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

<b>Appropriation/Budget Activity</b>					<b>R-1 Program Element (Number/Name)</b>							
2040: <i>Research, Development, Test &amp; Evaluation, Army / BA 3: Advanced Technology Development (ATD)</i>					PE 0603007A / <i>Manpower, Personnel and Training Advanced Technology</i>							
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	-	10.225	11.344	14.273	-	14.273	-	-	-	-	-	-
792: <i>Personnel Performance &amp; Training</i>	-	10.225	11.344	14.273	-	14.273	-	-	-	-	-	-

**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>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022 Base</b>	<b>FY 2022 OCO</b>	<b>FY 2022 Total</b>
Previous President's Budget	11.038	11.659	14.919	-	14.919
Current President's Budget	10.225	11.344	14.273	-	14.273
Total Adjustments	-0.813	-0.315	-0.646	-	-0.646
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-0.477	-			
• SBIR/STTR Transfer	-0.336	-0.315			
• Adjustments to Budget Years	-	-	-0.646	-	-0.646

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<b>Change Summary Explanation</b> Funding was decrease by \$4.173 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.  \$4.173 million of FY22-26 will be realigned into APE 633040CL6, ATR Using Multiple Cooperative Sensors Adv Tech.		

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2022 Army										<b>Date:</b> May 2021		
<b>Appropriation/Budget Activity</b> 2040 / 3					<b>R-1 Program Element (Number/Name)</b> PE 0603007A / <i>Manpower, Personnel and Training Advanced Technology</i>				<b>Project (Number/Name)</b> 792 / <i>Personnel Performance &amp; Training</i>			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022 Base</b>	<b>FY 2022 OCO</b>	<b>FY 2022 Total</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>	<b>FY 2026</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
<i>792: Personnel Performance &amp; Training</i>	-	10.225	11.344	14.273	-	14.273	-	-	-	-	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**A. Mission Description and Budget Item Justification**

This Project matures and demonstrate 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 demonstrates 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 Vision, the Army People 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)**

	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>
<b>Title:</b> Talent Assessment and Development	10.225	11.344	14.273
<b>Description:</b> This effort optimizes and demonstrates innovative talent management approaches to provide the Army the flexibility to adapt to changes in force structure and recruiting environments. This effort matures 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 demonstrates methods that develop and model Soldier talents/competencies longitudinally across a career.			
<b>FY 2021 Plans:</b>			

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<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>
<p>Conducting research to validate personnel assessment measures to improve selection and assignment; conducting research to mature and validate methods to develop critical leader competencies for Non-Commissioned Officer (NCOs); conducting research to demonstrate psychometric validity of small unit performance measurement tools.</p> <p><b>FY 2022 Plans:</b> Will mature research to validate personnel assessment measures to improve selection and assignment by applying additional psychometric analyses to improve a Functional Area longitudinal assessment and assessments designed to predict Officer performance and continuance; mature and validate methods to develop critical leader competencies, such as mindfulness and strategic thinking competencies; mature research and collect data to demonstrate psychometric validity of small unit performance measurement tools.</p> <p><b>FY 2021 to FY 2022 Increase/Decrease Statement:</b> Funding was partially realigned to Program Element 0603040 (Artificial Intelligence and Machine Learning Advanced Technologies), Project CL6 (ATR Using Multiple Cooperative Sensors Adv Tech) for work in Artificial Intelligence informed personnel assessment efforts.</p>				
<b>Accomplishments/Planned Programs Subtotals</b>		10.225	11.344	14.273
<b>C. Other Program Funding Summary (\$ in Millions)</b>				
N/A				
<b>Remarks</b>				
<b>D. Acquisition Strategy</b>				
N/A				