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Exhibit R-2, RDT&E Budget Item Justification: PB 2022 Army **Date:** May 2021

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>
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
Total Program Element	-	20.406	20.399	18.701	-	18.701	-	-	-	-	-	-
790: <i>Personnel Performance & Training Technology</i>	-	20.406	20.399	18.701	-	18.701	-	-	-	-	-	-

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 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total
Previous President's Budget	20.873	20.766	19.039	-	19.039
Current President's Budget	20.406	20.399	18.701	-	18.701
Total Adjustments	-0.467	-0.367	-0.338	-	-0.338
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-0.467	-0.367			
• Adjustments to Budget Years	-	-	-0.338	-	-0.338

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Change Summary Explanation Funding was decrease by \$0.683 million due to the Army Artificial Intelligence Task Force (AITF) planned on doing talent management research in 6.2 and 6.3. As part of the EE PEG 2.5 Trade space Assessment, the Army Research Institute (ARI) was used as a bill payer for this talent management work. The funding from the trade space assessment was left in the original APEs with the intention of creating a new task specific to AI in talent management. G-1 does not want any funding for the AITF to be mixed with their APEs. The subject of AITF involvement in talent management beyond basic research will be addressed in POM23. \$0.683 million of FY22-23 will be realigned into Program Element 0603040 (Artificial Intelligence and Machine Learning Advanced Technologies), Project CL1 (AI Enhanced Intel Operations Advanced Technologies).		

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Exhibit R-2A, RDT&E Project Justification: PB 2022 Army **Date:** May 2021

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>
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
<i>790: Personnel Performance & Training Technology</i>	-	20.406	20.399	18.701	-	18.701	-	-	-	-	-	-

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 People Strategy, 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 2020	FY 2021	FY 2022
Title: Talent Assessment and Development	20.406	20.399	18.701
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 2021 Plans: Conducting 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; Conducting			

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2020	FY 2021	FY 2022
<p>research to develop evidence-based methods to improve assessments of teams-based assignments, leader competencies, collective performance, and team process enablers.</p> <p>FY 2022 Plans: Will design assessment materials for computerized adaptive testing applications in the investigation of new proof of concept measures to improve integrated personnel assessments for both Enlisted/Officer Selection and Assignment; will continue to investigate innovative job analytic techniques by determining psychometrically valid talent constructs for the branch assignment process.</p> <p>FY 2021 to FY 2022 Increase/Decrease Statement: Funding was partially realigned to Program Element 0603040 (Artificial Intelligence and Machine Learning Advanced Technologies), Project CL1 (AI Enhanced Intel Operations Advanced Technologies) for work in Artificial Intelligence informed Talent Management.</p>				
Accomplishments/Planned Programs Subtotals		20.406	20.399	18.701
C. Other Program Funding Summary (\$ in Millions)				
N/A				
Remarks				
D. Acquisition Strategy				
N/A				