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**Exhibit R-2, RDT&E Budget Item Justification:** PB 2024 Office of the Secretary Of Defense **Date:** March 2023

<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide I BA 6: RDT&amp;E Management Support</i>	<b>R-1 Program Element (Number/Name)</b> PE 0605151D8Z I <i>Studies and Analysis Support – OSD</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	39.506	4.127	5.219	6.292	-	6.292	6.339	6.482	6.616	6.755	-	-
151: <i>Studies and Analysis Support – OSD</i>	39.506	4.127	5.219	6.292	-	6.292	6.339	6.482	6.616	6.755	-	-

**Note**

New Start (Y/N): No

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

This program supports the Secretary of Defense’s top 3 priority, Defend Our Nation, Succeed Through Teamwork, and Take Care of People, as well as the 2022 National Defense Strategy imperatives. Additionally, this program advances P&R’s statutory and Principal Staff Assistant responsibilities with respect to promoting a diverse, resilient, and ready force positioned to execute the Department’s mission.

The OUSD(P&R)’s Studies and Analysis Support program serves to leverage specialized expertise and critical capabilities designed to help meet varied research, study, and analytical support needs in the manpower, personnel, talent management, force readiness, training, education, resiliency, and health services portfolio. This funding supports intellectually rigorous, relevant, and timely assessment of policies, programs, and procedures across the personnel and readiness enterprise. Funded research, studies, program evaluations, surveys, and analysis support P&R roles in executing the National Defense Strategy in a proactive and forward leaning posture, focusing on a strategic programmatic and policy framework for the future.

Funding is leveraged to address key strategic and long-term challenges facing the Department, and includes targeted assessments to support program evaluation and efficacy. It also encompasses comprehensive research and complex exploration to support data-driven and insights-based decision-making and critical analysis to develop needed evidentiary bases for policy development or modification.

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<b>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024 Base</b>	<b>FY 2024 OCO</b>	<b>FY 2024 Total</b>
Previous President's Budget	4.612	5.716	6.257	-	6.257
Current President's Budget	4.127	5.219	6.292	-	6.292
Total Adjustments	-0.485	-0.497	0.035	-	0.035
• Congressional General Reductions	-	-0.497			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-0.485	-			
• Program Adjustments	-	-	0.035	-	0.035

**Change Summary Explanation**

FY 2024 minimal increase for program adjustments to leverage specialized expertise and critical capabilities designed to help meet varied research, study, and analytical support needs in the manpower, personnel, talent management, force readiness, training, education, resiliency, and health services portfolio.

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**Exhibit R-2A, RDT&E Project Justification:** PB 2024 Office of the Secretary Of Defense **Date:** March 2023

<b>Appropriation/Budget Activity</b> 0400 / 6					<b>R-1 Program Element (Number/Name)</b> PE 0605151D8Z / <i>Studies and Analysis Support – OSD</i>				<b>Project (Number/Name)</b> 151 / <i>Studies and Analysis Support – OSD</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
151: <i>Studies and Analysis Support – OSD</i>	39.506	4.127	5.219	6.292	-	6.292	6.339	6.482	6.616	6.755	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

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

The OUSD(P&R) Studies and Analysis Support program serves to leverage specialized expertise and critical capabilities designed to help meet varied research, study, and analytical support needs in the manpower, personnel, human capital, force readiness, training, education, resiliency, and health services portfolio. This funding line supports independent, intellectually rigorous, relevant, impartial, objective, and timely assessment of policies, programs, and procedures across the Personnel and Readiness enterprise. Funded research, studies, program evaluations, surveys, and analysis support P&R in executing the National Defense Strategy and DoD leadership priorities in a proactive and forward leaning posture, focusing on a strategic programmatic and policy framework for the future of the Department’s force development, resiliency, and readiness. Funding is leveraged to address critical and complex, inter-disciplinary strategic long-term challenges facing the Department, and includes targeted assessments to support program evaluation and efficacy. It also encompasses comprehensive research and complex exploration to support data-driven and insights-based decision-making and critical analysis to develop needed evidentiary bases for policy development or modification in support of the Administration’s priorities, congressional direction, and Secretary of Defense direction.

**B. Accomplishments/Planned Programs (\$ in Millions)**

	FY 2022	FY 2023	FY 2024
<b>Title:</b> Studies and Analysis Support – OSD	4.127	5.219	6.292
<p><b>Description:</b> P&amp;R’s Studies and Analysis program is focused on efforts that align with the National Defense Strategy, particularly to Build Enduring Advantages and a joint warfighting ecosystem that is supported by a ready, resilient, and capable Total Force. Resources fund Federally Funded Research and Development Centers (FFRDCs), University Affiliated Research Centers (UARCs), and other contracts for studies, analysis, research, and surveys that address the strategic challenges facing P&amp;R and the Department of Defense, reflect enterprise-wide equities, focus on strategic programmatic and policy frameworks, and fund efforts that we cannot accomplish internally.</p> <p><b>FY 2023 Plans:</b> Specific endeavors are anticipated to focus on:</p> <ul style="list-style-type: none"> <li>• Promote military readiness by decreasing the prevalence of readiness-detracting behavior through integrated prevention efforts</li> <li>• Promote a culture that represents our core military values and advances military readiness, through comprehensive actions that support diversity, equity, inclusion, and accessibility.</li> <li>• Advance our strategic readiness by refining personnel readiness modeling to better understand the impacts of cost and risk, and by analyzing optimal training solutions.</li> </ul>			

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<b>Appropriation/Budget Activity</b> 0400 / 6	<b>R-1 Program Element (Number/Name)</b> PE 0605151D8Z / <i>Studies and Analysis Support – OSD</i>	<b>Project (Number/Name)</b> 151 / <i>Studies and Analysis Support – OSD</i>

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>
<ul style="list-style-type: none"> <li>Optimize recruitment and retention efforts by better understanding the associated budgetary requirements and maximizing our return on investment.</li> <li>Enhance the health and wellbeing of our Service members and their families, and determine</li> </ul> <p><b><i>FY 2024 Plans:</i></b> Build on the efforts from FY 2023 to:</p> <ul style="list-style-type: none"> <li>Promote military readiness by decreasing the prevalence of readiness-detracting behavior through integrated prevention efforts and holding offenders appropriately accountable.</li> <li>Promote a culture that represents our core military values and advances military readiness.</li> <li>Advance our strategic readiness by refining personnel readiness modeling to better understand the impacts of cost and risk, and by analyzing optimal training solutions.</li> <li>Optimize recruitment and retention efforts by better understanding the associated budgetary requirements and maximizing our return on investment.</li> </ul> <p><b><i>FY 2023 to FY 2024 Increase/Decrease Statement:</i></b> The FY 2024 increase to accomplish SECDEF related priorities to study diversity, equity and inclusion, and implement prevention efforts. OUSD(P&amp;R) has taken significant steps to improve governance of our studies program, increasing senior leader accountability and ensure more robust return on investment.</p>			
<b>Accomplishments/Planned Programs Subtotals</b>	4.127	5.219	6.292

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

N/A

**Remarks**

**D. Acquisition Strategy**

N/A