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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 0808737SE / Integrated Primary Prevention
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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	0.000	0.000	0.000	5.096	-	5.096	5.764	6.384	6.459	6.590	Continuing	Continuing
1: Enterprise Data Services (EDS)	0.000	0.000	0.000	1.917	-	1.917	2.579	3.192	3.258	3.324	Continuing	Continuing
2: Office of People Analytics (OPA), Testing and Assessment	0.000	0.000	0.000	3.179	-	3.179	3.185	3.192	3.201	3.266	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 funds efforts to prevent self-directed harm and prohibited abusive or harmful acts including, sexual assault, harassment, suicide, retaliation, domestic abuse, suicide, and child abuse. These efforts include prevention strategy development, policy, oversight, manpower, research, programs, evaluation, and training.

Project 1: DoD Sexual Assault Advocate Certification Program (D-SAACP) Modernization

B. Program Change Summary (\$ in Millions)	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025 Base</u>	<u>FY 2025 OCO</u>	<u>FY 2025 Total</u>
Previous President's Budget	0.000	0.000	0.000	-	0.000
Current President's Budget	0.000	0.000	5.096	-	5.096
Total Adjustments	0.000	0.000	5.096	-	5.096
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year	-	-	5.096	-	5.096

Change Summary Explanation

The FY 2025 increase reflects +\$0.010 million for economic assumptions and the re-alignment of +\$5.086 million from Program Element 0605803SE for the Independent Review Commission effort.

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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 0808737SE / <i>Integrated Primary Prevention</i>				Project (Number/Name) 1 / <i>Enterprise Data Services (EDS)</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
1: <i>Enterprise Data Services (EDS)</i>	0.000	0.000	0.000	1.917	-	1.917	2.579	3.192	3.258	3.324	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

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).

The DoD Sexual Assault Advocate Certification Program (D-SAACP) was established to standardize sexual assault response to victims and professionalize victim advocacy roles of Sexual Assault Response Coordinators (SARC) and Sexual Assault Prevention and Response (SAPR) Victim Advocates (VAs). D-SAACP requires modernization of the current low portability, manual process for managing D-SAACP credentialing to meet the needs of DoD SAPRO and facilitates streamlining the D-SAACP certification workflow by implementing an automated process.

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

	FY 2023	FY 2024	FY 2025
Title: Enterprise Data Services (EDS)	-	-	1.917
Description: Enhancements necessary for the Case Synopsis Module would fund automation across all Services to more accurately track case outcomes; provide National Guard access to the case synopsis module; and develop and implement a standard report functionality for the National Guard Bureau. Enhancements for ADVANA interface is to initiate connection to the system created by DoD to be “a single authoritative source for audit and business data analytics.” The interface would significantly improve SAPR programmatic data-informed decision making and promote collaboration across the Services required by Section 913, 2018 NDAA.			
FY 2025 Plans: Implement an adapted version of the DoD Financial Management Certification Program system providing D-SAACP advanced technology, security features, and analytics capability. To provide greater oversight and tracking of applicants, enhanced functionality, expand interoperability with a centralized, integrated system.			
FY 2024 to FY 2025 Increase/Decrease Statement: This increase is actually due to a partial realignment of funds from PE 0605803SE to PE 0808737SE.			
Accomplishments/Planned Programs Subtotals	-	-	1.917

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

N/A

Remarks

D. Acquisition Strategy

N/A

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Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0808737SE / <i>Integrated Primary Prevention</i>				Project (Number/Name) <i>2 / Office of People Analytics (OPA), Testing and Assessment</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
<i>2: Office of People Analytics (OPA), Testing and Assessment</i>	0.000	0.000	0.000	3.179	-	3.179	3.185	3.192	3.201	3.266	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, and the identification of persons compatible with military core values.

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

	FY 2023	FY 2024	FY 2025
Title: Office of People Analytics (OPA), Testing and Assessment	0.000	-	3.179
Description: These funds will be used to evaluate research, possible methods, and technological advances for assessing military compatibility while maintaining best practices in the use of personality and compatibility assessments, explore plausible assessment and test delivery options for possible use with the Officer population or in realms where Tailored Adaptive Personality Assessment System (TAPAS) cannot readily be administered using DTAC's test delivery platform, and conduct research to compare alternatives for assessing military compatibility with regard to construct definitions, contexts used for item/statement content, measurement models and methods, assumptions, examinee reactions to the testing experience, and administration platforms and capabilities.			
FY 2025 Plans: These funds will be used to (1) explore ways to improve prediction of success in training and on the job, for purposes of military compatibility assessment, through continued efforts to develop a meta-model for explaining military training and job performance that ties together cognitive and non-cognitive predictors such as general mental ability, knowledge, skills and abilities (KSAs), moral and physical/medical screening, temperament constructs, and occupational interests, and (2) conduct research on factors from social media content that predict success in training and on the job, for purposes of military compatibility assessment, to include expansion of previous analyses to additional social media platforms, expansion of word dictionary constructs to focus on propensity and military compatibility, and development of recruitment aides to assist recruiters in identifying compatibility with military service.			
FY 2024 to FY 2025 Increase/Decrease Statement: This increase is actually due to a partial realignment of funds from PE 0605803SE to PE 0808737SE.			
Accomplishments/Planned Programs Subtotals	0.000	-	3.179

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

N/A

Remarks

D. Acquisition Strategy

N/A