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Exhibit R-2, RDT&E Budget Item Justification: PB 2025 Office of the Secretary Of Defense **Date:** March 2024

Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide I BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0605151D8Z I <i>Studies and Analysis Support – OSD</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	43.633	5.123	6.292	6.289	-	6.289	6.429	6.563	6.700	6.834	-	-
151: <i>Studies and Analysis Support – OSD</i>	43.633	5.123	6.292	6.289	-	6.289	6.429	6.563	6.700	6.834	-	-

Note

New Start (Y/N): No

A. Mission Description and Budget Item Justification

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, force safety, family support, resiliency, and health services portfolios. This funding supports intellectually rigorous, relevant, and timely assessments of policies, programs, and procedures across the P&R 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.

This program advances P&R's statutory title 10 and Principal Staff Assistant responsibilities with respect to promoting a ready and agile Total Force positioned to execute the Department's mission. Additionally, this program supports the Secretary of Defense's top 3 priorities (Defend Our Nation, Succeed Through Teamwork, and Take Care of People) as well as the 2022 National Defense Strategy imperatives.

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-aligned, insights-driven, and outcome-based decision-making and critical analysis to develop needed evidentiary bases for policy development or modification.

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B. Program Change Summary (\$ in Millions)	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total
Previous President's Budget	5.219	6.292	6.289	-	6.289
Current President's Budget	5.123	6.292	6.289	-	6.289
Total Adjustments	-0.096	0.000	0.000	-	0.000
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-0.096	-			
• SBIR/STTR Transfer	-	-			

Change Summary Explanation

No changed in FY 2025 from previous PB.
 FY 2025 minimal decrease from FY 2024 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, force safety, family support, resiliency, and health services portfolios.

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Exhibit R-2A, RDT&E Project Justification: PB 2025 Office of the Secretary Of Defense										Date: March 2024		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605151D8Z / <i>Studies and Analysis Support – OSD</i>				Project (Number/Name) 151 / <i>Studies and Analysis Support – OSD</i>			
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
151: <i>Studies and Analysis Support – OSD</i>	43.633	5.123	6.292	6.289	-	6.289	6.429	6.563	6.700	6.834	-	-
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, force safety, family support, resiliency, and health services portfolios. This funding line supports independent, intellectually rigorous, relevant, impartial, objective, and timely assessment of policies, programs, and procedures across the P&R 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, talent management, 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-aligned, insights-driven, and outcome-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 2023	FY 2024	FY 2025
Title: Studies and Analysis Support – OSD	5.123	6.292	6.289
<p>Description: P&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 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&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>FY 2024 Plans: Build on the efforts from FY 2023 to:</p> <ul style="list-style-type: none"> • Promote military readiness by decreasing the prevalence of readiness-detracting behavior and evaluating military health readiness. • Advance our strategic readiness by refining personnel readiness modeling to better understand the impacts of cost and risk, analyzing optimal training solutions, and understanding the impacts of climate. • Strengthen the all-volunteer force through a holistic, cross-domain, and interdisciplinary evaluation of its past, present, and future. 			

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B. Accomplishments/Planned Programs (\$ in Millions)	FY 2023	FY 2024	FY 2025
<ul style="list-style-type: none"> Optimize recruitment and retention efforts by better understanding the associated budgetary requirements, maximizing our return on investment, and identifying optimal strategies to engage with underrepresented demographic groups. <p>FY 2025 Plans: Build on the efforts from FY 2024 to:</p> <ul style="list-style-type: none"> Advance strategic readiness assessments and modelling over time and threat horizons Cultivate talent management through a human capital management paradigm shift – evolving the relationship between the Department, our current workforce, and prospective talent in the marketplace through the adoption of contemporary workforce development and talent acquisition approaches – that attracts and retains the best people to meet the challenges of the global security environment and imperatives of the National Defense Strategy and positions the Department as an employer of choice for both uniformed and civilian service. Change the culture of the Department to build a climate of dignity and respect, eliminate stigma, and prevent harmful behaviors across all DoD. Promote the health, safety, and well-being of our Force and families. Support our personnel and families/beneficiaries by evaluating compensation frameworks and reviewing the implications of modifications to benefits. <p>FY 2024 to FY 2025 Increase/Decrease Statement: FY 2025 decrease 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, force safety, family support, resiliency, and health services portfolios.</p>			
Accomplishments/Planned Programs Subtotals	5.123	6.292	6.289

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

N/A

Remarks

D. Acquisition Strategy

N/A