The Army has a challenging problem. Its legacy systems and databases are stove-piped and (mostly) do not talk to each other.

IPPS-A is the solution. IPPS-A will modernize Army HR and develop a system for managing talent, reduce IT and military pay costs, and improve Soldiers’ lives through transparency and mobile capabilities.

**Army Vision for IPPS-A and HR**

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

**Most Viewed App on TRADOC App Gateway**

- **11K+ downloads and counting**
- **Self-Service** through DoD username/password
- **CAC Access** by Manager/HR Professional (card reader and software required)

**Release 2: Army National Guard**

A Revolutionary Leap Forward

Through an incremental approach, IPPS-A completed an important milestone by fielding Release 2 capabilities to all Army National Guard states and territories in March 2020. These capabilities include:

- **Tools to maximize readiness at every echelon**
- **Mobile 24/7 self-service functions and mobile app**
- **Workflow alerts and notifications to track all HR actions**
- **Transparent tracking and resolution of HR and IT issues and concerns**

All information current as of March 2020

Learn more and follow us online!

- [Facebook.com/armyippsa](https://www.facebook.com/armyippsa)
- [Twitter.com/IPPSArmy](https://twitter.com/IPPSArmy)
- [Instagram.com/usarmy_ippsa](https://www.instagram.com/usarmy_ippsa)
- [Linkedin.com/company/ipps-a/](https://www.linkedin.com/company/ipps-a/)
- [ipps-a.army.mil](https://ipps-a.army.mil)

One Soldier ★ One Record ★ One Army
Moving from the Industrial Age to the 21st Century

1.1M The number of Soldiers that depend on and utilize Army HR systems worldwide

CURRENT 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+
- The number of hours of system downtime in legacy systems: 5,500+
- Not auditable nor fully compliant in IA or Cyber
- Lack of data and process standardization across Components that leads to inefficiency, deviations and errors
- Manual paper-driven processes involving in-person meetings: 154

FUTURE ENVIRONMENT

- The approximate number of HR and Pay systems subsumed: 30+
- The approximate number of interfaces and data exchanges eliminated: 300+
- No system downtime with on-demand online access and mobile capability: 24/7
- Fully auditable and IA and Cyber compliant
- Modernized business rules, roles and responsibilities increase efficiency and reduce errors
- The reduced number of business processes across three COMPOS: 34
- 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
- Army paying DFAS for separate Pay transactions linked to HR actions (~$150M per year)
- Disconnected HR and Pay processes; untimely Pay impacting readiness
- Manual industrial era Talent Management not system linked to compensation

How Will IPPS-A Change Milpay Processing?

- HR Triggers Pay eliminating separate manual pay transactions
- Self-service eliminating manual pay transactions/packets for Soldier
- Business Rules Embedded eliminating primarily manual interpretation
- Activity Guides eliminating manual pay transactions for Soldier

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