IPPS-A LIVE

COL Greg S. Johnson Chief, Functional Management Division
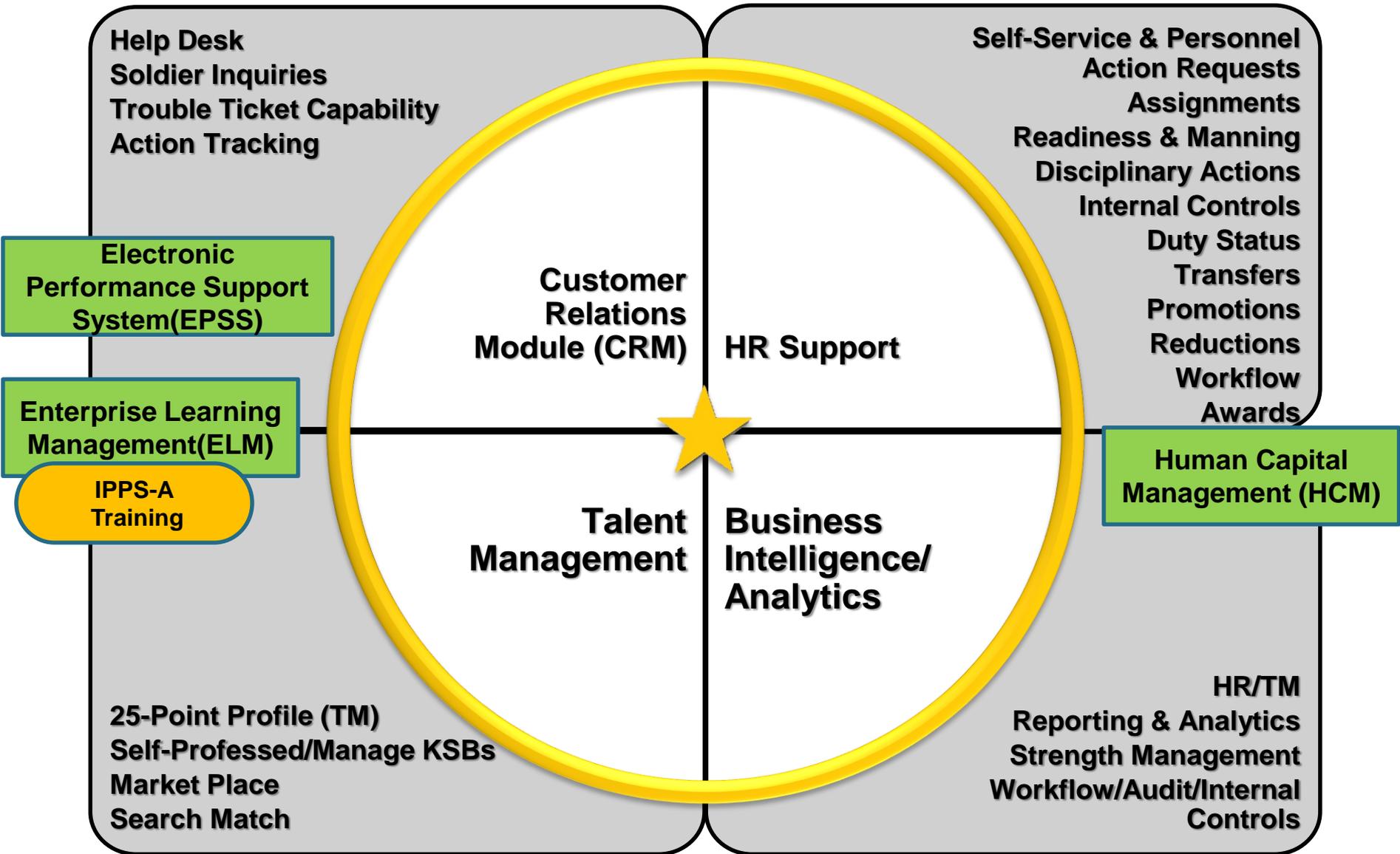
With guest MAJ Luoma

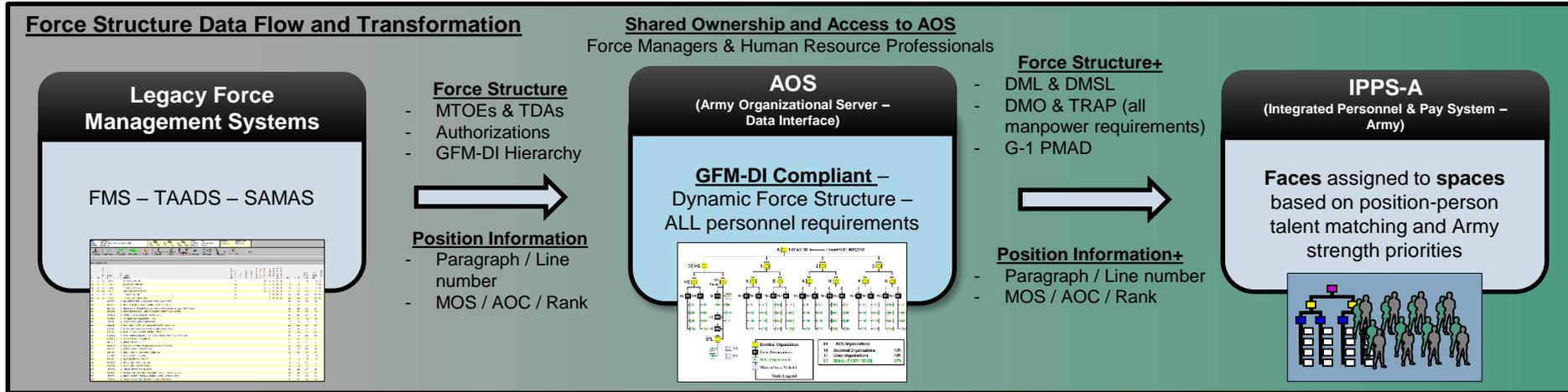**29 March 2021 1330 ET**

Join Microsoft Teams Live

IPPS★A

INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

Help Desk
Soldier Inquiries
Trouble Ticket Capability
Action Tracking

Electronic Performance Support System(EPSS)

Enterprise Learning Management(ELM)

IPPS-A Training

Customer Relations Module (CRM)

HR Support

Self-Service & Personnel
Action Requests
Assignments
Readiness & Manning
Disciplinary Actions
Internal Controls
Duty Status
Transfers
Promotions
Reductions
Workflow
Awards

Human Capital Management (HCM)

Talent Management

Business Intelligence/ Analytics

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

HR/TM
Reporting & Analytics
**Strength Management**
Workflow/Audit/Internal Controls

AOS is *the* **authoritative source of Army force structure**, position information, HRC attributes and G-1 structure information.

Force Structure Data Flow and Transformation

Shared Ownership and Access to AOS
Force Managers & Human Resource Professionals

Legacy Force Management Systems

FMS – TAADS – SAMAS

Force Structure
- MTOEs & TDAs
- Authorizations
- GFM-DI Hierarchy

Position Information
- Paragraph / Line number
- MOS / AOC / Rank

AOS
(Army Organizational Server – Data Interface)

GFM-DI Compliant – Dynamic Force Structure – ALL personnel requirements

Force Structure+
- DML & DMSL
- DMO & TRAP (all manpower requirements)
- G-1 PMAD

Position Information+
- Paragraph / Line number
- MOS / AOC / Rank

IPPS-A
(Integrated Personnel & Pay System – Army)

Faces assigned to **spaces** based on position-person talent matching and Army strength priorities

- AOS receives basic force structure data from legacy systems, and appends key strength management attributes necessary for IPPS-A's functionality.

- AOS is a **critical link** in the **strength** and **talent management** processes.

- AOS development is concurrent with IPPS-A development; G-1 FMD is the co-functional owner along with G-3/5/7 FM.

For the first time, AOS gives force managers and HR professionals full visibility of all manning requirements across the total Army.
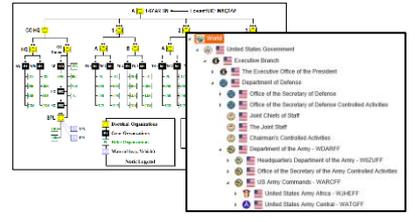
What AOS Provides to IPPS-A

Army Force Structure
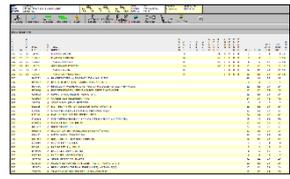
Past, current and future MTOEs & TDAs

+

Relationships

Multiple GFM DI hierarchies link units together

+

Temporary Positions

AUG OE

TTHS
DMO & TRAP
Emerging Structure & Requirements

+

External Organization Positions

Joint*,* Interagency, Other Service, DoD
Sources of data vary by service & agency

HRC & G-1-Specific Data

DML, DMSL, VDML, ...L, UNDPTS, UNTRTY, ...FLG, ARQODA, PSC, ...GRAA, PMAE, UNORPR, ...QFLG

HRC unit aggregation and assignment flags, DML, DMSL, PPA, PMAD/UAD Data, etc.

+

Location Data

Installation, City, State, Country, Zip, Address

=

- **IPPS-A Foundation:** Single source of all organization, position and structure related data for IPPS-A; the spaces in faces-to-spaces
- **Joint / DoD Compliant:** Enhanced system interoperability leveraging DoD GFMDI standards
- **Strength Reporting:** Unprecedented ability to view and report personnel readiness and availability based on multiple command relationships / hierarchies

INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

Current

Hierarchies and Relationships

AOS

DML (Division and similar)

DMSL (BDE)

MTOE   TDA

MTOE

DMSL (BDE)

MTOE   MTOE

TDA   MTOE

ACOM / ASCC
CORPS
BDE
DIV
BN
BDE
DIRCON   ADMIN   BN
CO
CO
PLT
SQUAD

Report **aggregation** at every level **from ACOM / ASCC** to the **squad** level for every unit in the Army!

Multiple reportable hierarchies!
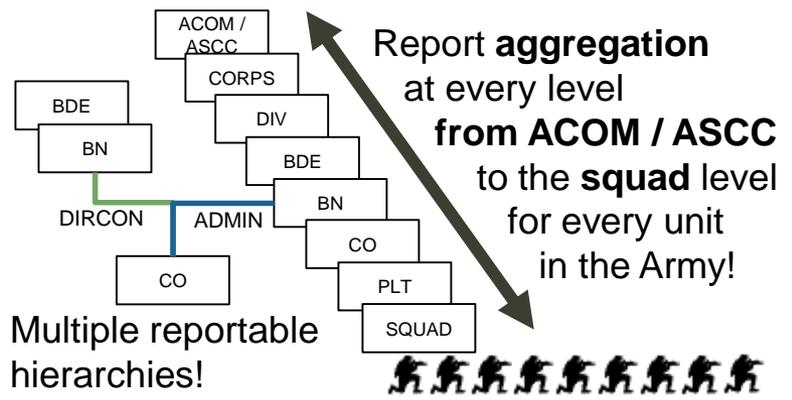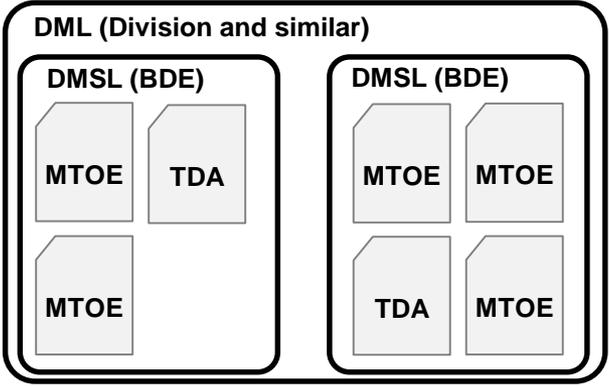
Limited to DML—DMSL aggregation for above AA level hierarchies; difficult to drill down to position level consistently

→

Multiple GFM DI hierarchies for different report categories; still includes DML—DMSL for legacy processes

Current

Assignment Detail and Durability

AOS

PARA	LN	GRADE	POSCO	...	AUTH
001	01	E-6	11B		1
001	02	E-5	11B		2
001	03	E-4	11B		2
001	04	E-3	11B		4

Soldier—Position linkages break when documents change

SQUAD
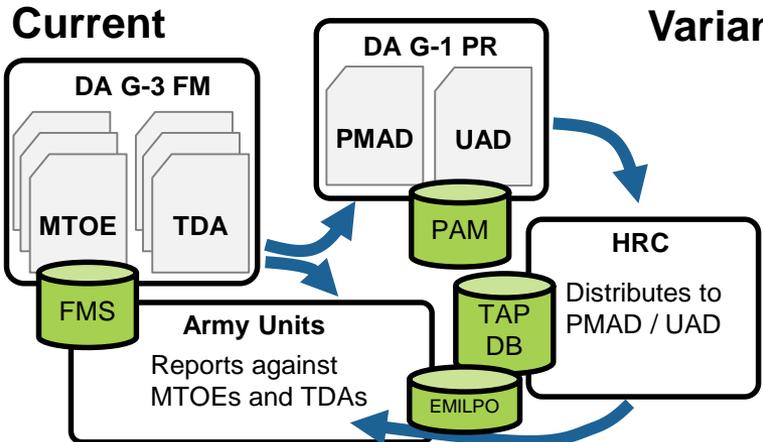
E6 11B FMID #
E5 11B
E5 11B
E4 11B
E4 11B
E3 11B
…
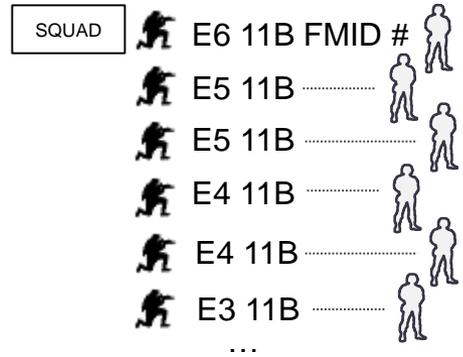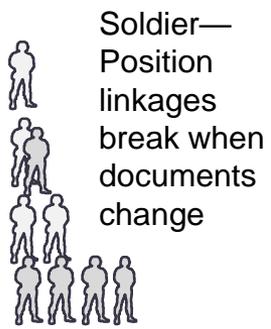
Assignment data retained at position level with FMID and DODID linkage; not affected by document changes!

TAADS format paragraph and line number data not structured to enable a durable faces-to-spaces relationship
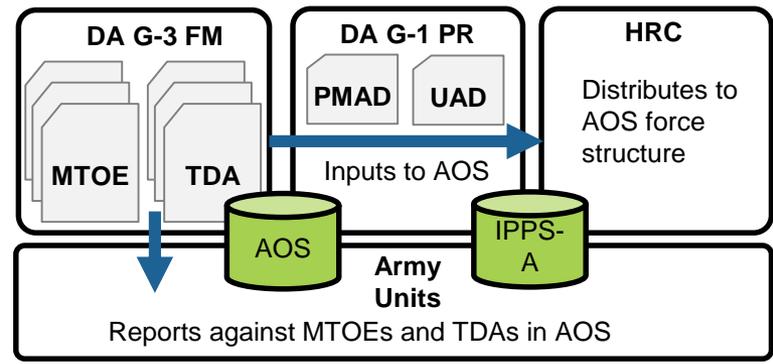
→

All structure managed down to single billet / position level including temporary positions; durable association between DODID and FMID

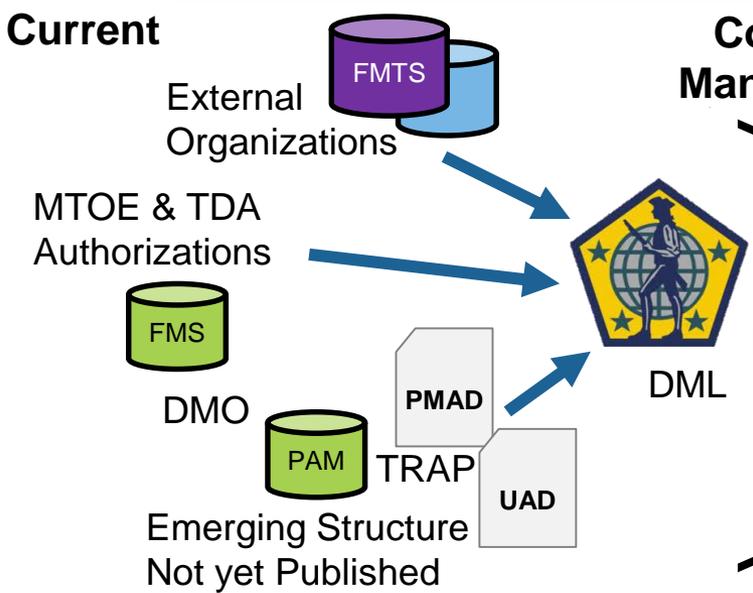# How AOS Modernizes Enterprise Strength Management
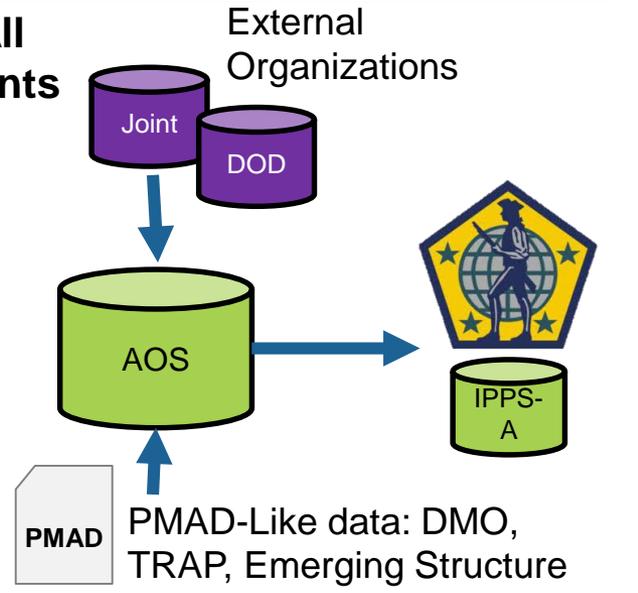
Variance from Source Data

Current

DA G-3 FM — MTOE, TDA — FMS

DA G-1 PR — PMAD, UAD — PAM

Army Units — Reports against MTOEs and TDAs

TAP DB, EMILPO

HRC — Distributes to PMAD / UAD

AOS

DA G-3 FM — MTOE, TDA — AOS

DA G-1 PR — PMAD, UAD — Inputs to AOS

HRC — Distributes to AOS force structure — IPPS-A

Army Units — Reports against MTOEs and TDAs in AOS

Significant variance between authoritative MTOEs and TDAs and structure data in personnel systems. **We are not always manning to the Army's approved structure!**

Ability to trace each service member's assignment back to the source position / document based on position unique ID. **Army requirements represented from end-to-end!**

## Consolidation of All Manning Requirements

Current

External Organizations — FMTS

MTOE & TDA Authorizations

FMS

DMO — PAM — TRAP

PMAD, UAD

Emerging Structure Not yet Published

DMSL
DML

AOS

External Organizations — Joint, DOD

AOS — IPPS-A

PMAD — PMAD-Like data: DMO, TRAP, Emerging Structure
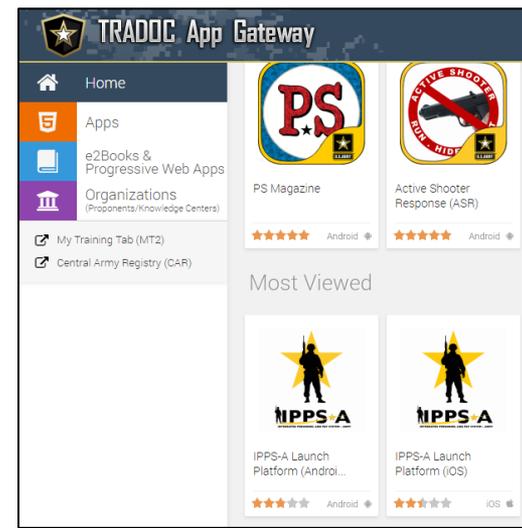
IPPS-A Mobile App

Rated the Most Downloaded TAG App (We Added Mobile Capability)

We leveraged the mobile technology available to deliver easy access and usability to our National Guard Soldiers.

Manage Anytime, Anywhere
Whether its an office or training room, we envision providing dynamic web applications that to verify, modify, or execute personnel data transactions.
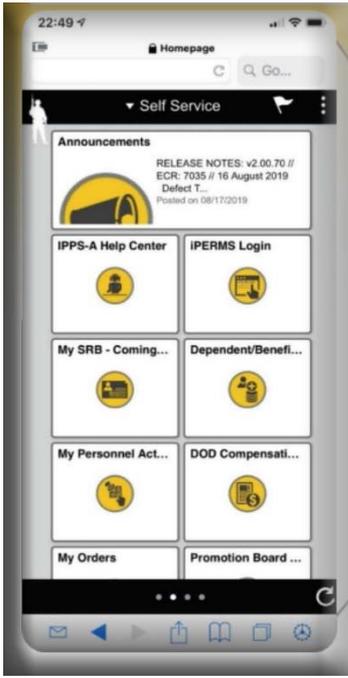
- **High Rated App on TRADOC App Gateway**
- **19,000 Downloads and Counting**
- **Self-Service thru DoD User Name/Password**
- **Manager/HR Professional with Common Access Card (Card reader and software required)**

TRADOC App Gateway

- Home
- Apps
- e2Books & Progressive Web Apps
- Organizations (Proponents/Knowledge Centers)
- My Training Tab (MT2)
- Central Army Registry (CAR)

PS Magazine — ★★★★★ Android

Active Shooter Response (ASR) — ★★★★★ Android

Most Viewed

IPPS-A Launch Platform (Androi... — ★★★☆☆ Android

IPPS-A Launch Platform (iOS) — ★★☆☆☆ iOS

IPPS-A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

Training Resources

- Action Reason Codes
- Audit Compliance Guide
- ARNG User Manual
- CRM User Manual
- Functional Guide
- HR Error Resolution Guide
- IPPS-A Authoritative Data
- IPPS-A Mobile Android
- IPPS-A Mobile iOS
- IPPS-A Survival Guide
- IPPS-A Terminology / Glossary
- Pay Error Resolution Guide
- Process Overviews
- Profile Management User Guide
- R2 Interface Data Element
- R2 Role Infographics
- Red Book
- SIDPERS Mnemonics
- SRB Mapping
- Sub Cat Role Matrix
- SV-8

- Return to Main Menu

One Soldier ★ One Record ★ One Army

<u>-How to download the mobile app</u>

1. Access the TRADOC App Gateway: https://public.tag.army.mil
2. Download the appropriate IPPS-A app, (Android or Apple) for your phone
3. Detail instructions are on the IPPS-A Training Resources Link
https://it.training.ippsa.csd.disa.mil/upk/review/index0.html

Data Correctness Campaign

Bottom Line Up Front

- **IPPS-A is leading the Data Correctness effort to clean up legacy HR System data for the upcoming Release 3 in DEC 2021. The areas of focus include eMILPO, RCMS, TOPMIS II, DTMS, and ATRRS.**
- **Maximum participation from Individual Soldiers, HR Professionals, and Force Managers is necessary for a seamless transition to IPPS-A.**

Key Tasks for Individual Soldiers

- **Review personnel records for correctness on DMDC milConnect**
- **Check SRB/ORB for correctness**
- **Review ATRRS Training Transcript for correctness and resolve any missing training records**
- **Verify current APFT/ACFT, Height/Weight and Weapons Qualification is in the DTMS/ATMS**
- **Verify on your LES that all pay information is correct**

Key Tasks for HR Professionals (S1/G1)

- **Subscribe to and participate in the Data Quality Assessment Report (DQAR). This is the monthly feedback that IPPS-A Data provides to the field**
- **Conduct Enhanced PRR in conjunction with annual PRRs in order to check and fix historically error prone areas within personnel records**
- **https://www.milsuite.mil/book/docs/DOC-732963**

Key Tasks for Force Managers (G3/G8)

- **Participate in the ongoing Faces-to-Spaces and Army Organization Server (AOS) data quality campaign**
- **Increase AOS knowledge base within the commands' force management teams**
- **Implement processes that support strength management through AOS position and hierarchy management**

Data Quality Resources

Regular Army: Subscribe to the monthly Data Quality Assessment Report (DQAR):
- **IPPS-A Data Correctness milWiki** - https://www.milsuite.mil/wiki/Portal:IPPS-A_Data_Quality_Program
- **IPPS-A POC is MAJ Eric Kim**, eric.c.kim.mil@mail.mil

Army Reserve: Monitor Data Quality reports in Reserve Component Manpower System (RCMS) Commander's Strength Management Module (CSMM):
- **RCMS CSMM** - https://rcms.usar.army.mil/v3/Portal/Default.aspx
- **USARC Team Mailbox** – usarmy.usarc.usarc-hq.mbx.esrb@mail.mil

As of 21 SEP 2020

More About IPPS-A

Demos and Videos

YouTube:
https://www.youtube.com/channel/UCM1SIVuPyl5NfLcuf3inDRg
MilSuite:
https://www.milsuite.mil/book/community/spaces/apf/s1net/ipps-a
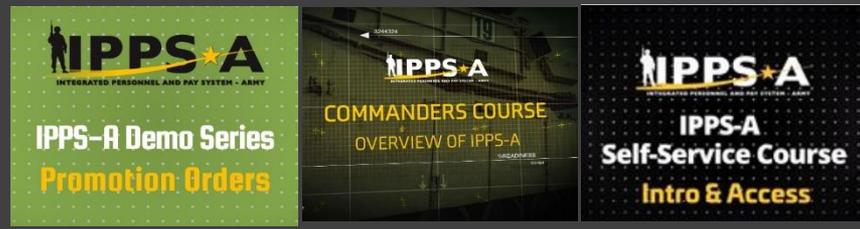
IPPS-A Live Training and MTTs

AOS MTT / Mock Conversions
MilPay / Entitlements Training (MTT)
Data Correctness
BI / Analytics
Webinar and Demo Series
HR Transformation Summits

More Events

- **IPPS-A Live Town Halls**
- **Facebook Live Demos**
- **IPPS-A Podcasts**
- **AUSA Warrior's Corner**

Resources

IPPS-A Webpage
Social Media: YouTube, Facebook, LinkedIn, Twitter
S1 Net
GKO

Primary Audience: All Leaders and Users

How to join the IPPS-A Closed Facebook Group

- **Go to the IPPS-A Facebook Page at https://www.facebook.com/armyippsa/**

- **Under "More", click on "Groups"**

- **Join the "Integrated Personnel and Pay System - Army Group"**

- **Please provide your full name and Army government email address, and an admin will approve your request!**
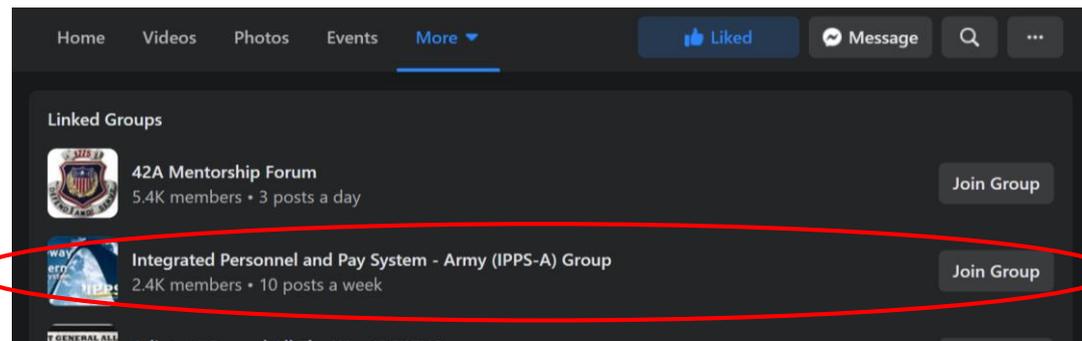
Join us Next Time!

26 April 2021
1330 ET

For more information and to download today's slides:

Go to https://ipps-a.army.mil/total-army/
Or scan the QR code below

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INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY