DCHRMS NEWSLETTER

Defense Civilian **Human Resources** Management System

A Message *from the Director*

Ms. Michelle LoweSolis, SES
Director, Defense Civilian Personnel Advisory Service (DCPAS)

Welcome to the Inaugural Issue of the DCHRMS Newsletter!

Thank you for your hard work and patience as we transition from the Defense Civilian Personnel Data System (DCPDS) to the cloud-based Defense Civilian Human Resources Management System (DCHRMS). For those of you who are unaware of what DCHRMS is, it is an Oracle Software as a Service (SaaS) Human Capital Management solution that allows us to centralize personnel data across the Department of Defense (DoD) enterprise.

Our goal is to improve human resources capabilities including reporting and analytics, performance, talent, competency and case management. We plan to do this by using technology to implement integrated end-to-end human resources processes.

Originally, we were planning to deploy the system in July 2020 through a full-scale implementation across DoD. After careful consideration, we have decided to revise our deployment strategy. As I've said on multiple occasions, we will deploy the system when it's ready.

We are now leveraging a phased approach for DCHRMS deployments. The first phase will entail working with the Defense Finance and Accounting Service (DFAS) who was chosen as the initial service provider due primarily for the need to partner on pay. The Oracle HCM SaaS product does not currently include the complex pay schedules that the federal government, and particularly DoD requires. DFAS's size and the ideal number of pay schedules provide a perfect platform for intensive testing before deployment. The next phase will involve releasing DCHRMS to the Defense Logistics Agency with subsequent deployments to the National Guard Bureau and each of the Services. As we move forward with this new approach, we will ensure that you are informed of any updates/changes to the DCHRMS deployment schedule and/or major milestones.

While we may face some challenges, our working relationship with Oracle and our partners provides a great advantage for successful implementation. We are committed to delivering the best possible product while complying with federal statutes and adhering to industry best practices.

I invite you to continue reading this edition, where you will learn more about DCHRMS, our new deployment strategy, training and testing plans, and communication efforts.

The Latest News

DCHRMS Implementation Developments

As mentioned in the "Message from the Director," the Defense Civilian Personnel Advisory Service (DCPAS) will begin working closely with DFAS to configure and implement the DCHRMS system. On March 23, a team, consisting of representatives from DCPAS, DFAS, the Defense Manpower Data Center and Oracle, will begin configuration activities. The Services and Components will review and test our work during a conference room pilot scheduled for the end of April. Due to the ongoing COVID-19 pandemic, we will conduct these sessions virtually until travel can be resumed. It is also important to note that we will not be successful without the continued partnership of the Services and Components.

Communicating to our Stakeholders

We are committed to maintaining timely communication with you throughout the DCHRMS implementation. One communication channel we have leveraged has been the use of "roadshows." These roadshows have garnered positive reviews amongst participants and given DCPAS Director Ms. Michelle LoweSolis and Mr. Dexter Burnam, Director, DCPAS Enterprise Solutions and Integration (ESI), the opportunity to address key milestones and answer questions. If you have not had the opportunity to attend a roadshow in-person and are interested in staying up-to-date with the progress of DCHRMS, please visit the *DCHRMS website* or stay tuned via the DCHRMS Newsletter, scheduled for publication every other month.

Spotlight on the DCHRMS Business Rules Working Group

AUSTIN, Texas - The week of Dec. 9-13, 2019, the DCHRMS Business Rules working group reviewed current guidelines to establish DCHRMS validity edits to ensure the new system is consistent with OPM policy, US laws and regulations. DCPAS and DMDC led the workshop which included participants from the Components and various DoD agencies. This was one of a series of working group meetings designed to formalize enterprise business rules.

DEPARTMENT OF DEFENSE

DCPAS
Defense Civilian Personnel Advisory Service

DEFENSE CIVILIAN DCHRMS
HUMAN RESOURCES MANAGEMENT SYSTEM

The Latest News

DCHRMS Training Working Group Workshop:
A Hands-On Look at the System

In December, the DCHRMS Training Working Group held a weeklong Train-the-Trainer (T3) workshop in Springfield, Va. Approximately 24 training professionals from across the DoD Enterprise participated. The Working Group worked with system developers Baker Tilley and Leidos to validate the look and feel of the training products for DCHRMS user adoption. Small group breakout sessions allowed trainers to get a firsthand glance at the system and begin to develop the T3 curriculum.

Training Approach

The Training Working Group (TWG) is making use of several training methods in conjunction with the deployment of DCHRMS. One method is instructor-led training, which will ensure that users have the technical abilities to operate the DCHRMS system effectively on day one. Users will have access to training resources 24/7, to include live demonstrations, online job aids, and presentations. Another method being utilized is the Train-the-Trainer model. This approach will enable users to receive customized training specific to their organizational needs from knowledgeable in-house experts. We will keep you apprised of major training opportunities as we get closer to the launch of DCHRMS. Stay tuned via the newsletter, and the DCHRMS website.

Testing Approach

Throughout DCHRMS implementation, testing is required to certify that the system complies with federal statutes. DoD Component experts identified 12 critical capability gaps that must be resolved before deployment. We are working diligently with our partners to close each gap.
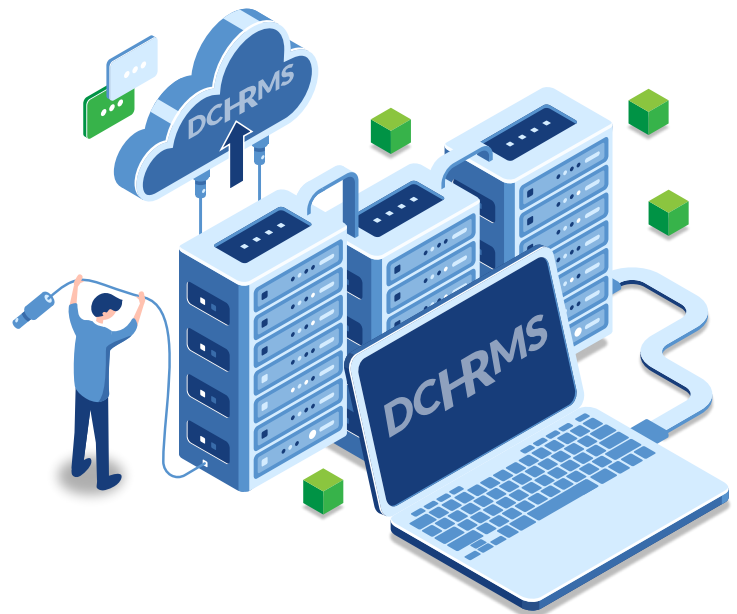
Next Steps

Communications:
- Share the revised DCHRMS deployment strategy with all Components
- New DCHRMS webpage goes live
- May 2020 edition of bi-monthly DCHRMS Newsletter publishes

Training:
- Deliver training aligned with the phased deployment strategy

Implementation:
- Configuration activities begin via virtual collaboration

You Make a Difference!

Your input is shaping the development of DCHRMS as we achieve our enterprise-wide goal of creating end-to-end human resources business processes driven by technology. We look forward to your ongoing feedback.

For more information, visit:
https://www.dcpas.osd.mil/OD/DCHRMS

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