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Exhibit R-2, RDT&E Budget Item Justification: PB 2025 Army **Date:** March 2024

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 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total	FY 2026	FY 2027	FY 2028	FY 2029	Cost To Complete	Total Cost
Total Program Element	-	19.343	19.969	19.795	-	19.795	19.426	19.449	19.668	20.638	0.000	138.288
790: <i>Personnel Performance & Training Technology</i>	-	19.343	19.969	19.795	-	19.795	19.426	19.449	19.668	20.638	0.000	138.288

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. Program Change Summary (\$ in Millions)	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total
Previous President's Budget	19.649	19.969	18.334	-	18.334
Current President's Budget	19.343	19.969	19.795	-	19.795
Total Adjustments	-0.306	0.000	1.461	-	1.461
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-0.306	-			
• Adjustments to Budget Years	-	-	1.461	-	1.461

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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

Funding decreased due to economic assumptions.

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Exhibit R-2A, RDT&E Project Justification: PB 2025 Army **Date:** March 2024

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 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total	FY 2026	FY 2027	FY 2028	FY 2029	Cost To Complete	Total Cost
<i>790: Personnel Performance & Training Technology</i>	-	19.343	19.969	19.795	-	19.795	19.426	19.449	19.668	20.638	0.000	138.288

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)

	FY 2023	FY 2024	FY 2025
Title: Talent Assessment and Development	19.343	19.969	19.795
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 2024 Plans: Will continue to design in-service assessment proof-of-concept measures to improve enlisted personnel assignment; will continue to develop predictive models of career progression and retention; will continue to design innovative and novel methods to			

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B. Accomplishments/Planned Programs (\$ in Millions)	FY 2023	FY 2024	FY 2025
<p>generate job analysis content; will continue to develop competency assessments for junior officers and senior NCOs. Will develop composition frameworks for team-based personnel assignment and develop measures for small unit performance.</p> <p>FY 2025 Plans: Will develop proof-of-concept in-service assessments to improve enlisted personnel assignment; will develop predictive models of career trajectories and retention; will design innovative methods to generate job analysis content; will develop leader competency assessments for junior officers and senior NCOs; will analyze composition frameworks for team-based personnel assignment; will develop measures for small unit performance.</p> <p>FY 2024 to FY 2025 Increase/Decrease Statement: Funding decrease is an economic adjustment.</p>			
Accomplishments/Planned Programs Subtotals	19.343	19.969	19.795

C. Other Program Funding Summary (\$ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A