

Update on CPOL Portal Technical Refresh

Purpose:

Provide additional information in regard to the required tech refresh of CHRA's Civilian Personnel On-line (CPOL) Portal and our transition to the new Employee Management, Processing and Recruitment System (EMPreS).

References: Department of the Army published the following guidance directing Army units to migrate to a standardized Cloud Service Provider.

- Army Cloud Plan 2020
- Army Cloud 2022
- HQDA EXORD 009-20 Army Data Plan Implementation dtd 19 Nov 2019

Situation: In August of 2019, the Secretary of the Army (SA) Directed a focused effort to implement ITS Data Plan. This effort will leverage Cloud Technology to accomplish implementation and set conditions for success. The SA further directed headquarters, Department of Army (HQDA), Executive Order (EXORD) to operationalize a plan in executable task, beginning no later than (NLT) December 2019, with full implementation NLT January 2023.

Background information:

In order to meet the objectives of the above orders, CHRA is on the path to transition to cARMY in January 2024 to meet full implementation requirements set forth by Secretary of Army. Civilian Personnel On-line (CPOL) Portal was developed in 2005 and its current application framework fails to meet Army and industry cloud native Enterprise Data and Analytics Services design. The new Employee Management, Processing and Recruitment System (EMPreS) application will incorporate 2021 Army Digital Transformation Strategy objectives and Best Business Practices. CPOL redesign is developed by combining information superiority and deliver decision dominance in accordance with the U.S. CIO Federal Cloud Computing Strategy, and the DoD Software Modernization Strategy. EMPreS release leverages cloud-smart and cloud-native digital technologies to forge a sustainable, strategic path to the Army of 2030.

Finally, EMPreS was designed and will be fielded to meet the following strategic objectives:

1. Accelerate Data Driven Decisions
2. Decrease time to Field Business Driven Upgrades
3. Optimize Security Posture

CPOL Crosswalk:

The below represents the functionality in EMPreS broken out by roles which correlates to the tabs in CPOL. The refresh will be completed in Phases in order to meet objectives with moving into the cArmy environment and maintaining security while meeting customer expectations.

EMPreS Phase I

- Employee data (EMPreS MGR Role)
- Employee data (EMPreS HR Specialist Role)
- Inbox Statistics (EMPreS MGR Role)
- Inbox Statistics (EMPreS HR Specialist Role)
- OPF Tracker- (Available in eOPF)
- Acquisition Data Update (AutoNOA)
- QC/Suspense Tickets (EMPreS HR Specialist Role)
- PET Input (EMPreS HR Specialist Role)
- RPA Tracker (EMPreS MGR Role)
- RPA Tracker (EMPreS HR Specialist Role)
- Self Service Position Hierarchy (AutoNOA)
- PET QC reports (EMPreS HR Specialist Role)
- Mil/Ext Users (AutoNOA)

EMPreS Phase II

- Helpdesk History (EMPreS HR Specialist Role)
- Position Info (EMPreS MGR Role)
- Position Info (EMPreS HR Specialist Role)
- Org Structure (EMPreS MGR Role)
- Org Structure (EMPreS HR Specialist Role)

Other relevant information

- Employee Tab- will not be recreated in EMPreS but is found in MyBiz
- Helpdesk tickets - will not be recreated in EMPreS, users will use ServiceNow
- Automation/Links - relevant info will be moved to CHRP
- Helpdesk - manual tickets moving to Service Now, Autogenerated tickets moving to EMPreS
- NPA Tracker- Ex Employees - moving to EMPreS Phase III (HR Specialist Role)
- NPA Tracker- Ex Employees- will not be recreated in EMPreS (MGR Role)
- My Links – will not be recreated in EMPreS
- All reports - available in BOBI with the exception of PET
- Reference Library – moving to ServiceNow Knowledge base
- Portal Alerts/Refresh status – available in CHRP
- SES Role will receive the same functionality as the MGR Role but managed by Access Control List (ACL)

Although CHRA is looking to have Phase I of the application developed by the end of July, we are not looking to have full release completed until Sep 2023 (tentative). This will allow additional time for User Acceptance Testing (UAT), documentation, and training. We will continue to provide updates on the progress of this development effort through various forums.