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Exhibit R-2, RDT&E Budget Item Justification: PB 2024 Army **Date:** March 2023

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 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
Total Program Element	-	13.865	15.598	16.316	-	16.316	18.084	17.136	17.163	17.367	0.000	115.529
792: <i>Personnel Performance & Training</i>	-	13.865	15.598	16.316	-	16.316	18.084	17.136	17.163	17.367	0.000	115.529

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 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total
Previous President's Budget	14.273	15.598	16.514	-	16.514
Current President's Budget	13.865	15.598	16.316	-	16.316
Total Adjustments	-0.408	0.000	-0.198	-	-0.198
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-0.408	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Years	-	-	-0.198	-	-0.198

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<u>Change Summary Explanation</u> Decreased funding to support higher Army priorities.		

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Exhibit R-2A, RDT&E Project Justification: PB 2024 Army										Date: March 2023		
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 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
<i>792: Personnel Performance & Training</i>	-	13.865	15.598	16.316	-	16.316	18.084	17.136	17.163	17.367	0.000	115.529
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 Under 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 2022	FY 2023	FY 2024
Title: Talent Assessment and Development	13.865	15.146	16.316
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.			
FY 2023 Plans:			

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B. Accomplishments/Planned Programs (\$ in Millions)	FY 2022	FY 2023	FY 2024
<p>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.</p> <p>FY 2024 Plans: Will initiate prototype development of officer talent management assessments; will continue to validate augmented assessment prototypes designed to automatically generate personnel assessment content; will mature research on methods to develop complex leader competencies by conducting field validations of the transfer of knowledge to performance environments; will continue to develop small unit performance measurement tools.</p> <p>FY 2023 to FY 2024 Increase/Decrease Statement: Funding increase supports planned lifecycle of the effort.</p>			
<p>Title: SBIR/STTR Transfer</p> <p>FY 2023 Plans: Funding transferred in accordance with Title 15 USC §638</p> <p>FY 2023 to FY 2024 Increase/Decrease Statement: Funding transferred in accordance with Title 15 USC §638</p>	-	0.452	-
Accomplishments/Planned Programs Subtotals	13.865	15.598	16.316

<p>C. Other Program Funding Summary (\$ in Millions) N/A</p> <p>Remarks</p>
<p>D. Acquisition Strategy N/A</p>