HIP-POCKET GUIDE

SOLDIERS, CIVILIANS, AND FAMILIES FIRST
THE ARMY PEOPLE STRATEGY

A U.S. ARMY LOGISTICS, G-4 PRODUCT

Four Strategic Lines of Effort	Integration Lead	Ways and Means	Outcomes

Right Time

Acquire — Market · Recruit · Onboard
- Identify diverse talent to create a force ready for future combat
- Create a robust talent pipeline for the Total Army
- Acquire the right people through effective screening and assessment

READY

Right Place

Develop — Educate · Train · Credential
- Magnify talent through collaborative training and education
- Ensure fluency with emerging technology
- Target individual development

PROFESSIONAL

Employ — Identify · Align · Advance
- Align unique talents with organizational demands
- Create talent-focused individual career paths for every member of the Army team
- Create dynamic feedback mechanisms

DIVERSE

Right People

Retain — Engage · Compensate · Transition
- Enable formal counseling at key career crossroads
- Ensure appropriate and tailored compensation based on responsibility, authority, and skill
- Encourage service across the Total Force

INTEGRATED

BUILDING COHESIVE TEAMS TO EMPOWER AND SUSTAIN ARMY AND JOINT FORCE READINESS

ATAP is a decentralized, regulated, market-style hiring system that aligns officers to jobs based on preferences

	Human Resources Command	Unit	Officer
Phase 1 Set the Market	• Identify supply and demand trends • Determine officer eligibility and project position vacancies • Validate vacancies based on manning priorities	• Complete officer inventory • Validate any projected position vacancies • Post detailed position descriptions, to include desired and required KSBs, within the Assignment Interactive Module (AIM) 2.0	• Update resumes within AIM 2.0 • Clearly outline the unique knowledge, skills, and behaviors (KSBs) developed throughout career

ENABLE THE ARMY PEOPLE STRATEGY, CREATING A PROFESSIONALLY-DEVELOPED OFFICER CORPS

	Human Resources Command	Unit	Officer
Phase 2 Execute the Market	• Determine time window for market interaction • Enable interactions between potential unit/officer pairs	• Assess resumes • Dialogue with officers • Conduct interviews • Preference available officers in rank order	• Review vacant positions • Interact with units or position incumbent • Complete interviews • Preference desired assignments in rank order

SUSTAIN THE FUTURE FORCE FOR DECISIVE VICTORY IN THE EVOLVING NATURE OF FUTURE MULTI-DOMAIN WARFARE

	Human Resources Command	Unit	Officer
Phase 3 Clear the Market	• Conclude market interaction • Match officers to jobs according to preference	• Initiate sponsorship • Confirm incoming officer data	• Accept preference position • Initiate clearance request, if necessary • Provide update and status of information requested by gaining unit

Key Benefits	The Army gains insight into its officers' talents and preferences for optimal management	The Unit has full assignment process transparency and can most effectively build their team	The Officer can more effectively manage their career – individual preference carries more weight