

Defense Performance Management Appraisal Program (DPMAP) Information Sheet

DPMAP is a Department of Defense (DoD) human resources performance management system implemented in April 2017. All appropriated employees (GS and FWS) are now covered by this new system.

DPMAP Highlights:

- Focus on fostering cultural, attitudinal changes in performance management
- Emphasize strategic link between organizational goals/employee performance
- Require a minimum of three documented performance reviews, with emphasis on continual feedback
- Encourage continuous recognition and rewards, both monetary and non-monetary
- Utilize a 3-level (5/3/1) rating pattern
- Benefits are unchanged
- Veterans preference remains the same

Training Requirements: New employees/supervisors must take at least one of the following DPMAP courses within 60 days of arrival.

DOD PERFORMANCE MANAGEMENT AND APPRAISAL PROGRAM

4 MODULE

This course is available on the ADLS site: <https://golearn.adls.af.mil/login.aspx>. Under Course List, search for DPMAP in the Keywords box to access this course. This course is broken down into 4 modules and will take approximately 1 hour and 25 minutes to complete. A course description can be found on the ADLS site after selecting this course. Course does not need to be taken all at once as progress will be saved after each module. Upon completion, please provide your completion certificate(s) to your supervisor to be placed in your Supervisor Employee Work Folder (SEWF). **NOTE: This course must be taken every 5 years for employees and every 3 years for supervisors as a refresher course.**

DOD PERFORMANCE MANAGEMENT AND APPRAISAL PROGRAM

7 MODULE

This course offers a more in depth look into DPMAP for new employees and supervisors and is available on the ADLS site: <https://golearn.adls.af.mil/login.aspx>. Under Course List, search for DPMAP in the Keywords box to access this course. This course is broken down into 7 modules and will take approximately 2 hours and 25 minutes to complete. A course description can be found on the ADLS site after selecting this course. Course does not need to be taken all at once as progress will be saved after each module. Upon completion, please provide your completion certificate(s) to your supervisor to be placed in your Supervisor Employee Work Folder (SEWF). **NOTE: After taking this course, the 4 Module course must be taken every 5 years for employees and every 3 years for supervisors as a refresher course.**