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Exhibit R-2, RDT&E Budget Item Justification: PB 2025 DoD Human Resources Activity **Date:** March 2024

Appropriation/Budget Activity 0400: Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation
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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	79.715	33.755	26.037	26.935	-	26.935	28.813	28.031	26.420	26.867	Continuing	Continuing
1: Identity Credential Management (ICM)	7.008	4.112	6.447	7.755	-	7.755	9.257	7.432	5.417	5.525	Continuing	Continuing
2: Office of People Analytics (OPA), Testing and Assessment	15.465	9.824	9.420	6.258	-	6.258	6.462	6.515	6.708	6.843	Continuing	Continuing
05: Federal Voting Assistance Program (FVAP)	2.954	10.809	0.840	0.859	-	0.859	0.876	0.885	0.904	0.922	Continuing	Continuing
6: Enterprise Data Services (EDS)	53.721	2.500	3.676	6.145	-	6.145	6.171	6.195	6.240	6.286	Continuing	Continuing
08: Personnel Accountability and Security (PAS)	0.567	0.883	0.000	0.000	-	0.000	0.000	0.829	0.846	0.863	Continuing	Continuing
09: Advanced Distributed Learning (ADL)	0.000	5.627	5.654	5.918	-	5.918	6.047	6.175	6.305	6.428	Continuing	Continuing

A. Mission Description and Budget Item Justification

The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). This PE includes application of R&D to expedite prototype development and mission support efforts to sustain and/or modernize operations required for general RDT&E.

Project 1: Identity Credential Management (ICM). DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people throughout their affiliation with DoD for identity protection, security, and entitlements and benefits verification. This funding supports evaluation and testing of emerging technologies that develop more robust and secure capabilities for the Department's ICM program. ICM will also research capabilities such as improved self-service solutions, and reusable-services that will enable more efficient credential delivery.

Project 2: Office of People Analytics (OPA) Testing and Assessment Division administers testing programs, which enable the Armed Services to select highly qualified military recruits. The DoD uses a single test, the Armed Services Vocational Aptitude Battery (ASVAB), to determine eligibility of military applicants and students (high school and post-secondary) and to report recruit quality data to Congress. Despite the implications of the COVID pandemic, high quality recruits obtained from administering the ASVAB annually remain at approximately 600,000 applicants for Military Service as part of the DoD Enlistment Testing program, and over 750,000 students remain in the ASVAB career exploration program. There has been no definitive change to this trend. Each Service also uses ASVAB test forms developed in this program as part of their in-service testing programs. This allows DoD to make measurement improvements as well as decreasing the likelihood of test compromise. Ongoing RDT&E efforts include development and evaluation of procedures which (1) reduce or eliminate threats to the validity of the ASVAB test scores generated;

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2025 DoD Human Resources Activity	Date: March 2024
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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 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>
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(2) improve the efficiency of the test development, calibration, and validation process; and (3) improve selection and classification decisions made by each Service through more effective use of test score information. In addition, periodic assessments are required to provide DoD manpower planners and Congress with information on aptitude trends in the population from which recruits are drawn.

Project 05: The Federal Voting Assistance Program (FVAP) administers many of the federal responsibilities of the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA) of 1986 and other federal military voter registration and assistance laws. FVAP works to ensure Service members, their eligible family members and overseas citizens are aware of their right to vote and have the tools and resources to successfully do so – from anywhere in the world. FVAP works to increase the level of awareness of available DoD voting assistance resources among Active Duty Members, in order to increase the likelihood of returning their absentee ballots. FVAP conducts voting research projects with States, local election jurisdictions and private entities to assist UOCAVA voters to register to vote and submit their absentee ballot and improve federal, State and local election processes and procedures.

Project 6: Data Delivery Services (DDS) will prototype a streamlined methodology for sharing data with external partners. It will allow either a real-time or batch broker service to any major DMDC database, eventually including the Person Data Repository (PDR), Uniformed Services Human Resource Information System (USHRIS), and most other DMDC data holdings. Authorized customers will be able to receive automated, real-time updates directly from these databases. This project supports data Application Programming Interfaces (API) necessary to realize Zero Trust (ZT) requirements and supply identities and credential assurance levels that meet security requirements and digital identity guidelines set by National Institute of Standards and Technology (NIST). It also has the potential to improve customer service and improve transaction efficiency for data processing throughout the DMDC enterprise. DDS supports specific external customer use cases, improves DMDC internal data processes, supports Zero Trust for the Department, and aligns DMDC’s data access and sharing with the DoD Data Strategy objectives.

Project 7: The Defense Sexual Assault Incident Database (DSAID) is the Department’s authoritative, centralized case-level database used to collect and maintain information on sexual assaults involving members of the Armed Forces, including tracking and reporting on sexual assault-related retaliation data. DoD Sexual Assault Prevention and Response Office (SAPRO) operates DSAID and works collaboratively with the Services to implement and sustain the system, conduct oversight, inform DoD planning and analysis, and report as required in law to Congress. DSAID needs modernization of its Case Synopsis Module which tracks Subject case outcomes required to meet section 563 FY09 NDAA, and an interface between DSAID and ADVANA (Advanced Analytics).

Project 08: Personnel Accountability and Security (PAS) is a new program that subsumes the Personnel Accountability (PA) program with the remaining Personnel Security Assurance (PSA) program. The Personnel Accountability and Security (PAS) program is comprised of several systems undergoing development and testing, including: Synchronized Pre-Deployment Operational Tracker Enterprise Suite (SPOT-ES,) Noncombatant Evacuation Operations (NEO) Tracking System (NTS). Joint Personnel Accountability Reconciliation and Reporting (JPARR), Personnel Accountability Reporting Suite of System. PAS will be using RDT&E money to evaluate and re-architect the PA Products and current structure of the portfolio. Funding was re-phased starting in FY 2024, development and modernization funding will resume in FY 2027.

Project 09: Advanced Distributed Learning (ADL) program is helping DoD evolve its distributed learning systems (e.g., online courses, smartphone-based learning, and DoD-wide enterprise systems for training and education). These improvements benefit DoD in several ways: (1) EFFICIENCY: Increase business systems’ efficiency,

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2025 DoD Human Resources Activity	Date: March 2024
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Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>
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saving time and resources, by eliminating duplications and developing shared services for digital learning technology and data. (2) EFFECTIVENESS: Improve the quality and efficiency of training/education delivery via online systems by developing modern technologies, integrated data systems, and associated learning science, ultimately impacting personnel readiness.

This program was originally established in response to Section 378 of Public Law 105-261, the FY 1999 NDAA. The ADL program directly supports all DoD Components, and as a leader in the field of distributed learning technologies, also coordinates with other Federal agencies, Allies, and Partners. This leads to the program’s third benefit: (3) INTEROPERABILITY: It strengthens interagency, inter-organizational, and multinational interoperability by developing shared distributed learning capabilities and policy and through leadership in DoD, Federal, and Coalition communities of practice.

The program’s work falls into three interrelated categories: (A) Modernization, (B) Documentation, and (C) Coordination. The “modernization” work involves Advanced Technology Development (RDT&E subfield Advanced Technology Development 6.3) in technical areas such as e-learning, mobile learning, IT/data interoperability, learner data modeling and analytics, and associated learning science. These efforts inform the program’s “documentation” work, including the authoring and upkeep of technical guidance and policy documents, such as DoD Instruction 1322.26 (“Distributed Learning”) and software/data interoperability specifications. Finally, the documentation work drives “coordination” efforts, which consist of implementation support and interagency, inter-organizational, and international (e.g., North Atlantic Treaty Organization (NATO)) coordination.

This program’s modernization investments are vetted through the Defense ADL Advisory Committee, a working group of military personnel and DoD/Federal civilians who formally represent their organizations’ distributed learning interests. These requirements are also aligned to DoD/Federal strategic direction, such as the DoD Digital Modernization Strategy, DoD and Federal Data Strategies, and Personnel and Readiness Strategy for 2030. They are also considered against emerging industry trends and technologies.

B. Program Change Summary (\$ in Millions)	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total
Previous President's Budget	33.755	26.037	25.968	-	25.968
Current President's Budget	33.755	26.037	26.935	-	26.935
Total Adjustments	0.000	0.000	0.967	-	0.967
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year	-	-	0.967	-	0.967

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2025 DoD Human Resources Activity **Date:** March 2024

Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>
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Congressional Add Details (\$ in Millions, and Includes General Reductions)

Project: 05: *Federal Voting Assistance Program (FVAP)*

Congressional Add: *FY 23 Congressional add.*

	FY 2023	FY 2024
Congressional Add Subtotals for Project: 05	10.000	-
Congressional Add Totals for all Projects	10.000	-

Change Summary Explanation

FY 2025 funding increase reflects; +\$4.0 million Foundational enhancements to the Secure Internet Protocol Router Network; +\$2.0 million Cloud Hosting and availability improvements; +\$.053 million in Economic Assumptions and also the re-alignment of -\$5.086 million Independent Review Commission to the new Program Element code 0808737SE.

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity										Date: March 2024		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation					Project (Number/Name) 1 / Identity Credential Management (ICM)		
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
1: Identity Credential Management (ICM)	7.008	4.112	6.447	7.755	-	7.755	9.257	7.432	5.417	5.525	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

DMDC executes DHRA’s responsibility to provide a central source of identification and authorization of people throughout their affiliation with DoD for identity protection, security, and entitlements and benefits verification. This funding will support the evaluation and testing emerging technologies that will develop more robust and secure capabilities for the Department’s ICM program. The ICM program supports research, development, test, and evaluation efforts to deploy new identity and credential management technologies, including modernization of RAPIDS Suite and DoD Self-Service Logon (DS Logon) products, and to meet business system compliance standards, including cybersecurity. In FY 2025, ICM will continue with the development of its modernized identity and credentialing capability, reaching initial operational capability (IOC) during this fiscal year. ICM will begin development on a pilot with a commercial authorization capability provider to meet key business functions of the DS Logon product. This pilot, called ‘myAuth’ is intended to meet a higher rate of availability.

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

	FY 2023	FY 2024	FY 2025
Title: Identity Credential Management (ICM)	4.112	6.447	7.755
Description: This funding will support the evaluation and testing of emerging technologies that will develop more robust and secure capabilities for the Department’s ICM program. ICM will also research capabilities such as improved self-service solutions, and reusable services that will enable more efficient credential issuance, management, and delivery.			
FY 2024 Plans: Defense Manpower Data Center will begin execution of the recommendations from the business analysis completed in FY23. The funds will provide contract services to develop, integrate and implement enhanced Identity and Credential Management modernized services. These micro-services will include reusable application programming interfaces (APIs), identity creation with enhanced data quality assurance, and expanded data attribute services to enable affiliation management in support of zero trust implementation.			
FY 2025 Plans: In FY 2025 the Defense Manpower Data Center (DMDC) will reach initial operational capability with its modernized identity and credentialing capability. The funding will be used to support that capability’s development, testing, pilot trials, and infrastructure. DMDC will also begin the ‘myAuth’ pilot of a commercial authorization capability to meet key functionality requirements of the DS Logon product to improve user experience and achieve a higher rate of availability.			
FY 2024 to FY 2025 Increase/Decrease Statement:			

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity		Date: March 2024
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 1 / Identity Credential Management (ICM)

B. Accomplishments/Planned Programs (\$ in Millions)	FY 2023	FY 2024	FY 2025
The increase from FY 2024 to FY 2025 reflects the myAuth pilot to meet self-service authentication requirements at enhanced availability rate. The myAuth pilot development and evaluation is expected to continue into FY 2026. Other ICM projects will decrease from FY 2024 to FY 2025, reflecting the system development and deployment lifecycle where the initial development for the back-end infrastructure was completed in FY 2024. Integration work for IOC will continue in FY 2025 and support the development of back-end capabilities required to enable digital USID cards.			
Accomplishments/Planned Programs Subtotals	4.112	6.447	7.755

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

N/A

Remarks

N/A

D. Acquisition Strategy

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity										Date: March 2024		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 2 / Office of People Analytics (OPA), Testing and Assessment			
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
2: Office of People Analytics (OPA), Testing and Assessment	15.465	9.824	9.420	6.258	-	6.258	6.462	6.515	6.708	6.843	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The primary mission of OPA Testing and Assessment is to test and implement more accurate methods of assessing aptitudes required for military enlistment, success in training, and performance on the job. Also, it includes implementing methods that are useful in the identification of persons with the high aptitudes required by today's smaller and more technically demanding military.

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

	FY 2023	FY 2024	FY 2025
Title: Office of People Analytics (OPA), Testing and Assessment	9.824	9.420	6.258
FY 2024 Plans: These funds will be used to continue the following efforts: to (1) develop and carry out a high school curriculum study to determine how ASVAB subtests align with what is taught in high schools, explore how ASVAB content is taught, and map ASVAB content to other relevant tests, (2) conduct an ASVAB re-norming needs assessment that identifies, evaluates, and compares possible avenues to re-norming the ASVAB, outlines necessary steps for a re-norming, and includes research designs for studies required before proceeding with a re-norming of the ASVAB, (3) develop additional research designs and a post-test questionnaire to support the operational transition for ASVAB device expansion, (4) develop and carry out joint-service Tailored Adaptive Personality Assessment System (TAPAS) research studies in order to identify the best model for pursuing a joint-service TAPAS, (5) explore the efficacy of using Bayesian-based item calibration methods to streamline ASVAB form development by reducing calibration sample size requirements, and (6) conduct a construct analysis for computational thinking and analyzing the feasibility of combining Complex Reasoning, Cyber Test, and/or ASVAB scores to produce a computational thinking composite.			
FY 2025 Plans: These funds will be used to continue the following efforts: to (1) consolidate, evaluate, and synthesize information about the ASVAB and special purpose tests administered on the ASVAB platform, develop an integrated vision for the next generation of ASVAB, and outline a roadmap for realizing that vision, (2) conduct analyses examining the differential prediction of training success based on ASVAB and related special tests, focusing on ASVAB subtests and classification composites, (3) develop Complex Reasoning test forms to support the development and implementation of a Computational Thinking score composite, and (4) explore alternate approaches to conducting differential item functioning and adverse impact analyses and develop a tool to support automation of adverse impact analyses and reporting.			
FY 2024 to FY 2025 Increase/Decrease Statement:			

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity		Date: March 2024
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 2 / Office of People Analytics (OPA), Testing and Assessment

B. Accomplishments/Planned Programs (\$ in Millions)	FY 2023	FY 2024	FY 2025
The funding reflects a realignment to the Defense Manpower Data Center (DMDC)/Enterprise Data Service (EDS) for Defense Sexual Assault Information Database (DSAID) System Management in support of the Independent Review Commission (IRC) on Sexual Assault in the Military recommendations.			
Accomplishments/Planned Programs Subtotals	9.824	9.420	6.258

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

N/A

Remarks

D. Acquisition Strategy

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity										Date: March 2024		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 05 / Federal Voting Assistance Program (FVAP)			
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
05: Federal Voting Assistance Program (FVAP)	2.954	10.809	0.840	0.859	-	0.859	0.876	0.885	0.904	0.922	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

FVAP administers many of the federal responsibilities of the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA) of 1986 and other federal military voter registration and assistance laws. FVAP works to ensure Service members, their eligible family members and overseas citizens are aware of their right to vote and have the tools and resources to successfully do so – from anywhere in the world. FVAP works to increase the likelihood of interested Active Duty Members to use available FVAP resources to increase their level of awareness of available DoD voting assistance resources, which will increase the likelihood of returning their absentee ballot. FVAP conducts voting research projects with states, local election jurisdictions and private entities to assist UOCAVA voters to register to vote and submit their absentee ballot and improve federal, State and local election processes and procedures.

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

	FY 2023	FY 2024	FY 2025
Title: Federal Voting Assistance Program	0.809	0.840	0.859
Description: Federal Voting Assistance Program (FVAP) requires a research and analysis policy clearinghouse program that continues to research and present the value of key policy and technology topics that connects to the successful return of absentee balloting materials from military and overseas citizen voters pursuant to the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA).			
FY 2024 Plans: The Federal Voting Assistance Program (FVAP) will continue to utilize RDT&E funding to research and present the value of key policy and technology topics that connects to the successful return of absentee balloting materials from military and overseas citizen voters pursuant to the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA).			
FY 2025 Plans: The Federal Voting Assistance Program (FVAP) will continue to utilize RDT&E funding to research and present the value of key policy and technology topics that connects to the successful return of absentee balloting materials from military and overseas citizen voters pursuant to the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA).			
FY 2024 to FY 2025 Increase/Decrease Statement: There are no other significant changes in funding from FY 2024 to FY 2025.			
Accomplishments/Planned Programs Subtotals	0.809	0.840	0.859

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity **Date:** March 2024

Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 05 / Federal Voting Assistance Program (FVAP)
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	FY 2023	FY 2024
Congressional Add: FY 23 Congressional add.	10.000	-
FY 2023 Accomplishments: FY 2023 Congressional enacted adjustments include +\$10 million to fund a grant program Effective Absentee System for Elections (EASE) 3.0		
Congressional Adds Subtotals	10.000	-

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

N/A

Remarks

D. Acquisition Strategy

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity										Date: March 2024		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 6 / Enterprise Data Services (EDS)			
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
6: Enterprise Data Services (EDS)	53.721	2.500	3.676	6.145	-	6.145	6.171	6.195	6.240	6.286	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

This program is focused on Data as a Strategic Asset, recognizing its value for reporting, analytics, insights, decision-making, and Zero Trust. Having quality data that is accessible, trustworthy, and interoperable helps improve operations, promotes innovation, reduces risk, and improves stakeholder relationships. Efforts in this area support: the National Defense Strategy goal of Dynamic Force This program is focused on Data as a Strategic Asset, recognizing its value for reporting, analytics, insights, decision-making, and Zero Trust. Having quality data that is accessible, trustworthy, and interoperable helps improve operations, promotes innovation, reduces risk, and improves stakeholder relationships. Efforts in this area support: the National Defense Strategy goal of Dynamic Force Deployment; the National Defense Business Operation Plan goal for reforming business practices for greater performance and affordability; the DoD Data Strategy for Visible, Accessible, Understandable, Linked, Trustworthy, Interoperable, and Secure data; the Personnel and Readiness (P&R) Strategy for achieving data-dominance; the Joint DoD VA Data Strategy; and the DoD Zero Trust Strategy. Supports research and development projects to provide “data as a service” and “analytics as a service” and improve data access through Data Delivery Services (DDS) Application Programming Interface (API).

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

	FY 2023	FY 2024	FY 2025
Title: Enterprise Data Services (EDS)	2.500	3.676	6.145
<p>Description: Enterprise Data Management (EDS) Data Delivery Services (DDS) prototype provides an automated means to share data externally to authorized users from any major DMDC data holding. DDS provides real-time, streamlined, and automated read access to all DMDC databases for authorized customers through the DoD and Federal Government. Legacy data exchanges relied on multiple systems or other system access interface exchanges to obtain DMDC data. DDS enables data sharing from multiple DMDC data holdings via a single connection interface and data Application Programming Interface (API). DHRA will build the initial prototype for DDS in FY 2024, including real-time broker service to the Person Data Repository (PDR). In FY 2025, DDS will begin Foundational Enhancements to enable Zero Trust (ZT), developing API's which will supply identities and credential assurance levels that meet security requirements and digital identity guidelines set by the National Institute of Standards and Technology (NIST).</p> <p>The Defense Sexual Assault Incident Database (DSAID) is the Department’s authoritative, centralized case-level database used to collect and maintain information on sexual assaults involving members of the Armed Forces, including tracking and reporting on sexual assault-related retaliation data. DoD SAPRO operates DSAID and works collaboratively with the Services to implement and sustain the system, conduct oversight, inform DoD planning and analysis, and report as required in law to Congress. DSAID</p>			

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity		Date: March 2024
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 6 / Enterprise Data Services (EDS)

B. Accomplishments/Planned Programs (\$ in Millions)	FY 2023	FY 2024	FY 2025
needs modernization of its Case Synopsis Module which tracks Subject case outcomes required to meet section 563 FY09 NDAA, and an interface between DSAID and ADVANA (Advanced Analytics).			
<i>FY 2024 Plans:</i> Data Delivery Services will deliver initial prototype, define use cases, and begin testing functionality with customers. DSAID will modernize its Case Synopsis Module which tracks Subject case outcomes required to meet section 563 FY09 NDAA, and an interface between DSAID and ADVANA (Advanced Analytics).			
<i>FY 2025 Plans:</i> Data Delivery Services will begin deploying to customers as part of a pilot. Additionally, the DDS will be expanded to provide access to more DMDC data holdings to support ZT data API's and customer use cases.			
<i>FY 2024 to FY 2025 Increase/Decrease Statement:</i> The increase from FY 2024 to FY 2025 is part of the effort to operationalize Zero Trust in the Department through the establishment of Data API's and data attributes required for foundational improvements to the Department's Identity, Credential, and Access Management (ICAM) capabilities.			
Accomplishments/Planned Programs Subtotals	2.500	3.676	6.145

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

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity **Date:** March 2024

Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 08 / Personnel Accountability and Security (PAS)
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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
08: Personnel Accountability and Security (PAS)	0.567	0.883	0.000	0.000	-	0.000	0.000	0.829	0.846	0.863	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The PAS program is comprised of the following sub-programs: Defense Personnel Accountability Systems (DPAS), Noncombatant Evacuation Operations (NEO) Tracking System (NTS). Joint Personnel Accountability Reconciliation and Reporting (JPARR), Personnel Accountability Reporting System, and Synchronized Pre-deployment and Operational Tracker (SPOT). Personnel Accountability systems support end-to-end tracking, reconciliation and reporting of DoD personnel location and movements, to include military, DoD affiliated civilians, DoD, DOS, USAID contractors, and U.S. citizens. PAS will be using RDT&E money to evaluate and re-architect the PA Products and current structure of the portfolio.

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

	FY 2023	FY 2024	FY 2025
Title: Personnel Accountability and Security (PAS)	0.883	0.000	0.000
Description: Established new program, "Personnel Accountability and Security (PAS) which incorporates the prior Personnel Accountability and Personnel Security programs.			
FY 2024 Plans: This work has been strategically paused. Analysis of the requirements and re-architecture should allow the organization to look for commercial managed services to manage these capabilities.			
FY 2025 Plans: This work has been strategically paused. Analysis of the requirements and re-architecture should allow the organization to look for commercial managed services to manage these capabilities.			
FY 2024 to FY 2025 Increase/Decrease Statement: Funding was re-phased starting in FY 2024 to support our strategic priorities. Development and modernization funding will resume in FY 2027.			
Accomplishments/Planned Programs Subtotals	0.883	0.000	0.000

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

N/A

Remarks

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Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity		Date: March 2024
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>	Project (Number/Name) 08 / <i>Personnel Accountability and Security (PAS)</i>

D. Acquisition Strategy
N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity										Date: March 2024		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 09 / Advanced Distributed Learning (ADL)			
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
09: <i>Advanced Distributed Learning (ADL)</i>	0.000	5.627	5.654	5.918	-	5.918	6.047	6.175	6.305	6.428	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Advanced Distributed Learning (ADL) program is helping DoD evolve its distributed learning systems (e.g., online courses, smartphone-based learning, and DoD-wide enterprise systems for training and education). These improvements benefit DoD in several ways: (1) **EFFICIENCY:** Increase business systems' efficiency, saving time and resources, by eliminating duplications and developing shared services for digital learning technology and data. (2) **EFFECTIVENESS:** Improve the quality and efficiency of training/education delivery via online systems by developing modern technologies, integrated data systems, and associated learning science, ultimately impacting personnel readiness.

This program was originally established in response to Section 378 of Public Law 105-261, the FY 1999 NDAA. The ADL program directly supports all DoD Components, and as a leader in the field of distributed learning technologies, also coordinates with other Federal agencies, Allies, and Partners. This leads to the program's third benefit: (3) **INTEROPERABILITY:** It strengthens interagency, inter-organizational, and multinational interoperability by developing shared distributed learning capabilities and policy and through leadership in DoD, Federal, and Coalition communities of practice.

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

	FY 2023	FY 2024	FY 2025
Title: Advanced Distributed Learning (ADL)	5.627	5.654	5.918
Description: Advanced Distributed Learning (ADL) program serves as the innovation hub for distributed learning across DoD and other government agencies. The ADL program supports DoD-wide initiatives for innovation, modernization, and advancement of online and mobile electronic training capabilities as well as associated enterprise-wide software/data services. Activities include advanced technology design and development, demonstrations, assessments, and associated policy stewardship. Results improve efficiencies and reduce costs, in part, by reducing time spent in face-to-face instruction, allowing more time for practical application and repetition, increasing interoperability (which enables discovery, retrieval, and reuse of distributed learning content), and researching and prototyping methods of distributed learning with superior motivational and learning outcomes.			
FY 2024 Plans:			
1. Enterprise Course Catalog – Coordinate with key stakeholders to prioritize and develop requirements to facilitate adoption across DoD. Development will focus on hardening core functionalities. FY 2024 ECC efforts will identify DoD wide learning activity metadata recommendations for new acquisitions. The ECC will grow the capability for automated tools to scrape metadata from existing courseware, and will operationally test this capability for a high priority learning and training need (e.g. Cyber, Artificial Intelligence) for a library of cross DoD courseware for the selected training area. Coordinate with the DoD CDO Council,			

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Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity		Date: March 2024
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 09 / Advanced Distributed Learning (ADL)

B. Accomplishments/Planned Programs (\$ in Millions)	FY 2023	FY 2024	FY 2025
<p>Enterprise Digital Learning Modernization executive steering committee, and DoD organizations for additional requirements, testing, governance development, and transition of this capability.</p> <p>2. Enterprise Learner Record Repository – Leverage FY 2023 JST/ELRR report to prioritize requirements for development. Continue to develop the integrated Joint Services Transcript (JST)/ ELRR/ ECC capability to facilitate a user-friendly tool for learners to identify interconnected pathways for upskilling and growth pipelines.</p> <p>3. Learning Services Ecosystem – Conduct operational testing for tools, scripts, and technologies for connecting Total Learning Architecture (TLA) data resources. Conduct testing on the automation toolkit to promote the integration of legacy digital learning systems, so they can leverage TLA data resources. Prioritize tech insertions and updates based on requirements or guidance from DoD Components and the EDLM executive steering committee.</p> <p>4. Update Distributed Learning Policy -- Continue to coordinate with the Defense ADL Advisory Committee to incorporate new requirements into existing Defense policy, as required. Work also continues with the IEEE (Institute of Electrical and Electronics Engineers voluntary consensus standards organization) on developing, implementing, and governing learning technology standards.</p> <p>5. Coordination -- Continue to coordinate with DoD groups (e.g., Defense ADL Advisory Committee, CDO Council, Joint Enterprise Standards Committee) and professional technical organizations to enact and govern software/data standards and digital learning science.</p> <p>FY 2025 Plans: Continuation of FY2024 Plan Objectives</p> <p>FY 2024 to FY 2025 Increase/Decrease Statement: Increase reflects the initial funding profile that was transferred from OUSD Personnel and Readiness (P&R) plus adjustments for economic assumptions.</p>			
Accomplishments/Planned Programs Subtotals	5.627	5.654	5.918

C. Other Program Funding Summary (\$ in Millions) N/A
Remarks

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Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity		Date: March 2024
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>	Project (Number/Name) 09 / <i>Advanced Distributed Learning (ADL)</i>

D. Acquisition Strategy
N/A