

# USAR AGR: Talent Marketplace FAQs/Help Centers

## What is a Market?

A pool of Soldiers/Members and positions that align based on set criteria, allowing Soldiers and units to interact with each other while setting assignment and applicant preferences.

## What is the MER?

Mission Essential Requirements List, created from current or projected vacant positions considered for fill in any given cycle.

## How is IPPS-A Market different from the previous distribution process?

**Transparency.** Members can see every position displayed in the market that are available to them and see details of that position the Unit feels necessary. This way Units and Members can make better assignment decisions based on the needs of the Army.

**Efficiency.** The system automates several steps of the distribution and position selection process, resulting in a more efficient method.

**Accuracy.** Leverages capabilities in IPPS-A to assist talent managers with aligning the right Soldier to the right position at the right time.

Utilizes a two-sided Market enables interaction between the Unit and the Member.

## How can units track which positions are being filled by HRC and what personnel are in-bound to which position?

Using the Search Job Openings (JO) functionality under the TAM Unit Workcenter, Units can search any Job Opening that meet their criteria and can see any JO's that are currently open, canceled or filled as well as track the applicant status against each positions for linked or approved orders.

## What is Member and Unit preference?

Member preference gives Members the ability to see all positions they are eligible to fill and preference them. Unit preference is the ability to preferencing applicants, rank those positions, and view all eligible Members qualified to fill that position.

## How can a Member update their Soldier Talent Profile (STP)?

Members can update their STP by coordinating with the correct unit HR Professional (G1/S1) within their command holding appropriate permissions.

## Where can units find a member's STP in IPPS-A Marketplace?

The STP is provided in the marketplace for units to view. In Unit preferencing, Units can set applicant preference for a particular JO and see every eligible applicant that meet requirements and are eligible to preference the position. Each eligible applicant will have an STP icon available for units to view.

## Where Can I Find Help?

- <https://ipps-a.army.mil/Training/Training-Aids/>
- <https://hr.ippsa.army.mil/upk/r3/demoserver/index.html>
- IPPS-A Help Center



*NOTE: In and out of cycle movers may direct questions and concerns to their unit strength managers and talent manager (HRC).*

