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

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>
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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	-	11.344	14.273	15.598	-	15.598	16.514	18.206	17.252	17.248	0.000	110.435
792: <i>Personnel Performance & Training</i>	-	11.344	14.273	15.598	-	15.598	16.514	18.206	17.252	17.248	0.000	110.435

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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total
Previous President's Budget	11.344	14.273	0.000	-	0.000
Current President's Budget	11.344	14.273	15.598	-	15.598
Total Adjustments	0.000	0.000	15.598	-	15.598
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Years	-	-	15.598	-	15.598

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<u>Change Summary Explanation</u> FY 2023 funding increase reflects the fact that the FY 2022 President's Budget request did not include out-year funding.		

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Exhibit R-2A, RDT&E Project Justification: PB 2023 Army										Date: April 2022		
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 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
<i>792: Personnel Performance & Training</i>	-	11.344	14.273	15.598	-	15.598	16.514	18.206	17.252	17.248	0.000	110.435
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 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 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)

	FY 2021	FY 2022	FY 2023
Title: Talent Assessment and Development	11.344	13.865	15.598
<p>Description: 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.</p> <p>FY 2022 Plans: 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</p>			

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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>
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B. Accomplishments/Planned Programs (\$ in Millions)	FY 2021	FY 2022	FY 2023
strategic thinking competencies; mature research and collect data to demonstrate psychometric validity of small unit performance measurement tools. <i>FY 2023 Plans:</i> Will mature prototype assessment batteries to improve integrated personnel assessments for Officer selection and assignment; mature and validate augmented assessment prototypes designed to automatically generate personnel assessment content; validate leader development methods for junior NCOs; optimize small unit performance measurement tools. <i>FY 2022 to FY 2023 Increase/Decrease Statement:</i> Funding change reflects planned lifecycle of this effort.			
<i>Title:</i> FY22 SBIR/STTR Transfer <i>FY 2022 Plans:</i> Funding transferred in accordance with Title 15 USC ?638 <i>FY 2022 to FY 2023 Increase/Decrease Statement:</i> Funding transferred in accordance with Title 15 USC ?638	-	0.408	-
Accomplishments/Planned Programs Subtotals	11.344	14.273	15.598

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

N/A

Remarks

D. Acquisition Strategy

N/A