

# Federal Grants Management Certification

A workforce standard for a \$1.2T mission space

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**FGMC**

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portable • defensible • scalable

# \$1.2T mission. No common workforce standard

Grants outscale contracts, but credentialing has not caught up.

- No government-wide certification for grants professionals
- Inconsistent interpretation of 2 CFR 200
- Fragmented training creates uneven oversight
- Weakens performance measurement and accountability

**\$1.2T**

annual grant obligations

**0**

common federal grants credential

We are standardizing systems and policies—but not the people executing them

# The environment has changed

Workforce inconsistency is now a material risk

2024 Uniform Guidance updates

Fraud, waste, and abuse scrutiny

Evidence-based outcome expectations

Cross-agency execution

A credentialed workforce gives leadership a defensible way to manage the risk



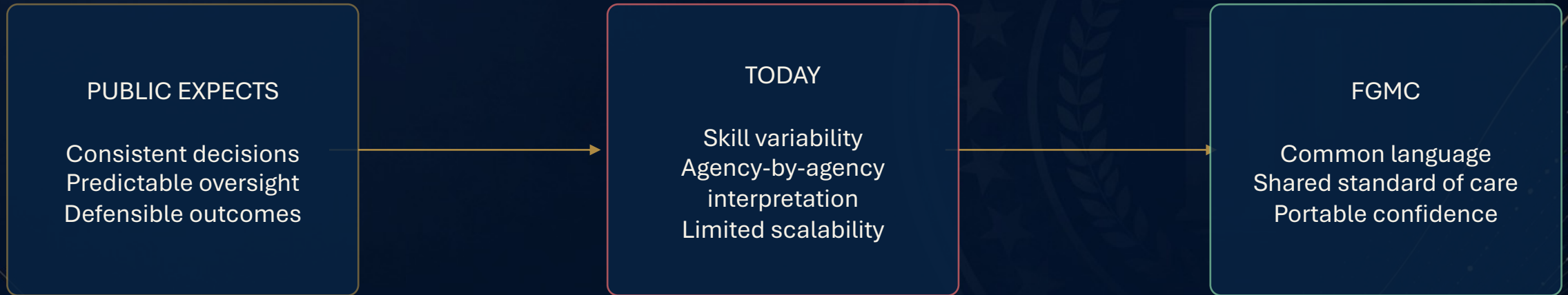
## RISK

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no longer just an HR issue

# Shared services depend on trust in execution

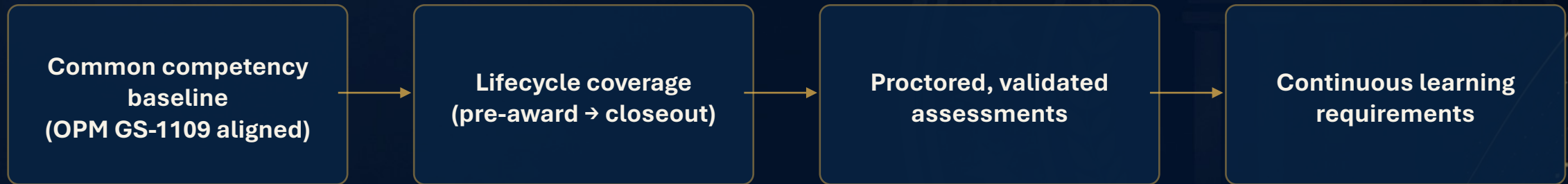
Customers need consistency to trust their service provider



Standardized services require standardized competencies

# FGMC: a governmentwide credential for grants management

Modeled after the Federal Acquisition Institute certification approach



A portable, defensible credential across the federal enterprise

# This is not “more training”

It changes the question from attendance to qualification

**NOT**  
a course catalog

**IS**  
a certification standard

**NOT**  
an HR initiative

**IS**  
a control mechanism

**NOT**  
agency-specific training

**IS**  
a mobility enabler

From “who took training” to “who is qualified to make decisions”

# Today's workforce is not portable

Skills are tied to place instead of standard.

- Agency policy interpretations
- Local training programs
- System-specific processes



**MOVE**

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without relearning the basics

A recognized transferable credential reduces retraining and improves talent mobility

# Confidence is the missing ingredient

Customers hesitate when they cannot predict decisions at scale

Do they interpret rules the same way?

Will this hold up under audit?

Are decisions consistent at scale?

Risk decisions

Financial oversight

Program execution

FGMC turns confidence into a credentialed, inspectable control

# Build on the ecosystem - Don't rebuild it

Recognize credible training, then add the federal grantor delta

National Grants Management Association  
CGMS — NCCA accredited

Federal training  
Grants.gov • DOL • ED

Private providers  
Management Concepts • GPA • FederalGrantsTraining

Recognize existing credentials

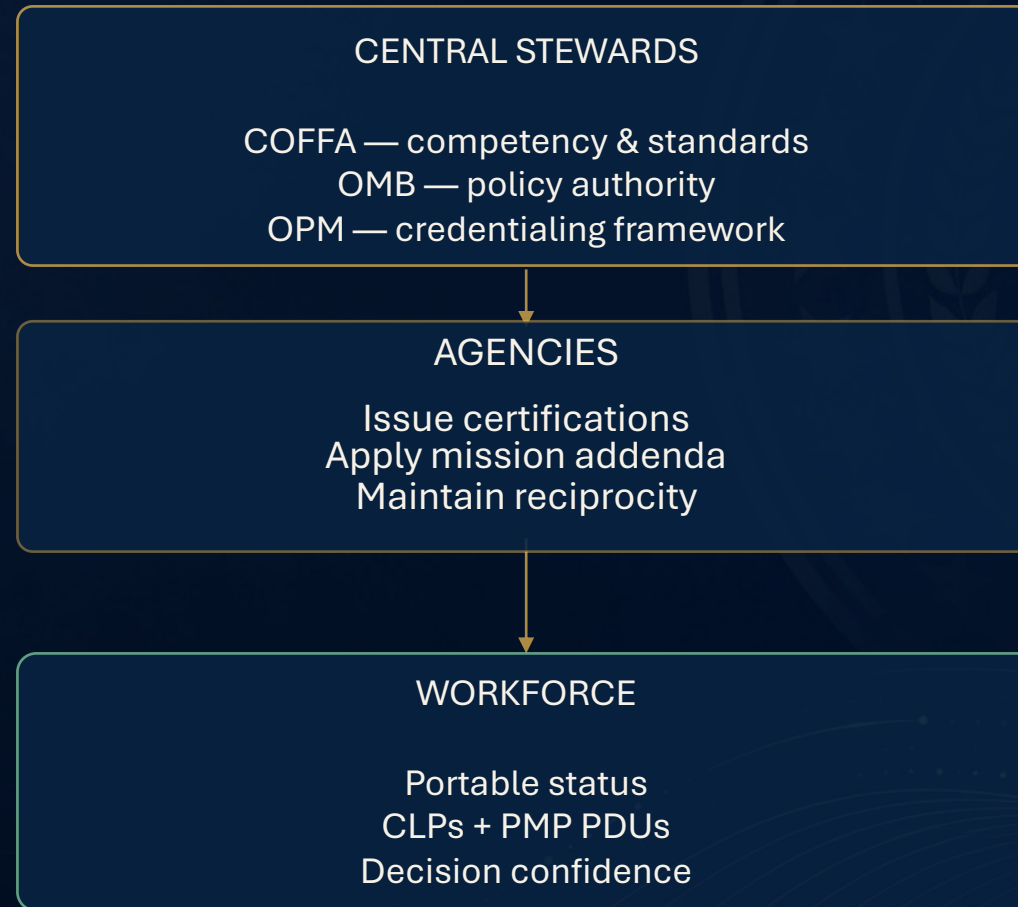
Align to federal competency model

Add minimal federal-specific  
modules

Faster adoption, lower cost, and higher credibility

# Clear ownership creates credibility

Central standards. Decentralized execution



# Not just GS-1109s

Credential depth should match decision authority

## FULL CERTIFICATION

GS-1109 grants specialists  
Award officials  
Monitoring / audit resolution leads

## FOUNDATIONAL CREDENTIAL

Program analysts  
Financial specialists  
Grants-adjacent roles

## AFFILIATE / DELTA

Recipient-facing staff  
Shared services users  
PMP-linked project leads

Align everyone influencing grant outcomes to the same baseline

# Operational discipline + strategic scalability

Certification makes controls and performance easier to inspect

Consistent rule interpretation

Stronger internal controls

Reduced audit findings

Improved performance measurement

Workforce mobility

Scalable shared services

AI/data readiness through standardized execution

The result is better controls and clearer value-for-money evidence

# Status quo risks are compounding

Small inconsistencies can create material exposure

Uneven competencies

Persistent audit findings

Weak performance measurement

Reduced public trust

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## EXPOSURE

compounds across \$1.2T

# **This is a shared services enabler**

**You cannot scale shared services without scaling confidence in the workforce**

**Common language of execution**

**Baseline for service quality**

**Mechanism to build public trust**

**FGMC makes the service model easier to buy, trust, and govern**

# Not a new idea - A missing piece

Policy, systems, and data need a workforce standard to execute consistently



To get consistency and accountability, certify the workforce executing the mission

# Framing for the panel

Use the model to test feasibility, not just agreement

What do you like about this model?

What concerns would you have implementing it?

Where does this conflict with current agency realities?

What alternatives would achieve the same outcome?

What would it take to make this “real” in an organization?

?

**DISCUSS**

move from concept to adoption