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

WHAT DOES AIE DO?

Accessions Information Environment (AIE) is the Army's 21st-century talent Acquisition capability. For the first time, this standardization and modernization will enable the Army to leverage minimally customized commercial off-the-shelf (COTS) solutions for talent acquisition Army-wide.

AIE is a cloud-based, minimally customized solution replacing 11 legacy systems and 31 modules to modernize the Accessions Enterprise. This re-engineered business process will enable a single source record providing data integrity throughout the accessions and recruiting process.

WHAT DOES IPPS-A INC II DO?

IPPS-A INC II develops and deploys the IPPS-A, the Army's human resource system, which is live with all three Army Components and with 1.1 million Soldiers and Army human resource professionals. IPPS-A is a critical enabler supporting the Army's People Strategy and transitioning to a 21st-century talent management system, optimizing Army Readiness. IPPS-A standardizes business practices and improves access, timeliness and accuracy of personnel and pay records for each Soldier.

IPPS-A delivers visibility over the entire force and maximizes the potential of the Army's greatest asset, the Soldier, to enhance Army readiness. It improves access, timeliness and accuracy (auditability) of personnel and pay information for the Total Army – enabling HR transformation, military pay transition and business process reengineering; subsuming more than 30 legacy systems; eliminating more than 300 interfaces; ensuring secure, consistent processes and data; and meeting required standards.

MISSION

IPPS-A provides acquisition, development, implementation, and sustainment of capabilities enabling the Army's military **HUMAN RESOURCES**, **FORCE MANAGEMENT**, **MOBILIZATION** and **READINESS,** along with medical situational awareness and electronic documentation for medical treatment.

PORTFOLIO

Accessions Information Environment (AIE) implements new business practices and modern technology to enable solutions for Army workforce members handling recruitment and accessions and for commanders at various levels within the accessions enterprise.

IPPS-A Increment II (IPPS-A INC II) supports the Army by designing and developing the IPPS-A system. Inc. II also conducts training development, testing, integration and sustainment.

Operational Medicine Information Systems - Army (OMIS-A) provides the Army's modernized operational health hardware/software system used by medical personnel.

Reserve Component Automation System/Force Management System (RCAS/FMS) supports the Army National Guard and the United States Army Reserve by providing standardized and sustainable automated information solutions that contribute to the increased readiness of the Army Reserve Component.

WHAT DOES OMIS-A DO?

Operational Medicine Information Systems – Army (OMIS-A) provides the Army's electronic health record (EHR) software capabilities to operational Soldiers worldwide.

OMIS-A develops, integrates and fields software capabilities to capture medical treatment data. This mission:
- Provides Army physicians, nurses, medical specialists and combat medics with a tactical medical capability at all levels of care
- Electronically captures all medical treatment provided to Soldiers by the Army operating force to inform their lifelong EHR
- Addresses operational Army-unique medical information requirements
- Ensures integration with existing/emerging Department of Defense and Army communication infrastructures and cybersecurity

WHAT DOES RCAS/FMS DO?

Reserve Component Automation System (RCAS) Supports the Army National Guard (ARNG) and the United States Army Reserve (USAR) by providing standardized and sustainable automated information solutions that contribute to the increased readiness of the Army's Reserve Component (RC).

Force Management System (FMS) supports the Army's Force Management and Readiness Systems that establish accurate, consistent and real-time force structure information to the Army and Joint Staff communities, supporting processes for manning, equipping and training Army units for progressive readiness to conduct full spectrum operations on demand.

Defense Readiness Reporting System - Army (DRRS-A) is the Army's single source for readiness information across the enterprise, which provides the unit with the readiness status reporting and force registration capabilities necessary to enable Army units to conduct full spectrum operations.

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QUICK FACTS

- AIE
  - AIE is the Army's 21st-century talent acquisition capability, modernizing and standardizing talent acquisition Army-wide.
- IPPS-A INC II
  - Integrated personnel and pay system that transforms the Army's industrial-age HR system into a 21st-century talent management system.
- OMIS-A
  - OMIS-A was chartered in April 2024 as the modernization of the MC4 program and continues its 25-year legacy of ensuring Soldiers have a lifelong electronic medical record.
- RCAS/FMS
  - RCAS continues to deliver critical retirement points calculations to the ARNG, and FMS supports the total Army in force management and readiness functions.

TOP GOALS

- AIE
  - AIE will originate the Soldier's record for personnel management in systems downstream.
- IPPS-A INC II
  - IPPS-A INC II will link every Soldier's human resources and payroll records, providing a one-stop source.
- OMIS-A
  - OMIS-A will accelerate point-of-injury medical documentation solutions to deployed Army medical forces.
- RCAS/FMS
  - Data migration and subsumption of numerous capabilities by FY26/27.

AIE
ACCESSIONS INFORMATION ENVIRONMENT

INCREMEMNT II
IPPS★A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

OMIS★A
OPERATIONAL MEDICINE INFORMATION SYSTEMS - ARMY

RCAS
Reserve Component Automation System & Force Management System
FMS
Serving the Soldier, Serving the Nation