The Army is Transforming from an Industrial Age Personnel System to a 21st Century System of Managing Talent

The Integrated Personnel and Pay System - Army (IPPS-A) is a modern online Human Resources (HR) system that serves as the vehicle to manage talent for the Army. IPPS-A will enable better management of talent and placement of Soldiers in the right job at the right time, and will deliver near real-time access to an online record for your entire career, allowing Soldiers to review one comprehensive record to verify and ensure full credit of their service and entitled benefits.

IPPS-A and Managing Talent Way Ahead

IPPS-A is working with all three Components to ensure best practices are incorporated into IPPS-A’s talent management capabilities. The Army is also piloting the Assignment Interactive Module 2.0 (AIM-2) as a bridge to IPPS-A. AIM-2 is an online information system designed to provide more visibility of active duty officer talents and better match those talents to Army requirements. IPPS-A directly impacts Total Army Readiness by ensuring Commanders, HR Managers and Career Managers have visibility of the talent in their formations. IPPS-A will initiate a marketplace for assignments, facilitate the management of talent assessments and streamline both career planning and succession planning.

A System that Delivers

IPPS-A will allow the Army to change its current HR business processes to create a talent management capability. When fully deployed, this will include a 25 Point Talent Profile to holistically look at Soldiers. IPPS-A will enable better management of talent and placement of Soldiers in the right job at the right time by tracking Soldier:

- Knowledge
- Skills
- Behaviors
- Preferences

Learn more at: https://ipps-a.army.mil
25 Point Talent Profile – Ensuring the Right Soldier-Job Match

The 25 Point Talent Profile provides a detailed level of workplace characteristics on each Soldier in our force. When pieced together, all 25 points combine to provide a holistic talent profile of a Soldier. IPPS-A will deliver improved talent information flow and greater transparency between all Components of the Army to employ and retain its very best. IPPS-A’s 25 Point Talent Profile is a way to enhance Army Readiness by maximizing the potential of the Army’s greatest asset - the Soldier.