



NEWSLETTER

Message from the Director

Hello, Defense Civilian Human Resources System (DCHRMS) Community! Welcome to the January edition of our DCHRMS newsletter! The DCHRMS Team is diligently working towards the Initial Operating Capability (IOC), with the initial deployment starting with Defense Finance Accounting Service (DFAS). I'm extremely proud of all their efforts and what has been accomplished thus far.

This edition includes updates on the continuous efforts being made towards the DFAS IOC and a functional testing update. It also includes an introduction to Redwood (Oracle's new user interface), some highlights from a FedForward panel discussion, DCHRMS features for employee and manager self-service capabilities, and what's next!

Since our last edition, the DCHRMS Team has continued to work with our Defense Manpower Management Center (DMDC) partners and integrators on prioritizing critical requirements while continuing to conduct functional testing to validate that system configurations made to date are working as intended.



I would like to thank the DoD Components for their continued support and engagement. I would also like to personally thank the testers for their participation and support throughout the functional testing events as we continue to transform human resources information technology (HRIT) across the Department! I look forward to the continued collaboration and success in the New Year!

Daniel J. Hester
Director, Defense Civilian
Personnel Advisory Service

DCHRMS Program Update

During this last quarter, the DCHRMS Team continued their collaboration with DMDC ensuring system configurations meet the remaining capabilities that were grouped by priority and further decomposed, which included technical and functional requirements to better articulate the configuration and development efforts that gets DoD to a minimal baseline for DFAS IOC. They are also working closely with other key stakeholders to ensure the product meets minimum requirements and is reliable when it is ready to deploy.

Functional Testing: Critical Through the Lifecycle of the Project

Continuous testing is an integral part of the development process as it will ensure the delivery of a reliable, high quality, and agile system that meets user expectations, incorporates specified requirements, complies with legal and regulatory standards, and minimizes the risk of defects and issues.

Currently, a small “Tiger Team ” composed of DoD Components and DCPAS testers are testing the system with the intent to assess the DCHRMS Minimum Viable Product (MVP) state. This effort includes executing scenarios in the DCHRMS test environment and supporting the defect resolution testing and release management. Testing is expected to continue throughout the duration of the project.

Additionally, DCPAS is preparing for a bigger testing event called “Government Customer Testing Event” tentatively scheduled for the 3rd quarter of FY24. During this event, testers will be expected to test end-to-end processes and capabilities configured to include interconnections for IOC. More to follow on this!

FedForward Panel Discussion

On October 31, 2023, Baker Tilly, developer of DCHRMS, hosted their first of many FedForward series of events. The FedForward series of events aims to help Federal Agency leaders imagine their organizations working with and benefiting from, modern digital platforms. Below are some of the agencies that participated in this event.

- World Bank Group
- Department of the Treasury
- Department of State
- National Gallery of Art
- National Science Foundation
- United States Air Force
- Office of Personnel Management
- DoD Chief Information Officer (Workforce Innovation)
- Department of Commerce
- Environmental Protection Agency

During the event, Baker Tilly and Oracle teamed up to showcase Oracle Cloud benefits to Federal agencies and provide demonstrations on the following capabilities:

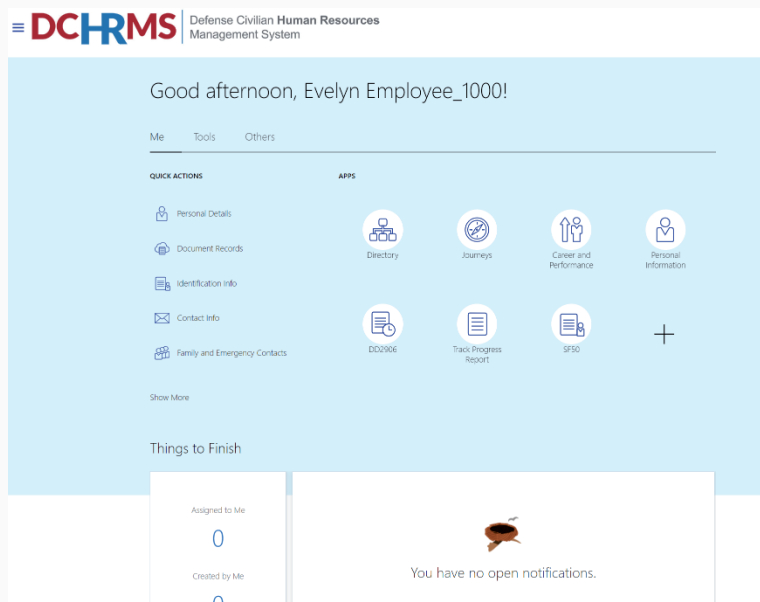
- Recruiting from a manager's perspective
- Recruiting from the employee's perspective
- Seeking a position from the employee's perspective
- Hiring from the manager's perspective
- Onboarding
- Training
- Performance Management

Throughout the demonstrations, they mentioned how Oracle has infused federal requirements into their Oracle Cloud implementation methodology to allow agencies of all sizes to experience successful transformations. After the demonstrations, the DCPAS team, consisting of Ms. Jeanette Colombani Deschamps and Ms. Kimberly Marshall, along with Mr. Cederick Simon who represented Oracle, participated as panelist to answer questions about their experience with DCHRMS, the Oracle Cloud, and shared some of the early successes, challenges throughout the project, and the lessons learned along the way with the participants.

DCHRMS Feature Highlights: Employee and Manager Self-Service Capabilities

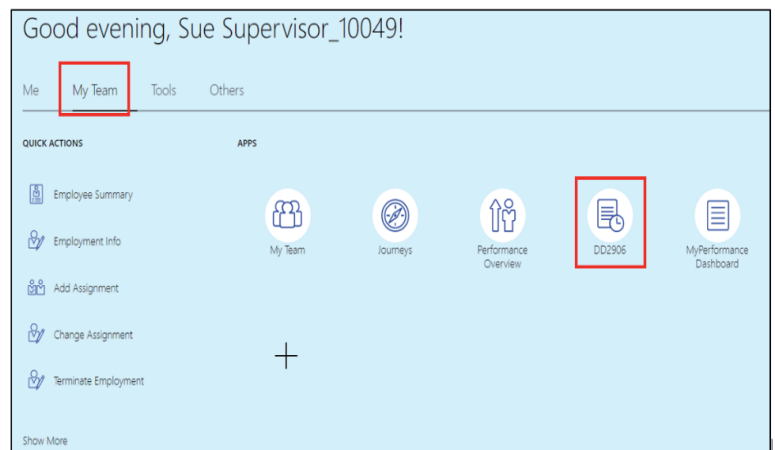
Once DCHRMS is deployed, employees and managers will be able to leverage the Self-Service features enabling them to initiate personal/personnel transactions, and view information through online access to HR at any time.

Specifically, employees will be able to request changes to their personal information, initiate termination (e.g., resignation) transactions for HR approval and email employment verification to an external organization. Also, they will be able to view their personal, employment, and salary information within DCHRMS.



Additionally, managers and supervisors will be able to leverage self-service features including initiating personnel transactions and view personnel information and reports.

Overall, DCHRMS self service functionalities will empower both employees and managers by streamlining HR processes and enhancing efficiency within the organization.



Redwood: Introduction to Redwood and Migration to OCI Gen2

In May 2023, Oracle announced a corporate initiative to replace the current fusion responsive user interface (UI)/user experience (UX) with a new framework code named Redwood.

Redwood is Oracle's next generation of user experience that was developed out of the need to deliver better customer and employee experiences with readily deployable, problem-solving technology. This across-the-board initiative is designed to help create modern, user-friendly applications and interfaces. Redwood provides tools for building responsive and visually appealing web and mobile applications. Overall, Redwood is meant to improve the user experience by making the screens faster, more simplified, and more configurable.

Although moving to Redwood will improve the Oracle platform, Oracle's direction to cease all development of new features in the Responsive UI/UX, on which DCHRMS has been configured, significantly impacts DoD's timeline for the implementation of Oracle Human Capital Management Cloud (HCM). Currently, the DCHRMS team is assessing the full impact of Redwood on DCHRMS. More to follow...

What's Next!

Program Update

Functional Testing Update

DCHRMS Spotlight

DCHRMS Feature Highlights

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



Defense Civilian Human Resources Management System

