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Exhibit R-2, RDT&E Budget Item Justification: PB 2020 Army										Date: March 2019		
Appropriation/Budget Activity 2040: Research, Development, Test & Evaluation, Army / BA 3: Advanced Technology Development (ATD)					R-1 Program Element (Number/Name) PE 0603007A / Manpower, Personnel and Training Advanced Technology							
COST (\$ in Millions)	Prior Years	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total	FY 2021	FY 2022	FY 2023	FY 2024	Cost To Complete	Total Cost
Total Program Element	-	5.063	8.038	11.038	-	11.038	11.189	14.758	16.054	16.360	0.000	82.500
792: Personnel Performance & Training	-	5.063	8.038	11.038	-	11.038	11.189	14.758	16.054	16.360	0.000	82.500

A. Mission Description and Budget Item Justification

This Program Element (PE) matures and validates applied behavioral and social science technologies that enhance the Soldier Lifecycle (e.g., selection, assignment, training, leader development) and human relations (e.g. unit cohesion). These technologies provide advanced personnel measures that more fully assess potential and predict performance, behavior, attitudes, and resilience. These technologies also provide innovative and effective Talent Management methods to optimize individual and team performance to ensure the Army can meet mission requirements in uncertain and complex environments. This PE evaluates new selection measures, assignment methods, and performance metrics for individuals and units, assesses innovative training methods, and conducts scientific assessments to inform Human Capital policy and programs. Work in this PE will result in effective non-materiel solutions to help the Army adjust to changes in force size and structure, a variety of mission demands and contexts, challenges in human relations, and budgetary constraints.

Work in this PE complements and is fully coordinated with PE 0602785A (Manpower/Personnel/Training Technology).

The cited work is consistent with the Under Secretary of Defense for Research and Engineering priority focus areas, the Army Vision, the Army's Talent Management Strategy, and the Army Modernization Strategy

Work in this PE is performed by the U.S. Army Research Institute (ARI) for the Behavioral and Social Sciences in Ft. Belvoir, VA.

B. Program Change Summary (\$ in Millions)	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total
Previous President's Budget	6.466	8.044	12.632	-	12.632
Current President's Budget	5.063	8.038	11.038	-	11.038
Total Adjustments	-1.403	-0.006	-1.594	-	-1.594
• Congressional General Reductions	-0.003	-0.006			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-1.260	-			
• SBIR/STTR Transfer	-0.140	-			
• Adjustments to Budget Years	-	-	-1.594	-	-1.594

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<u>Change Summary Explanation</u> In FY 2020, funding reduction aligns program requirements to Army Modernization priorities in support of the National Defense Strategy.		

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Appropriation/Budget Activity 2040 / 3					R-1 Program Element (Number/Name) PE 0603007A / Manpower, Personnel and Training Advanced Technology				Project (Number/Name) 792 / Personnel Performance & Training			
COST (\$ in Millions)	Prior Years	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total	FY 2021	FY 2022	FY 2023	FY 2024	Cost To Complete	Total Cost
792: Personnel Performance & Training	-	5.063	8.038	11.038	-	11.038	11.189	14.758	16.054	16.360	0.000	82.500
A. Mission Description and Budget Item Justification												
<p>This Project matures and validates applied behavioral and social science technologies that enhance the Soldier Lifecycle (e.g., selection, assignment, training, leader development) and human relations (e.g., unit cohesion). These technologies provide advanced personnel measures that more fully assess potential and predict performance, behavior, attitudes, and resilience. These technologies also provide innovative and effective Talent Management methods to optimize individual and team performance to ensure the Army can meet mission requirements in uncertain and complex environments. This Project evaluates new selection measures, assignment methods, and performance metrics for individuals and units, assesses innovative training methods, and conducts scientific assessments to inform Human Capital policy and programs. Work in this Project will result in effective non-materiel solutions to help the Army adjust to changes in force size and structure, a variety of mission demands and contexts, challenges in human relations, and budgetary constraints.</p> <p>The cited work is consistent with the Under Secretary of Defense for Research and Engineering priority focus areas, the Army Vision, the Army's Talent Management Strategy, and the Army Modernization Strategy.</p> <p>Work in this Project is performed by the U.S. Army Research Institute (ARI) for the Behavioral and Social Sciences in Ft. Belvoir, VA.</p>												
B. Accomplishments/Planned Programs (\$ in Millions)									FY 2018	FY 2019	FY 2020	
Title: Talent Assessment and Development									3.040	7.452	11.038	
Description: Previously titled "Talent Management", this effort refines and assesses innovative talent management approaches to provide the Army the flexibility to adapt to changes in force structure and recruiting environments. This effort validates Soldier selection measures, techniques, and tools to more fully assess Soldier potential and better predict behavior, attrition, and performance. This effort also matures and validates methods to develop and model Soldier talents/competencies longitudinally across a career.												
FY 2019 Plans: Demonstrate differential prediction of cognitive and non-cognitive abilities among Military Occupational Specialty clusters for incorporation into the assignment process to support forecasting of future talent management and human performance needs in near-peer operational environments; provide research to assess the validity of integrated personnel assessments augmented with archival human capital data; provide research to empirically validate instructional approaches to prepare instructors/trainers												

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2018	FY 2019
to train complex skills required for emerging high-tempo operational environments that necessitate decisive and timely decision making (e.g., dense urban and distributed units).			
FY 2020 Plans: Will validate expanded screening tools to more comprehensively identify high-potential and high-risk individuals; will validate Leader and advisor competency-assessment methods; will mature assessment models augmented with archival human capital data.			
FY 2019 to FY 2020 Increase/Decrease Statement: Research into Talent Assessment and Development is being accelerated in support of the National Defense Strategy.			
Title: Unit Performance and Cohesion		2.023	0.385
Description: Previously titled "Personnel Readiness, Performance, and Conduct," this effort will mature and refine measures and methods to ensure cohesive, high performing teams for future operational environments. This effort will mature and assess methods to optimize team composition to enhance unit performance, methods to rapidly build and sustain team cohesion, and metrics and assessments of unit performance, command climate, unit resilience, and cohesion.			-
FY 2019 Plans: Refine measures of collective performance in combat training exercises.			
FY 2019 to FY 2020 Increase/Decrease Statement: Work in this effort ends in FY19.			
Title: FY 2019 SBIR / STTR Transfer		-	0.201
Description: FY 2019 SBIR / STTR Transfer			-
FY 2019 Plans: FY 2019 SBIR / STTR Transfer			
FY 2019 to FY 2020 Increase/Decrease Statement: FY 2019 SBIR / STTR Transfer			
Accomplishments/Planned Programs Subtotals		5.063	8.038
C. Other Program Funding Summary (\$ in Millions) N/A			
Remarks			

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D. Acquisition Strategy N/A		
E. Performance Metrics N/A		