Leadership Team TEAM

Project Management Office (PMO)

COL Robert Mikesh
Project Manager
ASA(ALT), PEO EIS

The IPPS-A PMO manages the development of IPPS-A. PMO is responsible for designing and developing the system, training development, testing, implementation, customer relations and lifecycle sustainment.

LTC Ryan P. Martin
INC II Product Manager
ASA(ALT), PEO EIS

The IPPS-A Future Capabilities Office (FCO) Product Manager is responsible for the development of numerous capabilities that will either reside within the PeopleSoft ERP or integrate with IPPS-A.

Functional Management Division (FMD)

COL Rebekah S. Lust
Division Director
G-1 (TBAI)

FMD is the functional sponsor for IPPS-A. FMD is responsible for functional input including requirements definition, business process mapping, deployment, training strategy and change management.

SGM Paul J. Smith
Senior Enlisted Advisor
G-1 (TBAI)
IPPS-A Up Front

**Total Force Visibility**
1.1M Soldiers from all components in a single system

**Transparency**
Offers transparency to Soldiers by allowing them to see where their action is

**Mobile Accessibility**
Accessible via Government Device or Personal Device for Self-Service Users

**Automation**
Automates many manual/paper processes (e.g., leave, awards, name changes)

**Auditability**
Provides auditability of transactions by logging user, date and action

**Top to Bottom View**
Common Operating Picture: Accessible by every level of the Army

**Pay Efficiency**
Personnel actions trigger pay transactions automatically, reducing pay errors or delays

**Service/Assistance**
The Customer Relationship Module (CRM) offers another means for Soldiers to ask questions and get help instead of physically going to their S1 shop

**Key Functionality**
Awards • Promotions • Leave • PCS Orders
KSB Management • BI/Analytics
Strength Management • Search/Match Talent

**Still Yet To Come**
Soldier Pay • Sponsorship
In/Out Processing • Complete Marketplace
Problems We Are Solving

- **Disparate systems**
  200+ various HR and Pay systems

- **Disconnected processes**
  for HR and Pay systems; untimely Pay impacting readiness

- **Different systems**
  for HR and Pay for each Component

- **Labor intensive**
  to keep 200+ systems cyber compliant

- **System downtime**
  5500+ hours of system downtime in legacy systems impacting readiness

- **Inaccurate pay**
  causing significant Soldier debt ($1B total)

- **Army paying DFAS**
  for separate Pay transactions linked to HR actions (~$150M per year)

- **Not auditable**
  Army HR/Pay systems; Recurring AAA/DAIG/GAO audit findings and KPMG NFRs

- **Lack of visibility**
  for the Total Force and HR and Pay tracking/transparency for Soldiers, HR Professionals and Leaders

- **Industrial Era processes**
  Manual Talent Management not system linked to compensation; HR and Pay processes driven by pen and paper forms
Functional Capabilities

CUSTOMER RELATIONS MODULE
- Help Desk
- Soldier Inquiries
- Trouble Ticket Capability
- Action Tracking

HR SUPPORT
- Self-Service & Personnel
- Readiness & Manning
- Disciplinary Actions
- Assignments
- Action Requests
- Internal Controls
- Duty Status
- Transfers
- Promotions
- Reductions

TALENT MANAGEMENT
- Comprehensive Talent Profile
- Self-Professed/Manage KSBs
- Talent Market Place
- Search Match

BUSINESS INTELLIGENCE/ANALYTICS
- HR/TM
- Reporting & Analytics
- Strength Management
- Workflow/Audit/Internal Controls
Mobile App is Available for Download

The IPPS-A mobile app provides IPPS-A users a convenient way of safely accessing IPPS-A self-service capabilities through DS Logon.

**BLUF**
The critical enabler for submitting leave from your phone

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**Self-Service:**
through your DS Logon
(DoD username/password)

- Update address and contact information
- Upload your knowledge, skills and behaviors (KSBs)
- View personal profile
- View promotion points (semi-centralized)
- Submit / track personnel action requests (PARs)
- View and apply for job openings
- Assignments
- Request / view payroll absence (leave)
- Complete IPPS-A Training
- Submit / view help tickets known as Customer Relationship Management (CRM) cases

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**CAC Access:**
by Managers/HR Professionals
(card reader and software required)

- DD93 Update
- Non Self-Service Actions
  (HR Professional or Commander)

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First, ensure you have established a DS Logon Account (Username and Password), and verify CAC is registered.

To register a DS Logon account, go to DMDC Registration: https://myaccess.dmdc.osd.mil/identitymanagement/.

Visit the app stores above and search for “IPPS-A”

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For more information and installation instructions, visit https://ipps-a.army.mil/About/Mobile/
Functional Training: On-Demand Resources

BLUF: Webinar recordings are available on S1Net. Known Issues, Replays, Job Aids, and Manuals/Guides are available on S1Net and website.

Users may share their products with the field to the IPPS-A S1Net Subtopic > IPPS-A SOPs/Tools:
Functional Training: Webinars

Webinars are conducted each month on MS Teams and posted to IPPS-A S1Net page.

**HRC G1/S1 Touchpoints:**
- 3rd Wednesday of month, 1200 ET on Teams

**Audit and Internal Controls:**
- 4th Monday of month, 1100 ET on Teams

**Roles and Permissions:**
- 4th Tuesday of month, 1100 ET on Teams


**G1/S1 Touchpoint**
- CRM
- Unit Slotting and Position Inquiry
- Editing Soldier Talent Profile
- Manage Converted Assignments
- Promotion Board Rosters
- OBIEE Dashboard
- Personnel Asset Inventory (PAI)
- SABIR

**Roles and Permissions Training: Latest series**
- Part 1: Introduction and Access Request Submission
- Part 2: Validator Overview and Access Request Approval
- Part 3: Segregation of Duties (SOD) Overview and elevated access mngt tools and sustainment

**Audit and Internal Controls: Latest series**
- Part 3: Report Review (Inactive User, Mass Update Own Data, and POI Active User)

**A Day in Life: Top content**
- Training Environments
- S1 Pool Set Up and SFPA Flags
- Determining Elevated Access
- Unit Accountability and Strength
- Analytic tools for Unit Level Strength Mngt
- Workflow Capabilities and Set Up
- Progressive workflow demonstration
- Personnel Information Management
- Monthly Reports and Promotion Roster
- Decentralized/Semi-Centralized Promotions
- CRM Duties and Responsibilities
- Using CRM as an HR
Videos and demos are available on the IPPS-A S1Net page and YouTube.

YouTube Playlists:
- Release 3 Leaders Course
- Release 3 Self-Service Series
- IPPS-A Coffee Tawk
- IPPS-A Podcast
- The Ippsons
- User-centric compilations:
  - ARNG
  - USAR
  - HRC
  - IMCOM
  - G1s
  - S1s
  - Commanders
  - Soldiers


IPPS-A YouTube: https://youtube.com/IPPSA

IPPS-A Replays, Season 1:
- Add Tile to Homepage
- Add Pages to Favorites
- Arrive Member to an Assignment
- Depart Member to an Assignment
- Create a Temporary Assignment
- Update a Duty Status
- Add or Update an Award
- Create an S1 Pool
- Update a Member in an S1 Pool
- Create an Upper Echelon Group
- Update a Member in an Upper Echelon Group
- Submit an Access Request on behalf of (OBO) a Member
- Submit a Case OBO Member
- Create an Award Recommendation PAR
- Create User Defined List
- Process a Reduction
- Initiate SFPA
- Remove SFPA
- Validate Unit Level Accountability

IPPS-A Replays, Season 2:
- Complete Member Elections
- Create Workflow Template
- Create POI Account Accurately
- Add POI Relationship
- Maintain POI Relationship
- Set Up Provider Group Accurately
- Manage Decentralized Promotion Roster
- Manage Semi-Centralized Promotion Roster
- Generate ETS Roster Using Ad Hoc Reporting
- Create Active Termination – Discharge Separation Assignment (MPD edition)
- Reassign Action Using Monitor Approvals
- SABIR – Force Composition
- SABIR – Unit Strength & Readiness
- SABIR – Enterprise
- SABIR – MOSI
Functional Training: Demo Server Resources

User Productivity Kits (UPKs), Manuals/Guides, Job Aids and Leaders Program are available within the IPPS-A Demo Server.

IPPS-A Demo Server:

Select a button from the UPK Instructions main menu:

- **R3 Overview**: Epic/Capability area overviews
- **R3 UPKs**: Step by step instructional training aids
- **R3 Leaders Program**: Individual leader videos on demand

References and Field Input

### Guides and Manuals
- IPPS-A User Manual
- Army National Guard Basic Training
- IPPS Integration User Guide
- IPPS User Manual
- HRC - User Manual
- HRF - User Manual
- HRC: Master Workflow Formatt - URL to List
- Internal Control Compliance Guide
- Internal Control Compliance Guide Comment Tracker
- IPPS-A Overview Guide
- IPPS-A Overview - Guide to Common Changes
- IPPS-A E-Train User Guide
- IPPS-A Interface (USB)
- IPPS-A Subcategory Information
- IPPS-TRA User Guide
- MODCOOP Integration User Guide
- Provider Group Reference Guide
- R3 Training Glossary
- RAS Integration User Guide
- STARS Integration User Guide
- WILPAY User Manual

### Comment Sheets
- IPPS-A User Manual Comment Tracker

### Resources are also available:
- Training Aids
- S1Net

IPPS-A Help File URL:
Help File

Deselect the Applicable check box on the main menu:

All Training UPKs may be found in this searchable library

*Select + symbol to find desired subjects

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Job Aids

- Assignment Deferrment Process - Cutoff
- Automated Accession - Business Process
- Deletion of User Defined List
- Enlisted Accession Assignment Job Aid
- IPPS-A Examples Task: Integrated Soldier from PCR to PRB
- Manually Create Provider Group and Switch Business Unit to an IT Case
- MPC Change - Mass Update
- PSC - PPA-00212
- Separation and Transfer Assignments Job Aid
- IPPS-A MPD Smartbook
- Canceled Absence Job Aid
- HRC - Enlisted Promotions Job Aid
- IPPS-A Self Service Guide
- Self Service Personnel Record Review Job Aid
- RAOAT Job Aid
- ODSAE Job Aid
- Re-initiate Member Elections Job Aid
Talent Management Way Ahead with IPPS-A

IPPS-A is the critical enabler for The Army People Strategy and its transition to a Talent Management system and a human resources data-rich environment.

Data is the center of gravity to facilitate change

Continued pilots by Army & Talent Management Task Force are critical and provide visibility that will change decision making.

Current Human Resources Systems

KSBs (Soldier Talent Profile)
- What is tracked
- How is it measured
- Who gets to see it

Collect and organize data

Display and analyze data

Change HR Business Processes
- Define ideal Soldier Profile by MOS
- Retention
- Assignments
- Promotions
- Incentives
- Succession Planning

Pilots inform TM decisions

FACC
AVCCC
LGCCC
ILE
Assessment Centers

Bn/BDE CSL Assessments
AIM 2 / Marketplace

Better Decisions

Qualified Soldier

One Soldier ★ One Record ★ One Army
How Does IPPS-A Change MILPAY Processing?

**HR TRIGGERS PAY**
Eliminating separate manual pay transactions

**BUSINESS RULES EMBEDDED**
Eliminating primarily manual interpretation

**SELF-SERVICE**
Eliminating manual pay transactions/packets for Soldier

**ACTIVITY GUIDES**
Eliminating manual pay transactions for Soldier

**HR Transactions on Soldier’s record trigger pay**

**Business Rules embedded within IPPS-A support “If / Then” scenarios electronically**

**Allows Soldiers to request pay – impacting Personnel Actions (PARs) electronically via Self-Service**

**Guides Soldiers to complete certain tasks in specific order as applicable**

**EXAMPLE**
Soldier arrives to Afghanistan; Hardship Duty Pay - Location (HDP-L) starts for Soldier once they serve 30 consecutive days in country (IAW business rules); retroactively paid from arrival

**EXAMPLE**
If Soldier is involuntarily separated from Family (deployed) for more than 30 days, Soldier is eligible for Family Separation Allowance (DoD FMR)

**EXAMPLE**
Absence Request (Leave) requested by Soldier via Mobile Self-Service. Leave taken upon approval (default) vs. after

**EXAMPLE**
In-processing/onboarding process for a new hire that can include multiple users and numerous tasks or steps
The Soldier Talent Profile (STP)

IPPS-A will deliver improved talent information flow and greater transparency between all Components of the Army to employ and retain its very best. The STP provides a detailed level of workplace characteristics on each Soldier in our force. This includes hundreds of data elements regarding knowledge, skills, behaviors, experiences and readiness. When pieced together, the data provides a holistic talent profile of a Soldier.

**Knowledge**
- Civilian Education
- Accessions Data
- Military Education
- Knowledge
- Thesis/Capstone/Publication

**Skills**
- Awards, Tabs & Badges
- Professional Licenses & Certifications
- Attributes, Skills & Competencies
- Language & Level of Proficiency
- Additional Duties

**Behaviors**
- Personal Goals
- References, Endorsements & Networking
- Succession Planning
- Assessments
- Climate Survey & Peer Assessments

**Experience**
- Cultural Experience & Proficiency
- Deployments & Exercises
- Military Work Experience
- Civilian Work Experience

**Readiness**
- Personal Readiness
- DA Photo/CAC Photo
- Restrictions
- Military Qualifications
- Soldier Preferences

○ Self-Professed: Soldiers upload/validate in IPPS-A STP
○ Army Captured

One Soldier ★ One Record ★ One Army
Customer Support Resources

S1 shops are your first line on IPPS-A. In addition, IPPS-A resources are also available within the system and online to assist users in learning the system.

**BLUF**

**REVIEW MANUALS, GUIDES, JOB AIDS and UPKS**
2. Click Actions Menu in the upper right corner and select “Help.”
3. Uncheck the “Applicable” box to access “IPPS-A Additional Help and Documentation.”
4. Resource links are listed; find and click the appropriate resource.

**UTILIZE THE ONLINE/MOBILE HELP CENTER**
2. Click the “IPPS-A Help Center” tile.
2a. To search for a question (FAQ), enter a keyword(s) into the top search field.
2b. To create a help ticket (known as a CRM case), click on “Create a Case” tile.
3. Cases are automatically routed to the lowest level provider group (BN S1) for faster service.
4. To check on the status of your CRM case, click on the “My Cases” tile.

**CONTACT THE IPPS-A HELP DESK**
1-844-HR-IPPS-A (1-844-474-7772) or 502-613-7777
Email: usarmy.belvoir.peo-eis.mbx.ipps-a-help-desk@army.mil

**JOIN THE DRIVE THE CHANGE TEAMS CHANNEL 1**
- Do a keyword search to see if your question has been asked and answered. If not, post your question.
- Over the Shoulder Support is also available.
- For updates on latest releases, join on Fridays after a release at 9 a.m. ET.

**JOIN THE CLOSED FACEBOOK GROUP (Peer-to-Peer Support)**
- Do a keyword search to see if your question has been asked and answered.
- If not, post your question.
## How Can Soldiers Learn about IPPS-A?

**To follow IPPS-A:**

- [facebook.com/armyippsa/](facebook.com/armyippsa/)
- [youtube.com/c/IPPSA](youtube.com/c/IPPSA)
- [instagram.com/usarmy_ippsa](instagram.com/usarmy_ippsa)
- [twitter.com/IPPSArmy](twitter.com/IPPSArmy)
- [linkedin.com/company/ipps-a/](linkedin.com/company/ipps-a/)

Podcast on Apple, Spotify, Google, Castbox, and more!

- [usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil](usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil)

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