


SOLDIER PREFERENCING JOB AID

This Job Aid assists Members 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 of 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.

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**.



continued on next page ►

Closed Marketplace Preferences CONTINUED

3. Under Marketplace, select **Closed Marketplace Preferences**; a new window opens. Must have an invitation to access (received via Email Notification.)

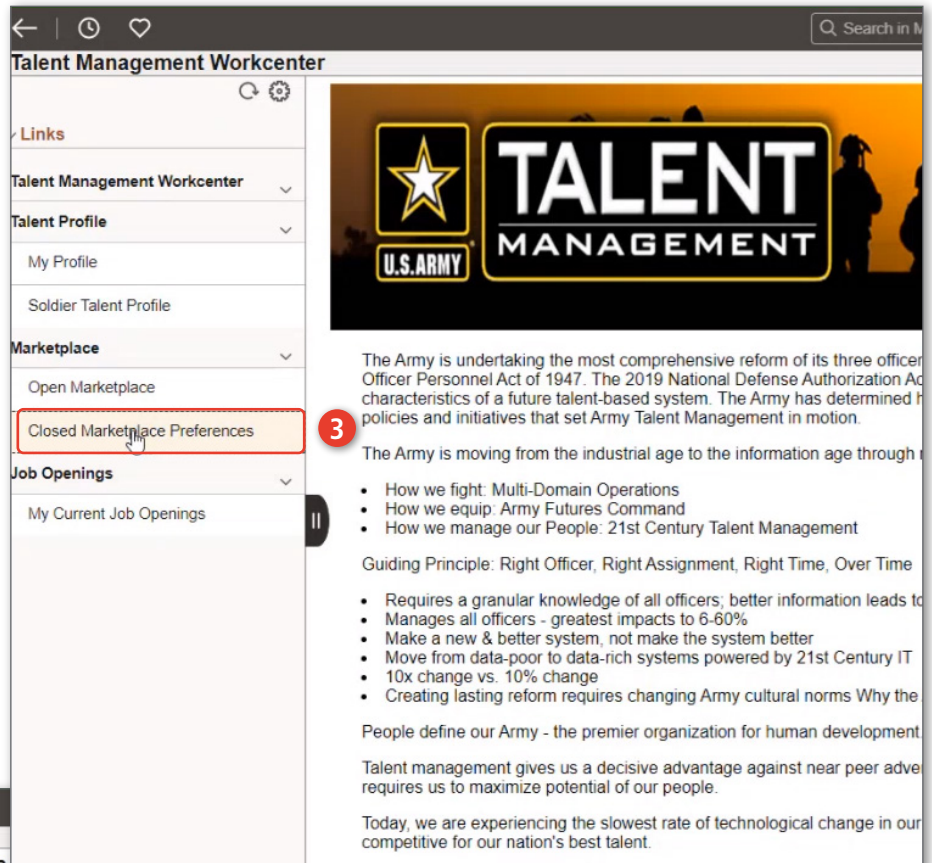
4. Defaults to most recent Marketplace ID (provided within Email Notification, validate marketplace ID.) Scroll page down to Job Openings to see the list of available jobs.



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 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

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

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

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

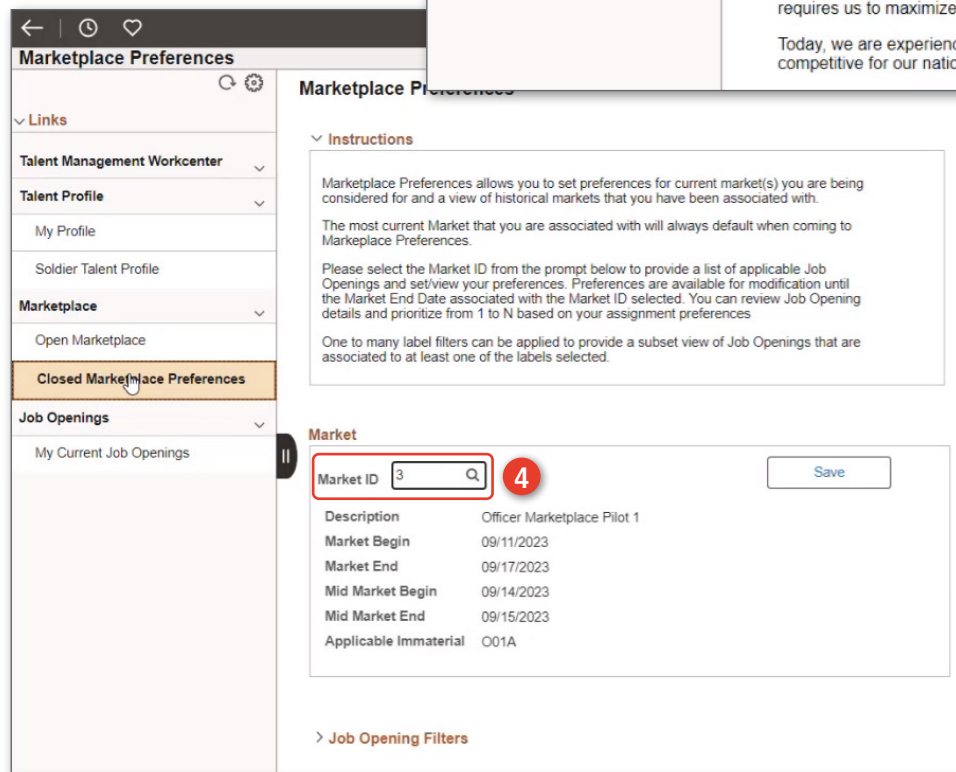
Guiding Principle: Right Officer, Right Assignment, Right Time, Over Time

- Requires a granular knowledge of all officers; better information leads to
- Manages all officers - greatest impacts to 6-60%
- 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

People define our Army - the premier organization for human development

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

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



Marketplace Preferences

Links

- Talent Management Workcenter
- Talent Profile
- My Profile
- Soldier Talent Profile

Marketplace

- Open Marketplace
- Closed Marketplace Preferences**

Job Openings

- My Current Job Openings

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

continued on next page ►

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.



NOTE: Report Date defaults to the last day of the movement cycle and is not the requested report date for the Job Opportunity.

scription	UIC	UIC Description	Position	City	State	Duty Title	POSCO	Grade	ASI	SQI	Report Date	Positi
	W6ED16	W6ED HRC, RPMD	04713960	FT KNOX	KY	BRANCH CHIEF	O42H	O6			09/30/2024	
	W6ED16	W6ED HRC, RPMD	04601891	FT KNOX	KY	BRANCH CHIEF	O42H	O6			09/30/2024	
	W6ED16	W6ED HRC, RPMD	04536789	FT KNOX	KY	#2 CAREER MANAGER	O01A	O4			09/30/2024	
	W6ED16	W6ED HRC, RPMD	06670349	FT KNOX	KY	#3 CAREER MANAGER	O42H	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 Opportunity based off MOS/Grade first, followed by immaterial Job Opportunities.

6B. Select **Remove All Preferences** will delete all numerical values input for each Job Opportunity; 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**

Auto Fill Preferences Remove All Preferences

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	W6ED16	W6ED HRC, RPMD	04713960	FT KNOX	KY	BRANCH CHIEF	O
538725	HC	HRC	W6ED16	W6ED HRC, RPMD	04601891	FT KNOX	KY	BRANCH CHIEF	O
538727	HC	HRC	W6ED16	W6ED HRC, RPMD	04536789	FT KNOX	KY	#2 CAREER MANAGER	O
538736	HC	HRC	W6ED16	W6ED HRC, RPMD	06670349	FT KNOX	KY	#3 CAREER MANAGER	O

continued on next page ►

How to Manually Fill Preferences


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


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

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 Opportunities.

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	W6ED16
538725	HC	HRC	W6ED16
538727	HC	HRC	W6ED16

Report Date	Position Labels	Preference	Popularity	Unit Activity	Unit Interest	Signal
09/30/2024		0	0/2	0/2		
09/30/2024		0	0/2	0/2		
09/30/2024		0	2/5	0/5		
09/30/2024		0	0/2	0/2		

POSCO	Grade	ASI	SQI	Report Date	Position Labels	Preference
O42H	O5			09/30/2024		1
O01A	O4			09/30/2024		2
O42H	O5			09/30/2024		3
O42H	O4			09/30/2024		4

Marketplace Preferences

Links

- Talent Management Workcenter
- Talent Profile
 - My Profile
 - Soldier Talent Profile
- Marketplace
 - Open 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	W6ED16	W6ED HRC, RF
538725	HC	HRC	W6ED16	W6ED HRC, RF
538727	HC	HRC	W6ED16	W6ED HRC, RF
538736	HC	HRC	W6ED16	W6ED HRC, RF

[Save](#) **10**

continued on next page ►

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; 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 check mark will appear if a unit is showing interest in the Member applying for that Job Opportunity.
 - 11D. **Popularity** column provides information on how many Members preference this Job Opening first, vice how many Members are eligible to apply for that Job Opening. In the example of the two Members eligible, this Job Opening was Preference First by one.
 - 11E. **Unit Activity** signifies a unit's interest in the Member applying for that Job Opening.

POSCO	Grade	ASI	SQI	Report Date	Position Labels	11	A	D	E	C	B		
						Preference	Popularity	Unit Activity	Unit Interest	Signal	Details	Post	
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 Opportunity.
 - 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	Details	Posting	12
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					

continued on next page ►

Job Opening Details

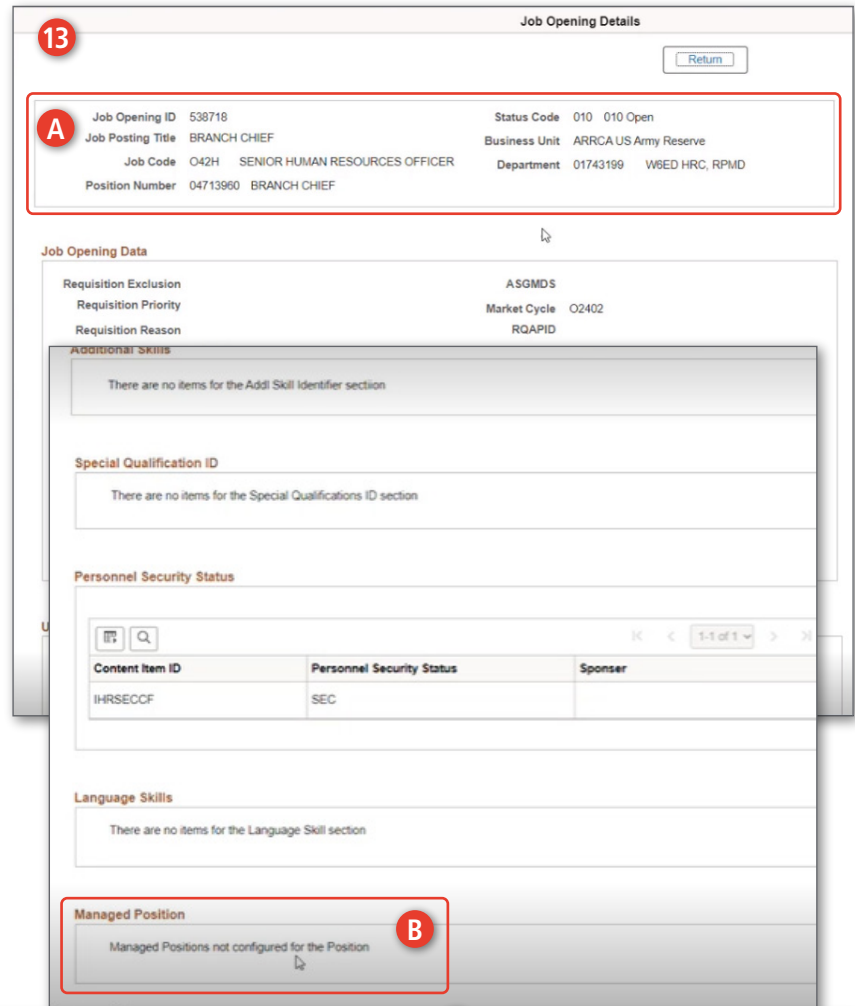
13. Example Job Opening Details:

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 Opportunity (ex., Interview required for Job Opportunity.)



Job Opening Details

A

Job Opening ID	538718	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	ASGMS
Requisition Priority	Market Cycle O2402
Requisition Reason	RQAPID

ADDITIONAL SKILLS

There are no items for the Add 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	

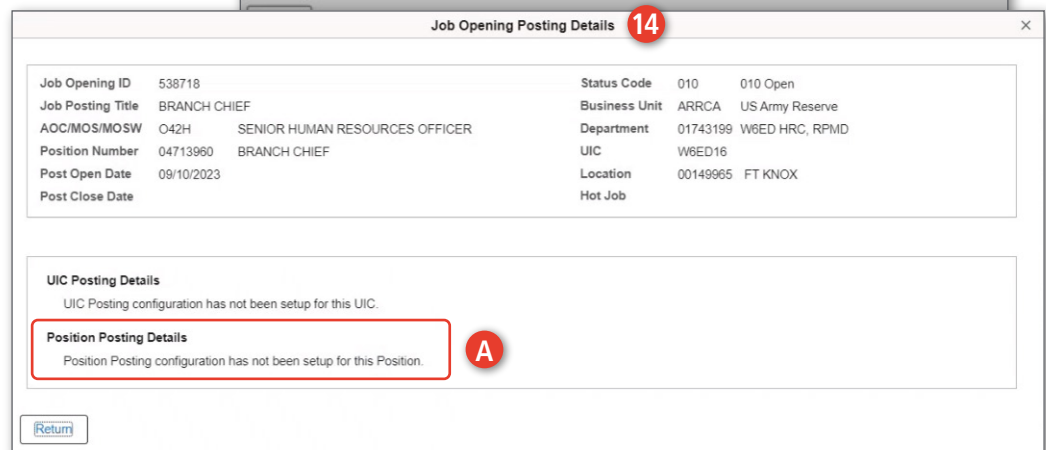
Language Skills

There are no items for the Language Skill section

Managed Position

B

Managed Positions not configured for the Position



Job Opening Posting Details

Job Opening ID	538718	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	W6ED16
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

A

Position Posting configuration has not been setup for this Position.

[Return](#)

continued on next page ►

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/ippsa>

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-ippsa-mbx.ippsa-a@mail.mil