Assignment Interactive Module 2.0 (AIM 2)

U.S. Army Human Resources Command
Officer Personnel Management Directorate

The overall classification of this brief is UNCLASSIFIED
Agenda

- Problem Statement
- What is AIM 2?
- Timeline
- Supply Demo
- Unit Demo
- Questions
Problem Statement

How best to transform information technology to **improve the active-duty officer management process**, (e.g. data accuracy, manpower efficiency, collaboration, consistency, transparency) and **reduce talent management gaps** that are limited by current systems and processes...
What is AIM 2?

• Assignment Interactive Module 2.0 (AIM 2) is a web based information system designed to enhance the effectiveness and efficiency of the officer management process, and facilitate communication between **Soldiers** (e.g. officers & warrant officers with talents), **Units** (e.g. commanders with requirements) and the Officer Personnel Management Directorate (OPMD).

• AIM 2 will ensure that assignment decisions are made using as much accurate data as possible and employ a regulated **Market** mechanism to better match officer talents to unit requirements (e.g. officers and units will learn about each other and both can indicate a preference).
Timeline

The ‘Soldier Pilot’ will test that pilot officers in the field can navigate the AIM web portal, view their branch communication and assignment considerations, submit self-professed talents and preference available assignments.

Pilot Population:
Resident ILE
Cyber Branch
Functional Area 52
Dietitians
Total # Officers - 830

The ‘Market Pilot’ will test that pilot units in the field can navigate the AIM web portal, review their validated cycle requirements and input data about each job, and review the resumes of the officers available to move and indicate a hiring preference.

Pilot Population:
USCENTCOM
USAREC
USARPAC (-)
TRADOC (-)
101st Airborne Division
101st Sustainment Brigade
16th Military Police Brigade
8th Army Korea
1st Army
44th Medical Brigade
USA MEDDAC - Fort Campbell
USA MEDDAC - Korea
Total # DMSL - 32

The ‘Unit Pilot’ will test that pilot units in the field can submit their Mission Essential Requirements (MER) through the AIM web portal. Additionally, all units will participate in the distribution cycle market and input data about each job, review the resumes of the officers available to move and indicate a hiring preference.
This is information your assignment branch has determined is relevant to you. Information can be targeted to specific ranks, so what you view may be different from others. Point of contact information is also available on this tab.
My Inbox

Please use your inbox to communicate with your OPMD career manager. This communication will be maintained for the duration of your Army career. All official correspondence from OPMD will come through this inbox.
Soldier Demo
“My Discussion Board”

Your assignment branch can publish articles and allow your Branch/Functional Area community to leave comments and have a discussion. If you have a great discussion idea, send it to your OPMD career manager.
Soldier Demo

“My Considerations”

My Considerations

This is information about you that may impact your next assignment. We recommend you review this data while having a conversation with your OPMD career manager.
Soldier Demo

“Manner of Performance”

Assignment Considerations

Manner Of Performance

“ As described in DA Pam 600-3, officers are selected for assignment based on overall manner of performance, previous experience, military and civilian education and estimated potential for further service. Your OPMD career manager can assist with understanding your manner of performance and subjective evaluations of competitiveness for selection and retention. All officers should communicate frequently with their career managers to receive guidance and advice on professional development.

Past Performance Assessment:

Using the Past Performance Assessment chart, review your last five OERs and evaluate your likely placement against your peers based on PAST PERFORMANCE alone. Please DO NOT use this as an assessment of your promotion selection potential, as the promotion selection system uses both demonstrated performance AND potential abilities, while reviewing your entire board file (e.g., not just your last five OERs). Review the Board Preparation content to learn more about the promotion selection process.

Past Performance Assessment

<table>
<thead>
<tr>
<th>New Rank</th>
<th>Old Rank</th>
<th>% Enumeration</th>
<th>Hard Enumeration</th>
<th>No Box Check</th>
</tr>
</thead>
</table>
| Ahead of Peers
| MQ       | ACOM     | Top 1%        | #1 officer       | 1%           |
| Slightly Ahead of Peers
| MQ       | ACOM     | Top 10%       | Equaling Top 20% or better | 10%          |
| With Peers
| HQ       | COM      | No enumeration or weak enumeration | 20%         |
| Slightly Behind Peers
| HQ       | COM      | Top 33% or better | 33%         |
| Behind Peers
| Q/NQ     | COM/6COM | No enumeration or less than 33% | Missing / Weak |

- Derogatory Information (e.g., Article 15, GOMOR) in the performance file, or a referred or non-left-justified OER in the last 5 ratings, will result in a below peers assessment.
- A profile is considered immature when the senior roster has less than 5 total ratings.

After reviewing your last five OERs and the last five OERs of your peers, your OPMD career manager has assessed the following with regard to how you compare to your peers:

Slightly Ahead of Peers
My Resume

A place for you to review and verify data the Army knows about you, and then provide additional 'self-professed' skills, talents and experiences that the Army may not know about you. After you build your resume and are declared a mover in an assignment cycle, this Resume will be made available to the units in your market allowing them to learn more about you and what you have to offer.
My Marketplace

The market is only open after you have been declared a mover in a given assignment cycle and all the requirements (e.g. job openings) have been validated. Once your market is open, you will be able to view the available assignments and submit your assignment preferences to your OPMD career manager. You will also be able to view which units are interested in you!
Our Marketplace

The market will open for a few weeks each assignment cycle. Units will have an opportunity to view the resumes of officers available to move, in order to help match officer talents to unit requirements.
After reviewing resumes, units can indicate an interest level for each officer in the market. Once a unit indicates interest in an officer, that officer will be notified of the interest in their market window.
Each unit will have the opportunity to add additional job information viewable by each officer in the marketplace. This will include unit/installation information, a point-of-contact, duty description, and specific knowledge, skills and behaviors desired.

An officer will be notified of your interest in them.
Questions
Market Pilot DMSL

- USCENTCOM (DML CEN | DMSL CHQ, CIC, MAC, MSA)
- USAREC (DML REC | DMSL RCH, 1RB, 2RB, 3RB, 5RB, 6RB)
- USARPAC (-) (DMSL P1H)
- TRADOC (-) (DMSL MBL, TKL)
- 101st Airborne Division (DML 101 | DMSL H01, 101, 201, 301, A01)
- 101st Sustainment Brigade (DMSL S01)
- 16th Military Police Brigade (DMSL 16M)
- 8th Army Korea (DML P8O | DMSL P8O, P8H, 18M, 19O, 2FO, 35A, S2I)
- 1st Army (DML 1AF | DMSL 1AF, 1AE, 1AW)
- 44th Medical Brigade (DMSL 44M)
- USA MEDDAC - Fort Campbell (DMSL IHH)
- USA MEDDAC - Korea (DMSL 7KH)