IPPS-A Leadership Team

Project Management Office (PMO)

COL Robert Williams
Project Manager
ASA(ALT), PEO EIS

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 Corris Bullock
INC II Product Manager
ASA(ALT), PEO EIS

The IPPS-A Increment II Product Manager is responsible for the development, integration, testing, fielding and sustainment of IPPS-A, INC II, which will provide the majority of IPPS-A functionality.

Functional Management Division (FMD)

COL Gregory Johnson
Division Chief
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.
Problems We Are Solving (Modernizing Army HR)

- No Total Force Visibility and HR/Pay tracking or transparency for Soldier, HR Professionals, Ldrs
- Army pays DFAS for separate Pay transactions linked to HR actions (~$150M per year)
- Different HR and Pay systems for each Component
- Army HR/Pay not auditable; Recurring AAA/DAIG/GAO audit findings and KPMG NFRs
- Disconnected HR and Pay processes; untimely Pay impacting readiness
- Inaccurate Pay causing Soldier debt ($1B Total)
- Labor intensive to keep 200+ systems cyber compliant
- Manual 1960s HR and Pay processes driven by pen and paper forms
- 5,500+ hours of system downtime – impacting readiness

One Soldier ★ One Record ★ One Army
Our Problem Set
(Updating Our HR System Infrastructure)

The Army has a common problem: it’s Legacy Systems and Databases are stove-piped and (mostly) do not talk to each other.

HRC Legacy Systems
By the Numbers:

- **200**
  The approximate number of Disparate HR & Pay Systems

- **650**
  The approximate number of interfaces and data exchanges

- **10,000**
  The average amount of collective System down time each year.

- **1.1 Million**
  The number of Soldiers that depend and Utilize these HR Systems world-wide.
The Army Vision for IPPS-A and Army HR

**Strategic Objectives:** Modernize Army HR and Develop a TM System  
Return on Investment: Reduce IT and MilPay Costs  
Improve Soldiers’ Lives thru Transparency and Use of Mobile

**Primary IPPS-A Capabilities:** Total Force / Talent Management / Auditability

**Intent:**
- Become **IA / Cyber compliant**
- Create an HR system that is **Intuitive** and **Easy to Use**
- **Unify data across the HR Enterprise** and **codify Authoritative Data Sources:** Enhances system interoperability and data sharing across the DoD
- **Eliminate** hundreds of legacy HR systems and applications
- **Strength Management** and **Forecasting:** Increase Readiness by improving commanders’ ability to see themselves
- **Execute Talent Management**
- **BPR:** Change Audit, Change Orders; Change Accountability / Duty Status; Change HR System
- **Track HR Actions** IOT **enable Enterprise Analytics**
- Tie **HR actions** to **Pay** and **Strength:** Become fully Auditable

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The Change: Industrial Age HR to Cutting Edge

**Industrial Age HR Environment**

- Paper-Centric
- Sneaker-Ware
- Manual Processes
- Documentation Required
- Examples: DA Form 4187
  DA Form 31

**Future HR Environment**

**Killing Forms!**

- Web-Based
- Automated Workflow
- Electronic Process
- NO DA Form 4187
- NO DA Form 31

IPPS-A will eliminate the manual paper-driven HR processes of today, and replace them with a web-enabled capability
Release 2 Good News

- IPPS-A is deployed to the ENTIRE Army National Guard:
  - ~350K personnel (all States and Territories) are in IPPS-A today
  - ~8.8K HR Professionals using IPPS-A to manage daily HR Operations
- Improved payroll interface accuracy:
  - IPPS-A average is 98% for ~26 pay transactions
  - Soldiers are paid more accurately and timely as a result of IPPS-A
- Delivered mobile capabilities to Soldiers:
  - First system in the Army to implement mobile self-service
  - Highest-viewed mobile app on the TRADOC App Gateway
- Provided resources to prepare the Force:
  - Conducted 20+ live training events via DCS
  - Produced over 27+ job aides to build knowledge base
- Centralized help desk to field IPPS-A queries:
  - HRC uses the IPPS-A customer relations module to support Soldiers

The TX J1 Mobilization Team completed 585 SRPs in 12 hours, roughly cutting their production time by 50% with IPPS-A

“\textsc{I just loaded 95 awards into 95 different Soldier records in 30 minutes with zero errors, thanks to IPPS-A.}”
Where can Soldiers download the app?
It is available at the TRADOC App Gateway.
Mobile devices: https://public.tag.army.mil/catalog/tag/#/home
CAC devices: https://tag.army.mil/catalog/tag/home

Is the app available for all Soldiers?
Any Soldier can download the app, but full functionality becomes available once your component is live on IPPS-A.

What can Soldiers do on the app?
Soldiers can access their personnel records using a mobile phone or tablet, submit help inquiries, request updates to their record, and monitor the status of their personnel actions from the palm of their hand through their DoD username and password.

Where is more information about the app?
Demo video and Installation instructions

Need help with the app?
Contact the Help Desk 1-844-474-7772.

The IPPS-A app is a game-changer, delivering access and situational awareness of personnel transactions at your fingertips.

The most viewed app on the TRADOC App Gateway, with 14K+ downloads and counting.
Release 3 HR Functional Capability

**CUSTOMER RELATIONS MODULE**
- Help Desk
- Soldier Inquiries
- Trouble Ticket Capability
- Action Tracking

**HR SUPPORT**
- Self-Service & Personnel
- Readiness & Manning
- Disciplinary Actions
- Assignments
- Action Requests
- Internal Controls
- Duty Status
- Transfers
- Promotions
- Reductions

**TALENT MANAGEMENT**
- 25 Point Profile (TM)
- Self-Professed/Manage KSBs
- Market Place
- Search Match

**BUSINESS INTELLIGENCE/ANALYTICS**
- HR/TM
- Reporting & Analytics
- Strength Management
- Workflow/Audit/Internal Controls

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*One Soldier ★ One Record ★ One Army*
The Release 3 deployment plan will enable units from all 3 Components to prepare for successful Go Live in FY22.

**FY20**
- Preliminary and Critical Design reviews completed

**FY20-21**
- Inform Commands and Leaders
  - FRAGO Kickoff
  - Command VTCs
  - Command Inbriefs

**FY20-22**
- Prepare Organizations
  - Component DIGs
  - Data Mock Conversions
  - Table Top Exercises
  - ROC drills

**FY22**
- Execute Cutover Tasks
  - Account Provisioning
  - Faces to Spaces
  - Close out actions
  - Systems Brownout

**FY22**
- Go Live
  - 1.1M Soldiers on one system
  - Over the Shoulder Support

**Efforts Within Overall Change Management Campaign**
- Demonstrations, Presentations and Training
- HR Transformation Activities
- Government Testing
- Data Correctness Activities

Subject to change
How to Prepare for Release 3

Data Correctness Campaign

- Every Active and Reserve Soldier and unit should be preparing for IPPS-A.
- Maintaining accurate records during the transition is key.
- Identify and correct data within every Soldier record and Authoritative Data Source (ADS).
- Ensure accurate data in the ADSs prior to conversion and Release 3 Go Live.

It is imperative that Soldiers, HR Professionals and units make timely data updates in the correct system at their levels.
Release 3 Training Approach

**Intent:** IPPS-A trains ~1700 T3 instructors from all 3 components on IPPS-A functionality and cutover activities. T3s will provide hands-on training to their organizations at home station.

**Training Requirements:**
- Leaders: 1 hr video
- HR Professional: ~40 hr Distance Learning + 2-days Hands-on HR specific Exercises
- Self-Service: ~1 hr video (optional)

**Train the Trainer (T3) Instruction** (Jul – Oct 21):
- ARNG train on additional capabilities provided in Release 3 (5 day model for ARNG)
- AC / USAR: 10 day training model with system functionality, use of training environments and Go Live tasks and rehearsals
  - Measuring deployment readiness
  - Provisioning personnel

**T3 Requirements:**
- Return to home station and train users with assistance from IPPS-A
- Dual-hatted as Action Officers at BDE and below

**Sustainment Training:**
- Institutional Training:
  - Updated IMT and PME curriculum
  - Functional Courses
- Operational / Unit Level:
  - Operational Training Database: copy of production for internal training / Sergeant’s Time, exercises, etc.

➢ Release 3 uses a comprehensive role-based training to prepare HR Professionals and leaders for operations in IPPS-A.
➢ Training consists of mandatory DL and face-to-face hands-on training.
➢ Release 3 leverages a Train the Trainer (T3) model to conduct the unit level hands-on training and develop organizational SMEs.

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<tr>
<th>IPPS-A NET Training</th>
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<tr>
<td>Role Qualification Training</td>
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<tr>
<td>May – Jul 21</td>
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<td>June – Dec 21</td>
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Subject to change
What Div/Corps G1s Can Do Now

Execute Specified Tasks for Data Correctness Campaign

- ENDSTATE: Ensure accurate data in the Authoritative Data Source (ADS) prior to conversion and Release 3 Go Live.
- Individual Soldiers: Review, edit, update, and correct personal HR data (DMDC, eMILPO SRB, and ATRRS Transcript).
- Unit S1s: Complete Enhanced PRR and review/resolve errors from monthly DQAR.
- System Owners: Review monthly DQAR and correct errors identified in Mock Conversions with IPPS-A FMD Data Team.

Units’ Focus is on Two Tasks:
1. Enhanced Personnel Records Review (PRR)
   - eMILPO: Pay, Benefits, Promotions, Assignments, Soldier Data (233 data elements).
   - TOPMIS II: Pay, Benefits, Promotions, Assignments, Soldier Data (192 data elements).
   - ATTRS: Courses and Dates (43 data elements).
   - How-To Guides: To be published in June 2020 on MilSuite.
2. Data Quality Assessment Reports (DQAR)
   - IPPS-A FMD Data Team produces and distributes the monthly Active Component DQARs via DoD SAFE.
   - For access to your unit’s report, contact SFC Wood or CPT Kim.

Support Army Organization Server (AOS) Mobile Training Teams (MTT): Coordinate with Corps/Division Force Managers to request access to the AOS and:
- Provide support to command Force Managers to complete AOS IDBL tasks specified in MOD 1 to FRAGO 4.
- Request eMILPO faces to AOS spaces analysis from DA G-1 TBA FMD.
- Coordinate with command Force Managers and IPPS-A AOS integration team to correct face-space mismatches caused by AOS structure deficiencies.

Support MilPay MTT:
- Visit MilPay MTT Training link.
- Request the most current HRC MilPay MTT Training Schedule, contact MAJ Elko or SGM Krese.
- For more information, contact IPPS-A.

Available User Guides
- Soldier Guide
- Milwiki Site (ATMS, ATRRS, eMILPO, milConnect)
- Enhanced PRR
- DQAR Guide*

*Items will be published June 2020
Talent Management Way Ahead with IPPS-A (Release 3 and Beyond)

Bottom Line Up Front

IPPS-A is the vehicle for change that will transform the Army’s Industrial Age personnel system to a 21st Century Talent Management System

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

- KSBs (25 Pt Talent Profile)
  - What is Tracked
  - How is it Measured
  - Who Gets to see it?

Collect and Organize Data

Display and Analyze Data

Change HR Business Processes
- Define Ideal Soldier Profile By MOS
- Retention
- Assignments
- Promotions
- Incentives
- Succession Planning

“The Ideal Soldier”

Better Decisions

Pilots Inform TM Decisions

- FACC
- AVCCC
- LGCCC
- ILE
- Assessment Centers
- Bn/Bde CSL Assessments
- AIM 2 / Marketplace

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The 25 Point Talent Profile
(Release 3 and Beyond)

Bottom Line Up Front
The 25PTP, which includes hundreds of data elements regarding knowledge, skills, behavior, experience, and readiness; presents a holistic talent profile for each Soldier / Leader

Knowledge
1. Civilian Education
2. Accessions Data
3. Military Education
4. Self-Professed Knowledge
5. Thesis/ Capstone/ Publication

Skills
6. Awards, Tabs, Badges
7. Professional Licenses, & Certifications
8. Self-Professed Attributes, Competencies, & Skills
9. Self-Professed Language & Level of Proficiency
10. Additional Duties

Behaviors
11. Personal Goals
12. References, Endorsements, Networking
13. Succession Planning
14. **Assessments
15. **Climate Survey & Peer Assessments

Experience
16. Cultural Experience & Proficiency
17. Deployments / Exercises
18. Military Work Experience
19. Civilian Work Experience
20. **Manner of Performance

Readiness
21. Personal Readiness
22. DA Photo / CAC Photo
23. Restrictions
24. Military Qualifications
25. Soldier Preferences

DATA
Legacy Records
91 Talent Data Fields, No True Interfaces, 80 Systems

25 Point Talent Profile
230+ Talent Data Fields, 18 Interfaces, 1 System

Twice the Data + One System = better informed Talent Decisions.

Army-Captured
Standard / Mandatory
**Requires Decision(s)

Self-Professed
Soldier Validated
Document Validated

One Soldier ★ One Record ★ One Army
# How Does IPPS-A Change MilPay Processing?

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<td><strong>HR Transactions on Soldier’s record trigger pay</strong></td>
<td><strong>Business Rules embedded within IPPS-A</strong> support “If / Then” scenarios electronically</td>
<td><strong>Allows Soldiers to request pay - impacting Personnel Actions (PARs) electronically via Self-Service</strong></td>
<td><strong>Guides Soldiers to complete certain tasks in specific order as applicable</strong></td>
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**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

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

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

**Example:** In-processing / onboarding process for a new hire that can include multiple users and numerous tasks or steps
IPPS-A Communications Products & Social Media Channels

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Podcast on Apple, Spotify, Google, Castbox, and more!

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

IPPS-A has several communications channels and products that help promote how the Army is revolutionizing personnel, pay, and talent and data processes. <<Click on images below>>

IPPS-A Senior Leader Priorities
IPPS-A Live Training
IPPS-A Podcast Series

The Ippsons: The Army's Data Problem
Commanders Course
IPPS-A Demo Series

AUSA Highlights: IPPS-A Managing Talent and Data
What You Need to Know

References