

# Talent Management Closed Market Unit

BLUF

Talent Management (TM) Closed (CLSD) Market Unit transactions involve entering unit preferences, requesting to add positions, and prioritizing vacant positions. Users must have at least one of the following subcategories (subcats): Commander, Manager, **OR** HR Professional to request **TM CLSD Market Unit** subcat.

The screenshot shows the IPPS-A Self Service interface. At the top, there are tiles for 'Announcements', 'IPPS-A Help Center', 'IPPS-A Hands-on Training', 'Pay-Absence-Incent-Ded (PAID)', 'My Personnel Action Requests', 'My Orders', and 'Access Request'. Below this is a 'TAM Unit Workcenter' section with two views: one for 'RA' (Role Authority) and one for 'USAR, ARNG' (User/Role). The 'RA' view shows a sidebar menu with 'Closed Marketplace' highlighted, containing 'Marketplace Fill' and 'Marketplace Unit Preferences'. The 'USAR, ARNG' view shows a similar sidebar menu with 'Closed Marketplace' expanded to show 'Marketplace Applicants', 'Marketplace Fill', 'Marketplace Management', 'Marketplace Applicant Review', 'Marketplace Unit Preferences', and 'Slatng'.

CAT: HR PROFESSIONAL; SUBCATS: TM CLSD MARKET UNIT

The **TM CLSD Market Unit** subcat is intended for those users involved in the Mission Essential Requirements (MER) process for their units. Typically, MER processes include the Commander, CSM, XO, S1.

To obtain Talent Management CLSD Market Unit subcat, users with Commander, Manager, or HR Professional subcat must submit an Access Request for: **(Category) HR Professional, (Subcategory) TM CLSD Market Unit**.

Select Roles under "Show New Roles" tab:  
**IP\_HCMTM\_COMMAND\_HIRE\_OFFICIAL,**  
**IP\_HCMTM\_COMMAND\_STRENGTH\_MGR**

*Audience: Commanders, Managers, HR Professionals*  
*Applicability: USAR, ARNG, RA (Pilot)*

- 1) **IPPS-A Hands-on Training** tile  
 Course Required: **R3 Leaders Course** OR **R3 HR Professional**
- 2) **Submit an Access Request**  
 Training Resource: SS – Submit an Access Request for Elevated Access
- 3) **Unit Preferences**  
 Training Resource: Enter Unit Preferences in a Closed Market
- 4) **Add Positions**  
 Training Resource: Request to Add a Position to a Marketplace in a Closed Market
- 5) **Prioritize Vacancies**  
 Training Resource: Prioritize Vacant Positions in a Closed Market

**Notes:** User Manual 10-21 – Closed Marketplace, Process 10-6, Prioritize Vacant Positions in a Closed Market; Process 10-7, Enter Unit Preferences in a Closed Market