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

<b>Appropriation/Budget Activity</b> 2040: <i>Research, Development, Test &amp; Evaluation, Army / BA 3: Advanced Technology Development (ATD)</i>	<b>R-1 Program Element (Number/Name)</b> PE 0603007A / <i>Manpower, Personnel and Training Advanced 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	-	15.146	16.316	16.716	-	16.716	17.200	17.233	18.029	18.529	0.000	119.169
792: <i>Personnel Performance &amp; Training</i>	-	15.146	16.316	16.716	-	16.716	17.200	17.233	18.029	18.529	0.000	119.169

**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 2023</b>	<b>FY 2024</b>	<b>FY 2025 Base</b>	<b>FY 2025 OCO</b>	<b>FY 2025 Total</b>
Previous President's Budget	15.598	16.316	18.084	-	18.084
Current President's Budget	15.146	16.316	16.716	-	16.716
Total Adjustments	-0.452	0.000	-1.368	-	-1.368
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	0.001	-			
• SBIR/STTR Transfer	-0.453	-			
• Adjustments to Budget Years	-	-	-1.368	-	-1.368

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**Change Summary Explanation**

Decrease in funding due to realignment to higher priorities in Artificial Intelligence (AI) that benefit talent management.

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2025 Army										<b>Date:</b> March 2024		
<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 2023</b>	<b>FY 2024</b>	<b>FY 2025 Base</b>	<b>FY 2025 OCO</b>	<b>FY 2025 Total</b>	<b>FY 2026</b>	<b>FY 2027</b>	<b>FY 2028</b>	<b>FY 2029</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
<i>792: Personnel Performance &amp; Training</i>	-	15.146	16.316	16.716	-	16.716	17.200	17.233	18.029	18.529	0.000	119.169
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)**

	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>
<b>Title:</b> Talent Assessment and Development	15.146	16.316	16.716
<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 2024 Plans:</b> 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			

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<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>
<p>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><b>FY 2025 Plans:</b> Will mature prototype development and initiate longitudinal validation of officer talent management assessments; will validate prototypes of automated test item generation for knowledge tests; will mature research on methods to develop complex leader competencies; will develop small unit performance training methods.</p> <p><b>FY 2024 to FY 2025 Increase/Decrease Statement:</b> Funding change reflects planned lifecycle of this effort.</p>				
<b>Accomplishments/Planned Programs Subtotals</b>		15.146	16.316	16.716
<b>C. Other Program Funding Summary (\$ in Millions)</b>				
N/A				
<b>Remarks</b>				
<b>D. Acquisition Strategy</b>				
N/A				