Integrated Personnel and Pay System - Army (IPPS-A) Brief
As of: 5 September 2018
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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.

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.

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.
What is IPPS-A?

One Soldier ★ One Record ★ One Army
What is IPPS-A?

The Army’s future online Human Resources (HR) solution that transforms our industrial age personnel systems to a 21st century talent management system.

**IPPS-A** will integrate personnel and pay while providing three essential capabilities *(Total Force Visibility, Talent Management and Auditability)*. IPPS-A will:

- Put Active, Guard and Reserve Components – on one **HR system**
- Give Commanders *visibility of Soldier talent*, allowing them to better manage knowledge, skills and behaviors of Soldiers to **optimize their contribution to Readiness**
- Create an **integrated personnel & pay record for each Soldier** for their entire career
- Allow **personnel actions to automatically drive pay events**
- Feature **self-service capabilities** allowing Soldiers access to their information **24/7**
- Improve access, timeliness and accuracy (**auditability**) of personnel and pay
IPPS-A Mission & Vision

A 21st Century Human Resources, Pay and Talent Management Capability for the Entire Army

Providing a capability that is:

- Secure
- Easy to Use
- Well-Trained
- Reliable
- Adaptive

DELIVERING

- Better Quality of Life for Soldiers and Families
- Robust Tools to Allow Mission Command for Commanders and Leaders
- Modern Suite of Capabilities (Personnel and Pay) to Human Resources Professionals
- Essential Capabilities to the Army:
  - Total Force Visibility
  - Talent Management
  - Auditability

One Soldier ★ One Record ★ One Army
Advantages of IPPS-A

One Soldier ★ One Record ★ One Army
IPPS-A will transform the Army's industrial age personnel system to a 21st century talent management system. It will integrate personnel and pay for all Army Soldiers while delivering three primary capabilities: Total Force Visibility, Talent Management and Auditability.

**IPPS-A Value Statements**

**Commanders – Reports Become Dashboards**
- Shows unit readiness: Total Force task organization
- Shows talent inside your unit – improved decision making
- All actions in one place – Auditable, and reduces errors

**Soldiers – Transparency and Accuracy**
- Mobile access to personal pay and HR data
- Track actions from start to finish – once approved, changes will reflect in pay and personal profile immediately

**HR Professionals – Single Point of Entry**
- Automates numerous manual HR & pay processes
- Allows move from transactions to deeper analysis of readiness and talent
- Near real-time analytics tool that shows deeper understanding of unit readiness
- Streamlined PAS Chief functionality – units control access and data accuracy

One Soldier ★ One Record ★ One Army
HR Transformation

One Soldier ★ One Record ★ One Army
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)
- Army HR/Pay not auditable; Recurring AAA/DAIG/GAO audit findings and KPMG NFRs
- Disconnected HR and Pay processes; untimely Pay impacting readiness

- 200+ disparate HR/Pay systems
- Labor intensive to keep 200+ systems cyber compliant
- Manual industrial era Talent Management not system linked to compensation
- 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
Transforming the HR Environment

**CURRENT**

**Industrial Age**

- ~200 HR/Pay Systems and 650+ Interface and data exchanges between internal and external systems
- Not auditable and Not fully compliant in Information Assurance (IA) or Cyber
- Over 5,500 hours of system downtime in legacy systems
- Lack of data and process standardization across Components - leading to inefficiency, deviations and errors
- Manual paper-driven processes involving in-person meetings

**FUTURE**

**21st Century**

- Subsumes 30+ systems and eliminates 300+ interfaces
- Fully auditable and IA and Cyber compliant
- No system downtime with 24/7 online access and mobile capability
- Modernized business rules, roles and responsibilities - 154 business processes across 3 COMPOS reduced to 34
- Reducing paper forms with online Soldier self-service processes and electronic approvals

One Soldier ★ One Record ★ One Army
The Change: Industrial Age HR to Cutting Age

Industrial Age HR Environment

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

TODAY

1940’s – 1960’s

Future HR Environment

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

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

One Soldier ★ One Record ★ One Army
IPPS-A, a web-based Human Resources (HR) PeopleSoft (9.2) solution, is the vehicle that will allow the Army to transform from an industrial age personnel system to a 21st century talent management system; IPPS-A integrates personnel and pay while providing three main capabilities: Total Force, Talent Management, and Auditability.

**Current Environment**

- ~200 HR/Pay Systems & over 650 interface and data exchanges between internal and external systems
- Not fully Information Assurance (IA) or Cyber Complaint
- Over 5,500 hours of system downtime in legacy systems
- Lack of data and process standardization across COMPOS: leading to inefficiency, deviations and errors
- IMCOM alone works between 2,500 to 5,000 deviations per month

**Future Environment**

- Mobile Capability
- No System Downtime
- Fully Accessible 24/7
- Fully IA and Cyber Compliant
- Subsumes over 30 Systems and eliminates over 300 Interfaces
- Modernized Business Rules, Roles, & Responsibilities
- 154 Business Processes Reduced to 34
- Secure and Fully Auditable

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**Future Environment**

- Modern Hardware
- Modern Software

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One Soldier ★ One Record ★ One Army
The Change: IPPS-A Transforming Army HR

IPPS-A leverages modern technology to integrate HR and MilPay and enables the Army to transform from an Industrial Age Personnel System to a 21st century Talent Management System.

Modern Hardware

- Initiates Mobile Self-Service for all Soldiers
- Fully IA and Cyber Compliant; Secure
- Subsumes over 30 Systems and Eliminates over 300 Interfaces (Intent: 1 HR Database)
- Training Database Replicates Unit Information at all Levels
- No System Downtime: Fully Accessible 24/7

Modern Software

- Utilizes Data from Authoritative Systems: Enables Big Data Analytics
- Business Processes Reduced from 154 to 34: More Reductions to Come
- Operationalized TM Capability: KSB Tracking & Market Place
- Fully Auditable: Army Cannot Achieve Auditability without IPPS-A
- Modernized Top of System Business Rules, Set Roles & Permissions, and Segregation of Duties
- Customer Relations Module: Facilitates an Enterprise Help Desk Capability and Data Analytics from the Entire Army
- Ties HR & Pay Together in One System: Reduce Errors with Soldier Pay
- Full Transparency of Transactions

What’s Next: Modernize Additional Army Business Processes

- Orders
- Duty Status
- Onboarding Process
- Audit (KSD)
- SCADDL Payment
- Dependency Documents
- Changing HR Towards a TM Capability – KSB; Marketplace
- Delegation of Authorities
- Electronic Debt Notification

One Soldier ★ One Record ★ One Army
As an HR Professional, you already execute hundreds of personnel actions that drive Soldier Pay. With IPPS-A, that won’t change but they system will do most of the heavy lifting.

The Army will provide training for the additional tasks you will need to understand in the adoption of your role in MilPay.
**Talent Management and IPPS-A**

**IPPS-A** is the Vehicle for Change that will Transform the Army’s Industrial Age Personnel System to a 21st Century Talent Management System

**CURRENT**

**FY19/20***

**Industrial Age Distribution Model**

- Soldiers
  - Rank
  - Military Occupational Specialty (MOS)
  + Requirements =

**Future Talent Management**

- 25 Point Soldier Talent Profile
  - Knowledge
  - Skills
  - Behaviors
  - Experience
  - Readiness

- Marketplace
  - Matching against Requirements and Commander Needs

- Right Soldier, Right Job, Right Time

*Estimated start to deployment

**IPPS-A Talent Manager Will Deliver:**

- Enhanced Total Force Readiness across Components
- Differentiated Talent to Allow the Army to Manage Soldiers Better
- Enhanced Decision-making Capabilities to Commanders at Every Level
- Optimized Total Force that Wins

**One Soldier ★ One Record ★ One Army**
IPPS-A EXORD Concept of Operations

Current Environment
An industrial age personnel management system that:

- Leverages manual paper-driven transactional processes that degrade personnel readiness
- Uses dated systems that are stove-piped, by function and component and not integrated
- Does not easily facilitate leaders to track skills, knowledge and behaviors of the Total Force
- HR and Pay services delivered to Soldiers in a segmented non-transparent way that produces errors

Lead: IPPS-A PMO

Lead: HQDA G-1

Future Environment
A 21st century, modern, transformational, Total Force Human Resource capability supported by a web-based, and integrated personnel and pay system that:

- Establishes a Total Force Talent Management personnel and pay system
- Enables the Army to deliberately manage the talents, knowledge, and behaviors that Soldiers possess
- Meets auditability requirements
- Improves the lives of Soldiers and fundamentally changes how we interact with them
- Provides a dashboard environment that shows CDRs and Leaders readiness and combat power quickly to facilitate timely decision making

LOE 1 – IPPS-A System Delivery

- OBJ 1.1: Develop requirements
- OBJ 1.2: Develop and Execute Data Accuracy Plan
- OBJ 1.3: Build and Test the System
- OBJ 1.4 Deploy and Sustain the System

A fully integrated enterprise HR system that streamlines personnel and pay support for the Total Army

LOE 2 – MiIPay Transition/HR Functional Transformation

- OBJ 2.1: Develop Functional Solutions (DOT_LPFP) Roadmap
- OBJ 2.2: Implement MiIPay Transition
- OBJ 2.3: Execute Talent Management Strategy
- OBJ 2.4: Execute Functional Solutions DOT_LPFP changes

A Total Force Talent Management capability that integrates personnel and pay

LOE 3 – Training

- OBJ 3.1: Develop Training Roadmap
- OBJ 3.2: Develop Training Products
- OBJ 3.3: Execute Training

All Users are fully trained

LOE 4 – Communicate and Lead the Change

- OBJ 4.1: Develop Change Management Roadmap
- OBJ 4.2: Implement Change Management Plan
- OBJ 4.3: Increase IPPS-A awareness, understanding, and acceptance
- OBJ 4.4: Sustain IPPS-A execution among stakeholders

The change is embraced by the Total Force

One Soldier ★ One Record ★ One Army
Way Ahead
(subject to change)

Data as of July 12, 2018

- Trusted Database
  - All Components received a trusted database with reporting capabilities through a Soldier Record Brief (SRB)

- ARNG Personnel System
  - Army National Guard receives Standard Installation/Division Personnel System (SIDPERS) functionality

- Active/ARNG/USAR Personnel System
  - Active and Reserve Components receive essential personnel services and Talent Management

- One Pay System
  - All Components receive Pay Services

- Continuous Improvement/Modernization
  - All Components receive additional personnel services

FY2015 ✓

FY2018/19*

FY2019/20*

FY2020*

FY2020s*

Increment II / Release 1

Increment II / Release 2

Increment II / Release 3

Increment II / (dot) Releases

*Estimated start to deployment
Incremental Capability Areas by Release
(subject to change)

**FY2015 ✓**

**Increment II / Release 1**

**Trusted Database (Accuracy/Correctness)**
- Trusted Database with Reporting Capabilities
  - Authenticated Users
  - Soldier Data in Single Database
  - Technical Foundation
- Wave 1: ARNG
  - Personal Soldier Record Brief (SRB) Access
- Wave 2: Active & ARNG
  - Personal SRB Access
- Wave 3: Active, ARNG & Reserve
  - Personal SRB Access
  - SRB & 9 Pre-defined Queries Access for Leaders and HR Professionals

Increment I: Fully deployed. Sustainment efforts include data correctness and accuracy

**FY2018/19***

**Increment II / Release 2**

**ARNG Personnel System**
- Assignments/Transfers
- Awards/Decorations (Partial)
- Disciplinary Actions
- Duty Status
- Hire/Rehire
- IPPS-A Training
- Licenses/Certificates
- Mass Updates
- Member Benefits
- Member Restrictions
- Mobile Capabilities
- Performance Evaluation (Partial)
- Physical Profiles
- Position Management
- Promotions/Demotions (Partial)
- Reporting & Analytics
- Retention Management (Partial)
- Self Service/Personnel Action Requests (PAR)
- Separations/Retirements (Partial)
- Strength Management (Partial)
- Unit Level Manning
- User Security/Audit Trails
- Workflow/Visibility

**FY2019/20***

**Increment II / Release 3**

**Active/ARNG/USAR Personnel System**
- Assignments/Transfers
- Awards/Decorations (Full)
- Checklists
- Digital Signature
- Disciplinary Actions
- Duty Status
- Hire/Rehire
- Job Openings/Requisitions
- Leave
- Mass Updates
- Member Benefits
- Member Restrictions
- Performance Evaluation (Partial)
- Physical Profiles
- Position Management
- Promotions/Demotions (Full)
- Reporting & Analytics
- Retention Management (Partial)
- Self Service/DD 93/Address Change/Contact Details
- Separations/Retirements (Full)
- Strength Management (Full)
- Talent Management 25 Point Profile/Search Match
- Training Requirements
- Unit Level Manning
- User Security/Audit Trails
- Workflow/Visibility
- PAR (Old 4187)
- Special Pay

**FY2020***

**One Pay System**
- Allotments
- Allowances
- Base Pay
- Basic Allowance for Housing/Basic Allowance for Subsistence
- Bonuses
- Collections
- Disability/Incapacitation Pay
- Duty Participation
- Incentives Pay
- Leave and Earnings Statement
- Mobile Capabilities
- Payroll Processing
- Reimbursements
- Reliable Cost Estimate (Full)
- Reporting & Analytics
- Retirement Points
- Special Duty Pay
- Taxes
- Thrift Savings Plan/TSP Catch Up
- User Security/Audit Trails
- Workflow/Visibility

**FY2020s***

**Continuous Improvement/Modernization**
- Defense Joint Military Pay System-Active Component
- Defense Joint Military Pay System-Reserve Component
- Defense MilPay Office
- Disconnected Operations
- Mobile Capabilities
- Performance Evaluations (Full)
- Reporting & Analytics
- Retention Management (Full)
- User Security/Audit Trails
- Workflow/Visibility

Data as of Aug. 1, 2018

*Estimated start to deployment
Systems to be Subsumed by IPPS-A
(subject to change)

FY2019*
- ARNG Personnel System
  Increment II / Release 2
    - ETRANS
    - SIDPERS-ARNG

FY2020*
- Active/ARNG/USAR Personnel System
  Increment II / Release 3
    - ARPIMS
    - ARTRAMS
    - ASK
    - DAPMIS
    - EDAS
    - eMILPO
    - EPMDTK
    - ICDT
    - ISM-INPROC+
    - ISM-OUTPROC+
    - ISM-PERSLOC+
    - ITAPDB
    - MBIS
    - MGB
    - MOBPERS
    - MOSC
    - PAMS Ft Hood-Depl Mgmt+
    - PAMS Ft Hood-Reassign Mgmt+
    - PAMS Ft Hood-Strength Mgmt+

FY2021*
- One Pay System
  Increment II / Release 4
    - AFCOS
    - AORS
    - DARTS
    - ISM-TRANSPROC III+
    - LEAVELOG
    - MUP
    - PER-DSS-PAM/PAM XXI-POSCEdit+
    - RCAS-PSAM+
    - RCMS-Guard-AUVS+
    - RCMS-Guard-Record Brief+
    - RCMS-Guard-Roster Builder+
    - RLAS-Pay+
    - RLAS-Pers+
    - RLAS-RM & Training+
    - RPAS

FY2021s*
- Continuous Improvement/Modernization
  Increment II / (dot) Releases
    - Off Ramp DFAS Systems
      - 5 Year Tax History
      - CMS
      - DJMS AC
      - DJMS RC
      - DMO
    - KEYSCE/KEYSCE+ RETAIN
    - SEPS

35 Fully Subsumed Systems
7 Partially Subsumed Systems
= 20 Modules
  - ISM (Rel 3 and 4)
  - PAMS Ft Hood (Rel 3)
  - RCAS (Rel 3 and 4)
  - RLAS (Rel 3 and 4)
  - TOPMIS II (Rel 3)
  - PER-DSS-PAM/PAM XXI (Rel 4)
  - RCMS-Guard (Rel 4)

+Partial Subsumption

5 Off Ramp DFAS Systems

IPPS-A integrates the Army’s Personnel/Pay System Architecture

Data as of Aug. 14, 2018 (SV-8, version 1.20)

*Estimated start to deployment
Systems to Interface with IPPS-A
(subject to change)

Data as of Aug. 14, 2018 (SV-8, version 1.20)

**Note:** Increment I interfaces may need to be modified for Increment II

### ARNG Personnel System

- A2T-PS (O)
- ACT (I/O)**
- AKO (O)
- AORS (O) (R4)
- APACS (I)
- ArmyFit (I/O)**
- ASBS (O)
- ATMS (I/O)**
- ATRRS (I/O)**
- AWCTS (O)
- CAFRS (I)
- CAMP (O)
- CCIMM (I)
- CCQAS (I)
- CIFMS (I)
- COOL (I)
- COPs (I)
- CRDD (O)
- DAMIS (O)
- DARTS (O) (R4)
- DCIPS (I/O)
- DC PDs (I/O)
- DEERS (I/O)**

### Active/ARNG/USAR Personnel System

- DJMS AC (O)
- DMHRSi (O)
- DPS (O)
- DRRS-A (I/O)**
- DTAS (O)
- DTS (I/O)
- EMF-2 (I/O)
- EMDS (O)
- EORS (I)
- EPM (I/O)
- GCSS-Army (O)
- GFEBS (I/O)
- GoArmyEd (I/O)
- HIMS (O)
- ISM-CIF (O)
- TRANSPORC-III (O) (R4)
- JAMIS (I)
- JSS (I)
- KEYSTONE-REQUEST (I)
- KEYSTONE-RETAIN (I/O) (R5)
- LAAWS-JAGNET (O)
- MED-CHART (O)
- MOBCOP-U (I/O)
- MODS (I/O)**
- MSAF (I)
- MY EDUCATION (O)
- PaYS (O)
- PDE (I/O)
- PER-DSS-A2SF (O)
- PER-DSS-PAM XXI (I/O) (R4)
- PLANX (O)
- PLFS (O)
- POTBSCS (I/O)
- RCMS (I/O)**
- RLAS-PAY & RM (O) (R4)
- Training (O) (R4)
- SBS (O)
- SEPS (I/O)
- SFARS (I/O)
- SLDMS (I/O)
- TAP-XXI (O)
- TIGER (O)
- TOPMIS II (I/O)**
- USMA AMS (I)

### One Pay System

- AAFES-Vision Plus (I/O)
- AERS (I/O)
- DDMS (I/O)
- DDS (I)
- DRAS (O)
- FKN (I/O)
- IGS (I/O)
- IRS System (O)
- Soc Sec Admin System (O)
- SORS (I/O)
- State Tax Systems (O)
- Stored Value Card (I)
- TASC-OPM-CFC Interface (I/O)
- TDD Interface (I/O)
- TDP (I/O)
- TSP (I/O)
- UCX (O)
- USSDP (I/O)

**Directional Change in Interface(Inbound (I) changes to Inbound/Outbound (I,O))

**Estimated start to deployment

End State:

87 Systems

<table>
<thead>
<tr>
<th>I/O</th>
<th>Inbound</th>
<th>Outbound</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>19</td>
<td>32</td>
</tr>
</tbody>
</table>

DFAS Off Ramp Interfaces to full/partial subsumption

R = Release
HR Customer Service Concept of Support
Active / Personnel Services Delivery Redesign Brigade (PSDR Bde)

IPPS-A automates the customer service process that S1s are executing today. IPPS-A implements a **traceable customer support software** that ties the Army together from the lowest echelon to Human Resources Command (HRC), enabling faster and more accurate support. **Primary support is delivered by the BN S1**, who will triage, answer or escalate each HR/Pay inquiry. HRC is the Top of System owner for the Army’s HR customer service mission, providing oversight of the IPPS-A knowledge base (frequently asked questions (FAQs)), utilizing an analytical capability for customer service and to identify issues.

**Levels of Support:**
- 4 Primary Elements (Inquiry types, Escalation criteria, Response time, and Analytics)
- Inquiries are categorized into 11 Types:
  - Absence Mgt (Leave)
  - Assignments
  - Awards
  - Benefits
  - Pay Escalation
  - Career Management
  - Evaluations
  - Pay & Allowances
  - Promotions & Selections
  - Records Management
  - Transition
  - Information Technology (IT)
- Escalation Criteria – Escalation Priority Chart & Case Inquiry Guidelines
- Inquiry Response Time

**HRC**
**Top of System Owner**
**Escalations from field & Tier 1 HR & IT Help Desk**
**Case Types / Responsibilities:**
- Knowledge Base Mgt
- Analytics
- Pay Escalation
- Retro Pay
- Centralized Promotions
- Assignments
- Career Management
- Evaluations
- Advanced Ed. Benefits
- Insurance
- IMA/IRR

**MPD:**
**Escalations from BN / BDE**
6-8 hrs/wk
MPD case types:
- Retirements / Separations / SFL
- Orders Amendments
- PCS Travel / OCONUS
- Debt Management
- Benefits
- Pay Escalation

**BDE:**
**Escalations from BN**
4-6 hrs/wk
BDE case types:
- Records Updates
- System Access
- Pay Escalation

**DIV / CORPS**
2-4 hrs/wk
Responsibilities:
- Oversight
- Analytics
- Training

**BN S-1**
**Inquiry / Case Escalation**
**PSDR BDEs**

**HRC Call Center**

**DIV G-1 Oversight**

**Response Time Goals:**
- < 72 hrs
- 24-48 hrs
- 48-72 hrs

**Key:**
- Inquiry Escalation
- Oversight

**Initial inquiry entry point – Triage, Answer or Escalate**
6-8 hrs/wk
Battalion level case types:
- Absence
- Awards
- Records Updates
- System Access
- Semi- & Decentralized Promotions
- SGLI
- Pay & Allowances
- Retention

**One Soldier ★ One Record ★ One Army**
IPPS-A Communications

One Soldier ★ One Record ★ One Army
What HR Soldiers Can Do Now

- Focus on Military Pay (MilPay) Training, understanding entitlements, and how HR actions drive Soldier Pay
  - **Learn MilPay**: Become familiar with entitlements and how HR drives MilPay
  - **Reference DoD Financial Management Regulation (FMR) and Joint Travel Regulations (JTR)** and all content used for the MilPay pilot by visiting the MilPay Milsuite page: https://www.milsuite.mil/book/community/spaces/apf/s1net/military-pay-transition-training-for-hr-professionals

- Ensure Accurate Data in the Authoritative Data Source (ADS)

- Become an IPPS-A Change Champion to get regular information on the system and way ahead for the AG Corps by emailing: usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil

- Check out IPPS-A resources to learn more:
  - www.IPPS-A.army.mil
  - Facebook.com/armyippsa/
  - S1NET: https://www.milsuite.mil/book/community/spaces/apf/s1net/ipps-a
IPPS-A has several communications channels and products that help promote how the Army is revolutionizing personnel, pay, and talent management processes:

- **Public Website**: [https://www.ipps-a.army.mil/](https://www.ipps-a.army.mil/)
- **Social Media Pages**: Facebook, YouTube & Instagram
- **“IPPS-A is Coming!” YouTube Video**: [https://www.youtube.com/watch?v=PG8JQjTuoo](https://www.youtube.com/watch?v=PG8JQjTuoo)
- **“IPPS-A is Coming to the National Guard!” YouTube Video**: [https://www.youtube.com/watch?v=5oKHvZ6SxBc](https://www.youtube.com/watch?v=5oKHvZ6SxBc)
- **“IPPS-A Leads the Way For HR Professionals” Video Series**: [https://www.youtube.com/playlist?list=PLZ27YNvrf1QE8BiK1bzZFcbPEOtucQOp](https://www.youtube.com/playlist?list=PLZ27YNvrf1QE8BiK1bzZFcbPEOtucQOp)
- **IPPS-A Demo Video Series**: [https://www.youtube.com/watch?v=31ZNUD5iLrY&index=2&list=PLZ27YNvrf1QE8Bid1bzZFcbPEOtucQOp](https://www.youtube.com/watch?v=31ZNUD5iLrY&index=2&list=PLZ27YNvrf1QE8Bik1bzZFcbPEOtucQOp)
- **Printable Resources**: [https://www.ipps-a.army.mil/printable-resources/](https://www.ipps-a.army.mil/printable-resources/)

  - IPPS-A Overview
  - IPPS-A & Army National Guard
  - IPPS-A Specific Topics
  - IPPS-A Posters
  - IPPS-A Execution Order