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Exhibit R-2, RDT&E Budget Item Justification: PB 2021 Army **Date:** February 2020

Appropriation/Budget Activity 2040: <i>Research, Development, Test & Evaluation, Army / BA 2: Applied Research</i>					R-1 Program Element (Number/Name) PE 0602785A / <i>Manpower/Personnel/Training Technology</i>							
COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
Total Program Element	-	17.157	20.873	20.766	-	20.766	19.039	19.273	18.670	17.010	0.000	132.788
790: <i>Personnel Performance & Training Technology</i>	-	17.157	20.873	20.766	-	20.766	19.039	19.273	18.670	17.010	0.000	132.788

A. Mission Description and Budget Item Justification

This Program Element (PE) designs and validates applied behavioral and social science research to enhance the Soldier Lifecycle (e.g., selection, assignment, training, and leader development) and human relations (e.g., unit cohesion). This PE develops new personnel measures and methods that more fully assess potential and predict performance, behavior, attitudes, and resilience. These technologies also provide innovative and effective Talent Management methods to optimize individual and team performance to ensure the Army can meet mission requirements in uncertain and complex environments. This PE develops new performance measures and metrics for individuals and units, designs innovative training methods, and conducts scientific assessments to inform Human Capital policy and programs. Research in this PE will result in effective non-materiel solutions to help the Army adjust to changes in force size and structure, a variety of mission demands and contexts, challenges in human relations, and budgetary constraints.

Work in this PE complements PE 0603007A (Manpower, Personnel and Training Advanced Technology).

The cited work is consistent with the Under Secretary of Defense for Research and Engineering priority focus areas, the Army Vision, the Army's Talent Management Strategy, and the Army Modernization Strategy.

Work is performed by the Army Research Institute (ARI) for the Behavioral and Social Sciences at Fort Belvoir, VA.

B. Program Change Summary (\$ in Millions)	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total
Previous President's Budget	21.847	20.873	21.268	-	21.268
Current President's Budget	17.157	20.873	20.766	-	20.766
Total Adjustments	-4.690	0.000	-0.502	-	-0.502
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-4.200	-			
• SBIR/STTR Transfer	-0.490	-			
• Adjustments to Budget Years	-	-	-0.502	-	-0.502

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Appropriation/Budget Activity
2040: *Research, Development, Test & Evaluation, Army / BA 2: Applied Research*

R-1 Program Element (Number/Name)
PE 0602785A / *Manpower/Personnel/Training Technology*

Change Summary Explanation

FY19 decrease related to funds reprogrammed out for higher priority Army requirements.

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Exhibit R-2A, RDT&E Project Justification: PB 2021 Army										Date: February 2020		
Appropriation/Budget Activity 2040 / 2					R-1 Program Element (Number/Name) PE 0602785A / <i>Manpower/Personnel/ Training Technology</i>				Project (Number/Name) 790 / <i>Personnel Performance & Training Technology</i>			
COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
<i>790: Personnel Performance & Training Technology</i>	-	17.157	20.873	20.766	-	20.766	19.039	19.273	18.670	17.010	0.000	132.788

A. Mission Description and Budget Item Justification

This Project conducts applied behavioral and social science research to enhance the Soldier Lifecycle (e.g., selection, assignment, training, leader development) and human relations (e.g., unit cohesion). This Project develops new personnel measures and methods that more fully assess potential and predict performance, behavior, attitudes, and resilience. These technologies also provide innovative and effective Talent Management methods to optimize individual and team performance to ensure the Army can meet mission requirements in uncertain and complex environments. This Project develops new performance measures and metrics for individuals and units, designs innovative training methods, and conducts scientific assessments to inform Human Capital policy and programs. Research in this Project will result in effective non-materiel solutions to help the Army adjust to changes in force size and structure, a variety of mission demands and contexts, challenges in human relations, and budgetary constraints.

The cited work is consistent with the Under Secretary of Defense for Research and Engineering priority focus areas, the Army Vision, the Army's Talent Management Strategy, Army Human Capital Strategy, and the Army Modernization Strategy.

This Project is renamed from Personnel Performance and Training Technology to reflect the change in work that supports Army priorities.

Work is performed by the United States Army Research Institute (ARI) for the Behavioral and Social Sciences in Fort Belvoir, VA.

B. Accomplishments/Planned Programs (\$ in Millions)

	FY 2019	FY 2020	FY 2021
Title: Talent Assessment and Development	13.000	20.357	20.766
Description: This effort conducts applied research that provides the Army with innovative approaches to personnel assessment, improved prediction and modeling of personnel outcomes (e.g., attrition, retention) and an improved capability to improve prediction and modeling (e.g., potential performance, behaviors, attitudes, and resilience of Soldiers). Conducts applied research to provide the Army with effective leader assessment and development methods to measure, develop, and sustain individual/ leader competencies and performance across the Soldier life cycle. Conducts research to create scientifically valid models, tools and techniques for team assignment and development to optimize team effectiveness in-garrison and future operational environments.			
FY 2020 Plans: Conduct research to develop non-cognitive assessments for in-service assignments and initial job-choice for enlisted and officer candidates (e.g., cyber occupations) and other military occupational specialties (MOS) & Branches; conduct research to develop outcome measures for more comprehensive assessment of the effectiveness of personnel and training programs/policy; conduct			

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2019	FY 2020	FY 2021
<p>research to develop methods for assessing and developing complex leader competencies to perform effectively in multi-domain operations (e.g., systems and strategic thinking).</p> <p>FY 2021 Plans: Will conduct research to develop new proof of concept measures to improve integrated personnel assessments that holistically capture the individual attributes that predict job performance, job satisfaction, resilience, attrition, and continuance; will conduct research to develop evidence-based methods to improve assessments of teams-based assignments, leader competencies, collective performance, and team process enablers.</p> <p>FY 2020 to FY 2021 Increase/Decrease Statement: Funding change reflects planned lifecycle of this effort</p>				
<p>Title: Team-Based Personnel Assignment and Development</p> <p>Description: This effort conducts research to create scientifically valid models, tools and techniques to assign individuals to teams to optimize team effectiveness in-garrison and future operational environments. Conduct research to create science-based methods to rapidly build team cohesion and collective performance.</p>		4.157	-	-
<p>Title: FY 2020 SBIR/STTR Transfer</p> <p>Description: Funding transferred in accordance with Title 15 USC ?638</p> <p>FY 2020 Plans: Funding transferred in accordance with Title 15 USC ?638</p> <p>FY 2020 to FY 2021 Increase/Decrease Statement: Funding transferred in accordance with Title 15 USC ?638</p>		-	0.516	-
Accomplishments/Planned Programs Subtotals		17.157	20.873	20.766
C. Other Program Funding Summary (\$ in Millions)				
N/A				
Remarks				
D. Acquisition Strategy				
N/A				