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

Appropriation/Budget Activity 2040: <i>Research, Development, Test & Evaluation, Army / BA 5: System Development & Demonstration (SDD)</i>	R-1 Program Element (Number/Name) PE 0605233A / <i>Accessions Information Environment (AIE)</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	-	9.720	27.361	32.265	-	32.265	32.864	34.467	35.970	5.811	0.000	178.458
CP8: <i>Accessions Information Environment (AIE)</i>	-	9.720	27.361	32.265	-	32.265	32.864	34.467	35.970	5.811	0.000	178.458

A. Mission Description and Budget Item Justification

AIE is a new accessioning and recruiting enterprise Customer Relationship Management (CRM) software solution serving the Army's recruiting mission specifically supporting recruiters as they meet with future Soldiers and organizations in their community. AIE manages the process from prospect generation to the point of Soldiers arriving at the initial military training. AIE supports Army's accessioning process through its four missions: (1) Enlist Soldiers, (2) Commission Officers through the Reserve Officers' Training Corps (ROTC) program, (3) In-Service requirements, and (4) Direct Commission. AIE will replace 11 legacy systems and 33 modules of the active Accessions IT systems that have been in existence for over 30 years. AIE provides the baseline solution for future recruitment innovation and fixes legacy problems of frequent outages and unstable performance directly impairing the Army's ability to complete its recruiting mission.

AIE is a critical Army modernization effort to re-engineer the business processes for Army accessioning and recruiting and to ensure the Army can acquire the best qualified talent, meet manning requirements, and achieve readiness objectives. The delivery of AIE will provide an enterprise level capability for recruiting Army Soldiers across all components, enabling a transparent and efficient workforce. AIE is a COTS based information technology (IT) software system that will modernize the accessions environment. AIE will leverage an agile approach to deliver eight core capabilities: lead generation & management, prospecting, interviewing, processing, pay & incentives, intelligence, marketing, and training/leader development.

FY 2025 Base dollars in the amount of \$32.265 million support development configuration of the AIE solution including agile quarterly planning sessions, Minimum Viable Capability Release (MVCR) design, agile development teams, program management support, business process reengineering, interface development, integration, cybersecurity, systems engineering, developer and test software licenses, test and evaluation, and ongoing analysis of potential alternatives to support solution requirements. AIE's FY 2025 RDT&E supports AIE's incremental software releases throughout FY 2025 and the 2.0 In-Service and Direct Commission software release planned for 4QFY25. Key events leading up to the 2.0 In-Service Mission and Direct Commission software release include exploratory and automated regression testing, incremental quarterly software releases, an Army Test and Evaluation Command (ATEC) operational assessment, and multiple system cybersecurity reviews. The 2.0 In-Service and Direct Commission software release will add lead generation/management, intelligence, marketing, prospecting, interviewing, and processing capabilities for a unique mission set supported by approximately 4,000 recruiters.

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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	10.088	27.361	27.942	-	27.942
Current President's Budget	9.720	27.361	32.265	-	32.265
Total Adjustments	-0.368	0.000	4.323	-	4.323
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-0.368	-			
• Adjustments to Budget Years	-	-	4.323	-	4.323

Change Summary Explanation

Increased funding due to onboarding of two additional development teams following the release of AIE 1.0 Enlisted Mission capability in 4QFY24 and development of accelerated 2.0 In-Service and Direct Commission Minimum Viable Capability Release (MVCR) software delivery in 4QFY25.

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Appropriation/Budget Activity 2040 / 5					R-1 Program Element (Number/Name) PE 0605233A / <i>Accessions Information Environment (AIE)</i>				Project (Number/Name) CP8 / <i>Accessions Information Environment (AIE)</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
CP8: <i>Accessions Information Environment (AIE)</i>	-	9.720	27.361	32.265	-	32.265	32.864	34.467	35.970	5.811	0.000	178.458
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

AIE is a new accessioning and recruiting enterprise Customer Relationship Management (CRM) software solution serving the Army's recruiting mission specifically supporting recruiters as they meet with future Soldiers and organizations in their community. AIE manages the process from prospect generation to the point of Soldiers arriving at the initial military training. AIE supports Army's accessioning process through its four missions: (1) Enlist Soldiers, (2) Commission Officers through the Reserve Officers' Training Corps (ROTC) program, (3) In-Service requirements, and (4) Direct Commission. AIE will replace 11 legacy systems and 33 modules of the active Accessions IT systems that have been in existence for over 30 years. AIE provides the baseline solution for future recruitment innovation and fixes legacy problems of frequent outages and unstable performance directly impairing the Army's ability to complete its recruiting mission.

AIE is a critical Army modernization effort to re-engineer the business processes for Army accessioning and recruiting and to ensure the Army can acquire the best qualified talent, meet manning requirements, and achieve readiness objectives. The delivery of AIE will provide an enterprise level capability for recruiting Army Soldiers across all components, enabling a transparent and efficient workforce. AIE is a COTS based information technology (IT) software system that will modernize the accessions environment. AIE will leverage an agile approach to deliver eight core capabilities: lead generation & management, prospecting, interviewing, processing, pay & incentives, intelligence, marketing, and training/leader development.

FY 2025 Base dollars in the amount of \$32.265 million support development configuration of the AIE solution including agile quarterly planning sessions, Minimum Viable Capability Release (MVCR) design, agile development teams, program management support, business process reengineering, interface development, integration, cybersecurity, systems engineering, developer and test software licenses, test and evaluation, and ongoing analysis of potential alternatives to support solution requirements. AIE's FY 2025 RDT&E supports AIE's incremental software releases throughout FY 2025 and the 2.0 In-Service and Direct Commission software release planned for 4QFY25. Key events leading up to the 2.0 In-Service Mission and Direct Commission software release include exploratory and automated regression testing, incremental quarterly software releases, an Army Test and Evaluation Command (ATEC) operational assessment, and multiple system cybersecurity reviews. The 2.0 In-Service and Direct Commission software release will add lead generation/management, intelligence, marketing, prospecting, interviewing, and processing capabilities for a unique mission set supported by approximately 4,000 recruiters.

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

	FY 2023	FY 2024	FY 2025
Title: Accessions Information Environment (AIE)	9.720	27.361	-
Description: AIE is a new enterprise Customer Relationship Management (CRM) software solution serving the Army's recruiting mission specifically supporting recruiters as they meet with future Soldiers and organizations in their community. AIE manages the process from prospect generation to the point of Soldiers arriving at the initial military training. AIE supports Army's accessioning			

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Appropriation/Budget Activity 2040 / 5	R-1 Program Element (Number/Name) PE 0605233A / <i>Accessions Information Environment (AIE)</i>	Project (Number/Name) CP8 / <i>Accessions Information Environment (AIE)</i>		
B. Accomplishments/Planned Programs (\$ in Millions)		FY 2023	FY 2024	FY 2025
<p>process through its four missions: (1) Enlist Soldiers, (2) Commission Officers through the Reserve Officers' Training Corps (ROTC) program, (3) In-Service requirements, and (4) Direct Commission. AIE will replace 11 legacy systems and 33 modules of the active Accessions IT systems that have been in existence for over 30 years. AIE provides the baseline solution for future recruitment innovation and fixes legacy problems of frequent outages and unstable performance directly impairing the Army's ability to complete its recruiting mission.</p> <p>Program awarded an Other Transaction Authority (OTA) Firm Fixed Price agreement in April 2019 with defined milestone payments based on technical performance achievements. In late FY 2022, program transitioned to a Cost-Plus Fixed Fee, agile development strategy. Configuration of core capabilities will be ultimately deployed to 25,000+ end users.</p> <p>FY 2024 Plans: FY 2024 RDT&E funding supports iterative design configuration for the AIE solution including requirements analysis, business process reengineering, interface development, integration, cybersecurity, systems engineering, developer licenses, test and evaluation, and program management support. Key FY24 activity includes finishing Wave 1 development, deploying the Wave 1 AIE system to the operational environment, and beginning development of Wave 2 capabilities in support of planned Wave 2 deployment. A breakout of the \$27.361 million FY 2024 Base RDT&E is shown below.</p> <p>Management Services - \$3.458 million - Funds program management support services contract. Includes AIE acquisition, schedule, systems engineering, cost, budget, programmatic, and all other support required to run AIE's program office.</p> <p>COTS Based Solution and Development - \$23.081 million - Funds to be used for development and configuration of the AIE system. Includes funding for OTA through solution provider, developer software as a service licenses, and all other direct work required to build the AIE capability.</p> <p>Cybersecurity (RMF, FedRAMP, ATO) - \$0.422 million - Funding required to ensure AIE meets Army cybersecurity requirements. Also funds support agreements to complete SCA-V assessments.</p> <p>Testing, Operational, and Developmental Support - \$0.400 million - Funds support agreements with Army test support partners (ATEC/JITC).</p> <p>FY 2024 to FY 2025 Increase/Decrease Statement: Decrease is due to expansion of program effort descriptions that follow.</p>				
Title: Program Management Support Services		-	-	2.625

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2023	FY 2024	FY 2025
<p>Description: Funds program management support services (PMSS) contract including on-going solution and development required to maintain overall AIE program office operations.</p> <p>FY 2025 Plans: Includes AIE acquisition, schedule, systems engineering, cost, budget, programmatic, and all other support required to run AIE's program office.</p> <p>FY 2024 to FY 2025 Increase/Decrease Statement: Funding increase to incorporate expanded program efforts for greater transparency.</p>				
<p>Title: COTS Based Agile Development and Configuration</p> <p>Description: Funds the development and configuration of the AIE system. Includes funding CPFF OTA with solution provider, quarterly sprint planning sessions, agile development teams, developer software as a service licenses, and all other direct work required to build AIE capabilities.</p> <p>FY 2025 Plans: Key FY 2025 activities include quarterly sprint planning sessions associated with completion of the In-Service and Direct Commission capability, completion of cybersecurity assessments prior to the 2.0 In-Service and Direct Commission MVCR software release, exploratory and automated regression testing, and release of MVCR 2.0 to the production environment.</p> <p>FY 2024 to FY 2025 Increase/Decrease Statement: Funding increase due to onboarding of two additional build teams following completion and deployment of the AIE 1.0 capability in 4QFY24 and development of 2.0 In-Service and Direct Commission MVCR software release in 4QFY25. This increase ensures that scheduled future software releases can be delivered as planned.</p>		-	-	27.959
<p>Title: Cybersecurity (RMF, FedRAMP, ATO)</p> <p>Description: Funding required to ensure AIE meets Army cybersecurity requirements.</p> <p>FY 2025 Plans: Includes partnering agency support of planned Security Control Assessor-Validator (SCA-V) and Cyber Vulnerability Investigations (CVI) events in FY 2025.</p> <p>FY 2024 to FY 2025 Increase/Decrease Statement: Funding increase to incorporate expanded program efforts for greater transparency.</p>		-	-	0.141
<p>Title: Testing, Operational, and Development Support</p>		-	-	1.540

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Appropriation/Budget Activity 2040 / 5	R-1 Program Element (Number/Name) PE 0605233A / <i>Accessions Information Environment (AIE)</i>	Project (Number/Name) CP8 / <i>Accessions Information Environment (AIE)</i>
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B. Accomplishments/Planned Programs (\$ in Millions)	FY 2023	FY 2024	FY 2025
<p>Description: Funds support agreements with Army test support partners, i.e., Army Testing and Evaluation Command and Joint Interoperability Test Command, and industry development/configuration sub-contracts.</p> <p>FY 2025 Plans:</p> <ul style="list-style-type: none"> - Continuous exploratory and automated regression testing in support of Agile development - Cybersecurity Evaluations - AIE is planning on an Army Combat Capabilities Development Command (CCDC) led Cooperative Vulnerability Identification and Security Control Assessment Validation, both in FY25 - Army Test and Evaluation Command (ATEC) - The program requires an ATEC Operational Assessment prior to the release of a new minimum viable capability release in 4QFY25 <p>FY 2024 to FY 2025 Increase/Decrease Statement:</p> <p>Increase due to additional test requirements prior to release of minimum viable capability release 2.0 planned for 4QFY25. Additional test support includes an ATEC operational assessment, continuous exploratory and automated regression testing, and adversarial assessment.</p>			
Accomplishments/Planned Programs Subtotals	9.720	27.361	32.265

C. Other Program Funding Summary (\$ in Millions)											
<u>Line Item</u>	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u> <u>Base</u>	<u>FY 2025</u> <u>OCO</u>	<u>FY 2025</u> <u>Total</u>	<u>FY 2026</u>	<u>FY 2027</u>	<u>FY 2028</u>	<u>FY 2029</u>	<u>Cost To</u> <u>Complete</u>	<u>Total Cost</u>
• B45000: <i>ACCESSIONS INFORMATION ENVIRONMENT (AIE)</i>	-	4.198	1.303	-	1.303	1.302	1.402	1.403	-	0.000	9.608
• OMA - OMA/331715000/ <i>AIE: Sustainment Support</i>	13.085	11.923	37.698	-	37.698	46.869	50.760	58.343	79.200	Continuing	Continuing

Remarks

1) B45000 OPA funding used to support software release related training and procurement of training materials.

2) AIE OMA funding used to support software as a service (SAAS) end-user licenses required for the AIE system to function. Other activities support by OMA funds include program management support services, Tier III help desk support, cloud hosting costs, and ServiceNow software licenses.

D. Acquisition Strategy

AIE is following the tailored Acquisition process for Defense Business Systems (DBS) and is currently designated as a Business System Category (BCAT) I program. AIE is acquiring a COTS based solution (application hosting and software as a service) to support the Army's Accessions Enterprise requirements. Effective 30 April 2019, a competitive prototype contract is in place to execute the pilot phase.

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<p>The program uses an agile development and deployment methodology. AIE released a software preview to a select group of users in 1QFY24, marking the first use of AIE in a production environment. Smaller incremental software releases will start following the initial software preview. Major software releases to new end-user segments are planned as follows:</p> <p>Major Software Releases:</p> <ul style="list-style-type: none"> 1.0 Enlisted Mission Capability Release - 4QFY24 2.0 In-Service and Direct Commission Mission Capability Release - 4QFY25 3.0 ROTC Campus and Summer Mission Capability Release - 4QFY26 4.0 Accessions Support Capability Release - 4QFY27, ongoing incremental releases through system end of life (EOL) <p>FY 2024 - Complete development of the AIE system in preparation for initial deployment. AIE deployed two software previews to a small group of targeted users in 1QFY24. The Army will add additional key capabilities to the system through quarterly incremental software releases. The 1.0 Enlisted Mission software release is scheduled for 4QFY24. The 1.0 Enlisted Mission targeted user base includes recruiters from the US Army Recruiting Command (USAREC), Army National Guard (ARNG), and Center for Initial Military Training (CIMT). Release of 1.0 is expected to add approximately 12,000 end-users.</p> <p>FY 2025 - Quarterly sprint planning sessions to support incremental software releases continue. 2.0 In-Service and Direct Commission MVCR deployment scheduled for 4QFY25. Funding supports agile development teams, program office, and required test and evaluation (T&E). Will add marketing, intelligence, lead generation/management, prospecting, interviewing, and processing capabilities for the unique In-Service and Direct Commission mission set. Release of 2.0 is expected to add approximately 4,000 new end-users.</p>		

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Exhibit R-3, RDT&E Project Cost Analysis: PB 2025 Army												Date: March 2024			
Appropriation/Budget Activity				R-1 Program Element (Number/Name)				Project (Number/Name)							
2040 / 5				PE 0605233A / Accessions Information Environment (AIE)				CP8 / Accessions Information Environment (AIE)							
Management Services (\$ in Millions)				FY 2023		FY 2024		FY 2025 Base		FY 2025 OCO		FY 2025 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
AIE - Management Services	C/FFP	Chenega Decision Services : Lorton, VA	0.770	0.969	Jun 2023	3.458	Jun 2024	2.625	Feb 2025	-		2.625	0.000	7.822	7.288
Subtotal			0.770	0.969		3.458		2.625		-		2.625	0.000	7.822	N/A
Product Development (\$ in Millions)				FY 2023		FY 2024		FY 2025 Base		FY 2025 OCO		FY 2025 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
AIE - COTS Based Solution Configuration and Development	C/FFP	Booz Allen Hamilton (FY25 TBD) : Herdon, VA	11.848	6.257	Apr 2023	23.081	Nov 2023	27.959	Nov 2024	-		27.959	0.000	69.145	75.510
Subtotal			11.848	6.257		23.081		27.959		-		27.959	0.000	69.145	N/A
Support (\$ in Millions)				FY 2023		FY 2024		FY 2025 Base		FY 2025 OCO		FY 2025 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
AIE - Cybersecurity - RMF, FedRAMP, ATO	MIPR	AvMC SCA-V Support : TBD	1.579	1.107	Oct 2022	0.422	Feb 2024	0.141	Feb 2025	-		0.141	0.000	3.249	3.861
Subtotal			1.579	1.107		0.422		0.141		-		0.141	0.000	3.249	N/A
Test and Evaluation (\$ in Millions)				FY 2023		FY 2024		FY 2025 Base		FY 2025 OCO		FY 2025 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
AIE - Testing, Operational and Developmental Support	MIPR	ATEC/JITC : Various	1.980	1.387	Jan 2023	0.400	Dec 2023	1.540	Dec 2024	-		1.540	0.000	5.307	15.929
Subtotal			1.980	1.387		0.400		1.540		-		1.540	0.000	5.307	N/A

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Exhibit R-4, RDT&E Schedule Profile: PB 2025 Army		Date: March 2024
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Event Name	FY 2023				FY 2024				FY 2025				FY 2026				FY 2027				FY 2028				FY 2029			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
1.0 Enlisted Mission Capability Release																												
MVCR Release - 1.0 Enlisted	1.0 Enlisted								1 Deploy 1.0																			
2.0 In-Service and Direct Commission Mission Capability ...																												
MVCR Release - 2.0 In-Service and Direct Commission									3 Deploy 2.0																			
3.0 ROTC Campus and ROTC Summer Training Mission Capabil...																												
MVCR Release - 3.0 ROTC Campus and ROTC Summer Training													4 Deploy 3.0															
4.0 Accessions Support Mission Capability Release																												
MVCR Release - 4.0 Accessions Support																	5 Deploy 4.0											
Development Contract (OTA non-FAR)																												
SETA Support Contract																												
RFP for Production Contract (FAR)																												
Contract Award for Production Contract (FAR)									2 Contract Award (FAR)																			
Production Contract (FAR)																												

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Exhibit R-4A, RDT&E Schedule Details: PB 2025 Army		Date: March 2024
Appropriation/Budget Activity 2040 / 5	R-1 Program Element (Number/Name) PE 0605233A / <i>Accessions Information Environment (AIE)</i>	Project (Number/Name) CP8 / <i>Accessions Information Environment (AIE)</i>

Schedule Details

Events	Start		End	
	Quarter	Year	Quarter	Year
1.0 Enlisted Mission Capability Release	3	2019	4	2024
MVCR Release - 1.0 Enlisted	4	2024	4	2024
2.0 In-Service and Direct Commission Mission Capability Release	1	2025	4	2025
MVCR Release - 2.0 In-Service and Direct Commission	4	2025	4	2025
3.0 ROTC Campus and ROTC Summer Training Mission Capability Release	1	2026	4	2026
MVCR Release - 3.0 ROTC Campus and ROTC Summer Training	4	2026	4	2026
4.0 Accessions Support Mission Capability Release	1	2027	4	2027
MVCR Release - 4.0 Accessions Support	4	2027	4	2027
Development Contract (OTA non-FAR)	3	2019	1	2025
SETA Support Contract	3	2019	4	2029
RFP for Production Contract (FAR)	3	2024	1	2025
Contract Award for Production Contract (FAR)	1	2025	1	2025
Production Contract (FAR)	1	2025	4	2027

Note

Exploratory and automated regression testing occurs continuously, and Army Test and Evaluation Command (ATEC) operational assessment (OA) will occur 3-months prior to all major software releases.

In addition to major software releases shown on this chart, smaller incremental releases will occur as capability is completed throughout the development cycle.

SETA contract expires February 2024 and transitions to the Integrated Personnel and Pay System - Army (IPPS-A) portfolio program management support services contract.