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**Exhibit R-2, RDT&E Budget Item Justification: PB 2023 Army** **Date:** April 2022

<b>Appropriation/Budget Activity</b> 2040: <i>Research, Development, Test &amp; Evaluation, Army / BA 2: Applied Research</i>	<b>R-1 Program Element (Number/Name)</b> PE 0602785A / <i>Manpower/Personnel/Training Technology</i>
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COST (\$ in Millions)	Prior Years	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
Total Program Element	-	20.399	18.701	19.649	-	19.649	19.337	17.625	18.655	18.649	0.000	133.015
<i>790: Personnel Performance &amp; Training Technology</i>	-	20.399	18.701	19.649	-	19.649	19.337	17.625	18.655	18.649	0.000	133.015

**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.

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

The cited research 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.

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

<b>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023 Base</b>	<b>FY 2023 OCO</b>	<b>FY 2023 Total</b>
Previous President's Budget	20.399	18.701	0.000	-	0.000
Current President's Budget	20.399	18.701	19.649	-	19.649
Total Adjustments	0.000	0.000	19.649	-	19.649
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Years	-	-	19.649	-	19.649

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<b><u>Change Summary Explanation</u></b> Fiscal Year 2023 (FY23) funding increase reflects the fact that the FY22 President's Budget request did not include out-year funding.		

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2023 Army										<b>Date:</b> April 2022		
<b>Appropriation/Budget Activity</b> 2040 / 2					<b>R-1 Program Element (Number/Name)</b> PE 0602785A / <i>Manpower/Personnel/Training Technology</i>				<b>Project (Number/Name)</b> 790 / <i>Personnel Performance &amp; Training Technology</i>			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023 Base</b>	<b>FY 2023 OCO</b>	<b>FY 2023 Total</b>	<b>FY 2024</b>	<b>FY 2025</b>	<b>FY 2026</b>	<b>FY 2027</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
790: <i>Personnel Performance &amp; Training Technology</i>	-	20.399	18.701	19.649	-	19.649	19.337	17.625	18.655	18.649	0.000	133.015

**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 research 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.

Research 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)**

	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>
<b>Title:</b> Talent Assessment and Development	20.399	18.414	19.649
<b>Description:</b> 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.			
<b>FY 2022 Plans:</b> 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			

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<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>
investigate innovative job analytic techniques by determining psychometrically valid talent constructs for the branch assignment process.  <b>FY 2023 Plans:</b> Will determine in-service assessment proof of concept measures to improve enlisted personnel assignment; will continue to develop methods and analytic models of personnel assessment; design and develop innovative methods to generate job analysis content; generate competency assessments for junior officer and senior NCOs; develop assessments for team-based personnel assignment and measures for small unit performance.  <b>FY 2022 to FY 2023 Increase/Decrease Statement:</b> Funding change reflects planned lifecycle of this effort.				
<b>Title:</b> FY22 SBIR/STTR Transfer  <b>FY 2022 Plans:</b> Funding transferred in accordance with Title 15 USC ?638  <b>FY 2022 to FY 2023 Increase/Decrease Statement:</b> Funding transferred in accordance with Title 15 USC ?638		-	0.287	-
<b>Accomplishments/Planned Programs Subtotals</b>		20.399	18.701	19.649
<b>C. Other Program Funding Summary (\$ in Millions)</b> N/A				
<b>Remarks</b>				
<b>D. Acquisition Strategy</b> N/A				