

UNCLASSIFIED

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 3: Advanced Technology Development (ATD)</i>	R-1 Program Element (Number/Name) PE 0603007A / <i>Manpower, Personnel and Training Advanced 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	-	6.270	11.038	11.659	-	11.659	14.919	15.908	17.039	18.701	0.000	95.534
792: <i>Personnel Performance & Training</i>	-	6.270	11.038	11.659	-	11.659	14.919	15.908	17.039	18.701	0.000	95.534

A. Mission Description and Budget Item Justification

This Program Element (PE) matures and validates applied behavioral and social science technologies that enhance the Soldier Lifecycle (e.g., selection, assignment, training, leader development) and human relations (e.g. unit cohesion). These technologies provide advanced personnel measures 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 evaluates new selection measures, assignment methods, and performance metrics for individuals and units, assesses innovative training methods, and conducts scientific assessments to inform Human Capital policy and programs. Work 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 and is fully coordinated with PE 0602785A (Manpower/Personnel/Training 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 in this PE is performed by the United States Army Research Institute (ARI) for the Behavioral and Social Sciences in Ft. 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	8.038	11.038	11.189	-	11.189
Current President's Budget	6.270	11.038	11.659	-	11.659
Total Adjustments	-1.768	0.000	0.470	-	0.470
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-1.567	-			
• SBIR/STTR Transfer	-0.201	-			
• Adjustments to Budget Years	-	-	0.470	-	0.470

UNCLASSIFIED

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 3: Advanced Technology Development (ATD)</i>	R-1 Program Element (Number/Name) PE 0603007A / <i>Manpower, Personnel and Training Advanced Technology</i>	
<u>Change Summary Explanation</u> FY19 decrease related to funds reprogrammed out for higher priority Army requirements.		

UNCLASSIFIED

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

Appropriation/Budget Activity 2040 / 3	R-1 Program Element (Number/Name) PE 0603007A / <i>Manpower, Personnel and Training Advanced Technology</i>	Project (Number/Name) 792 / <i>Personnel Performance & Training</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>792: Personnel Performance & Training</i>	-	6.270	11.038	11.659	-	11.659	14.919	15.908	17.039	18.701	0.000	95.534

A. Mission Description and Budget Item Justification

This Project matures and evaluates applied behavioral and social science technologies that enhance the Soldier Lifecycle (e.g., selection, assignment, training, leader development) and human relations (e.g., unit cohesion). These technologies provide advanced personnel measures 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 evaluates new selection measures, assignment methods, and performance metrics for individuals and units; assesses innovative leader development and learning 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 Project complements PE 0602785A (Personnel Performance & Training Technology)

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

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	5.885	10.667	11.659
Description: This effort refines and assesses innovative talent management approaches to provide the Army the flexibility to adapt to changes in force structure and recruiting environments. This effort evaluates Soldier selection measures, techniques, and tools to more fully assess Soldier potential and better predict behavior, attrition, Soldier performance, and team effectiveness. This effort also matures and evaluates methods to develop and model Soldier talents/competencies longitudinally across a career.			
FY 2020 Plans: Validating expanded screening tools to more comprehensively identify high-potential and high-risk individuals; validating Leader and advisor competency-assessment methods; conducting research to develop methods to rapidly generate test content for knowledge tests; conducting research to validate assessments to predict effective teamwork behaviors and performance.			
FY 2021 Plans:			

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2021 Army		Date: February 2020		
Appropriation/Budget Activity 2040 / 3	R-1 Program Element (Number/Name) PE 0603007A / <i>Manpower, Personnel and Training Advanced Technology</i>	Project (Number/Name) 792 / <i>Personnel Performance & Training</i>		
B. Accomplishments/Planned Programs (\$ in Millions)		FY 2019	FY 2020	FY 2021
Will conduct research to validate personnel assessment measures to improve selection and assignment; will conduct research to mature and validate methods to develop critical leader competencies for Non-Commissioned Officer (NCOs); will conduct research to demonstrate psychometric validity of small unit performance measurement tools. FY 2020 to FY 2021 Increase/Decrease Statement: Funding change reflects planned lifecycle of this effort				
Title: Unit Performance and Cohesion Description: This effort will mature and refine measures and methods to ensure cohesive, high performing teams for future operational environments. This effort will also mature and assess to optimize team composition to enhance unit performance; methods to rapidly build and sustain team cohesion; and metrics and assessments of unit performance, command climate, unit resilience, and cohesion.		0.385	-	-
Title: FY 2020 SBIR/STTR Transfer Description: Funding transferred in accordance with Title 15 USC ?638 FY 2020 Plans: Funding transferred in accordance with Title 15 USC ?638 FY 2020 to FY 2021 Increase/Decrease Statement: Funding transferred in accordance with Title 15 USC ?638		-	0.371	-
Accomplishments/Planned Programs Subtotals		6.270	11.038	11.659
C. Other Program Funding Summary (\$ in Millions) N/A				
Remarks				
D. Acquisition Strategy N/A				