

# BRINGING ARMY HUMAN RESOURCES INTO THE FUTURE

IPPS-A is modernizing Army HR and delivering talent management capabilities, reducing IT and military pay costs, and improving Soldiers' lives through transparency and mobile capabilities.



**Intuitive and Easy to Use:**  
Eliminating Legacy Systems and Applications



**Trackable HR Actions:**  
Enabling Enterprise Analytics



**Talent Management:**  
Soldier Talent Profiles and Talent Marketplace



**Information Assurance (IA)/Cyber compliant**



**Unified Authoritative Data Sources and Data Sharing** across the HR Enterprise and DoD



**Business Process Re-engineering** to Update and Change as Needed



**Auditability:** Tying HR actions to Pay and Strength



**Strength Management and Forecasting capabilities** for Commanders to Increase Readiness



## Revolutionary Leap Forward for the Total Force

Through an incremental approach, IPPS-A completed an important milestone by fielding capabilities to Active, Army National Guard and Army Reserve Soldiers in January 2023. These capabilities include:



**Customer Relationship Management** with help desk, question/answer database, job aids, and case and action tracking



**Enhanced HR functionality** for Soldiers, HR Professionals and Leaders



**Comprehensive Soldier profiles and talent marketplace** to maximize Soldier potential and improve Army career experience



**Business Intelligence and Analytics** to maintain reporting and audit requirements



**Updated Mobile app** for IPPS-A access, anytime and anywhere



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**1.1M**

The number of Soldiers that depend on and utilize Army HR systems worldwide

**LEGACY MODEL**

The approximate number of disparate HR and Pay systems **200**

The approximate number of interfaces and data exchanges between internal and external systems **650+**

Not auditable nor fully compliant in IA or Cyber

Lack of data and process standardization across Components that leads to inefficiency, deviations and errors

The number of business processes across three COMPOS **157**

Manual paper-driven processes involving in-person meetings

**FUTURE ENVIRONMENT**

**30+** The approximate number of HR and Pay systems subsumed

**300+** The approximate number of interfaces and data exchanges eliminated

Fully auditable and IA and Cyber compliant

Modernized business rules, roles and responsibilities increase efficiency and reduce errors

**52** The reduced number of business processes across three COMPOS

Reducing paper forms with online Soldier self-service processes and electronic approvals

**Problems IPPS-A Will Solve**

**Inaccurate pay** causing significant Soldier debt

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

**Disconnected HR and Pay processes;** untimely Pay impacting readiness

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

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

**Manual industrial era Talent Management** not linked to compensation

**How Will 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