




CLOSED MARKETPLACE SOLDIER PREFERENCING JOB AID

This Job Aid assists Closed Marketplace Applicants in navigating through a closed Marketplace in order to preference Job Openings in IPPS-A.

When a Member receives a Marketplace Email Notification, the email provides instructions and key information on the assigned cycle, as well as other pertinent information.

 *NOTE: In IPPS-A, Soldiers are referenced to as Members.*

 *NOTE: See IPPS-A User Manual > Chapter 10 for more information.*

 *NOTE: Applicable to Active Component (All Populations) and Active Guard Reserve (AGR) (All Populations).*

Accessing IPPS-A Closed Marketplace


1. Log into IPPS-A under the **Self-Service Role**.
2. From the IPPS-A home page, select **TAM Soldier Workcenter**.




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Closed Marketplace Preferences CONTINUED

- Under Marketplace, select **Closed Marketplace Preferences**; a new window opens. Must have an invitation to access (received via Email Notification.)
- Defaults to most recent Marketplace ID (provided within Email Notification, validate marketplace ID.) Scroll page down to Job Openings to see the list of available jobs.

 *NOTE: Allows Members to search historical markets in past cycles, provides key dates: Market Begin and End.*

 *NOTE: If Member fails to submit preferences prior to end of market, preferences will be auto-selected based on Military Occupational Specialty (MOS) and grade.*

Talent Management Workcenter

Links

- Talent Management Workcenter
- Talent Profile
 - My Profile
 - Soldier Talent Profile
- Marketplace
 - Open Marketplace
 - Closed Marketplace Preferences**
- Job Openings
 - My Current Job Openings

TALENT MANAGEMENT
U.S. ARMY

The Army is undertaking the most comprehensive reform of its three officer personnel systems since the Officer Personnel Act of 1947. The 2019 National Defense Authorization Act authorized a future talent-based system. The Army has determined the policies and initiatives that set Army Talent Management in motion.

The Army is moving from the industrial age to the information age through the following:

- How we fight: Multi-Domain Operations
- How we equip: Army Futures Command
- How we manage our People: 21st Century Talent Management

Guiding Principle: Right Officer, Right Assignment, Right Time, Over Time

- Requires a granular knowledge of all officers; better information leads to better decisions
- Manages all officers - greatest impacts to 6-80%
- Make a new & better system, not make the system better
- Move from data-poor to data-rich systems powered by 21st Century IT
- 10x change vs. 10% change
- Creating lasting reform requires changing Army cultural norms Why the Army is the premier organization for human development

People define our Army - the premier organization for human development

Talent management gives us a decisive advantage against near peer adversaries. It requires us to maximize potential of our people.

Today, we are experiencing the slowest rate of technological change in our history. We are competitive for our nation's best talent.

Marketplace Preferences

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Instructions

Marketplace Preferences allows you to set preferences for current market(s) you are being considered for and a view of historical markets that you have been associated with.

The most current Market that you are associated with will always default when coming to Marketplace Preferences.

Please select the Market ID from the prompt below to provide a list of applicable Job Openings and set/view your preferences. Preferences are available for modification until the Market End Date associated with the Market ID selected. You can review Job Opening details and prioritize from 1 to N based on your assignment preferences

One to many label filters can be applied to provide a subset view of Job Openings that are associated to at least one of the labels selected.

Market

Market ID **4**

Description	Officer Marketplace Pilot 1
Market Begin	09/11/2023
Market End	09/17/2023
Mid Market Begin	09/14/2023
Mid Market End	09/15/2023
Applicable Immaterial	001A

> Job Opening Filters

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Closed Marketplace Preferences CONTINUED

5. Under Closed Marketplace Preferences, a list of job opportunities populate under Job Openings that the Member is eligible to preference.

NOTE: Preferences are based off Member's Personnel Occupational Specialty Code (POSCO)/Military Occupational Specialty (MOS)/Area of Concentration (AOC), Grade, and Immaterial jobs that the Member is eligible to apply to.

NOTE: For Army Reserve (USAR) and AGR Active Component Officers (ACO), Report Date defaults to the last day of the movement cycle and is not the requested report date for the Job Opening.

NOTE: For Active Component Enlisted (ACE), Report Date is the projected report date for the Job Opening.

scription	UIC	UIC Description	Position	City	State	Duty Title	POSCO	Grade	ASI	SQL	Report Date	Position
	W6ED16	W6ED HRC, RPMD	00000000	FT KNOX	KY	BRANCH CHIEF	O4ZH	O6			09/30/2024	
	W6ED16	W6ED HRC, RPMD	00000000	FT KNOX	KY	BRANCH CHIEF	O4ZH	O6			09/30/2024	
	W6ED16	W6ED HRC, RPMD	00000000	FT KNOX	KY	#2 CAREER MANAGER	O01A	O4			09/30/2024	
	W6ED16	W6ED HRC, RPMD	00000000	FT KNOX	KY	#3 CAREER MANAGER	O4ZH	O4			09/30/2024	

6. Members will have the option to choose two methods for preferences: Auto Fill or Manual Fill.

6A. Select **AutoFill Preferences** to automatically place a numerical value into each Job Opening based off MOS/Grade first, followed by immaterial Job Openings.

6B. Select **Remove All Preferences** will delete all numerical values input for each Job Opening; after selecting Remove All Preferences, the Members will need to either manually fill preferences or select Auto Fill Preferences.

My Labels

No labels applied

A
6
B

Job Openings


Valid Preference Values Are From 1 And 4

JO	CMND CD	CMND CD Description	UIC	UIC Description	Position	City	State	Duty Title	Pr
538718	HC	HRC	0000000	W6ED HRC, RPMD	00000000	FT KNOX	KY	BRANCH CHIEF	O
538725	HC	HRC	0000000	W6ED HRC, RPMD	00000000	FT KNOX	KY	BRANCH CHIEF	O
538727	HC	HRC	0000000	W6ED HRC, RPMD	00000000	FT KNOX	KY	#2 CAREER MANAGER	O
538736	HC	HRC	0000000	W6ED HRC, RPMD	00000000	FT KNOX	KY	#3 CAREER MANAGER	O

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How to Manually Fill Preferences


7. Preference values range is listed above the available Job Openings.


 **NOTE:** In this example, the Member is limited to four Job Openings during the Market. Therefore, only numbers 1-4 will be utilized. Values are based off the number of available Job Openings at that time.

8. In this example, Preference values default to the number 0.

9. Manually input numeric values in chronological order (1-99, pending applicable number of Job Openings.)

10. Click **Save**.

 **NOTE:** Member **MUST** select save; All preference data will be lost if **SAVE** is **NOT SELECTED**.

 **NOTE:** Any Job Opportunity missing a numerical value will automatically fill based off MOS/Grade first, followed by immaterial Job Openings.

My Labels

No labels applied

Auto Fill Preferences Remove All Preferences

Job Openings

Valid Preference Values Are From 1 And 4 7

JO	CMND CD	CMND CD Description	UIC
538718	HC	HRC	000000
538725	HC	HRC	000000
538727	HC	HRC	000000

Report Date	Position Labels	Preference	Popularity	Unit Activity	Unit Interest	Signal
09/30/2024		<input type="text" value="0"/>	0/2	0/2		
09/30/2024		<input type="text" value="0"/>	0/2	0/2		
09/30/2024		<input type="text" value="0"/>	2/5	0/5		
09/30/2024		<input type="text" value="0"/>	0/2	0/2		

POSCO	Grade	ASI	SQI	Report Date	Position Labels	Preference
O42H	O5			09/30/2024		<input type="text" value="1"/>
O01A	O4			09/30/2024		<input type="text" value="2"/>
O42H	O5			09/30/2024		<input type="text" value="3"/>
O42H	O4			09/30/2024		<input type="text" value="4"/>

Marketplace Preferences

Links

Talent Management Workcenter

Talent Profile

Marketplace

Closed Marketplace Preferences

Job Openings

My Current Job Openings

My Labels

No labels applied

Auto Fill Preferences Remove All Preferences

Job Openings

Valid Preference Values Are From 1 To 4

JO	CMND CD	CMND CD Description	UIC	UIC Description
538718	HC	HRC	WBED16	WBED HRC, RF
538725	HC	HRC	000000	WBED HRC, RF
538727	HC	HRC	000000	WBED HRC, RF
538736	HC	HRC	000000	WBED HRC, RF

Save 10

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Job Opportunity Columns

11. After selecting **Save**, the columns will provide the following:

- 11A. The **Job Openings** will sort ascending, based off numerical value.
- 11B. A green check mark will appear under the **Signal** column. This will only appear if the Member manually filled preferences the Job Opening for the predefined criteria is met; this sends a notification to the unit. Auto fill will NOT generate a green check mark under **Signal**.
- 11C. Under the **Unit Interest** column, a green checkmark will display IF the unit preferences the Member high enough based on the predefined eligibility criteria.
Note: Criteria can fluctuate, Members can confirm with their Talent Manager.
- 11D. **Popularity** column shows the number of applicants that selected the Job Opening in their top 10 versus how many are eligible in the Market. In the example of the two Members eligible, this Job Opening was Preference First by one.
- 11E. **Unit Activity** shows the number of candidates the unit preferred out of the total that are eligible.



NOTE: Items 11B, 11C, and 11E are for two-sided markets. ACE participate in one-sided markets.

POSCO	Grade	ASI	SQI	Report Date	Position Labels	11	A	D	E	C	B	Details	Post
						Preference	Popularity	Unit Activity	Unit Interest	Signal			
O42H	O5			09/30/2024		1	1/2	0/2		✓			
O01A	O4			09/30/2024		2	3/5	0/5		✓			
O42H	O5			09/30/2024		3	1/2	0/2		✓			
O42H	O4			09/30/2024		4	1/2	0/2					

12. Click on icons to populate for additional information on preferencing.

- 12A. Selecting the icon under the **Details** column will open a new window, providing Job Opening Details Specific to that Job Opening.
- 12B. Selecting the icon under the **Posting** column will open a new window for Job Opening Posting details.

Grade	ASI	SQI	Report Date	Position Labels	Preference	Popularity	Unit Activity	Unit Interest	Signal	12	Details	Posting
O5			09/30/2024		1	1/2	0/2		✓			
O4			09/30/2024		2	0/2	0/2				A	B
O4			09/30/2024		3	2/5	0/5					
O5			09/30/2024		4	0/2	0/2					

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Job Opening Details

13. Example Job Opening Details:

13A. **Job Opening Details** provide specific information the unit requested (ex., interview required prior to acceptance of position).

13B. If the Job Opening is a Joint Duty Assignment Listing (JDAL) fill, the JDAL ID number will be listed under the manage position label.

14. Example Job Opening Posting Details:

14A. **Position Posting Details** lists any additional requirements for this Job Opening (ex., Interview required for Job Opportunity).

Job Opening Details Return

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A Job Opening ID 000000	Status Code 010 010 Open
Job Posting Title BRANCH CHIEF	Business Unit ARRCA US Army Reserve
Job Code O42H SENIOR HUMAN RESOURCES OFFICER	Department 01743199 W6ED HRC, RPMD
Position Number 04713960 BRANCH CHIEF	

Job Opening Data

Requisition Exclusion	ASGMDS
Requisition Priority	Market Cycle 02402
Requisition Reason	RQAPID

ADDITIONAL SKILLS

There are no items for the Addl Skill Identifier section

Special Qualification ID

There are no items for the Special Qualifications ID section

Personnel Security Status

Content Item ID	Personnel Security Status	Sponsor
IHRSECCF	SEC	

Language Skills

There are no items for the Language Skill section

Managed Position

Managed Positions not configured for the Position B

Job Opening Posting Details X

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Job Opening ID 000000	Status Code 010 010 Open
Job Posting Title BRANCH CHIEF	Business Unit ARRCA US Army Reserve
AOC/MOS/MOSW O42H SENIOR HUMAN RESOURCES OFFICER	Department 01743199 W6ED HRC, RPMD
Position Number 04713960 BRANCH CHIEF	UIC 000000
Post Open Date 09/10/2023	Location 00149965 FT KNOX
Post Close Date	Hot Job

UIC Posting Details

UIC Posting configuration has not been setup for this UIC.

Position Posting Details

Position Posting configuration has not been setup for this Position. A

Return

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RESOURCES

IPPS-A Resource Page: UPK - EPSS R3 Outline

(<https://hr.ippsa.army.mil/upk/r3/resources/help/Publishing%20Content/PlayerPackage/data/toc.html>)

IPPS-A Milsuite page: <https://www.milsuite.mil/book/community/spaces/apf/s1net/ipps-a>

IPPS-A Website: <https://IPPS-A.army.mil>

IPPS-A Facebook: <https://www.facebook.com/armyippsa>

IPPS-A YouTube: <https://www.youtube.com/c/IPPSA>

IPPS-A Mailbox: usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil