



NEWSLETTER

Message from the Director

Happy Holidays! Welcome to the last edition of our Defense Civilian Human Resources Management System (DCHRMS) Newsletter for the calendar year (CY) 2022! During this year we have many accomplishments to celebrate, and have made, and continue to make great progress incorporating critical functionality for Human Resources (HR) Core and Performance Management. Yet, we understand that there is much more work to be done for a successful transition to DCHRMS.

To recap, the User Acceptance Testing (UAT) event held earlier this year (January-March) identified additional critical deficiencies that required resolution prior to the scheduled April 2022 Defense Finance and Accounting Services (DFAS) Initial Operating Capability (IOC) deployment. Since then, we have reviewed and prioritized the remaining capabilities, system gaps, interdependencies, and impacts to determine the best path forward. Additionally, we have worked with our Defense Manpower Data Center (DMDC) partners on further decomposing requirements, mitigating additional capability gaps, and ensuring the delivery of some Human Capital Management enhancements from Oracle since the DCHRMS critical path relies on these.

While we are excited about the progress made throughout this year, we will continue pushing forward with ongoing efforts to meet our major objectives, which include, but are not limited to: preparing for and executing the second UAT, delivering the Training Workshop(s), and executing DFAS IOC. Additionally, we will continue developing the Full Operating Capability deployment roadmap.

In this month's edition, we share some of the areas the DCPAS Enterprise Solution and Integration (ESI) Team have been working on to ensure the



delivery of an enterprise system with the right capabilities for employees, managers, supervisors, and HR practitioners. This includes an overview of the program status, a summary of the key highlights for this year, and what's next for DCHRMS!

CY 2022 has definitely been an exciting year! I am honored, humbled, and privileged to have the opportunity to lead this amazing team of professionals, the DCHRMS Team! Their determination, commitment, and dedication is very impressive. As for the upcoming year, I would like to reiterate our commitment to excellence as we continue our journey towards digital transformation, and look forward to continue working with ALL of you!

As always, we appreciate your continued support and all your efforts, and wish you and your family a happy and a safe holiday season! Happy New Year 2023! Again, thank you for a great year, Team! Thank you "Champions of Change"!

Daniel J. Hester
 Director, Defense Civilian
 Personnel Advisory Service

Program Update

In the last edition, we mentioned that the remaining capabilities were grouped by priority and further decomposed, which included technical and functional requirements to better articulate the configuration and development efforts that get DoD to a baseline for IOC. Since then, we have been working with DMDC on mitigating additional critical capability gaps. Additionally, we have been reviewing and providing recommendations to critical DCHRMS artifacts, such as the Work Breakdown Structure (WBS), which defines what needs to be accomplished; the Functional Specification document that provides requirement details and documents the expected high-level functions and behaviors; the Test Evaluation Master Plan that establishes a framework for how and when DCHRMS testing will be conducted, identifies the processes that should be tested, and establishes the responsibilities of the testing stakeholders and participants; and the Integrated Master Schedule (IMS) that comprises the milestone activities and the program increment dates that will lead to the development and configurations for the expected DFAS IOC. Lastly, we continue to finalize the functional testing and training approaches, and identifying key pre/post deployment activities to ensure a successful DFAS IOC. Within the upcoming months, we will work towards identifying activities that will span across the DCHRMS program lifecycle through our pre-deployment and post deployment initiatives. More to come!

CY 22 Major Program Highlights

Key Highlights/Milestones Achieved During CY 2022

Late January - Mid March	Conducted the first UAT that revealed additional critical capability gaps required before deployment.
March (Ongoing Efforts)	DHRA drafted a comprehensive IMS and is updating the DCHRMS baseline deployment schedule based on the critical deficiencies. Government continue efforts toward completion of the baseline aligned within the IMS.
May (Ongoing Efforts)	DCPAS/DMDC started analyzing and prioritizing additional remaining efforts. Additionally, they have escalated additional critical ideas/required capabilities to Leadership that have not been accepted by Oracle. A result, Oracle has accepted to deliver the critical ones needed for DFAS IOC.
June	Conducted Sprint Zero to further decompose requirements and ensure alignment between the government functional and technical teams with the implementation approach.
June (Ongoing Efforts)	DCPAS/DMDC continue developing program critical artifacts such as the WBS, Functional Specification, etc.

What's Coming:

Program Update

Path Forward

Change Management Strategy

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



Defense Civilian Human Resources Management System

