IPPS-A Introduction

2025

One Soldier ★ One Record ★ One Army

Leadership Team

Project Management Office (PMO)

COL Matthew C. Paul

Project Manager
ASA(ALT),
PEO Enterprise

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 Mbukoyo O. Butler

INC II Product Manager
ASA(ALT),
PEO Enterprise

The IPPS-A Increment II (IPPS-A Inc. II) 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)

SGM Paul J. Smith

Senior Enlisted Advisor
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.

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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 Management (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

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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

Pay Accuracy
causing significant Soldier debt (~$500M total)

Cost of doing business
for separate Pay transactions linked to HR actions (~$200M per year)

Audit Readiness
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 Relationship Management

- ☐ Help Desk
- ☐ Soldier Inquiries
- ☐ Trouble Ticket Capability
- ☐ Action Tracking

HR Support

Self-Service ☐	Internal Controls ☐
Readiness & Manning ☐	Duty Status ☐
Awards ☐	Transfers ☐
Assignments ☐	Promotions ☐
Action Requests ☐	Reductions ☐

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

Talent Management

- HR/TM ☐
- Reporting & Analytics ☐
- Strength Management ☐
- Workflow/Audit/Internal Controls ☐
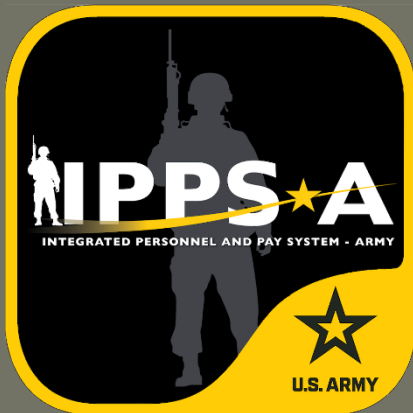
Business Intelligence/Analytics

Mobile App is Available for Download

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

The critical enabler for submitting leave from your phone

IPPS★A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY
U.S. ARMY

Download on the **App Store**

GET IT ON **Google Play**

DEM **DoD DEM**

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"

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

CAC Access:
by Managers/HR Professionals (card reader and software required)
- DD93 Update
- Non Self-Service Actions (HR Professional or Commander)

For more information and installation instructions, visit https://ipps-a.army.mil/Drive-the-Change/Mobile/

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Training: Drive the Change and Resources

The Drive the Change Teams Channel offers weekly Over the Shoulder Support (OTSS), reinforcement training, and new release discussions.

- **OTSS:** Subject Matter Experts answer questions on Mon., Wed., and Fri. from 9 a.m. – 11 a.m. ET and Wed. from 6 p.m. – 8 p.m. ET

- **Reinforcement Training:** Training is provided on Wed. from 9 a.m. – 11 a.m. ET and 6 p.m. – 8 p.m. ET. When available, see the Recordings folder.

- **New Releases:** Every other Friday at 9 a.m. ET, the Team discusses what changes have been implemented into the system during each release, as well as show screenshots and resources to assist users with the updates. These recordings/products are available in the Drive the Change folder.

For more information, visit the Drive the Change webpage.

Visit the Drive the Change Teams Channel.

Training is also available at Soldier Support Institute Learning Resource Center online.

Training: Videos and Demos

Videos and demos are available on the IPPS-A YouTube page.

YouTube Playlists:

- **IPPS-A Replays**
- **IPPS-A SITREP**
- **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 webpage: https://ipps-a.army.mil/Training/Replays-How-To-Videos/

IPPS-A Replays Playlist

1. Add Tile to Homepage
2. Add Pages to Favorites
3. Arrive Member to an Assignment
4. Depart Member to an Assignment
5. Create a Temporary Assignment
6. Update a Duty Status
7. Add or Update an Award
8. Create an S1 Pool
9. Update a Member in an S1 Pool
10. Create an Upper Echelon Group
11. Update a Member in an Upper Echelon Group
12. Submit an Access Request on behalf of (OBO) a Member
13. Submit a Case OBO Member
14. Create an Award Recommendation PAR
15. Create User Defined List
16. Process a Reduction
17. Initiate SFPA
18. Remove SFPA
19. Validate Unit Level Accountability
20. Complete Member Elections
21. Create Workflow Template
22. Create POI Account Accurately
23. Add POI Relationship
24. Maintain POI Relationship
25. Set Up Provider Group Accurately
26. Manage Decentralized Promotion Roster
27. Manage Semi-Centralized Promotion Roster
28. Generate ETS Roster Using Ad Hoc Reporting
29. Create Active Termination – Discharge Separation Assignment (MPD edition)
30. Reassign Action Using Monitor Approvals
31. SABIR – Force Composition
32. SABIR – Unit Strength & Readiness
33. SABIR – Enterprise
34. SABIR – MOSI
35. Submit Voluntary Retirement – Regular Army
36. Submit Voluntary Retirement – ARNG & USAR
37. Submit a BAH Recertification

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:
https://hr.ippsa.army.mil/upk/r3/demoserver/index.html

Select a button from the UPK Instructions main menu:

R3 Overview	Epic/Capability area overviews
R3 UPKs	Step by step instructional training aids
R3 User Manual	User Manual, Guides, and Job Aids
R3 Leaders Program	Individual leader videos on demand

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

search
☐ Applicable ☐ My Roles
📄 IPPS-A Additional Help and Document
⊞ 🔶 Self Service
⊞ 🔶 Foundation
⊞ 🔶 Acquire
⊞ 🔶 Distribute
⊞ 🔶 Develop
⊞ 🔶 Compensate
⊞ 🔶 Sustain
⊞ 🔶 Transition
⊞ 🔶 Manager Self Service

References and Field Input

Guides and Manuals	Comment Sheets
IPPS-A User Manual	IPPS-A User Manual Comment Tracker
Army National Guard Error Resolution	
AORS Integration User Guide	
CRM User Manual	
Error Resolution Foundation (HCM)	
HRC Master Workflow Template - UDL List	
Internal Control Compliance Guide	Internal Control Compliance Guide Comment Tracker
IPPS-A Cutover Guide	
IPPS-A Cutover Guides Summary of Changes	
IPPS-A ELM User Guide	
IPPS-A Interfaces (SV8)	
IPPS-A Subcategory Infographics	
IPPS-A TRA User Guide	
MOBCOP Integration User Guide	
Provider Group Reference Guide	
R3 Training Glossary	
RLAS Integration User Guide	
SFARS Integration User Guide	
MILPAY User Manual	

Job Aids
Assignment Deferment Process - Cutover
Automated Accession Business Process
Deletion of User Defined List
Enlisted Accession Assignment Job Aid
IPPS-A Example Task-Integrated Soldier from PCR to PRR
Manually Create Provider Group and Switch Business Unit to an IT Case
MPC Change - Mass Update
PSC_PPA_202212
Separation and Transfer Assignments Job Aid
IPPS-A MPD SmartBook
Canceled Absence Job Aid
HRC Jr Enlisted Promotions Job Aid
IPPS-A Self Service Guide
Self Service Personnel Record Review Job Aid
REDCAT Job Aid
OBIEE Job Aid
Re-Initiate Member Elections Job Aid

Resources are also available on the Training Aids webpage and IPPS-A CONNECT.
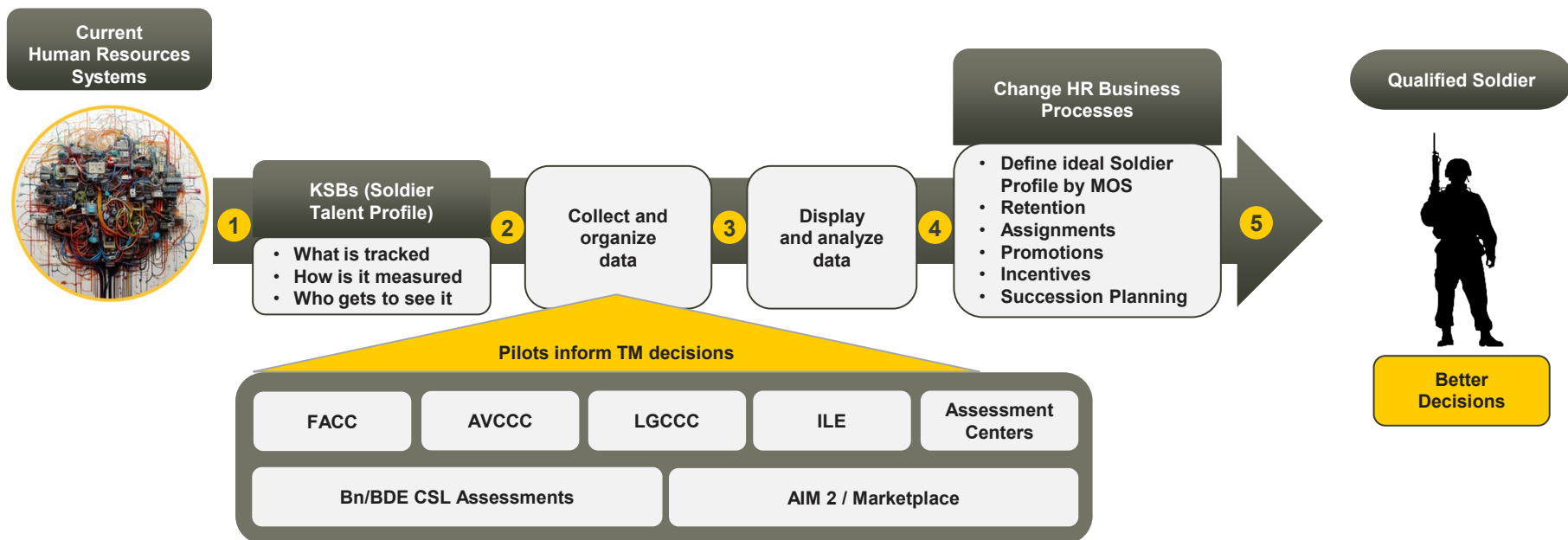
Talent Management Way Ahead with IPPS-A

BLUF: IPPS-A is the critical enabler for the transition to a Talent Management system and a 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

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

2 Collect and organize data

3 Display and analyze data

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

5 Qualified Soldier

Better Decisions

Pilots inform TM decisions

FACC	AVCCC	LGCCC	ILE	Assessment Centers

Bn/BDE CSL Assessments	AIM 2 / Marketplace

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How Does IPPS-A Change MILPAY Processing?

HR TRIGGERS PAY
Eliminating separate manual pay transactions

HR Transactions on Soldier's record trigger pay

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

BUSINESS RULES EMBEDDED
Eliminating primarily manual interpretation

Business Rules embedded within IPPS-A support "If / Then" scenarios electronically

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

SELF-SERVICE
Eliminating manual pay transactions/ packets for Soldier

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

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

ACTIVITY GUIDES
Eliminating manual pay transactions for Soldier

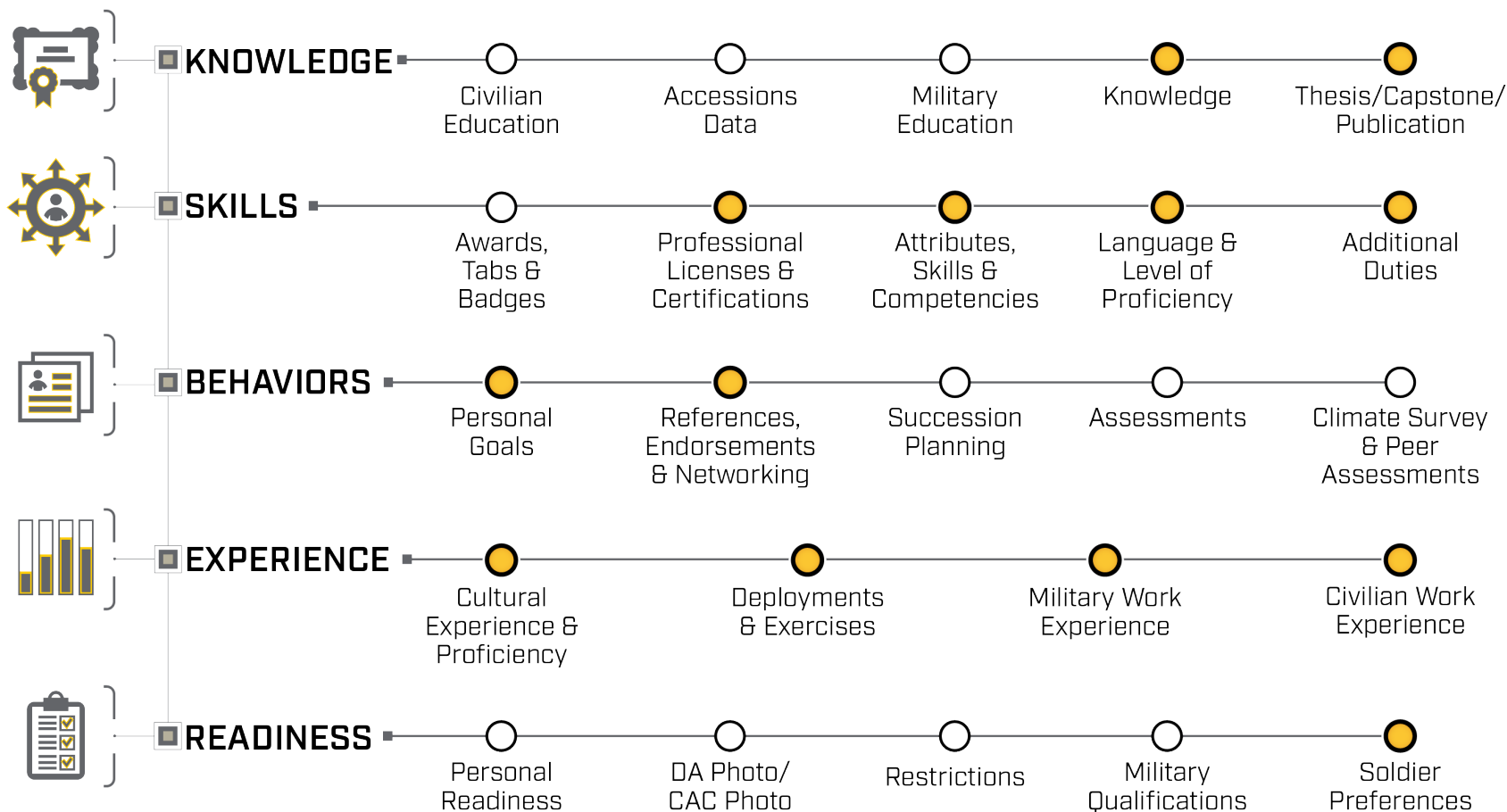**Guides Soldiers to complete certain tasks in specific order as applicable**

EXAMPLE
In-processing/onboarding process for a new hire that can include multiple users and numerous tasks or steps

IPPS-A

BLUF

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

Legend:
- ⬤ Self-Professed: Soldiers upload/validate in IPPS-A STP
- ◯ Army-Captured

Customer Support Resources

BLUF 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.
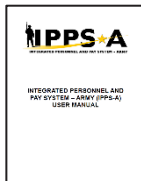
REVIEW MANUALS, GUIDES, JOB AIDS and UPKS
1. Login to IPPS-A at Self-Service: https://my.ippsa.army.mil or Elevated Access: https://hr.ippsa.army.mil/.
2. Click Actions Menu in the upper right corner and select "Help."
3. Uncheck the "Applicable" box to access "IPPS-A Additional Help and Documentation."
4. Resource links are listed; find and click the appropriate resource.

UTILIZE THE ONLINE/MOBILE HELP CENTER
1. Login to IPPS-A at https://my.ippsa.army.mil or Elevated Access: https://hr.ippsa.army.mil/.
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)
Email: usarmy.belvoir.peo-enterprise.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.

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How Can Soldiers Learn about IPPS-A?

To follow IPPS-A:

🌐 https://ipps-a.army.mil/

f facebook.com/armyippsa/

▶ youtube.com/c/IPPSA

📷 instagram.com/usarmy_ippsa

𝕏 x.com/IPPSArmy

in linkedin.com/company/ipps-a/

🎙 Podcast on Apple, Spotify, Google, Castbox, and more!
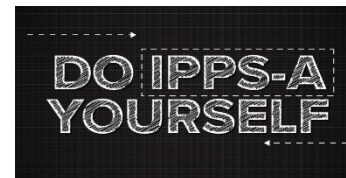
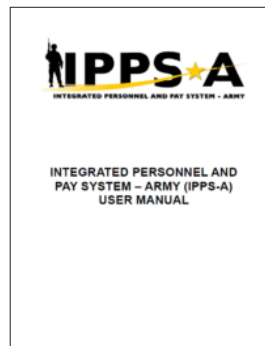IPPS-A CONNECT

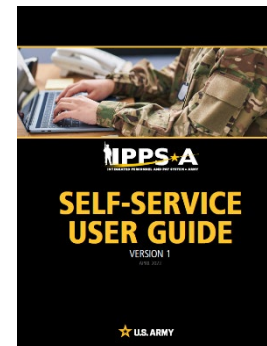✉ usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil

Soldier/Self-Service Course

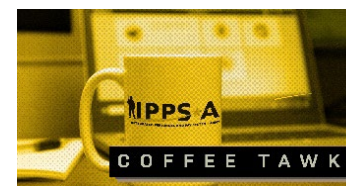**D.I.Y Series**

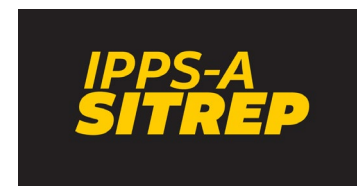**Replays: How-to Demos**

User Manual

User Guide

Fact Sheets

IPPS-A Podcast

Coffee Tawk

IPPS-A SITREP