



# SOA: A True Transformation Story

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# Mission

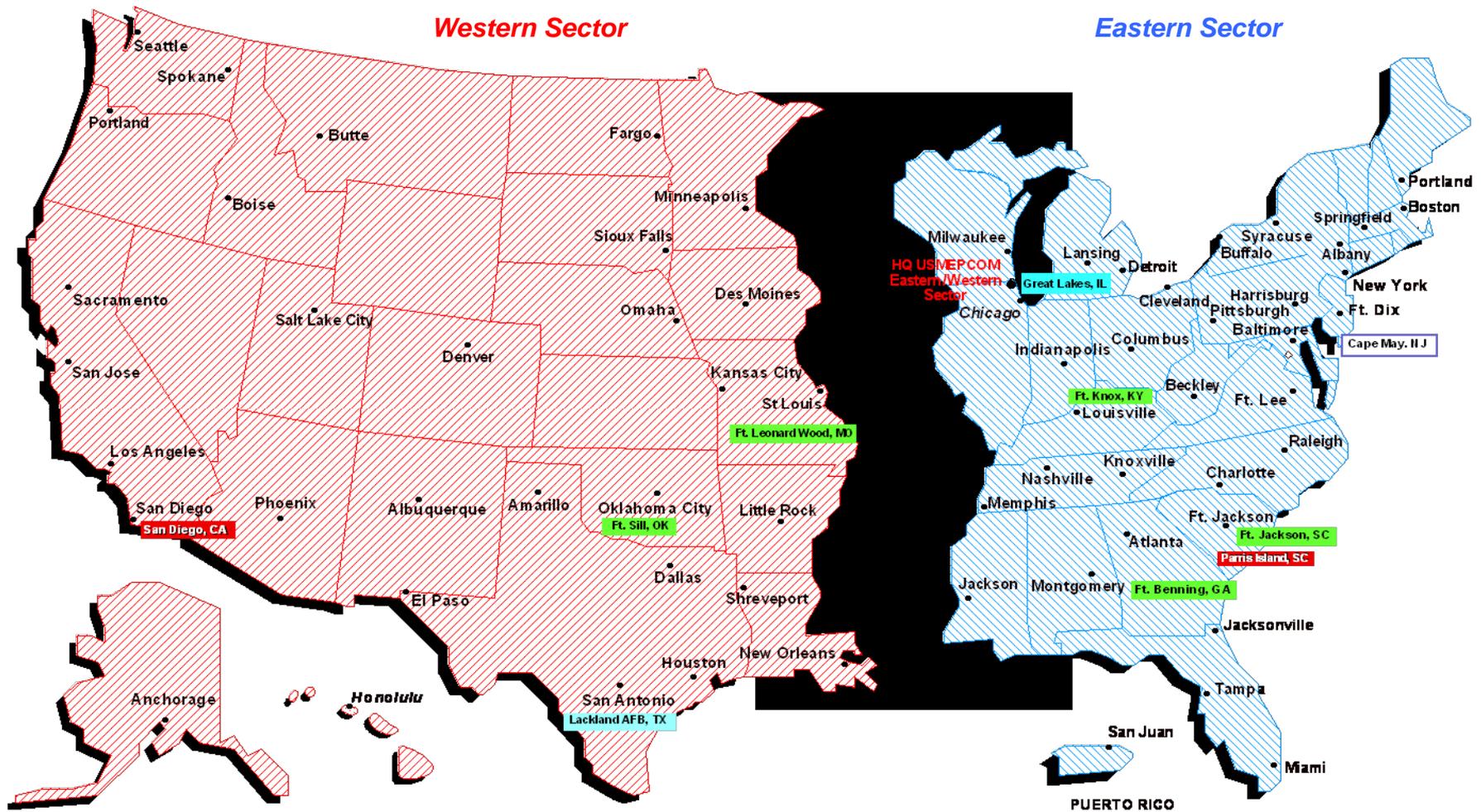
*Ensure the quality of military accessions during peacetime and mobilization in accordance with established standards.*



**Freedom's Front Door**



# Where We Are Located



## Organization

- HQ's co-located at Great Lakes Naval Training Base
- 2 Sectors
- 65 Military Entrance Processing Stations (MEPS)
- Supports all uniform services

## Personnel

	<u>Assigned</u>
• Military	608
• Civilian	1,997
	<b>2,605</b>

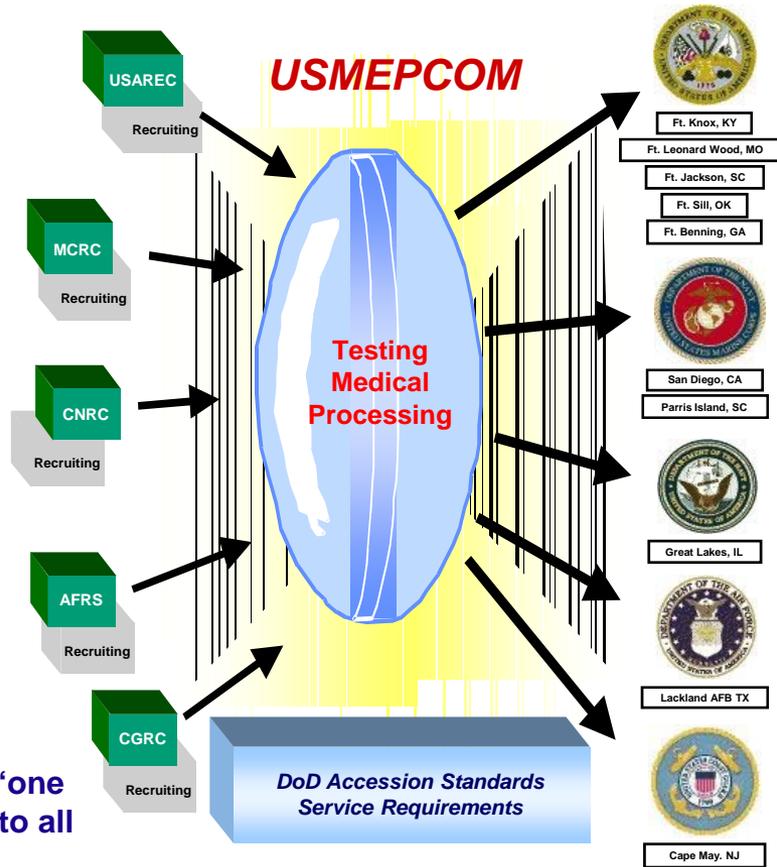
# Role in the Accession Process

## Our Role

Ensures DoD applicant qualification standards are met across all Services

Vital strategic role as a provider and broker of mission-critical information for total accession process

Provide efficient, low-cost, "one stop" applicant processing to all the Services



## FY2008 Workload

- **274,000 Accessions**
  - 187,000 AC
  - 87,000 RC
- **700,578 Accessions Visits to MEPS**
- **Student/Enlistment ASVAB Tests**
  - 1.2M
- **Special Tests**
  - 126,000
- **Medical Exams**
  - 386,000
- **Background Screening Checks**
  - 333,000
- **Enlistment Contracts**
  - 325,000
- **Personnel Data Transmission**
  - 259,000 Packets (Shipped)
- **Meals/Lodging**
  - \$57M
  - 739,695 Overnight Stays
- **Transportation**
  - \$79.6M

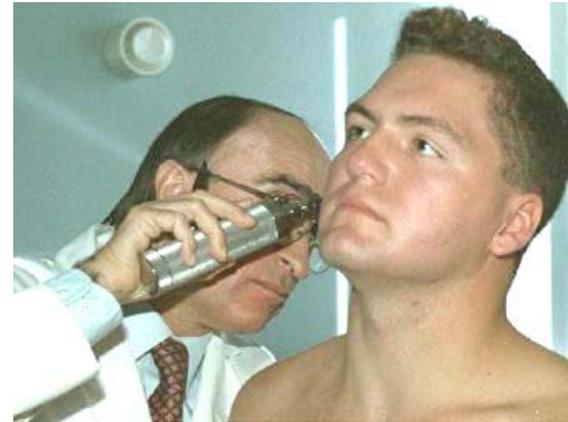
## Accessions Processing Interface



# Our Core Competencies - Enlistment Processing



**Testing**



**Medical**



**Background Screening**



**Service Counselor  
(Job Search)**



**Enlistment**



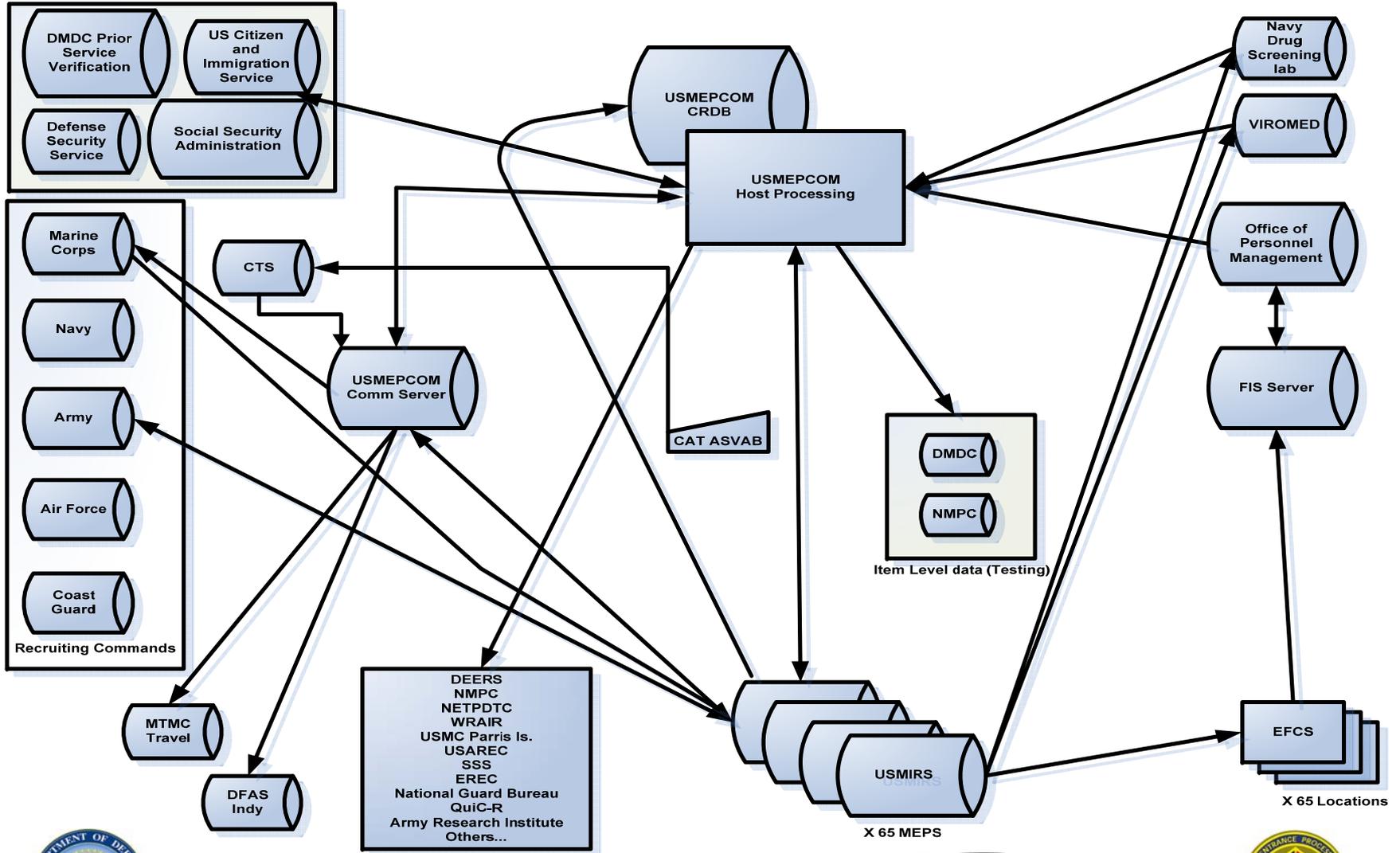
# Transformation



**Freedom's Front Door**



# Prior Enterprise (non-SOA)



**Freedom's Front Door**

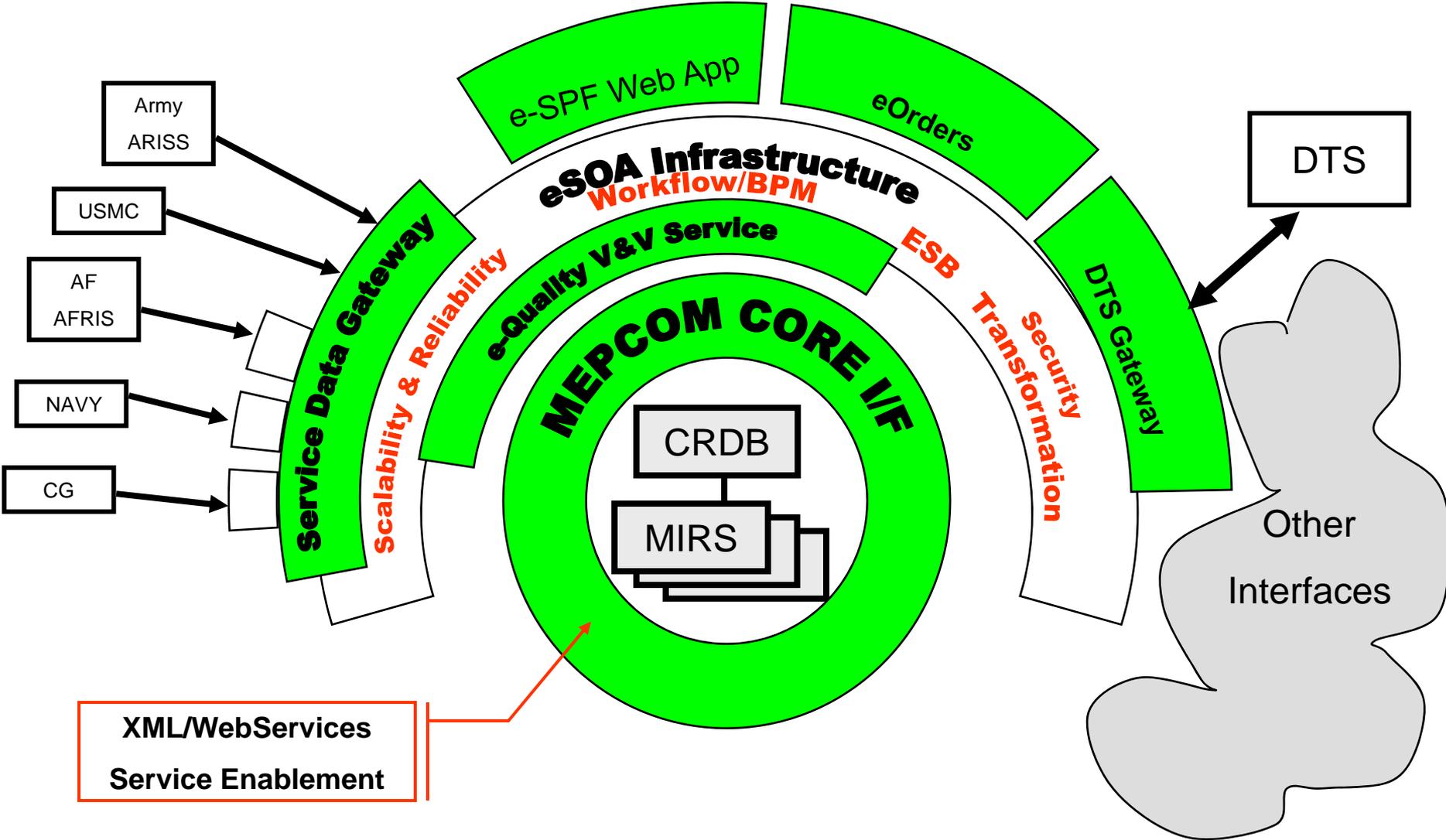


# Service Oriented Architecture (SOA)

- Mandated by DoD
  - Net-Centric = SOA
  - NCES = Net-Centric Enterprise Services
- Services that are flexible and reusable
- Time-to-Production and costs decrease as more services are built
- Applications are build from composite services (the reuse of existing services)



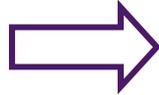
# Enterprise Service Oriented Architecture (eSOA)



# e-Security - Being Fully Implemented

(Beta Test - Baltimore Apr 08 & San Juan May 08)

MEPS



Recruiting Services



Training Centers

- **Positive Applicant Identification**
- Electronically track applicant via Biometric and facial recognition photograph index/facial biometrics
- **DD Form 4 Contract signatures are index/facial biometrics**
- Enrollment requires 2 SSN source documents (680-3A-E plus other)
- **Reduce fraudulent processing**

- **Verify applicant identity "Cradle-to-Grave"**
- Applicant uses fingerprint to check-in/out
- Services can access applicant location anytime to determine processing status
- **Biometric e-Signature DD Form 4**
- Project all applicant (MEPS / MET Site)
- **Continuous Verified Test Scores**

- **Same enlistee arrives at the Initial Entry Training Center**
- End state capability to verify new enlistee identification with Defense Manpower Data Center (DMDC) Common Access Card (CAC) issuance (biometric)
- **Receive biometric e-Signature DD Form 4**



**Biometric Capture**

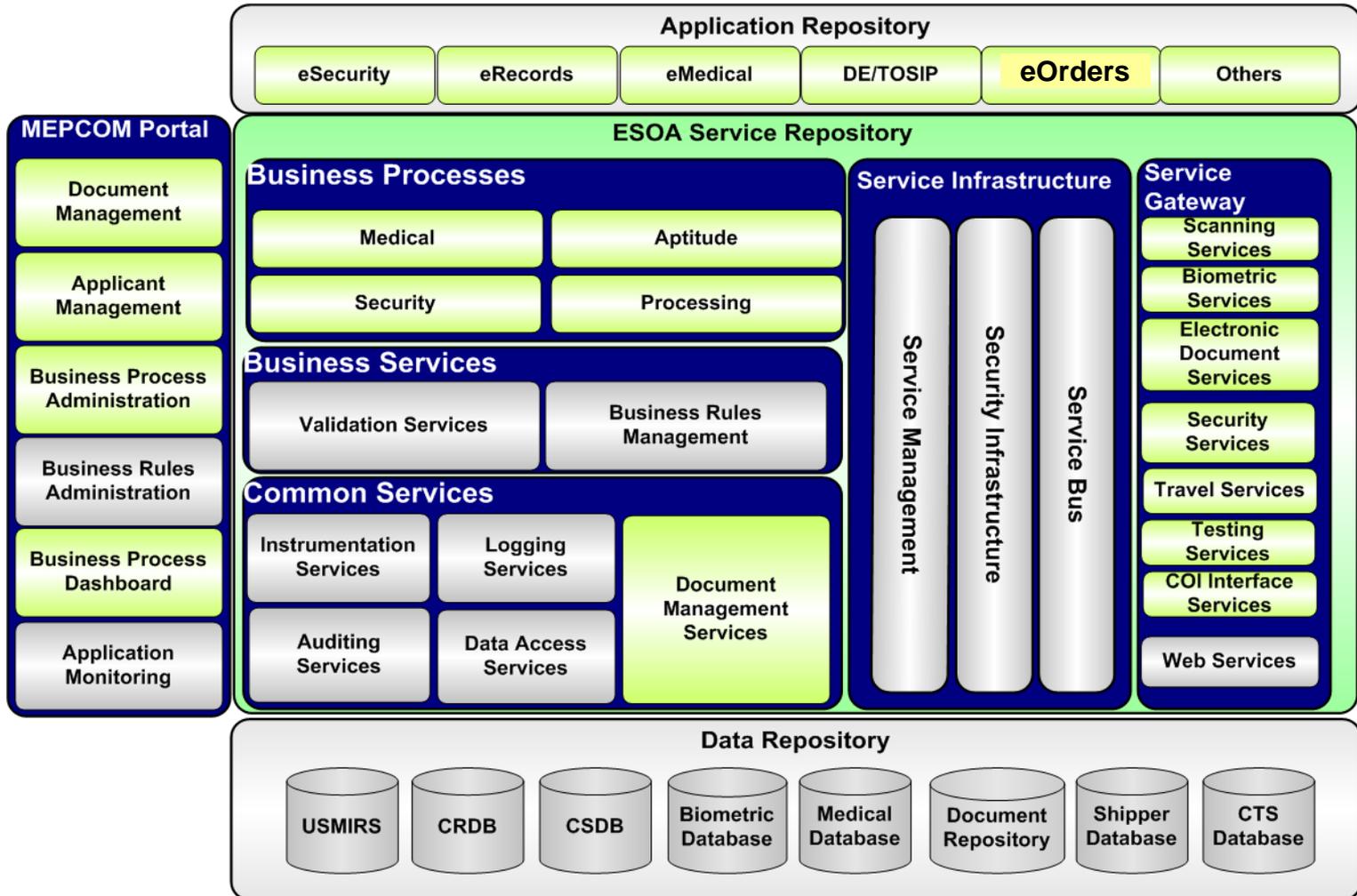


**Biometric MEPS/MET Site Enrollment**



**Biometric Signature/Tracking**

# Enterprise Service Oriented Architecture (eSOA)





VIRTUAL INTERACTIVE PROCESSING SYSTEM

# The Future of Military Entrance Processing



# Personnel Visibility

## Business

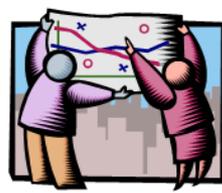
DoD Business  
Transformation  
Agency

*Business Enterprise Priority:  
Personnel Visibility*

6 Business Enterprise Priorities:

1. Personnel Visibility
2. Acquisition Visibility
3. Common Supplier Engagement
4. Materiel Visibility
5. Real Property Accountability
6. Financial Visibility

PV Goal: Provide accurate, timely and readily available personnel information . . .



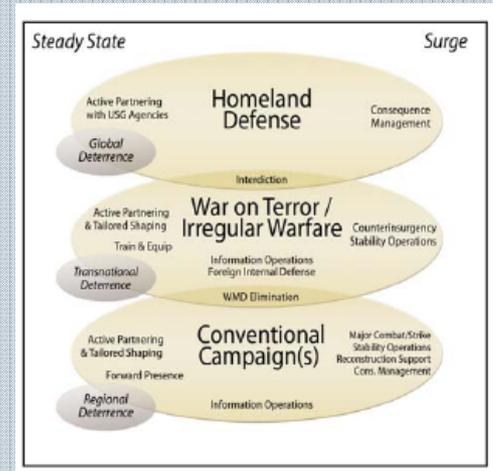
**Always Mission Focused**

*Quality of Individual Accessions*

## Military

Quadrennial  
Defense  
Review

*Basis of Needed Capability and Forces:  
Ability to Meet Surge Requirements*





# Current Processes

**Time Intensive  
for Applicants**



**Considerable  
down time**



**Sequential**



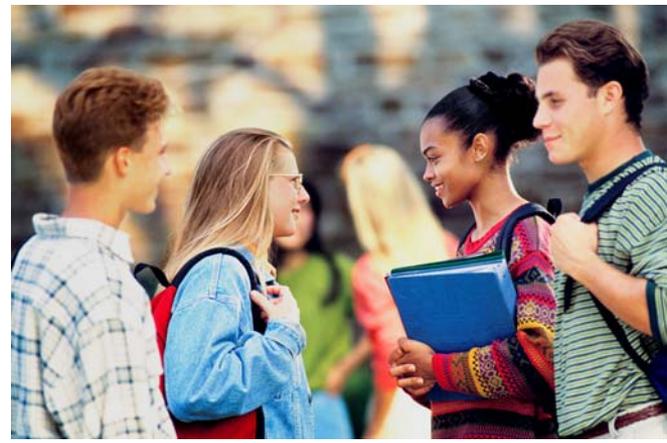
**Labor Intensive for  
Recruiting/MEPS  
Personnel**



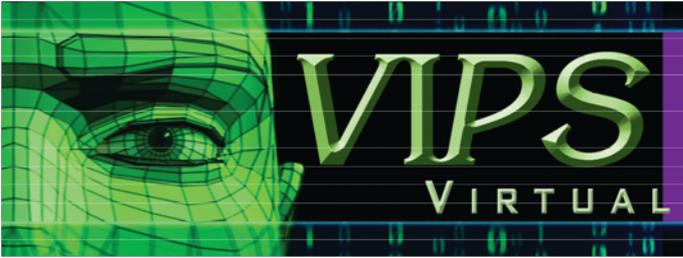
**Improving the process for  
applicants will also improve the  
process for Recruiting/ MEPS  
personnel and vice versa**



# Customers

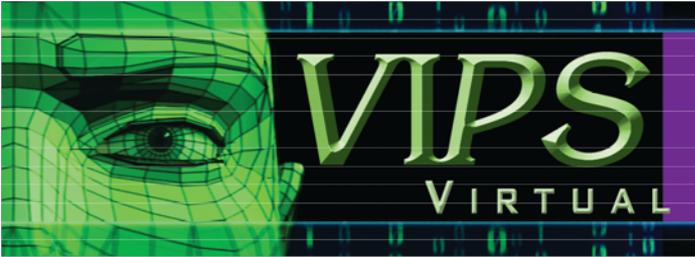


**For kids who have grown up accustomed to the speed, accessibility and anonymity of the Internet, interfacing with an actual human being will seem cumbersome, while being asked to sit and wait for batch processing of others will seem intolerable.**



## Key Goals

- **One visit, one accession**
- **Paperless processing**
- **Positive identification of applicants**
- **Enhanced data accessibility**
- **Validation of self-disclosed information**
- **Compliance with DOD IT mandates**
  - **Net-centric**
  - **Enterprise architecture**



# Impacts

- **Reduce accession processing costs**
- **Reduce attrition**
- **Improve data quality**
- **Initiate electronic health record (Health IT)**
- **Enable anytime, anywhere processing**
- **Enable business process flexibility, adaptability, scalability**
- **Enhance data exchange across DoD**

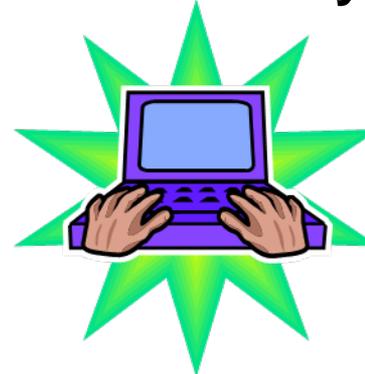


# VIPS Process: Save Recruiter Time and Resources

**Reduce  
MEPS Visits**



**Single  
Data Entry**



**Save Recruiter  
Transportation  
Time**



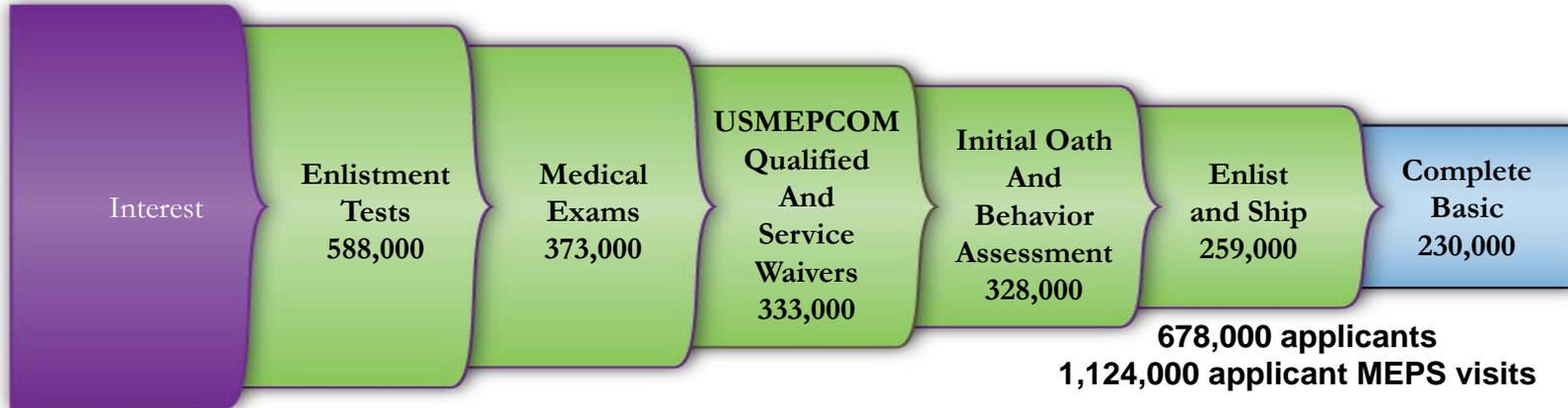
**Improve  
Medical  
Informatics**



# TODAY

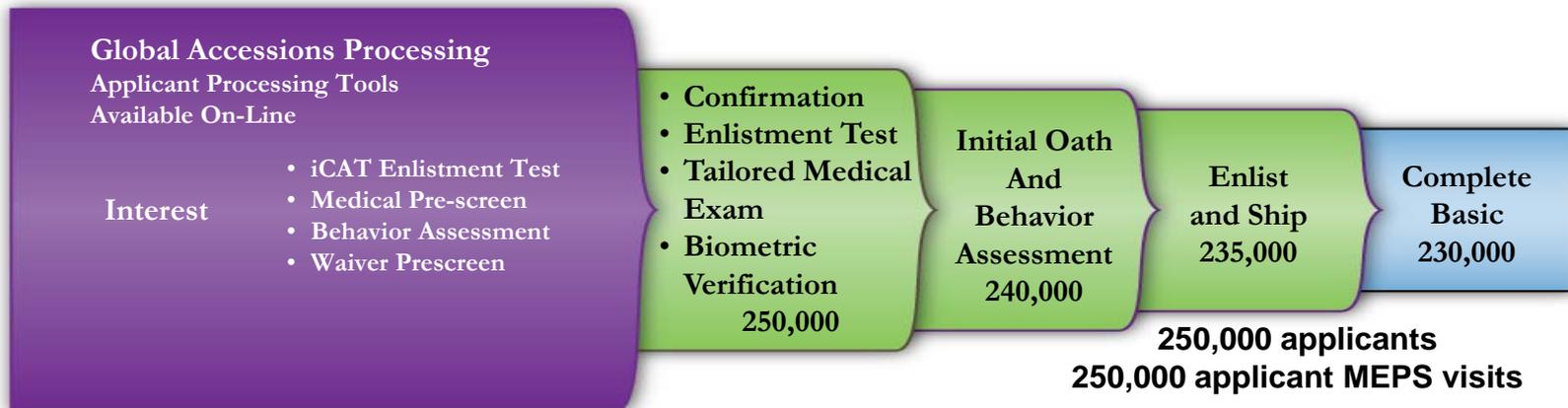
# Current Concept of Operations

Fiscal Year 2008 Processing Data



# Future Concept of Operations

Projected Workload



Increased capacity - reduced workload

External Process      MEPS Process



Laboratories



Healthcare Providers

# Accession Enterprise

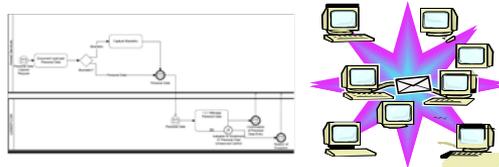
Prescription History



Insurance Companies



## Processing



Business Solution **VIPS** IT Solution

## Reception/ Training Centers

## Recruiting



- Electronic capture of qualification data
- Support for DOD human resource systems
- Paperless, Net-centric environment
- Secure availability of accession data
- >90% applicant pre-qualification
- System scalability

Selective Service System



SSA



OPM / FBI



Veterans Affairs

Armed Forces Health Longitudinal Technology Application



Biometrics Management Office



DTS



Defense Manpower Data Center

Law Enforcement

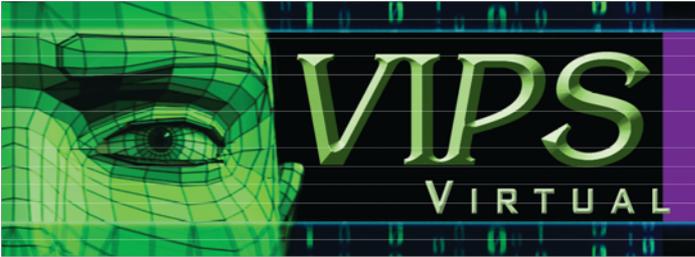


USCIS

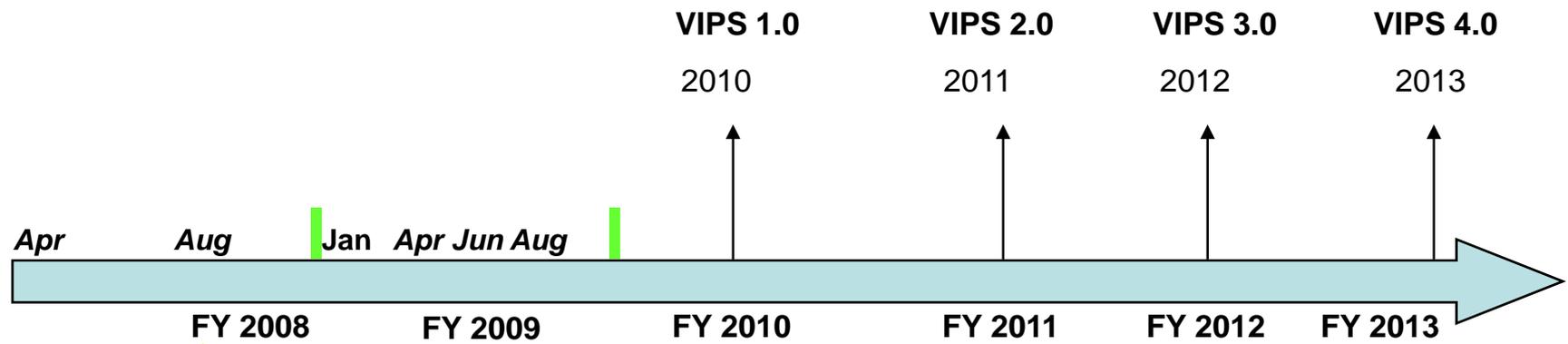


Defense Integrated Military Human Resource System





# Acquisition Timeline

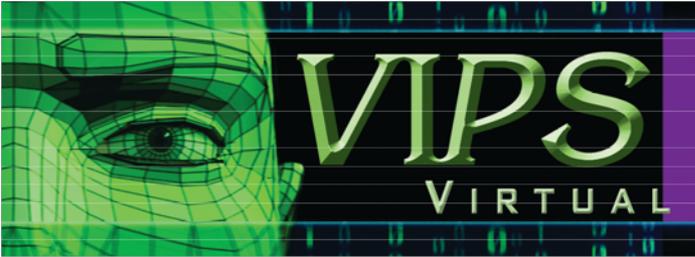


Internet Computerized Adaptive Testing (iCAT)  
Positive Identification (PosID)  
Business Intelligence (BI)  
Recruit Travel - DTS



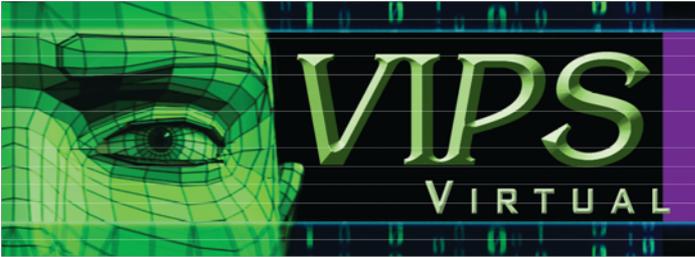
# Strategy

- Reengineer business practices to improve the product
  - Provide effective, efficient service to applicants and stakeholders
  - Implement paperless processing
  - Establish robust business management analytical tools
  - Serve as a catalyst in revolutionizing processing
- Leverage technology
  - Streamline corporate business processes
  - Enhance core competencies
  - Synchronize IT transformation with stakeholders and partners
- Field a flexible solution
  - That minimizes response time
  - Improves the efficiency of accession process
  - Establishes a “virtual” processing environment
- Transform workforce and workplace culture
  - Optimize the organization
  - Institutionalize a professional and personal training program
  - Improve work environment



# Challenges/Risks

- **Shift/Change**
  - **Communication**
  - **Support & Buy-In**
- **Funding**
- **System Changes (Accession Enterprise)**
- **DoD Enterprise Transformation**



# Summary

- **VIPS is a visionary program**
  - Dramatically transform the business of military accessions
- **VIPS is strategically aligned with**
  - Higher DoD priorities
  - Maintaining a focus on quality accessions
- **As part of the Accessions enterprise, VIPS will:**
  - Reduce accession processing costs
  - Reduce attrition
  - Improve data quality
  - Initiate Electronic Health Record (Health IT)
  - Enable anytime, anywhere processing
  - Enable business process flexibility, adaptability, scalability
  - Enhance data exchange across DoD



VIRTUAL INTERACTIVE PROCESSING SYSTEM

