



NEWSLETTER

Message from the Director

Hello Defense Civilian Human Resources System (DCHRMS) Community! Welcome to the first edition of our DCHRMS Newsletter for Calendar Year 2023! As we continue adopting and learning more about the Human Capital Management (HCM) capabilities, we are also assessing the overall project strategy and priorities to ensure a successful transition to DCHRMS.

This quarter's edition includes a program status for the Initial Operational Capability (IOC), the roadmap to the Full Operational Capability (FOC), as well as the introduction to the DCHRMS Guiding Principles, the Enterprise Common Model, and what's next for DCHRMS!

Since our last edition we have taken a more holistic strategic approach to re-evaluate the project's priorities and adjust the strategy moving forward. To that end, we have further analyzed the remaining capabilities and we are now targeting the "go-live" with DCHRMS for Fiscal Year (FY) 2024. We also continue to work on prioritizing critical capabilities, mitigating gaps, analyzing the impacts, and preparing for the second IOC readiness test and training workshop(s).

We have formally established "DCHRMS Guiding Principles" and adopted an "Enterprise Common Model" methodology that will define the way forward beyond IOC. On February 27, 2023 we began conducting FOC product and requirement



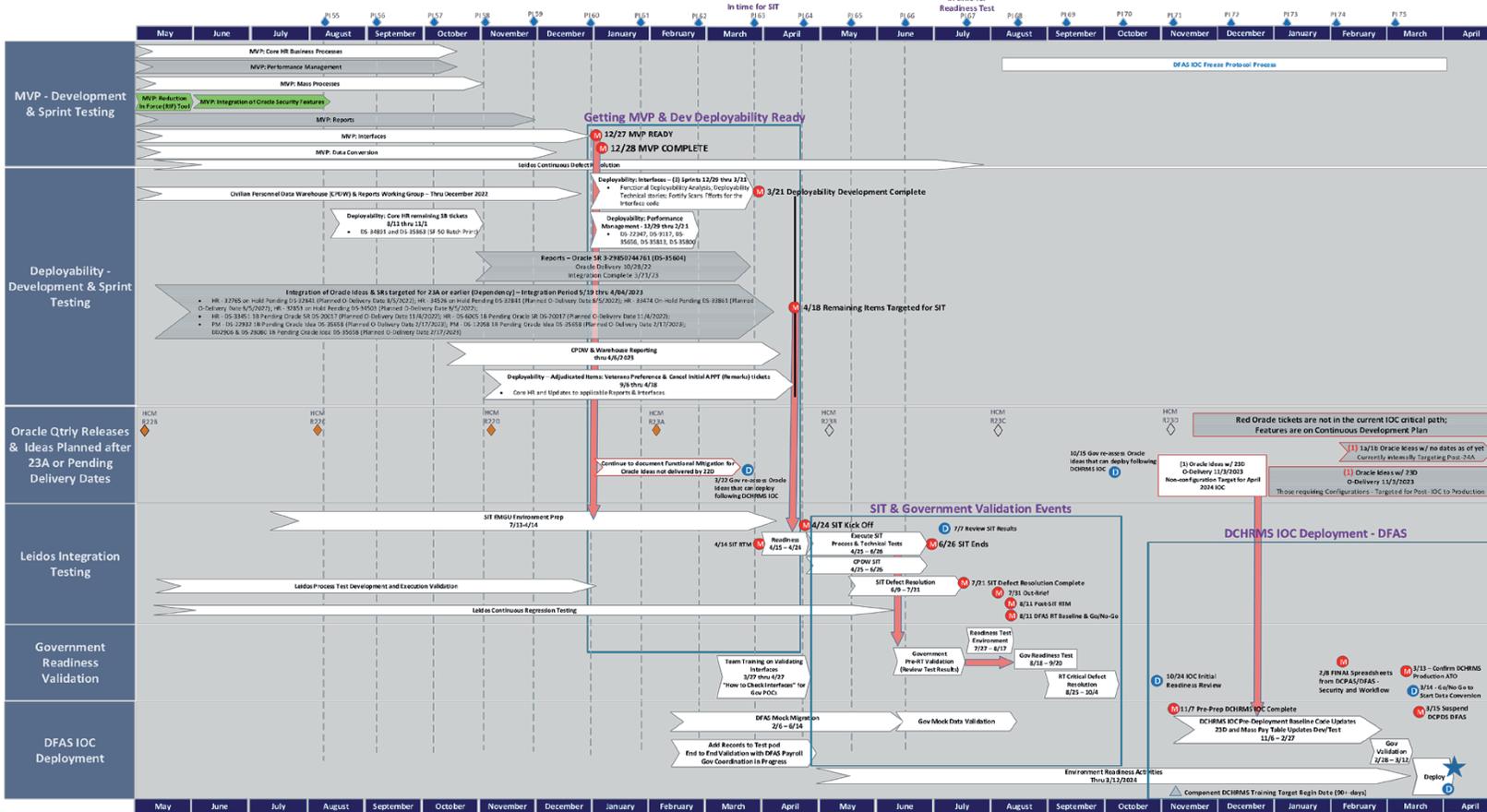
reviews workshops to better prepare for future requirements reviews and development, and obtain alignment from stakeholders. These workshops are designed to educate on new HCM capabilities and DCHRMS design, and are expected to be ongoing for 16–20 weeks. Additional sessions to further decompose requirements will start upon completion of the product and requirement reviews workshops and will be an additional 16–20 weeks, with an expected output of the FOC deployment timeline.

With the help and support of our key stakeholders and functional experts we are making great progress. A huge thank you to all involved! As always, DCPAS appreciates your continued support and contributions, and for leading change to transform human resources (HR) information technology across the Department of Defense (DoD)!

Daniel J. Hester
Director, Defense Civilian
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Program Update

DCHRMS IOC Timeline (DFAS)



The above illustration is a snapshot into the IOC Deployability Roadmap.

There is definitely a lot of work being done, and not in isolation. For IOC, we continue to collaborate with our partners at the Defense Manpower Data Center (DMDC) on several key areas to make sure the system is ready for deployment. To date, we have configured processes and mechanisms to ensure necessary functionality before the functional community touches the system. Together, we have built an integrated master schedule based on input from key stakeholders and the analysis of the remaining capabilities. As a reminder, the first population of users will be the Defense Finance Accounting Service.

FOC Deployability Roadmap

As DCHRMS IOC development is maturing we are also focusing on the next major milestone which is FOC. To that end, we have started gathering and reviewing additional capability requirements to better understand the full requirements left to configure for FOC.

In February 2023, we began hosting product and requirement reviews workshops with key stakeholders with the purpose of preparing for future requirements reviews. These reviews are focused on functional process definition with an emphasis on the Enterprise Common Model (ECM) alignment. Overall, these workshops are expected to educate participants on the new HCM capabilities and DCHRMS design. These workshops will also help drive a more realistic schedule for the next Component to go live with DCHRMS. Lastly, we are planning to conduct additional sessions to further decompose requirements upon completion of the product and requirement reviews.

DCHRMS Guiding Principles

During a January 2023 strategic leadership session held in San Antonio, Texas, we developed key guiding principles that will help stakeholders make decisions about DCHRMS beyond IOC. DCHRMS Guiding Principles are:

- Maximize resources by accelerating the decommissioning of the Defense Civilian Personnel Data System and other legacy applications as soon as possible.
- Improve service delivery by rationalizing HR and supporting business processes across the DoD.
- Enhance employee engagement and self-service in their HR journey.
- Design a system focusing on quality and interoperability with real-time data.
- Design a system to support stakeholders, future state functional requirements, and capabilities.
- Decisions and solutions shall contribute to an enterprise system.
- Drive toward rapid decision making to keep the program on time and on budget. Strive for efficiency and deliver a quality product faster.
- Respond to challenges with the new HR business processes reengineered, with an emphasis on employee, HR professional adoption, change management and training for DCHRMS implementation, product enhancements, and deployment.
- Adopt the Enterprise Common Model and embrace change. Address policy changes to modernize and re-evaluate prior decisions that were made based on factors that are no longer relevant.
- Support the partnership amongst DoD Components/DMDC/DCPAS.

ECM Approach

Another strategic approach that we are adopting and embracing is the ECM methodology developed by the current contractor, Leidos. ECM is the core (HR and Performance Management) configuration for DCHRMS FOC. This model has been designed as part of the DCHRMS baseline and all subsequent Components will be expected to adopt. Particularly, each deployment will be a combination of enterprise-wide defined standards and processes, in addition to Component and Agency legal and policy needs. Specifically, ECM includes enterprise-wide business processes and features as well as a uniformed structure of data, key fields, and standardized forms. Additionally, it includes Component unique requirements for communities such as nonappropriated funds and local nationals. Overall benefits of the ECM approach include, but are not limited to, positioning DoD for long-term success in the cloud environment and driving efficiencies across Components.

DCHRMS Readiness Test

The DCHRMS readiness test, notionally scheduled to occur August 18–September 20, 2023, with additional time set aside for defect resolution, allows DoD functional testers and users the opportunity to perform end-to-end testing to validate system capabilities functionality needed for DCHRMS deployment. Through this readiness test, DoD testers will test the system in its intended operational environment and will assess if DCHRMS is suitable for deployment. During this event we will need assistance from functional subject matter experts across the Department. Stay tuned!

What's Next!

- Program Update
- Path Forward
- Readiness Test Event Update
- Training Strategy Overview

Again, thank you for your commitment and for being such an important part of the DCHRMS Family!



Defense Civilian Human Resources Management System

