

MILESTONE PLANNING AND RESEARCH, INC.

Certification Partner Alignment Guide

Release 3: Including AI Business Process Architect Occupation

Occupation E

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Release 3 · Competency Standard Edition

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Release 3 Update

Release 3 adds Occupation E — Artificial Intelligence Business Process Architect — and updates the certification alignment analysis to include the BPA occupation’s competency families (P, Q, R, S). It also expands the win-win-win-win value architecture section and adds three new Common Trunk competencies (T-2.7 AI Security Awareness, T-2.8 AI-Enabled Innovation Judgment, and T-2.9 AI-Assisted Decision Quality) that apply across all five occupational pathways. Certification alignment for these three new trunk competencies is described in the Common Trunk section of the Certification Partner Alignment Guide for Occupations A–D.

This is a living document. The illustrative examples in this guide are based on publicly available curriculum information and secondary research conducted at time of preparation. They are intended to orient prospective partners to the program’s competency architecture — not to provide definitive assessments of any organization’s offerings. Coverage ratings reflect estimated alignment at the time of research and may not reflect current content, updated syllabi, or new credentials released since preparation. They are not endorsements. Certification providers, training organizations, colleges, and universities are invited to document their own alignment using the Partner Mapping Template in the Certification Partner Alignment Guide for Occupations A–D, or by contacting Milestone Planning and Research, Inc. directly.

The Business Value Positioning Gap

Reviewing DOL AI apprenticeship conference content, Microsoft and Google competency development program models, and the major academic AI certificate programs reveals a consistent structural gap: competency frameworks and program curricula are defined around what AI systems do, not around what organizations need in order to create measurable value from AI.

The consequence is that existing programs produce practitioners who can demonstrate AI technical capability but cannot answer the question an employer’s CFO will ask: ‘What business outcome did this AI initiative produce, and how do you know?’

This program’s differentiated positioning is built around that gap. Every occupation’s competency standards include explicit business value accountability — and the AI Business Process Architect occupation is designed entirely around the skills required to close the gap between AI capability and financial outcome.

For certification providers, this positioning creates a specific opportunity: the first vendor to develop a credential that maps directly to the BPA occupation’s business case, value measurement, and process transformation competencies will occupy a market position that no current certification covers.

Occupation E: AI Business Process Architect — Certification Alignment

Overview

The BPA occupation has four competency families: P (Process Transformation), Q (AI-Assisted Build), R (Value Realization and Measurement), and S (Strategic Positioning). These map to a different credential landscape than the other four occupations — one that spans process improvement, project management, business analysis, and AI technical skills. No single existing certification covers all four families adequately.

Certification	Vendor	BPA Competencies Addressed	Rating	Notes
Lean Six Sigma (Green Belt / Black Belt)	ASQ; various	P-P1 Business Process Discovery; P-P3 Future-State Design; R-R1 Value Measurement	★★★	Strongest available coverage of process discovery, baseline methodology, and value measurement for non-AI process

Certification	Vendor	BPA Competencies Addressed	Rating	Notes
				improvement. Must be supplemented with AI-specific transformation design (P-P3) and AI-assisted development (Q-Q1 through Q-Q3).
Certified Business Analysis Professional (CBAP)	IIBA	P-P1 Process Discovery; P-P2 Business Case Design; P-P3 Future-State Design	★★☆	Strong business analysis and requirements foundation. Business case development coverage reasonable. No AI-specific content, prompt architecture, or AI-assisted development content.
Project Management Professional (PMP)	PMI	R-R3 Portfolio Management; R-R2 Change Management (partial)	★★☆	Solid portfolio and change management foundation. No AI-specific process transformation, business case design, or value measurement content.
Prosci Change Management Certification	Prosci	R-R2 Change Management and Adoption Architecture	★★★	Best available coverage of R-R2 change management and adoption architecture. ADKAR model maps well to the program's adoption design standards. Supplement with AI-specific trust calibration and behavioral tracking content.
AWS Certified Machine Learning Specialty	Amazon Web Services	Q-Q1 AI-Assisted Solution Development; Q-Q3 Platform Architecture (partial)	★★☆	Partial coverage of AI-assisted development and cloud platform

Certification	Vendor	BPA Competencies Addressed	Rating	Notes
				architecture. No business process transformation, business case design, or value measurement content.
Microsoft Power Platform / Copilot certifications	Microsoft	Q-Q1 AI-Assisted Development; Q-Q3 Automation Platform Architecture	★★☆	Good coverage of no-code/low-code AI development and automation platform selection for Microsoft environments. Limited to Microsoft platform. No business case, process discovery, or value measurement content.
Certified Management Consultant (CMC)	ICMCI	P-P2 Business Case Design; R-R1 Value Measurement; S-S1 Competitive Differentiation	★★☆	Strong business case and value measurement foundation from a consulting perspective. No AI-specific technical content. High bar for entry — more relevant for senior BPA practitioners.
Financial modeling certifications (CFA Institute, CFI)	CFA Institute; CFI	P-P2 Business Case Design and ROI Architecture	★★★	Best available coverage of the financial modeling, NPV, sensitivity analysis, and expected value components of P-P2. No AI or process content. Strongly recommended as P-P2 RTI supplement.
Responsible AI / NIST AI RMF (various)	Multiple providers	P-P3 Future-State Design (governance layer); Q-Q2	★★☆	Governance layer of process

Certification	Vendor	BPA Competencies Addressed	Rating	Notes
		Prompt Architecture governance		design and prompt architecture. Supplements BPA occupation governance competencies. Not sufficient alone for any BPA competency family.

Key Gap: Business Case and Value Measurement

The most significant certification gap for the BPA occupation is in P-P2 (Business Case Design and ROI Architecture) and R-R1 (Value Measurement and Business Outcome Tracking) specifically as they apply to AI initiatives. Financial modeling certifications cover the NPV and sensitivity analysis mechanics. Six Sigma certifications cover baseline measurement and process improvement tracking. Neither covers the specific challenge of isolating AI’s contribution from confounding factors, designing measurement systems for AI-enabled process transformation, or reporting AI value realization to a CFO audience.

A certification vendor who develops a dedicated AI Business Case and Value Measurement credential aligned to P-P2 and R-R1 standards would occupy an entirely unoccupied market position — one that is directly required by the fastest-growing demand in AI workforce development: organizations that have deployed AI and now need to account for it.

Priority Alignment Opportunities: BPA Occupation

Competency	Gap	Partnership Opportunity
P-P1 Business Process Discovery	No certification covers AI readiness scoring (five dimensions) or value-at-stake calculation methodology specifically for AI transformation.	Extend Lean Six Sigma or CBAP content with AI-specific process readiness scoring and economic leverage calculation. Map to P-P1 Know standards.
P-P2 Business Case Design	Financial modeling certifications cover mechanics. No certification covers the two-sided AI business case (cost reduction + revenue creation), attribution methodology, or AI-specific sensitivity analysis.	Develop a dedicated AI Business Case and ROI Architecture credential. This is the highest-value unoccupied position in the AI workforce credential market.
Q-Q1–Q-Q3 AI-Assisted Build	Cloud platform certifications cover specific platforms. No certification covers the discipline of using AI to build AI in a governed, prototype-first, business-hypothesis-testing approach.	Extend AI development certifications with a BPA-specific module: five-day prototype sprints, baseline testing, prompt architecture documentation, platform selection with governance rationale.
R-R1 Value Measurement	No certification covers AI value realization measurement specifically: attribution methodology, four-stage measurement model, CFO-accessible reporting.	Develop an AI Value Realization and Measurement credential. Pair with P-P2 as a two-credential BPA track. This is the metric that separates accountability-focused AI programs from all others.
R-R2 Change Management	Prosci ADKAR model is the best available, but lacks AI-specific trust calibration and behavioral adoption tracking standards.	Extend Prosci or equivalent change management credential with AI-specific adoption content: trust calibration, AI reliability feedback loops, behavioral (not training-completion) adoption metrics.

Updated Win-Win-Win-Win-Win Architecture

With the addition of the BPA occupation, the program’s value architecture expands. The original four-party model (graduates, employers, schools, cert providers) now has a fifth dimension — the C-suite business outcome — that the BPA occupation makes explicit:

Stakeholder	What the Program Provides	How BPA Occupation Amplifies It
Graduates	Paid work, verified portfolio, DOL credential, career architecture.	BPA graduates are positioned as AI transformation practitioners — not AI staff. Starting salary expectations and career ceiling are substantially higher.
Employers	Governed talent pipeline, reduced hiring risk, governance readiness, internal capability.	BPA employers gain practitioners who find AI revenue and cost opportunities, build defensible cases, and measure outcomes. That is a CFO-visible capability, not an IT capability.
Schools	RTI demand, employer partnerships, placement outcomes, curriculum relevance.	BPA occupation creates demand for new RTI content: financial modeling, process improvement, change management, AI-assisted development. That is new curriculum territory with strong employer interest.
Cert providers	Aligned demand pipeline, structured enrollment, market relevance.	BPA occupation has the largest certification gap of any occupation in the program. The vendor who closes P-P2 and R-R1 owns a credential with no current competition.
C-suite/boards	AI investment accountability, outcome measurement, competitive strategy.	The BPA occupation is the first AI workforce role that produces practitioners accountable to a CFO for AI investment returns. That is a qualitatively different workforce proposition from any current AI program.

Summary

The AI Business Process Architect occupation closes the gap that distinguishes this program from every major competing AI workforce program, including those referenced at DOL AI apprenticeship conferences. The BPA occupation creates a certification partnership opportunity in a market segment — AI business case design and value realization measurement — that is currently unoccupied. Providers who move into that segment become the preferred partners for the fastest-growing employer demand in AI workforce development.

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