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**Department of Defense
Fiscal Year (FY) 2025 Budget Estimates**

March 2024



DoD Human Resources Activity

Defense-Wide Justification Book Volume 5 of 5

Research, Development, Test & Evaluation, Defense-Wide

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Department of Defense
 FY 2025 President's Budget
 Exhibit R-1 FY 2025 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

Mar 2024

<u>Appropriation</u>	FY 2023 Actuals	FY 2024 PB Request with CR Adjustments	FY 2025 Request
Research, Development, Test and Evaluation, Defense-Wide	40,662	36,069	41,872
Total Research, Development, Test, & Evaluation	40,662	36,069	41,872

*A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; account is operating under the Further Additional Continuing Appropriations and Other Extensions Act, 2024 (Public Law 118-35). The amounts included for FY 2024 reflect the annualized level provided by the continuing resolution.

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Department of Defense
 FY 2025 President's Budget
 Exhibit R-1 FY 2025 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

Mar 2024

	FY 2023 Actuals	FY 2024 PB Request with CR Adjustments*	FY 2025 Request
<u>Summary Recap of Budget Activities</u>			
System Development & Demonstration	6,191	9,292	9,526
Management Support	34,471	26,777	32,346
Total Research, Development, Test, & Evaluation	40,662	36,069	41,872
<u>Summary Recap of FYDP Programs</u>			
Research and Development	39,946	35,329	36,461
Training Medical and Other	716	740	5,411
Total Research, Development, Test, & Evaluation	40,662	36,069	41,872

*A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; account is operating under the Further Additional Continuing Appropriations and Other Extensions Act, 2024 (Public Law 118-35). The amounts included for FY 2024 reflect the annualized level provided by the continuing resolution.

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Defense-Wide
 FY 2025 President's Budget
 Exhibit R-1 FY 2025 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

Mar 2024

	FY 2023 Actuals	FY 2024 PB Request with CR Adjustments*	FY 2025 Request
<u>Summary Recap of Budget Activities</u>			
System Development & Demonstration	6,191	9,292	9,526
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Defense-Wide
FY 2025 President's Budget
Exhibit R-1 FY 2025 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Mar 2024

<u>Appropriation</u>	FY 2023 Actuals	FY 2024 PB Request with CR Adjustments	FY 2025 Request
Defense Human Resources Activity	40,662	36,069	41,872
Total Research, Development, Test and Evaluation, Defense-Wide	40,662	36,069	41,872

*A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; account is operating under the Further Additional Continuing Appropriations and Other Extensions Act, 2024 (Public Law 118-35). The amounts included for FY 2024 reflect the annualized level provided by the continuing resolution.

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Defense-Wide
 FY 2025 President's Budget
 Exhibit R-1 FY 2025 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

Mar 2024

Appropriation: 0400D Research, Development, Test and Evaluation, Defense-Wide

Line No	Program Element Number	Item	Act	Sec	FY 2023	FY 2024 PB	FY 2025
					Actuals	Request with CR Adjustments*	Request
141	0605021SE	Homeland Personnel Security Initiative	05	U	6,191	9,292	9,526
		System Development & Demonstration			6,191	9,292	9,526
182	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	U	33,755	26,037	26,935
207	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	U	716	740	315
208	0808737SE	Integrated Primary Prevention	06	U			5,096
		Management Support			34,471	26,777	32,346
Total Research, Development, Test and Evaluation, Defense-Wide					40,662	36,069	41,872

*A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; account is operating under the Further Additional Continuing Appropriations and Other Extensions Act, 2024 (Public Law 118-35). The amounts included for FY 2024 reflect the annualized level provided by the continuing resolution.

Defense Human Resources Activity
 FY 2025 President's Budget
 Exhibit R-1 FY 2025 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

Mar 2024

Appropriation: 0400D Research, Development, Test and Evaluation, Defense-Wide

Line No	Program Element Number	Item	Act	Sec	FY 2023	FY 2024 PB	FY 2025
					Actuals	Request with CR Adjustments*	Request
141	0605021SE	Homeland Personnel Security Initiative	05	U	6,191	9,292	9,526
		System Development & Demonstration			6,191	9,292	9,526
182	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	U	33,755	26,037	26,935
207	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	U	716	740	315
208	0808737SE	Integrated Primary Prevention	06	U			5,096
		Management Support			34,471	26,777	32,346
Total Defense Human Resources Activity					40,662	36,069	41,872

*A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; account is operating under the Further Additional Continuing Appropriations and Other Extensions Act, 2024 (Public Law 118-35). The amounts included for FY 2024 reflect the annualized level provided by the continuing resolution.

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DoD Human Resources Activity • Budget Estimates FY 2025 • RDT&E Program

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Appropriation 0400: Research, Development, Test & Evaluation, Defense-Wide

Line #	Budget Activity	Program Element Number	Program Element Title	Page
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Appropriation 0400: Research, Development, Test & Evaluation, Defense-Wide

Line #	Budget Activity	Program Element Number	Program Element Title	Page
182	06	0605803SE	R&D in Support of DOD Enlistment, Testing and Evaluation.....	Volume 5 - 13
207	06	0808709SE	Defense Equal Opportunity Management Institute (DEOMI).....	Volume 5 - 31
208	06	0808737SE	Integrated Primary Prevention.....	Volume 5 - 35

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DoD Human Resources Activity • Budget Estimates FY 2025 • RDT&E Program

Program Element Table of Contents (Alphabetically by Program Element Title)

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Homeland Personnel Security Initiative	0605021SE	141	05.....	Volume 5 - 1
Integrated Primary Prevention	0808737SE	208	06.....	Volume 5 - 35
R&D in Support of DOD Enlistment, Testing and Evaluation	0605803SE	182	06.....	Volume 5 - 13

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

Appropriation/Budget Activity					R-1 Program Element (Number/Name)							
0400: Research, Development, Test & Evaluation, Defense-Wide / BA 5: System Development & Demonstration (SDD)					PE 0605021SE / Homeland Personnel Security Initiative							
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	13.688	6.191	9.292	9.526	-	9.526	9.169	9.297	9.493	9.684	Continuing	Continuing
01: Homeland Security Presidential Directive (HSPD-12) Initiative	1.186	0.314	0.327	0.334	-	0.334	0.340	0.344	0.351	0.358	Continuing	Continuing
03: Identity Credential Management (ICM)	12.502	5.877	8.965	9.192	-	9.192	8.829	8.953	9.142	9.326	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)). RDT&E funds are applied to research security and standards compliance improvements for the Common Access Card (CAC) and the Uniformed Services Identification (USID) card, which provides identification for personnel not eligible for the CAC. Funding for the Identity Credential Management (ICM) program supports the DoD Chief Information Officer's Identity, Credential and Access Management (ICAM) initiatives.

B. Program Change Summary (\$ in Millions)	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total
Previous President's Budget	6.191	9.292	9.507	-	9.507
Current President's Budget	6.191	9.292	9.526	-	9.526
Total Adjustments	0.000	0.000	0.019	-	0.019
• Congressional General Reductions	-	-	-	-	-
• Congressional Directed Reductions	-	-	-	-	-
• Congressional Rescissions	-	-	-	-	-
• Congressional Adds	-	-	-	-	-
• Congressional Directed Transfers	-	-	-	-	-
• Reprogrammings	-	-	-	-	-
• SBIR/STTR Transfer	-	-	-	-	-
• Adjustments to Budget Year - Economic Assumptions	-	-	0.019	-	0.019

Change Summary Explanation

The FY 2025 increase of +\$0.019 million reflects economic assumptions.

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Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity										Date: March 2024		
Appropriation/Budget Activity 0400 / 5					R-1 Program Element (Number/Name) PE 0605021SE / Homeland Personnel Security Initiative				Project (Number/Name) 01 / Homeland Security Presidential Directive (HSPD-12) Initiative			
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
01: Homeland Security Presidential Directive (HSPD-12) Initiative	1.186	0.314	0.327	0.334	-	0.334	0.340	0.344	0.351	0.358	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Homeland Security Presidential Directive (HSPD-12) Initiative: HSPD-12 and the Federal Information Processing Standard (FIPS) Special Publication 201 require Federal Agencies to issue a Personal Identification Verification (PIV) card to enable rapid electronic authentication for all Government employees, uniformed service members, and contractors. Real-time Automated Personnel Identification System (RAPIDS) is the DoD enterprise capability that issues the Common Access Card (CAC) (DoD's implementation of the PIV card) and enables updates to the Defense Enrollment Eligibility Reporting System (DEERS), thus providing an enterprise-wide credential for both physical and logical access to DoD facilities and networks.

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

	FY 2023	FY 2024	FY 2025
Title: Real-time Automated Personnel Identification System (RAPIDS) /HSPD-12	0.314	0.327	0.334
Description: This is federally mandated by Homeland Security Presidential Directive (HSPD-12) and Federal Information Process Standard (FIPS) Special Publication 201. HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors.			
FY 2024 Plans: HSPD-12: FY 2024 funds will be used to continue improved standards compliance and security of the modernized identity and credentialing (including CAC) capabilities, to include testing of DoD credentials, including CAC.			
FY 2025 Plans: FY 2025 funds will be used to continue improving standards compliance and security of the CAC.			
FY 2024 to FY 2025 Increase/Decrease Statement: The increase from FY 2024 to FY 2025 supports increasing costs to perform research for continually changing security requirements and standards.			
Accomplishments/Planned Programs Subtotals	0.314	0.327	0.334

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

N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity		Date: March 2024
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 01 / <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>

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

Remarks

D. Acquisition Strategy

HSPD-12: Existing contract vehicles in place/General Services Administration.

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Exhibit R-3, RDT&E Project Cost Analysis: PB 2025 DoD Human Resources Activity **Date:** March 2024

Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / Homeland Personnel Security Initiative	Project (Number/Name) 01 / Homeland Security Presidential Directive (HSPD-12) Initiative
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Test and Evaluation (\$ in Millions)				FY 2023		FY 2024		FY 2025 Base		FY 2025 OCO		FY 2025 Total	Cost To Complete	Total Cost	Target Value of Contract
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost			
Homeland Personnel Security Directive (HSPD-12) Initiative	C/IDIQ	Gulf Coast Enterprise : Pensacola, FL	1.186	0.314		0.327		0.334		-		0.334	Continuing	Continuing	-
Subtotal			1.186	0.314		0.327		0.334		-		0.334	Continuing	Continuing	N/A

Remarks
HSPD-12: RDT&E funds in HSPD-12 will extend through the FYDP and be applied to research and investigation of improved standards compliance and security of the CAC.

	Prior Years	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	1.186	0.314	0.327	0.334	-	0.334	Continuing	Continuing	N/A

Remarks

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Exhibit R-4, RDT&E Schedule Profile: PB 2025 DoD Human Resources Activity		Date: March 2024
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 01 / <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>

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

Homeland Security Presidential Directive (HSPD-12)

Research and investigate improved standards compliance and security of the CAC



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Exhibit R-4A, RDT&E Schedule Details: PB 2025 DoD Human Resources Activity		Date: March 2024
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 01 / <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>

Schedule Details

Events by Sub Project	Start		End	
	Quarter	Year	Quarter	Year
<i>Homeland Security Presidential Directive (HSPD-12)</i>				
Research and investigate improved standards compliance and security of the CAC	1	2025	4	2029

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Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity										Date: March 2024		
Appropriation/Budget Activity 0400 / 5					R-1 Program Element (Number/Name) PE 0605021SE / Homeland Personnel Security Initiative				Project (Number/Name) 03 / 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
03: Identity Credential Management (ICM)	12.502	5.877	8.965	9.192	-	9.192	8.829	8.953	9.142	9.326	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

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)). RDT&E funds are applied to research security and standards compliance improvements for the Common Access Card (CAC) and the Uniformed Services Identification (USID) card, which provides identification for personnel not eligible for the CAC. Funding for the Identity Credential Management (ICM) program supports the DoD Chief Information Officer's Identity, Credential and Access Management (ICAM) initiatives.

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

	FY 2023	FY 2024	FY 2025
Title: Identity Credential Management	5.877	8.965	9.192
Description: Identity and Credential Management establishes DHRA/DMDC as the Enterprise Identity and Credential Registration Service Provider for the Department of Defense. In this role, DMDC will develop improved identity federation solutions for Identity and Credentialing programs including CAC and Uniformed Services ID cards.			
FY 2024 Plans: FY 2024 RDT&E funding will support Identity and Credential Management development to include research and development of security standards and compliance improvements for the identity and credential solutions and continued research and development of self-service capabilities to expand the current self-service portfolio for remote identity proofing and credentialing capabilities, reducing in person transactions at RAPIDS sites, including CAC and Uniformed Services ID cards. This includes deployment of modernized identity and credential management solution and enhancement of the online USID card renewal for full deployment.			
FY 2025 Plans: In FY 2025 the modernized identity and credentialing capability will reach initial operational capability (IOC) and will be operated in several field locations to ensure it is a fully-capable replacement of RAPIDS.			
FY 2024 to FY 2025 Increase/Decrease Statement: The Increase in funding from FY 2024 to FY 2025 supports movement from prototype to IOC for the modernized identity and credential solution, as well as movement from pilot to full capability for the Online USID Card Renewal capability.			
Accomplishments/Planned Programs Subtotals	5.877	8.965	9.192

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Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity		Date: March 2024
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 03 / <i>Identity Credential Management (ICM)</i>

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

N/A

Remarks

N/A

D. Acquisition Strategy

N/A

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Exhibit R-4, RDT&E Schedule Profile: PB 2025 DoD Human Resources Activity		Date: March 2024
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 03 / <i>Identity Credential Management (ICM)</i>

FY 2016				FY 2017				FY 2018				FY 2019				FY 2020				FY 2021				FY 2022			
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

<i>Identity Credential Management</i>	
Identity Credential Management	

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

<i>Identity Credential Management</i>	
Identity Credential Management	

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Exhibit R-4A, RDT&E Schedule Details: PB 2025 DoD Human Resources Activity		Date: March 2024
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 03 / <i>Identity Credential Management (ICM)</i>

Schedule Details

Events by Sub Project	Start		End	
	Quarter	Year	Quarter	Year
<i>Identity Credential Management</i>				
Identity Credential Management	1	2020	4	2029

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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;

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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: <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,

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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

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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: <i>Research, Development, Test & Evaluation, Defense-Wide</i> / BA 6: <i>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.

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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) 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:			

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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) 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

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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) 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:			

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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) 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

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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) 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

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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) 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

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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) 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>			

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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) 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

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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) 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

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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)			
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
Enterprise Digital Learning Modernization executive steering committee, and DoD organizations for additional requirements, testing, governance development, and transition of this capability.			
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.			
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.			
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.			
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.			
FY 2025 Plans: Continuation of FY2024 Plan Objectives			
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.			
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

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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: <i>Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0808709SE / <i>Defense Equal Opportunity Management Institute (DEOMI)</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	0.889	0.716	0.740	0.315	-	0.315	0.778	0.786	0.803	0.819	Continuing	Continuing
1: <i>Defense Equal Opportunity Management Institute (DEOMI)</i>	0.889	0.716	0.740	0.315	-	0.315	0.778	0.786	0.803	0.819	Continuing	Continuing

⁽⁺⁾ The sum of all Prior Years is \$0.000 million less than the represented total due to several projects ending

A. Mission Description and Budget Item Justification

DEOMI's mission is to develop and deliver innovative education, training, research and collaborative solutions to optimize total force readiness.

To accomplish this mission, DEOMI uses RDT&E funds to conduct Management Support. This includes:

- Management Support to inform advanced technologies, training methodologies, human relations job-aids, research publications and recommendations. Studies on a broad array of human relations topics to include on how leadership, human relations, culture, and other related topics impact individuals, units, families, organizations and their performance both positively and negatively. In addition, DEOMI will seek to understand the role of inclusive behaviors has on well-being and performance.
- Policy, program, and strategy development support to the Office of Diversity, Equity, and Inclusion (ODEI), DHRA, Office of Force Resilience (OFR), the Services and other DoD organizations.
- DEOMI's Summer Faculty Research Program, Summer STEM internship program, and other formal and informal collaborations with external academic, research, government agencies across the world.

Together, these initiatives ensure DEOMI fields up-to-date training programs and deploys cutting edge training and support technologies/materials across the DoD. This is required by Executive Orders 13111 and 13218, which mandate all federal agencies to take full advantage of technological advances to educate and train the workforce, to ensure employees acquire the skills and learning needed to succeed in a changing workplace, and to report on the training technologies used.

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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 0808709SE / <i>Defense Equal Opportunity Management Institute (DEOMI)</i>
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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	0.716	0.740	0.314	-	0.314
Current President's Budget	0.716	0.740	0.315	-	0.315
Total Adjustments	0.000	0.000	0.001	-	0.001
• Congressional General Reductions	0.000	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year - Economic Assumptions	-	-	0.001	-	0.001

Change Summary Explanation

The FY 2025 increase of +\$0.001 million reflects economic assumptions.

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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 0808709SE / Defense Equal Opportunity Management Institute (DEOMI)	Project (Number/Name) 1 / Defense Equal Opportunity Management Institute (DEOMI)
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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
1: Defense Equal Opportunity Management Institute (DEOMI)	0.889	0.716	0.740	0.315	-	0.315	0.778	0.786	0.803	0.819	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Transfer from the U.S. Air Force

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

	FY 2023	FY 2024	FY 2025
Title: Defense Equal Opportunity Management Institute (DEOMI)	0.716	0.740	0.315
Description: DEOMI's mission is to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness.			
FY 2024 Plans: DEOMI will conduct fundamental topical research and analysis on a select group of human relations topics identified in DoDI 1350.02, DoDI 1020.03, and DoDI 1020.02E			
FY 2025 Plans: DEOMI will formulate partnerships with Military Academies and continue to conduct fundamental topical research and analysis on human relations topics identified in DoDI 1350.02, DoDI 1020.03, and DoDI 1020.02E			
FY 2024 to FY 2025 Increase/Decrease Statement: The funding will continue to support the DEOMI mission to develop and deliver innovative education, training, research and collaborative solutions to optimize Total Force readiness, and its planned transformation into a Center of Excellence for Culture and Diversity and Inclusion.			
Accomplishments/Planned Programs Subtotals	0.716	0.740	0.315

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

N/A

Remarks

D. Acquisition Strategy

N/A

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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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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>

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

N/A

Remarks

D. Acquisition Strategy

N/A

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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 / Integrated Primary Prevention				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	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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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) 2 / <i>Office of People Analytics (OPA), Testing and Assessment</i>

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

N/A

Remarks

D. Acquisition Strategy

N/A

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