysis Certificate (ABAC)	This is an entry-level certification you can obtain from a college or institution partnered with the IIBA. The ABAC can help students prepare for competency-based IIBA certifications.	N/A	N/A	N/A	Not required
	Entry Certificate in Business Analysis (ECBA)	The ECBA shows an individual has a foundational knowledge of business analysis practices.	21 hours of professional development (1)	Application - \$60 Exam fee – from \$97.5 (IIBA members) - 230 (non-IIBA members) (4) Re-write - \$85 - 195	50 multiple choice knowledge-based questions to be completed in 60 minutes	Not required
	Certification of Competency in Business Analysis (CCBA)	Individuals with an ECBA designation, Product Managers, Non-BA consultants, Trainers, Hybrid Business Analysis professionals, including: Project Manager, Testers, Quality Assurance (QA) professionals, Change/Transformation Managers, and Designers	Complete a minimum of 3,750 hours of Business Analysis Work (2) experience in the last 7 years. <ul style="list-style-type: none"> • Within these 3750 minimum hours required, a minimum of 900 hours must be completed in each of 2 of the 6 BABOK Guide Knowledge Areas OR, a minimum of 500 hours must be completed in each of 4 of the 6 BABOK Guide Knowledge Areas. • Complete a minimum of 21 hours of Professional Development (1) within the last 4 years. • Provide references. 	Application - \$125 Exam fee - \$289.25 - 450 Re-write - \$250 - 375 Recertification - \$85 - 120	130 multiple choice scenario-based questions formulated from the BABOK Guide and must be completed within 3 hours. This is a computer-based exam. The CCBA exam can be taken online via proctor format or at a PSI test centre.	Recertification is required every 3 years

Certified Business Analysis Professional (CBAP)	<p>Individuals with significant experience in business analysis, Individuals with a CCBA™ designation, Product Manager, Non-BA consultants, Trainers,Hybrid Business Analysis professionals, including: Project Manager, Testers, Quality Assurance (QA) professionals, Change/Transformation Managers, and Designers.</p>	<ul style="list-style-type: none"> • Complete a minimum of 7,500 hours of Business Analysis Work (2) experience in the last 10 years. • Within this experience, a minimum of 900 hours completed in 4 of the 6 BABOK® Guide Knowledge Areas, for a total of at least 3,600 of the required 7,500 total. • Complete a minimum of 35 hours of Professional Development (1) in the last 4 years. • Provide two references. 	<p>Application - \$125</p> <p>Exam fee - \$289.25 - 450</p> <p>Re-write - \$250 - 375</p> <p>Recertification - \$85 - 120</p>	<p>The CBAP exam consists of 120 multiple choice questions and must be completed within 3.5 hours. Formulated from the BABOK Guide, exam questions are both scenario and case study-based.</p> <p>This is a computer-based exam. The CBAP® exam can be taken online via proctor format or at a PSI test centre.</p>	<p>Recertification is required every 3 years. You need to evidence 20 Continuing Development Units (3) per year, so - easy to calculate - 60 in total.</p>
Agile Analysis Certification	<p>For BA professionals who work in agile environments.</p>	<p>No pre-requisites</p>	<p>Application - free</p> <p>Exam fee - \$225 - 375</p> <p>Re-write - \$200 - 325</p> <p>Recertification - \$30 - 50</p>	<p>85 multiple choice, scenario-based questions, and must be completed within 2 hours.</p> <p>Scheduled, live, online exam that can be taken either online via proctor format or at a PSI test centre.</p>	<p>Recertification is required every year. You need to evidence 20 Continuing Development Units (3) each time you apply recertification.</p>
Certificate in Cybersecurity Analysis	<p>An opportunity to learn key cybersecurity concepts and tools business analysis professionals need to demonstrate core competencies, based on ISO standards related to cybersecurity.</p>	<p>No pre-requisites</p>	<p>Application - free</p> <p>Exam fee - \$310 - 475</p> <p>Re-write - \$300 - 425</p> <p>Recertification - not required</p>	<p>The exam consists of 75 multiple choice, knowledge-based questions and must be completed within 90 minutes.</p> <p>Scheduled, live, online exam that can be taken either online via proctor format or at a PSI test centre.</p>	<p>Not required</p>
Certification in Business Data Analytics	<p>Certification for skilled business data analytics professionals – e.g. Business Intelligence Analysts.</p>	<p>No pre-requisites</p>	<p>Application - free</p> <p>Exam fee - \$400 - 575</p> <p>Re-write - \$400 - 525</p> <p>Recertification - \$30 - 50</p>	<p>The exam consists of 75 multiple-choice, scenario-based questions to be completed within 2 hours.</p> <p>Scheduled, live, online exam that can be taken either online via proctor format or at a PSI test centre.</p>	<p>Recertification is required every year. You need to evidence 20 Continuing Development Units (3) each time you apply recertification.</p>

	Certificate in Product Ownership Analysis	Supports development of key competencies and provides Product Owners, Proxy Product Owners, and team members with the necessary framework, tools, techniques, approaches, and foundational Agile values.	No pre-requisites	Free of charge until end of June 2021 for IIBA members, then TBD	60 multiple choice, knowledge-based questions to be completed within 90 minutes. Scheduled, live, online exam that can be taken either online via proctor format or at a PSI test centre.	Not required
International Requirements Engineering Board (IREB)	Certified Professional for Requirements Engineering Foundation Level	Professionals who recently started working with software requirements	No pre-requisites	Prices vary between examination centres - a sample price in Poland is 922,5 PLN gross (\$251 as of 24.05.2021).	The exam must be completed within 75 minutes and covers about 45 multiple choice questions. On request non-native speakers may be granted a 15 minute extension. To pass the exam, you must achieve at least 70.00 % of the total possible score. Classroom exam in an examination centre - however, during the COVID-19 pandemic IREB allows exceptionally remote proctored exams. Exam is available in 12 different languages.	Not required
	Re@Agile Primer	Professionals who recently started working with software requirements in an Agile environment	No pre-requisites	Prices vary between examination centres - a sample price in Poland for an English-speaking exam is 204 EUR gross (\$249 as of 24.05.2021).	The exam must be completed within 40 minutes and covers 22 multiple choice questions. On request non-native speakers may be granted a 10 minute extension. To pass the exam, you must achieve at least 70.00 % of the total possible score. Classroom exam in an examination centre - however, during the COVID-19 pandemic IREB allows exceptionally remote proctored exams. Exam is available in English and German.	Not required

<p>Certified Professional for Requirements Engineering Advanced Level</p>	<p>Certification for requirements engineers with substantial experience.</p> <p>Four independent modules are available:</p> <p>Requirements Elicitation</p> <p>Techniques from the Foundation Level are elaborated here in more detail and further techniques added enabling participants to efficiently elicit requirements.</p> <p>Requirements Modeling</p> <p>Correct use of graphical models to express functional requirements.</p> <p>Requirements Management</p> <p>Appropriate methods and techniques to effectively deal with the management of requirements throughout the product development.</p> <p>RE@Agile</p> <p>How to apply RE methods and techniques in agile development processes - and vice versa.</p>	<p>CPRE Foundation Level certificate or a certificate in Requirements Engineering from British Computer Society</p>	<p>Prices vary between examination centres - a sample price in Poland is 4243,50 PLN gross (\$1154 as of 24.05.2021).</p>	<p>The exam consists of two parts: test and a written assignment.</p> <p>The test must be completed within 75 minutes and covers about 45 multiple choice questions. On request non-native speakers may be granted a 15 minute extension. To pass the exam, you must achieve at least 70.00 % of the total possible score.</p> <p>The written assignment must be submitted within one year of taking the examination. It must represent a realistic project situation from your working environment and demonstrate that you are capable of applying the acquired RE knowledge.</p> <p>Exam is available in 2 different languages (English and German).</p> <p>Classroom exam in an examination centre.</p>	<p>Not required</p>
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<p>Certified Professional for Requirements Engineering Expert Level</p>	<p>Certification for professionals with extensive experience in requirements engineering topics who want to prove their expert knowledge.</p>	<p>Prerequisites:</p> <ul style="list-style-type: none"> • The candidate has to be a holder of at least three CPRE Advanced Level certificates. • Up to two certificates can be substituted by other forms, e.g. university lectures clearly related to RE, certain certificates linked to other education schemes (e.g. CBAP, BCS Diploma in Business Analysis, ...), or a substantial publication. • Activity as a Requirements Engineer in various roles and projects amounting to at least three years of full-time equivalent. • Activity as a trainer or coach in the Requirements Engineering field. 	<p>Prices vary between examination centres - a sample price in Poland (exam provider from Austria due to inavailability inside Poland) is EUR 2,340 gross (\$2,866 as of 25.05.2021).</p>	<p>The examination consists of the following three parts:</p> <p>Part 1: Written application</p> <p>The written application has to demonstrate that the candidate fulfils the prerequisites (see above).</p> <p>Part 2: Written assignment</p> <p>The written assignment has to demonstrate that the applicant has in-depth know-how in the Requirements Engineering field.</p> <p>Part 3: Oral examination</p> <p>The oral examination is a face-to-face meeting or a video conference at a dedicated place. It takes 90 minutes and comprises three parts:</p> <ul style="list-style-type: none"> • Case (30 minutes after 2 hours preparation time). The candidate has to present his/her suggestions and thoughts on a given case. • Questions on Requirements Engineering in the context of the candidate's projects (30 minutes). • General questions on Requirements Engineering (30 minutes). <p>The exam can be taken only in English.</p>	<p>Not required</p>
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British Computer Society	Foundation Certificate in Business Analysis. Foundation Certificate in Business Change. Foundation Certificate in Organisational Behavior. Each one of the above examinations counts as "Knowledge Based Module" for Business Analysis diplomas issued by BCS (5).	Professionals who recently started or are about to start working with software requirements.	No pre-requisites	Exam cost is GBP 192 (\$271 on 24.05.2021) at Pearson Vue certification centre.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 60 minutes, but additional time may be granted due to disability or non-native speakers. The exam can be taken only in English.	Not required
	Practitioner Certificate in Business Analysis Practice. Counts as "Core Module" for Business Analysis diplomas issued by BCS.	Professionals who recently started or are about to start working with software requirements.	No pre-requisites	Exam cost is GBP 228 (\$322 on 24.05.2021) at Pearson Vue certification centre.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 60 minutes, but additional time may be granted due to disability or non-native speakers.	Not required
	Practitioner Certificate in Benefits Management and Business Acceptance. Counts as "Practitioner Module" for Business Analysis diplomas issued by BCS.	Professionals who recently started with software requirements.	No pre-requisites	Exam cost is GBP 228 (\$322 on 24.05.2021) at Pearson Vue certification centre.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 60 minutes, but additional time may be granted due to disability or non-native speakers.	Not required
	Practitioner Certificate in Modelling Business Processes. Counts as "Practitioner Module" for Business Analysis diplomas issued by BCS.	Professionals who recently started with software requirements.	No pre-requisites	Exam cost is GBP 228 (\$322 on 24.05.2021) at Pearson Vue certification centre.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 60 minutes, but additional time may be granted due to disability or non-native speakers.	Not required

Practitioner Certificate in Data Management Essentials. Counts as “Practitioner Module” for Business Analysis diplomas issued by BCS.	Professionals who recently started with software requirements.	No pre-requisites	Prices for courses vary depending on your chosen training provider and course format.	One hour ‘open book’ written exam, preceded by 15 minutes’ reading time based on a business scenario. Additional time may be granted due to disability or non-native speakers. Pass mark is 50%.	Not required
Practitioner Certificate in Requirements Engineering	Professionals who recently started or are about to start working with software requirements.	No pre-requisites	Exam cost is GBP 228 (\$322 on 24.05.2021) at Pearson Vue certification centre.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 60 minutes, but additional time may be granted due to disability or non-native speakers.	Not required
Professional Certificate in Advanced Requirements Engineering	Professionals with substantial working experience with software requirements. Counts as “Analytical Skills” certificate for Business Analysis diplomas issued by BCS.	No pre-requisites	Prices for courses vary depending on your chosen training provider and course format.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 90 minutes, but additional time may be granted due to disability or non-native speakers.	Not required
Professional Certificate in Agile Business Analysis	Professionals with substantial working experience with software requirements who want to certify or deepen their ability to perform this task in an Agile environment. Counts as “Analytical Skills” certificate for Business Analysis diplomas issued by BCS.	No pre-requisites	Prices for courses vary depending on your chosen training provider and course format.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 90 minutes, but additional time may be granted due to disability or non-native speakers.	Not required
Professional Certificate in Benefits Planning and Realisation	Professionals with substantial working experience with software requirements. Focuses on the business benefits of the processes analysis supports. Counts as “Business Skills” certificate for Business Analysis diplomas issued by BCS.	No pre-requisites	Exam cost is GBP 342 (\$482 on 24.05.2021) at Pearson Vue certification centre.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 90 minutes, but additional time may be granted due to disability or non-native speakers.	Not required
Professional Certificate in Business Architecture	Professionals with substantial working experience with software requirements. Counts as “Analytical Skills” certificate for Business Analysis diplomas issued by BCS.	No pre-requisites	Prices for courses vary depending on your chosen training provider and course format.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 90 minutes, but additional time may be granted due to disability or non-native speakers.	Not required

	Professional Certificate in Business Finance	<p>Professionals with substantial working experience with software requirements. Focuses on the financial analysis of the processes analysis supports.</p> <p>Counts as “Business Skills” certificate for Business Analysis diplomas issued by BCS.</p>	No pre-requisites	Exam cost is GBP 342 (\$482 on 24.05.2021) at Pearson Vue certification centre.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 90 minutes, but additional time may be granted due to disability or non-native speakers.	Not required
	Professional Certificate in Data Analysis	<p>Professionals with substantial working experience with software requirements. Focuses on the data aspects of analysis.</p> <p>Counts as “Analytical Skills” certificate for Business Analysis diplomas issued by BCS.</p>	No pre-requisites	Exam cost is GBP 342 (\$482 on 24.05.2021) at Pearson Vue certification centre.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 90 minutes, but additional time may be granted due to disability or non-native speakers.	Not required
	Professional Certificate in Stakeholder Engagement	<p>Professionals with substantial working experience with software requirements. Focuses on collaboration with stakeholder as a tool for business analysts.</p> <p>Counts as “People Skills” certificate for Business Analysis diplomas issued by BCS.</p>	No pre-requisites	Exam cost is GBP 342 (\$482 on 24.05.2021) at Pearson Vue certification centre.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 90 minutes, but additional time may be granted due to disability or non-native speakers.	Not required
	Professional Certificate in Team Leadership	<p>Professionals with substantial working experience with software requirements. Focuses on the issue of managing teams of business analysts.</p> <p>Counts as “People Skills” certificate for Business Analysis diplomas issued by BCS.</p>	No pre-requisites	Exam cost is GBP 342 (\$482 on 24.05.2021) at Pearson Vue certification centre.	Exam consists of 40 multiple choice questions. Pass mark is 65%. The exam time is 90 minutes, but additional time may be granted due to disability or non-native speakers.	Not required
International Software Quality Institute	Certified Agile Business Analysis (CABA)	Professionals who intend to show that you have the necessary knowledge to conduct business analysis and can utilize this in agile development.	No pre-requisites	The cost of the exam is \$215. For additional 25% you can re-sit your exam fee of charge, if you first attempt fails.	<p>Exam consists of 40 questions. The pass rate is 65%. Allotted time is 60 minutes, however, extensions can be granted for non-native speakers.</p> <p>Public exam and remote proctored exams available.</p>	Not required

Project Management Institute	Professional in Business Analysis (PMI-PBA)	Business Analysis professionals who combine this role with Project Management duties or work in projects with strongly accented project management approach	Prerequisites: <ul style="list-style-type: none"> • Secondary degree (high school diploma, associate's degree) • 60 months of business analysis experience • 35 contact hours of education (6) in business analysis OR <ul style="list-style-type: none"> • Bachelor's degree or the global equivalent • 36 months of business analysis experience • 35 contact hours of education in business analysis 	Exam fee varies from \$405 (PMI Members) - 555 (PMI non-members) - retakes cost \$275 – 375 Renewal costs \$60 - \$150.	The certification exam has 200 multiple-choice questions and you have four hours to complete it. The passing score for all PMI exams is determined by psychometric analysis. Online proctored exam.	To maintain your PMI-PBA, you must earn 60 professional development units (PDUs) in business analysis topics every three years. Out of these 60 hours: 35 hours have to be spent on education: <ul style="list-style-type: none"> • 8 hours on technical topics, • 8 hours on leadership topics, • 8 hours on business/strategic topics, • remaining 11 hours can be distributed anywhere in the topics above. 25 hours have to be spent on "giving back": <ul style="list-style-type: none"> • Volunteering, • creating work, • working as professional.
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FOOTNOTES

(1) Professional development hours are defined by IIBA differently for different examinations.

ECBA exam prerequisites define them as:

- Classroom and online courses (e.g. EEP endorsed courses)
- Webinars - live or recorded (e.g. IIBA Webinars)
- Conference track sessions, tutorials, keynotes & workshops
- Chapter events (i.e. presentations, study groups, workshops, conference days)
- Self -directed learning (i.e. reading/reviewing the BABOK® Guide v3.0)

Important Note: The content of these professional development activities must be aligned with the BABOK® Guide v3.0.

CCBA and CBAP exam prerequisites define them as:

- It must be moderated/facilitated similar to a formal course (i.e., there must be a moderator for the session, or a facilitator/instructor who leads the group/individual through the material).
- There must be a measurable learning objective (or set of objectives), and those must be directly applicable to the role of the business analyst (i.e., in terms of either changing behavior or improving skills).

- It cannot simply be a presentation on a specific topic.
- There must be the opportunity for students to interact with the material (e.g., be able to ask questions, make the learning meaningful).
- An opportunity to practice the task or objective being presented and, be assessed by the facilitator/moderator.
- The subject matter must be directly aligned with the BABOK® Guide.
- To qualify, courses must also be completed by the application submitted date and have a start date within the last four years from the application submitted date.
- All courses that are part of our Endorsed Education and Training Provider program automatically qualify towards the professional development requirement. This is because they have already been assessed and validated by IIBA® to ensure they meet the above criteria.

(2) Work History hours are hours spent on professional activities referring to BABOK Guide Knowledge Areas. There are 6 BABOK (v. 3.0) Knowledge Areas: Business Analysis Planning & Monitoring, Elicitation and Collaboration, Requirements Lifecycle Management, Strategy Analysis, Requirements Analysis and Design Definition, Solution Evaluation.

(3) Continuous Development Units (CDUs) are not time, but 'unit' based. They are defined by IIBA as:

- Attending meetings, each general program meeting of the chapter is worth 1 CDU.
- Speaking at meetings or events, speaking on a BA related topic at a chapter meeting, workshop, professional development day or other event is worth 10 CDUs, Being part of a discussion panel is worth 5 CDUs.
- Volunteer in a leadership role of the chapter. Board of Director and other volunteer positions for the chapter earns CDUs for the volunteer. The number of CDUs depends on the amount of engagement and length of time in the role. Basically, it is 1 CDU for each hour of work in the role, with a bonus 10 CDUs for each six months in the role.
- Provide BA services to the community or charitable organization. Each hour of work for a legally recognized not-for-profit organization in the community is worth 1 CDU.

(4) IIBA individual membership costs, annual fees are:

Region 1 - \$139

Region 2 - \$89

Region 3 - \$55

Regions are groups of countries, where the member is domiciled. Poland is Part of Region 2, while India sits in Region 3.

(5) British Computer Society introduced a concept of "diplomas" in their certification framework. Individual certifications are grouped in to categories and considered as pre-requisites for applying for certain diplomas. Additionally, apart from the certification itself, BCS requires an application form with evidence of professional experience as business analyst, description of the applicant's contribution to the business analysis community as well as signature of a supporter.

Diploma applications require holding the following certifications from the BCS offer:

International Diploma in Business Analysis

- 2 "core" modules,
- 1 "knowledge-based" module,
- 1 "practitioner" module.

Advanced International Diploma in Business Analysis

- 1 "analytical skills" certificate,
- 1 "business skills" certificate,
- 1 "people skills" certificate,
- 1 additional "analytical skills" or "business skills" certificate, on the top of the first two.

Expert Business Analyst

The application process for the award comprises the following steps:

- prerequisite certification and experience (details on: <http://www.bamanagerforum.org/the-expert-ba-award/>),
- written submission of evidence demonstrating your core and specialist skills, and contribution to the BA profession,
- supporter validation,
- project assignment,
- interview with assessors.

The Expert BA Award is assessed and awarded by the BA Manager Forum (BAMF).

(6) PMI “Contact hours” of education includes workshops and educational sessions offered by one or more of the following types of providers:

- PMI Registered Education Providers (R.E.P.s)
- PMI Approved Training Providers (ATPs)
- PMI chapters or communities of practice*
- Employer/company-sponsored programs
- Training companies or consultants (e.g., training schools)

- Distance-learning companies, including an end-of-course assessment
- University/college academic and continuing education programs

(7) Listed here as an example of a technology-based certification for business analysts. Numerous other, similar certifications exist for other technologies.