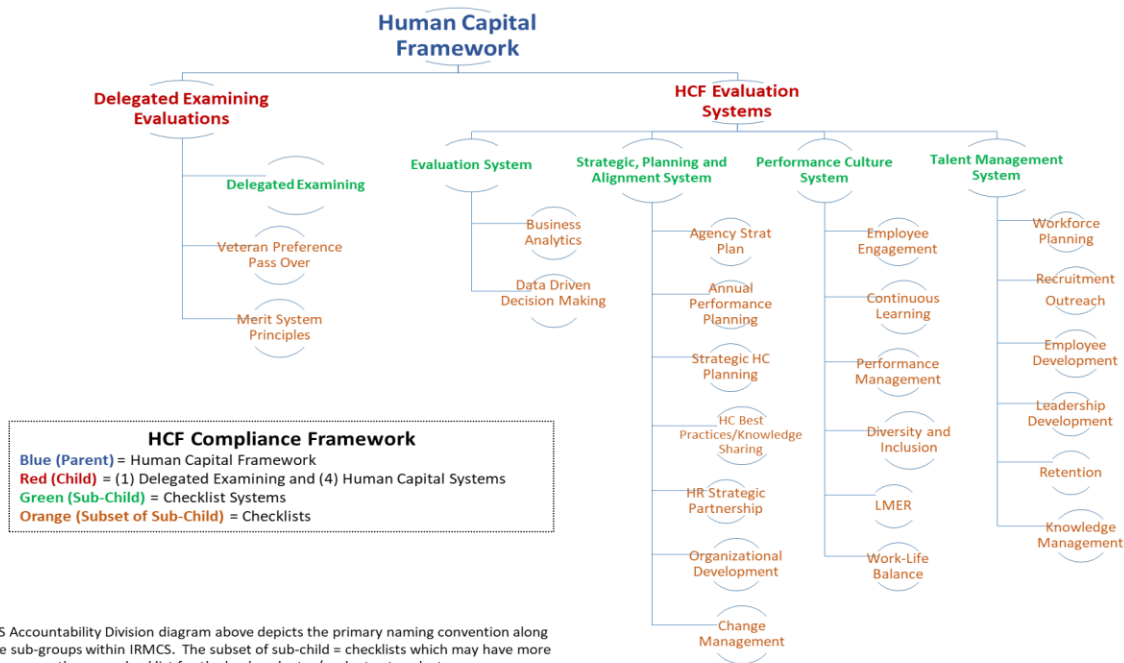


Web-Based Evaluation System Investigation and Resolutions Case Management System (IRCMS)

In APM Message 2021-1003, we shared, DCPAS Accountability Division is working to scale an interactive toolkit and collaborative resources that integrates the Human Capital Evaluation Program and Accountability Metrics into a streamlined storefront. The time has arrived! We are working with a DoD Salient Team to revamp the IRCMS to include a **Web-Based Evaluation Management System** that stores Human Capital Framework (HCF) Evaluation Checklists for conducting formal DoD HR assessments (DE, Labor, Performance Management, Classification, etc.).

If you recall, we traditionally used IRCMS to conduct Delegated Examining (DE) audits and Components used, at discretion, for DE self-assessments. The system allows for the evaluator to conduct a systematic review and attach critical information in-lieu of using emails and manual reports. The system is now outdated and we are currently working to modernize its capability to capture each evaluation system in a storefront for enterprise usage as depicted in the illustration. We are also exploring options to integrate dashboards and metrics.



Components with DE Authority should use IRCMS to conduct their DE self-assessments and document findings in the **“automated”** checklist tool in-lieu of submitting **“hard copies”** to DCPAS. To evaluate end-user experience and also to implement standardized processes we are requiring its utilization to modernize evaluation reporting processes and to simplify methods taken to conduct reviews.

To simplify the DoD Evaluation Process the following is required:

- Document the DE Findings Checklist (as usual). When review starts and completed, the DE Assessor will notify servicing DCPAS Program Manager via email with dates. We will track time and ask you share the end-user experience (what should we update and/or add to the system).
- Upload findings and evidence to IRCMS as applicable. When process starts and completed, the DE Assessor will notify servicing DCPAS Program Manager via email with dates. We will track time and ask you share the end-user experience (what should we update and/or add to the system).
- Once the DE Assessment is completed and DE Evaluation Report is developed (signed), upload into IRCMS. We will track completion time and ask you share the user experience (what should we update and/or add to the system).
- In your DE Evaluation (self-assessment) add a section for **Modernization and Transformation** and document your total experience:
 - o What should we do differently with this system or process?
 - o Did you survey hiring managers, non-HR, DEU team, etc.?
 - o How will the data be used to inform business decisions and policy?
 - o Was the system user-friendly and easy to use?
 - o Etc.,
- Tutorial of IRCMS can be provided if required - coordinate with servicing DCPAS Lead HR Evaluator