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**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates**

April 2022



DoD Human Resources Activity

Defense-Wide Justification Book Volume 5 of 5

Research, Development, Test & Evaluation, Defense-Wide

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DoD Human Resources Activity • Budget Estimates FY 2023 • RDT&E Program

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Department of Defense
 FY 2023 President's Budget
 Exhibit R-1 FY 2023 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

04 Apr 2022

Appropriation	FY 2021 (Base + OCO)	FY 2022 Less Supplementals Enactment	FY 2022	FY 2022	FY 2022	FY 2022
			Division B Division C P.L.117-43 Enactment*	Division B P.L.117-70 Enactment**	Division A P.L. 117-86 Enactment***	Division N P.L. 117-103 Enactment****
Research, Development, Test & Eval, DW	37,919	30,509				
Total Research, Development, Test & Evaluation	37,919	30,509				

R-123PBP: FY 2023 President's Budget (Total Base Published Version), as of April 4, 2022 at 11:57:16

*Includes enacted funding pursuant to the Extending Government Funding and Delivering Emergency Assistance Act (Public Law 117-43).

**Includes enacted funding pursuant to the Further Extending Government Funding Act (Public Law 117-70).

***Includes enacted funding pursuant to the Further Additional Extending Government Funding Act (Public Law 117-86).

****Includes enacted funding pursuant to the Ukraine Supplemental Appropriations Act (Public Law 117-103).

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Department of Defense
FY 2023 President's Budget
Exhibit R-1 FY 2023 President's Budget
Total Obligational Authority
(Dollars in Thousands)

04 Apr 2022

<u>Appropriation</u>	<u>FY 2022 Total Supplemental Enactment</u>	<u>FY 2022 Total Enactment</u>	<u>FY 2023 Request</u>
Research, Development, Test & Eval, DW		30,509	30,664
Total Research, Development, Test & Evaluation		30,509	30,664

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Department of Defense
 FY 2023 President's Budget
 Exhibit R-1 FY 2023 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

04 Apr 2022

	FY 2021 (Base + OCO)	FY 2022 Less Supplementals Enactment	FY 2022 Division B P.L.117-43 Enactment*	FY 2022 Division B P.L.117-70 Enactment**	FY 2022 Division A P.L. 117-86 Enactment***	FY 2022 Division N P.L. 117-103 Enactment****
Summary Recap of Budget Activities						
-----	-----	-----	-----	-----	-----	-----
System Development & Demonstration	7,287	7,205				
Management Support	30,632	23,304				
Total Research, Development, Test & Evaluation	37,919	30,509				
Summary Recap of FYDP Programs						
-----	-----	-----	-----	-----	-----	-----
Intelligence and Communications	1,112	853				
Research and Development	36,707	28,967				
Training Medical and Other	100	689				
Total Research, Development, Test & Evaluation	37,919	30,509				

R-123PBP: FY 2023 President's Budget (Total Base Published Version), as of April 4, 2022 at 11:57:16

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Department of Defense
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 Exhibit R-1 FY 2023 President's Budget
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 (Dollars in Thousands)

04 Apr 2022

	FY 2022 Total Supplemental Enactment	FY 2022 Total Enactment	FY 2023 Request
<u>Summary Recap of Budget Activities</u>			
System Development & Demonstration		7,205	6,191
Management Support		23,304	24,473
Total Research, Development, Test & Evaluation		30,509	30,664
<u>Summary Recap of FYDP Programs</u>			
Intelligence and Communications		853	
Research and Development		28,967	29,948
Training Medical and Other		689	716
Total Research, Development, Test & Evaluation		30,509	30,664

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Defense-Wide
 FY 2023 President's Budget
 Exhibit R-1 FY 2023 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

04 Apr 2022

	FY 2021 (Base + OCO)	FY 2022 Less Supplementals Enactment	FY 2022 Division B P.L.117-43 Enactment*	FY 2022 Division B P.L.117-70 Enactment**	FY 2022 Division A P.L. 117-86 Enactment***	FY 2022 Division N P.L. 117-103 Enactment****
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Defense-Wide
FY 2023 President's Budget
Exhibit R-1 FY 2023 President's Budget
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Defense-Wide
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 (Dollars in Thousands)

04 Apr 2022

Appropriation	FY 2021 (Base + OCO)	FY 2022 Less Supplementals Enactment	FY 2022	FY 2022	FY 2022	FY 2022
			Division B Division C P.L.117-43 Enactment*	Division B P.L.117-70 Enactment**	Division A P.L. 117-86 Enactment***	Division N P.L. 117-103 Enactment****
Defense Human Resources Activity	37,919	30,509				
Total Research, Development, Test & Evaluation	37,919	30,509				

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Defense-Wide
FY 2023 President's Budget
Exhibit R-1 FY 2023 President's Budget
Total Obligational Authority
(Dollars in Thousands)

04 Apr 2022

Appropriation	FY 2022 Total Supplemental Enactment	FY 2022 Total Enactment	FY 2023 Request
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Defense Human Resources Activity		30,509	30,664
Total Research, Development, Test & Evaluation		30,509	30,664

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Defense-Wide
 FY 2023 President's Budget
 Exhibit R-1 FY 2023 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

04 Apr 2022

Appropriation: 0400D Research, Development, Test & Eval, DW

Line No	Program Element Number	Item	Act	FY 2021 (Base + OCO)	FY 2022 Less Supplementals Enactment	FY 2022 Division B P.L.117-43 Enactment*	FY 2022 Division B P.L.117-70 Enactment**	FY 2022 Division A P.L. 117-86 Enactment***	FY 2022 Division N P.L. 117-103 Enactment****	S e c
131	0605021SE	Homeland Personnel Security Initiative	05	7,287	7,205					U
		System Development & Demonstration		7,287	7,205					
169	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	29,420	21,762					U
186	0303140SE	Information Systems Security Program	06	1,112	853					U
193	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	100	689					U
		Management Support		30,632	23,304					
Total Research, Development, Test & Eval, DW				37,919	30,509					

R-123PBP: FY 2023 President's Budget (Total Base Published Version), as of April 4, 2022 at 11:57:16

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Defense-Wide
 FY 2023 President's Budget
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 (Dollars in Thousands)

04 Apr 2022

Appropriation: 0400D Research, Development, Test & Eval, DW

Line No	Program Element Number	Item	Act	FY 2022 Total Supplemental Enactment	FY 2022 Total Enactment	FY 2023 Request	Se
131	0605021SE	Homeland Personnel Security Initiative	05		7,205	6,191	U
		System Development & Demonstration			7,205	6,191	
169	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06		21,762	23,757	U
186	0303140SE	Information Systems Security Program	06		853		U
193	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06		689	716	U
		Management Support			23,304	24,473	
Total Research, Development, Test & Eval, DW					30,509	30,664	

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Defense Human Resources Activity
 FY 2023 President's Budget
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 (Dollars in Thousands)

04 Apr 2022

Appropriation: 0400D Research, Development, Test & Eval, DW

Line No	Program Element Number	Item	Act	FY 2021 (Base + OCO)	FY 2022 Less Supplementals Enactment	FY 2022	FY 2022	FY 2022	FY 2022	
						Division B Division C P.L.117-43 Enactment*	Division B P.L.117-70 Enactment**	Division A P.L. 117-86 Enactment***	Division N P.L. 117-103 Enactment**** e	
131	0605021SE	Homeland Personnel Security Initiative	05	7,287	7,205					U
		System Development & Demonstration		7,287	7,205					
169	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	29,420	21,762					U
186	0303140SE	Information Systems Security Program	06	1,112	853					U
193	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	100	689					U
		Management Support		30,632	23,304					
Total Defense Human Resources Activity				37,919	30,509					

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Defense Human Resources Activity
 FY 2023 President's Budget
 Exhibit R-1 FY 2023 President's Budget
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 (Dollars in Thousands)

04 Apr 2022

Appropriation: 0400D Research, Development, Test & Eval, DW

Line No	Program Element Number	Item	Act	FY 2022 Total Supplemental Enactment	FY 2022 Total Enactment	FY 2023 Request	Sec
131	0605021SE	Homeland Personnel Security Initiative	05		7,205	6,191	U
		System Development & Demonstration			7,205	6,191	
169	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06		21,762	23,757	U
186	0303140SE	Information Systems Security Program	06		853		U
193	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06		689	716	U
		Management Support			23,304	24,473	
Total Defense Human Resources Activity					30,509	30,664	

R-123PBP: FY 2023 President's Budget (Total Base Published Version), as of April 4, 2022 at 11:57:16

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DoD Human Resources Activity • Budget Estimates FY 2023 • RDT&E Program

Program Element Table of Contents (by Budget Activity then Line Item Number)

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
169	06	0605803SE	R&D in Support of DOD Enlistment, Testing and Evaluation.....	Volume 5 - 17
186	06	0303140SE	DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation.....	Volume 5 - 37
193	06	0808709SE	Defense Equal Opportunity Management Institute (DEOMI).....	Volume 5 - 43

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DoD Human Resources Activity • Budget Estimates FY 2023 • RDT&E Program

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

Program Element Title	Program Element Number	Line #	BA	Page
DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation	0303140SE	186	06.....	Volume 5 - 37
Defense Equal Opportunity Management Institute (DEOMI)	0808709SE	193	06.....	Volume 5 - 43
Homeland Personnel Security Initiative	0605021SE	131	05.....	Volume 5 - 1
R&D in Support of DOD Enlistment, Testing and Evaluation	0605803SE	169	06.....	Volume 5 - 17

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Exhibit R-2, RDT&E Budget Item Justification: PB 2023 DoD Human Resources Activity **Date:** April 2022

Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide / BA 5: System Development & Demonstration (SDD)</i>	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>
--	--

COST (\$ in Millions)	Prior Years	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
Total Program Element	7.591	7.287	7.205	6.191	-	6.191	9.247	9.451	9.089	9.206	Continuing	Continuing
01: <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>	0.591	0.295	0.300	0.314	-	0.314	0.325	0.331	0.337	0.340	Continuing	Continuing
02: <i>Enterprise Data Services (EDS)</i>	4.200	4.195	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
03: <i>Identity Credential Management (ICM)</i>	2.800	2.797	6.905	5.877	-	5.877	8.922	9.120	8.752	8.866	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 CAC and the 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)

	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023 Base</u>	<u>FY 2023 OCO</u>	<u>FY 2023 Total</u>
Previous President's Budget	7.287	7.205	0.000	-	0.000
Current President's Budget	7.287	7.205	6.191	-	6.191
Total Adjustments	0.000	0.000	6.191	-	6.191
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year	-	-	6.191	-	6.191

Change Summary Explanation

FY 2023 funding increase reflects the fact that the FY 2022 President's Budget request did not include out-year funding.

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity **Date:** April 2022

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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
01: Homeland Security Presidential Directive (HSPD-12) Initiative	0.591	0.295	0.300	0.314	-	0.314	0.325	0.331	0.337	0.340	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 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 2021	FY 2022	FY 2023
Title: Real-time Automated Personnel Identification System (RAPIDS) /HSPD-12	0.295	0.300	0.314
Description: HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors.			
FY 2022 Plans: HSPD-12: FY 2022 HSPD-12 RDT&E funds will be used to continue improved standards compliance and security of the CAC.			
FY 2023 Plans: HSPD-12: FY 2023 HSPD-12 RDT&E funds will be used to continue improved standards compliance and security of the Next Generation identity and credentialing (including CAC) capabilities.			
FY 2022 to FY 2023 Increase/Decrease Statement: HSPD-12: No change.			
Accomplishments/Planned Programs Subtotals	0.295	0.300	0.314

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

N/A

Remarks

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity		Date: April 2022
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>

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 2023 DoD Human Resources Activity **Date:** April 2022

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
--	---	--

Test and Evaluation (\$ in Millions)				FY 2021		FY 2022		FY 2023 Base		FY 2023 OCO		FY 2023 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	0.591	0.295	Dec 2020	0.300		0.314		-		0.314	Continuing	Continuing	-
Subtotal			0.591	0.295		0.300		0.314		-		0.314	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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	0.591	0.295	0.300	0.314	-	0.314	Continuing	Continuing	N/A

Remarks

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Exhibit R-4, RDT&E Schedule Profile: PB 2023 DoD Human Resources Activity **Date:** April 2022

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>
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FY 2021				FY 2022				FY 2023				FY 2024				FY 2025				FY 2026				FY 2027			
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>Homeland Security Presidential Directive (HSPD-12)</i>	
HSPD-12	[REDACTED]

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Exhibit R-4A, RDT&E Schedule Details: PB 2023 DoD Human Resources Activity		Date: April 2022
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>				
HSPD-12	1	2021	4	2021

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity										Date: April 2022		
Appropriation/Budget Activity 0400 / 5					R-1 Program Element (Number/Name) PE 0605021SE / Homeland Personnel Security Initiative				Project (Number/Name) 02 / Enterprise Data Services (EDS)			
COST (\$ in Millions)	Prior Years	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
02: Enterprise Data Services (EDS)	4.200	4.195	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Project 2: Enterprise Data Services - supports the DoD CIO Identity, Credential and Access Management initiative to implement end-to-end digital services for person entities in support of DoD cybersecurity, interoperability, and secure information sharing across the Department and with mission partners. The enhancements to DMDC data repositories will implement a data centric approach to collect, verify, maintain, and share identity and other attributes. The development of new data attributes and services will enable authentication to DoD networks and resources through common standards, shared services and federation.

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

	FY 2021	FY 2022	FY 2023
Title: Enterprise Data Services	4.195	0.000	-
Description: Enterprise Data Services funding will update the data structures and attributes collected to secure trusted environments across the DoD so people can securely access all authorized resources based on mission need. These updates will also ensure DoD CIO has visibility of who and what is on the network at any point in time.			
FY 2022 Plans: Realigned program capability and funding to Identity Credential Management (ICM).			
FY 2022 to FY 2023 Increase/Decrease Statement: None.			
Accomplishments/Planned Programs Subtotals	4.195	0.000	-

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

N/A

Remarks

D. Acquisition Strategy

N/A

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Exhibit R-3, RDT&E Project Cost Analysis: PB 2023 DoD Human Resources Activity **Date:** April 2022

Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / Homeland Personnel Security Initiative	Project (Number/Name) 02 / Enterprise Data Services (EDS)
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Product Development (\$ in Millions)				FY 2021		FY 2022		FY 2023 Base		FY 2023 OCO		FY 2023 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			
Enterprise Data Services	C/IDIQ	DHRA : TBD	4.200	4.195	Jul 2021	0.000		-		-		-	-	-	-
Subtotal			4.200	4.195		0.000		-		-		-	-	-	N/A
			Prior Years	FY 2021		FY 2022		FY 2023 Base		FY 2023 OCO		FY 2023 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals			4.200	4.195		0.000		-		-		-	-	-	N/A

Remarks

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Exhibit R-4, RDT&E Schedule Profile: PB 2023 DoD Human Resources Activity		Date: April 2022
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / Homeland Personnel Security Initiative	Project (Number/Name) 02 / Enterprise Data Services (EDS)

FY 2014				FY 2015				FY 2016				FY 2017				FY 2018				FY 2019				FY 2020			
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

Enterprise Data Services	
Enterprise Data Services	██████████

FY 2021				FY 2022				FY 2023				FY 2024				FY 2025				FY 2026				FY 2027			
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

Enterprise Data Services	
Enterprise Data Services	██████████

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Exhibit R-4A, RDT&E Schedule Details: PB 2023 DoD Human Resources Activity		Date: April 2022
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 02 / <i>Enterprise Data Services (EDS)</i>

Schedule Details

Events by Sub Project	Start		End	
	Quarter	Year	Quarter	Year
<i>Enterprise Data Services</i>				
Enterprise Data Services	2	2020	2	2021

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity										Date: April 2022		
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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
03: Identity Credential Management (ICM)	2.800	2.797	6.905	5.877	-	5.877	8.922	9.120	8.752	8.866	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 CAC and the 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 2021	FY 2022	FY 2023
Title: Identity Credential Management	2.797	6.905	5.877
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 2022 Plans: FY 2022 RDT&E funds will be used to develop the full operating capability of the mission partner registration services and multi-factor authentication registration services. Develop and test a proof of concept to enhance self-service capabilities for the issuance of the Uniformed Services Identification Card (USID) card.			
FY 2023 Plans: FY 2023 RDT&E funding will now support Identity and Credential Management development support to include research and development of security and standards 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.			
FY 2022 to FY 2023 Increase/Decrease Statement: The budget is being re-phased to allow for better obligation rate execution. Execution of funds was in the fourth quarter, but has been re-phased to allow earlier execution in FY 2023. Program will incorporate the new initiative of Phase 1 of Operationalizing Zero Trust across the DoD.			
Accomplishments/Planned Programs Subtotals	2.797	6.905	5.877

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity		Date: April 2022
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-3, RDT&E Project Cost Analysis: PB 2023 DoD Human Resources Activity												Date: April 2022			
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)			
Product Development (\$ in Millions)				FY 2021		FY 2022		FY 2023 Base		FY 2023 OCO		FY 2023 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
Identity Credential Management	C/IDDQ	DHRA : TBD	2.800	2.797	Jul 2021	6.905		5.877		-		5.877	Continuing	Continuing	N/A
Subtotal			2.800	2.797		6.905		5.877		-		5.877	Continuing	Continuing	N/A
			Prior Years	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	Cost To Complete	Total Cost	Target Value of Contract				
Project Cost Totals			2.800	2.797		6.905		5.877		-		5.877	Continuing	Continuing	N/A
Remarks															

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Exhibit R-4, RDT&E Schedule Profile: PB 2023 DoD Human Resources Activity			Date: April 2022
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 2014				FY 2015				FY 2016				FY 2017				FY 2018				FY 2019				FY 2020			
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 2021				FY 2022				FY 2023				FY 2024				FY 2025				FY 2026				FY 2027			
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 2023 DoD Human Resources Activity		Date: April 2022
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	2021

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Exhibit R-2, RDT&E Budget Item Justification: PB 2023 DoD Human Resources Activity **Date:** April 2022

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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COST (\$ in Millions)	Prior Years	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
Total Program Element	37.202	29.420	21.762	23.757	-	23.757	25.911	25.817	26.328	28.006	Continuing	Continuing
1: <i>Identity Credential Management (ICM)</i>	0.000	4.116	2.892	4.112	-	4.112	6.416	5.706	5.202	5.254	Continuing	Continuing
2: <i>Office of People Analytics (OPA), Testing and Assessment</i>	6.769	4.761	6.935	9.824	-	9.824	10.674	11.266	12.119	12.774	Continuing	Continuing
3: <i>Personnel Accountability (PA)</i>	11.555	2.095	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
05: <i>Federal Voting Assistance Program (FVAP)</i>	1.471	0.692	0.791	0.809	-	0.809	0.836	0.852	0.868	0.876	Continuing	Continuing
6: <i>Enterprise Data Services (EDS)</i>	13.056	17.088	10.577	2.502	-	2.502	2.358	2.121	2.144	2.166	Continuing	Continuing
7: <i>Defense Sexual Assault Incidents Database (DSAID)</i>	4.351	0.668	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
08: <i>Personnel Accountability and Security (PAS)</i>	0.000	0.000	0.567	0.883	-	0.883	0.000	0.000	0.000	0.821	Continuing	Continuing
09: <i>Advanced Distributed Learning (ADL)</i>	-	0.000	0.000	5.627	-	5.627	5.627	5.872	5.995	6.115	Continuing	Continuing

Note

PSA funding for the Defense Information System for Security (DISS) mission transferred to the Defense Counterintelligence and Security Agency (DCSA) beginning in FY 2021.

In accordance with the directive from the Office of the Under Secretary of Defense regarding identifying cyber-related funding, DHRA has established a Program Element (PE) for Cyber - 0303140SE. The following programs, EDS, EHRIS, PA, and PSA have transferred funding to that PE for FY 2021 and FY 2022 and are included in a separate R2 exhibit, with the exception of PSA. The Cyber funding portion for PSA will be transferred to the Defense Counterintelligence and Security Agency (DCSA) along with the non-cyber funding for the Defense Information System for Security (DISS) mission and is not seen on the R2 for the 0303140SE PE. The remaining PSA funding, along with all PA funding, will be moved into a new program, Personnel Accountability and Security (PAS) starting in FY 2022.

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.

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Exhibit R-2, RDT&E Budget Item Justification: PB 2023 DoD Human Resources Activity	Date: April 2022
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Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide I BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>
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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; (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 3: This program will transfer to Personnel Accountability and Security program as of FY 2022. The Personnel Accountability (PA) program is comprised of several systems undergoing development and testing, including the Synchronized Pre-deployment Operational Tracker Enterprise Suite (SPOT-ES) and Suite of Systems. The PA family of systems represents 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. This data includes DoD travel, contracts, and contractor personnel tracking in support of military operations, contingencies, military readiness, reporting of locations at the unit and person level, accountability of DoD personnel during (and after) natural or man-made disasters and accountability and visibility of noncombatant evacuees. This program will transfer to Personnel Accountability and Security (PAS) program as of FY 2022.

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: The Enterprise Data to Decisions Information Environment (EDDIE) introduces a streamlined way to provide person-based “data as a service” and “analytics as a service” to all of DoD and other Federal Agencies and will continue to expand DHRA data asset holding within the Advanced Analytics (ADVANA) platform. It enables and improves all types of analytics from standard reporting to more emergent and embedded predictive/prescriptive analytics. EDDIE will assist decision makers in forming relevant questions, retrieving pertinent information, and informing policy and program changes.

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Exhibit R-2, RDT&E Budget Item Justification: PB 2023 DoD Human Resources Activity		Date: April 2022
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>	

Next Generation Data Delivery 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 PDR, USHRIS, and most others. Authorized customers will be able to receive automated, real-time updates directly from these databases. This project has the potential to improve customer service and improve transaction efficiency for data processing throughout the DMDC enterprise.

Project 7: Defense Sexual Assault Incident Database (DSAID). DSAID serves as the Department's only centralized, case-level database for the collection and maintenance of information regarding sexual assaults involving Service members, via both Unrestricted and Restricted Reporting options. Also, DSAID accommodates a variety of uses, including the tracking of sexual assault victim support services, as well as supporting sexual assault prevention and response (SAPR) program administration, congressional reporting requirements, and data analysis. DSAID will also facilitate reports to Congress on claims of retaliation in connection with an Unrestricted Report of sexual assault made by or against a member of the Armed Forces, and serve as a repository for documents necessary for future victim support. Service Sexual Assault Response Coordinators (SARCs) use the system to track support to victims of sexual assault throughout the lifecycle of support requirements that facilitate sexual assault case transfer between SARCs and Services.

The DoD SAPR Office and Service headquarters-level users access the system as a management tool for statistical analysis, tracking, congressional and ad-hoc reporting, evaluating program effectiveness, conducting research, and case and business management. The system can easily export data for analysis in statistical applications, such as Statistical Package for the Social Sciences (SPSS) to facilitate analysis at the DoD-level. DSAID includes safeguards to shield personally identifiable information (PII) from unauthorized disclosure and stringent user access control in place.

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). PAS will be using RDT&E money to evaluate and re-architect the PA Products and current structure of the portfolio. SPOT-ES will establish new automated permanent party billing reports for SPOT-ES and comply with Joint Interoperability Test Certification. NTS/ETAS will explore alternate software delivery solutions for stand-alone NTS kits.

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, 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

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Exhibit R-2, RDT&E Budget Item Justification: PB 2023 DoD Human Resources Activity	Date: April 2022
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Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide I BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>
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program’s third benefit: (3) INTEROPERABILITY: It strengthens interagency, interorganizational, 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, interorganizational, and international (e.g., 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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total
Previous President's Budget	29.420	18.762	0.000	-	0.000
Current President's Budget	29.420	21.762	23.757	-	23.757
Total Adjustments	0.000	3.000	23.757	-	23.757
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	3.000			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year	-	0.000	23.757	-	23.757

Congressional Add Details (\$ in Millions, and Includes General Reductions)

Project: 2: Office of People Analytics (OPA), Testing and Assessment

Congressional Add: *FY 2022 Congressional Enacted - Program increase - implementation of the Independent Review Commission (IRC) on Sexual Assault in the Military.*

Congressional Add Subtotals for Project: 2

Congressional Add Totals for all Projects

	FY 2021	FY 2022
	-	3.000
	-	3.000
	-	3.000

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Exhibit R-2, RDT&E Budget Item Justification: PB 2023 DoD Human Resources Activity		Date: April 2022
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>	

Change Summary Explanation

FY 2023 funding increase reflects the fact that the FY 2022 President's Budget request did not include out-year funding.

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity										Date: April 2022		
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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
1: Identity Credential Management (ICM)	0.000	4.116	2.892	4.112	-	4.112	6.416	5.706	5.202	5.254	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. In FY 2023, ICM will continue with phase 2 of its modernization initiative to develop and test a proof of concept for the issuance of the Uniformed Services Identification Card (USID) card. In addition, this investment funding will be used to evaluate the feasibility to adopt reusable services, and to implement a web-based architecture to replace the legacy Real-time Automated Personnel Identification System and the Common Access Card (RAPIDS/CAC) infrastructure.

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

	FY 2021	FY 2022	FY 2023
Title: Identity Credential Management (ICM)	4.116	2.892	4.112
Description: 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. ICM will also research capabilities such as improved self-service solutions, and reusable services that will enable more efficient credential delivery.			
FY 2022 Plans: Design and develop architecture for enterprise identity management solutions for all eligible populations across all relevant identity products. Prioritize project solutions, phases, and complete full requirement documents. Research and evaluate reusable services as a means to modernize the Real-time Automated Personnel Identification System and the Common Access Card (RAPIDS/CAC) solution.			
FY 2023 Plans: Continue development of reusable services for RAPIDS modernization and deliver one application for credentialing that reduces the RAPIDS footprint achieving more efficiencies by increasing RAPIDS maintainability.			
FY 2022 to FY 2023 Increase/Decrease Statement:			

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity		Date: April 2022
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 2021	FY 2022	FY 2023
The budget is being re-phased to allow for better obligation rate execution. Execution of funds was in the fourth quarter, but has been re-phased to allow earlier execution in FY 2023.			
Accomplishments/Planned Programs Subtotals	4.116	2.892	4.112

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 2023 DoD Human Resources Activity										Date: April 2022		
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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
2: Office of People Analytics (OPA), Testing and Assessment	6.769	4.761	6.935	9.824	-	9.824	10.674	11.266	12.119	12.774	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 2021	FY 2022	FY 2023
Title: Office of People Analytics (OPA), Testing and Assessment	4.761	3.935	9.824
FY 2022 Plans: These funds will be used to begin/continue the following efforts: to (1) conduct studies to aid in the evaluation of the differential validity of the current ASVAB, (2) develop a comprehensive ASVAB validity argument focused on classification uses, (3) provide guidance and recommendations for ways in which the ASVAB could be modernized with regard to the content and format of existing subtests, constructs being measured, and technical approaches to test administration and scoring, (4) provide a monitoring plan for the implementation of a new platform that expands the reach of ASVAB by making it available on a variety of mobile devices, (5) conduct research on new non-verbal measures (e.g., Complex Reasoning) being developed for possible inclusion on the ASVAB battery, and (6) conduct research with the goal of improving recruitment efficiency by making use of available social media data to predict performance on ASVAB and other relevant military entrance standards.			
FY 2023 Plans: These funds will be used to continue the following efforts: to (1) continue Next Generation ASVAB testing efforts by determining an underlying AFQT/ASVAB philosophy to guide AFQT and ASVAB content decisions, (2) expand the validity argument endeavors for AFQT and ASVAB by evaluating a meta-model for explaining military job performance, (3) evaluate the need for re-norming the ASVAB and generate a methodology and plan for annually evaluating the need for re-norming the ASVAB, (4) investigate ways to optimally select enlistees in a way that balances both training performance and diversity goals, (5) explore the efficacy of using machine learning methods to predict IRT item parameters using prior information to improve ASVAB form development and reduce calibration sample sizes, and (6) continue research on new non-verbal measures (e.g., Complex Reasoning) being developed for possible inclusion on the ASVAB battery, including the development of an automated tool to generate Complex Reasoning items.			
FY 2022 to FY 2023 Increase/Decrease Statement:			

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity	Date: April 2022
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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
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B. Accomplishments/Planned Programs (\$ in Millions)	FY 2021	FY 2022	FY 2023
The funding requirements for some ASVAB studies are slightly reduced in FY 2022 as they begin but will ramp back up as the research accelerates in FY 2023 and beyond. Funding includes the addition of Advanced Distributed Learning (ADL), and program increase to the Office of People Analytics (OPA) for the Authorize Operational Testing of the Air Force Compatibility Assessment, and the Armed Forces Vocational Aptitude Battery (ASVAB) enhancements.			
Accomplishments/Planned Programs Subtotals	4.761	3.935	9.824

	FY 2021	FY 2022
Congressional Add: FY 2022 Congressional Enacted - Program increase - implementation of the Independent Review Commission (IRC) on Sexual Assault in the Military.	-	3.000
FY 2022 Plans: IRC: Authorize Operational Testing of the Air Force Compatibility Assessment.		
Congressional Adds Subtotals	-	3.000

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 2023 DoD Human Resources Activity **Date:** April 2022

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) 3 / Personnel Accountability (PA)
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COST (\$ in Millions)	Prior Years	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
3: Personnel Accountability (PA)	11.555	2.095	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-	-	-

A. Mission Description and Budget Item Justification

The PA program is comprised of two sub-programs: Synchronized Pre-deployment and Operational Tracker (SPOT) and Joint Personnel Accountability Reconciliation and Reporting (JPARR). This family of systems represents end-to-end tracking, reconciliation and reporting of DoD personnel location and movements, to include military, DoD affiliated civilians, DoD, DOS and USAID contractors, and U.S. citizens. This includes DoD contracts, and contractor personnel tracking in support of military operations, contingencies, military readiness, reporting of locations at the unit and person level, accountability of DoD personnel during (and after) natural or man-made disasters, and accountability and visibility of noncombatant evacuees. SPOT is the DoD, DOS and USAID system of record for accountability and visibility of contracts and contractor personnel authorized to operate in contingency and military operations.

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

	FY 2021	FY 2022	FY 2023
Title: Personnel Accountability (PA)	2.095	0.000	-
FY 2022 Plans: None.			
FY 2022 to FY 2023 Increase/Decrease Statement: None.			
Accomplishments/Planned Programs Subtotals	2.095	0.000	-

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 2023 DoD Human Resources Activity										Date: April 2022		
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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
05: Federal Voting Assistance Program (FVAP)	1.471	0.692	0.791	0.809	-	0.809	0.836	0.852	0.868	0.876	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 2021	FY 2022	FY 2023
Title: Federal Voting Assistance Program	0.692	0.791	0.809
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 2022 Plans: The Federal Voting Assistance Program (FVAP) will 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 2023 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 2022 to FY 2023 Increase/Decrease Statement: There are no significant changes in funding from FY 2022 to FY 2023.			
Accomplishments/Planned Programs Subtotals	0.692	0.791	0.809

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity		Date: April 2022
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) 05 / <i>Federal Voting Assistance Program (FVAP)</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 2023 DoD Human Resources Activity										Date: April 2022		
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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
6: Enterprise Data Services (EDS)	13.056	17.088	10.577	2.502	-	2.502	2.358	2.121	2.144	2.166	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Supports research and development efforts on two critical projects, JOM and EDDIE. The Joint Officer Management (JOM) modernization initiative supports improvements in the Joint Manpower Information System’s (JMIS) automation, reliability, accuracy, and system interoperability of the program that tracks and manages joint personnel officer readiness capability. The Enterprise Data to Decisions Information Environment (EDDIE) introduces a streamlined way to provide person based “data as a service” and “analytics as a service” to all of DoD and other Federal Agencies.

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

	FY 2021	FY 2022	FY 2023
Title: Enterprise Data Services (EDS)	17.088	10.577	2.502
<p>Description: Enterprise Data Management (EDS) is addressing three critical projects in FY 2022: 1) JOM and 2) EDDIE and 3) Next Generation Data Delivery prototype. The Joint Officer Management (JOM) modernization initiative supports improvements in the Joint Manpower Information System’s (JMIS) automation, reliability, accuracy, and system interoperability to enable the Department to more effectively comply with Title 10 management requirements of Joint Duty Officers in the Active and Reserve forces, and improve the sight picture of joint officer personnel capabilities and readiness for the SECDEF and the Chairman, Joint Chiefs of Staff (CJCS). EDDIE introduces a streamlined way to provide person based “data as a service” and “analytics as a service” to all of DoD and other Federal Agencies. Major new development within EDDIE will largely be completed with FY 2022, including the Research Enclave, allowing external customers to perform their own research within a secure, de-identified DHRA hosted environment. Development will begin for Next Generation Data Delivery (NGDD). NGDD Next Generation Data Delivery provides an automated means to share data externally to authorized users from any major DMDC data holding. DHRA will build the initial prototype for NGDD in FY 2022, including real-time broker service to the Person Data Repository (PDR).</p> <p>FY 2022 Plans: Redesign and consolidation of the new JOM mission environment, based on increased scale and usage throughout FY 2022. Confirmation and expansion of the COTS access management solution. Development of complex ad-hoc reporting models. Develop API between ADVANA reporting capability and external data services. Expand DHRA asset data holdings within the ADVANA platform Integrate reporting application capabilities from stand-alone systems into ADVANA. Finalize the Civilian Personnel data warehouse.</p>			

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity		Date: April 2022
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 2021	FY 2022	FY 2023
<p>Development of research enclave in ADVANA. Next Generation Data Delivery prototype will begin implementation of initial operating functionality.</p> <p>FY 2023 Plans: Complete prototype functionality for Next Generation Data Delivery (NGDD). Begin development to support full operating capacity. This includes real-time and batch broker services to additional DMDC databases for authorized customers.</p> <p>FY 2022 to FY 2023 Increase/Decrease Statement: The EDS project decreases from FY 2022 to FY 2023 supports decreased levels of effort for both the JOM modernization project and the EDDIE project. JOM modernization will be continuing production fielding and interface integration efforts through FY 2022 and will be complete by FY 2023. EDDIE development in FY 2022 will move into the third and final phase of implementation and will be complete by FY 2023. Initial development for the Next Generation Data Delivery prototype will begin in FY 2022 and move toward additional operating capacity in FY 2023.</p>			
Accomplishments/Planned Programs Subtotals	17.088	10.577	2.502

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 2023 DoD Human Resources Activity **Date:** April 2022

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) 7 / Defense Sexual Assault Incidents Database (DSAID)
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COST (\$ in Millions)	Prior Years	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
<i>7: Defense Sexual Assault Incidents Database (DSAID)</i>	4.351	0.668	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-	-	-

A. Mission Description and Budget Item Justification

The Defense Sexual Assault Incident Database (DSAID) is the integrated sexual assault prevention and response data collection and reporting system that accommodates a variety of uses, including the tracking of sexual assault victim support services, supports program administration, congressional reporting requirements and ad-hoc queries, and data analysis.

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

	FY 2021	FY 2022	FY 2023
Title: Defense Sexual Assault Incidents Database (DSAID)	0.668	-	-
Accomplishments/Planned Programs Subtotals	0.668	-	-

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 2023 DoD Human Resources Activity										Date: April 2022		
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)		
COST (\$ in Millions)	Prior Years	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
08: Personnel Accountability and Security (PAS)	0.000	0.000	0.567	0.883	-	0.883	0.000	0.000	0.000	0.821	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 2021	FY 2022	FY 2023
Title: Personnel Accountability and Security (PAS)	-	0.567	0.883
Description: Established new program, "Personnel Accountability and Security (PAS) which incorporates the prior Personnel Accountability and Personnel Security programs.			
FY 2022 Plans: -Develop capabilities for SPOT to allow for subsequent deployments / Letter of Authorization to be staged in SPOT for rapid approval upon contract option year awards. - Develop capabilities for SPOT to allow for bulk updates of key dynamic data fields to increase SPOT data quality. - NTS: Develop and enhance the current software to address new and emerging evacuation and tracking requirements by Combatant Commands, other federal agencies, and stakeholders.			
Complete the SPOT and JAMMS Joint Doctrine, Organization, Training, Materiel, Leadership & Education, Personnel, Facilities, & Policy (DOTmLPP-P) Change Recommendation for Operational Contract Support enhancements.			
FY 2023 Plans: Restructure Personnel Accountability Applications; Evaluate programs identify redundancies, and plan for improvements. -SPOT-ES: Enhance capabilities for compliance with DoDI 8330.01; Establish permanent party PLACO Reports -NTS/ETAS: Research new cyber compliant and cost effective methods of software delivery to stand-alone hardware kits			
FY 2022 to FY 2023 Increase/Decrease Statement:			

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity		Date: April 2022
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)

B. Accomplishments/Planned Programs (\$ in Millions)	FY 2021	FY 2022	FY 2023
FY 2022 funds were decreased and re-phased to FY 2023 and FY 2024 to support program timelines, ensuring implementation of NTS software solutions and the PA Product Restructure can be executed.			
Accomplishments/Planned Programs Subtotals	-	0.567	0.883

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 2023 DoD Human Resources Activity										Date: April 2022		
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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
09: <i>Advanced Distributed Learning (ADL)</i>	-	0.000	0.000	5.627	-	5.627	5.627	5.872	5.995	6.115	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, interorganizational, 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 2021	FY 2022	FY 2023
Title: Advanced Distributed Learning (ADL)	0.000	-	5.627
Description: Advance 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 2023 Plans:			
1. Enterprise Course Catalog – Transition the initial operational capability to active use, and focus research and development efforts on improving its user experience and functional capabilities (e.g., identity management, single sign-on) as well as governance of the associated data model (i.e., learning activity metadata). Coordinate with the DoD CDO Council, Enterprise Digital Learning Modernization executive steering committee, and DoD organizations for additional requirements, testing, governance development, and transition of this capability.			

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity		Date: April 2022
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 2021	FY 2022	FY 2023
<p>2. Enterprise Learner Record Repository -- Finalize the learner profile data standard. Conduct testing and evaluation to support transition of the prototype system into operational use. Coordinate with DoD organizations that own authoritative sources of learner data on an implementation plan, including cybersecurity considerations for federated personal data. Begin work on a Privacy API to allow learners to manage their personal privacy settings across connected devices.</p> <p>3. Learning Services Ecosystem -- Develop tools, scripts, and technologies for connecting TLA data resources. Begin development of an automation toolkit to promote the integration of legacy digital learning systems, so they can leverage TLA data resources. Improve the associated TLA DevSecOps pipeline to better support implementation across DoD, with tech insertions and updates based on requirements or guidance from DoD Components and the EDLM executive steering committee.</p> <p>4. Update Distributed Learning Policy -- Continue to coordinate with the Defense ADL Advisory Committee to incorporate new requirements into existing Defense policy, as required. Work also continues with the IEEE (Institute of Electrical and Electronics Engineers voluntary consensus standards organization) on developing, implementing, and governing learning technology standards.</p> <p>5. Coordination -- Continue to coordinate with Defense Allies and Partners on distributed learning, to include the NATO Training Group, Partnership for Peace Consortium, and The Technical Cooperation Program. Work with DoD groups (e.g., Defense ADL Advisory Committee, CDO Council, Joint Enterprise Standards Committee) and professional technical organizations to enact and govern software/data standards and digital learning science.</p> <p>FY 2022 to FY 2023 Increase/Decrease Statement: Program is transferring to DHRA from OUSD Personnel and Readiness (P&R) in FY 2023.</p>			
Accomplishments/Planned Programs Subtotals	0.000	-	5.627

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 2023 DoD Human Resources Activity **Date:** April 2022

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 0303140SE / <i>DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation</i>
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COST (\$ in Millions)	Prior Years	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
Total Program Element	0.000	1.112	0.853	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
1: <i>Enterprise Data Services (EDS)</i>	0.000	0.774	0.853	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
2: <i>Identity Credential Management (ICM)</i>	0.000	0.262	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
3: <i>Personnel Accountability (PA)</i>	0.000	0.076	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	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 support cybersecurity improvements across the DHRA enterprise.

Project 1: Enterprise Data Services (EDS). Supports the cybersecurity activities related to DMDC's EDS mission. In FY 2022, EDS is addressing a critical project to modernization the Joint Officer Management (JOM) system. The legacy system JOM system was built in the 1990s and requires extensive redevelopment to resolve existing security issues and ensure new development complies with Department cybersecurity policies. This funding will be used to obtain support from cybersecurity experts during development.

Project 2: Identity Credential Management (ICM). DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people during and after their affiliation with DoD for identity protection, security, 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, including the analysis of the security posture of these technologies. This project ends in FY 2021.

Project 3: Personnel Accountability (PA). This program is comprised of several systems, including: Synchronized Pre-Deployment Operational Tracker Enterprise Suite (SPOT-ES), Joint Personnel Accountability Reconciliation and Reporting (JPARR), Defense Travel System (DTS)/Defense Travel System Modernization and Noncombatant Evacuation Operations (NEO) Tracking System (NTS). This family of systems represents end-to-end tracking, reconciliation and reporting of DoD personnel location and movements, to include military, DoD affiliated civilians, DoD, DoS and USAID contractors and U.S. citizens. This includes DoD travel, contracts, and contractor personnel tracking in support of military operations, contingencies, military readiness, reporting of locations at the unit and person level, accountability of DoD personnel during (and after) natural or man-made disasters and accountability and visibility of noncombatant evacuees. This funding will be used to obtain support from cybersecurity experts during the modernization of these systems. This project ends in FY 2021.

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Exhibit R-2, RDT&E Budget Item Justification: PB 2023 DoD Human Resources Activity	Date: April 2022
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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 0303140SE / <i>DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation</i>
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B. Program Change Summary (\$ in Millions)	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total
Previous President's Budget	1.112	0.853	0.000	-	0.000
Current President's Budget	1.112	0.853	0.000	-	0.000
Total Adjustments	0.000	0.000	0.000	-	0.000
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

Change Summary Explanation

The increase from FY 2021 to FY 2022 supports the JOM cyber requirements including finalizing the production ATO.

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity **Date:** April 2022

Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0303140SE / DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 1 / Enterprise Data Services (EDS)
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COST (\$ in Millions)	Prior Years	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
1: Enterprise Data Services (EDS)	0.000	0.774	0.853	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Supports cybersecurity research and development efforts on the Joint Officer Management (JOM) modernization initiative. The JOM modernization initiative will support cybersecurity improvements to the program that tracks and manages joint personnel officer readiness capability.

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

	FY 2021	FY 2022	FY 2023
Title: Enterprise Data Services (EDS)	0.774	0.853	0.000
Description: Supports cybersecurity research and development efforts on two critical projects, the Joint Officer Management (JOM) modernization initiative and Enterprise Data to Decisions Information Environment (EDDIE).			
FY 2022 Plans: Revise JOM Risk Management Framework assessment and audit for Authority to Operate. Complete revised JOM Privacy Impact Assessment and System of Records Notice.			
FY 2023 Plans: N/A.			
FY 2022 to FY 2023 Increase/Decrease Statement: This work will be complete in FY 2022.			
Accomplishments/Planned Programs Subtotals	0.774	0.853	0.000

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 2023 DoD Human Resources Activity **Date:** April 2022

Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0303140SE / DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 2 / Identity Credential Management (ICM)
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COST (\$ in Millions)	Prior Years	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
2: Identity Credential Management (ICM)	0.000	0.262	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	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 during and after their affiliation with DoD for identity protection, security, 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, including the analysis of the security posture of these technologies.

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

	FY 2021	FY 2022	FY 2023
Title: Identity Credential Management (ICM)	0.262	0.000	-
Description: DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people during and after their affiliation with DoD for identity protection, security, 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, including the analysis of the security posture of these technologies.			
FY 2022 Plans: None. This project has completed in FY 2021.			
FY 2022 to FY 2023 Increase/Decrease Statement: This project has completed in FY 2021.			
Accomplishments/Planned Programs Subtotals	0.262	0.000	-

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 2023 DoD Human Resources Activity **Date:** April 2022

Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0303140SE / DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 3 / Personnel Accountability (PA)
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COST (\$ in Millions)	Prior Years	FY 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
3: Personnel Accountability (PA)	0.000	0.076	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The Personnel Accountability program is comprised of several systems, including: Synchronized Pre-Deployment Operational Tracker Enterprise Suite (SPOT-ES), Joint Personnel Accountability Reconciliation and Reporting (JPARR), Defense Travel System (DTS)/Defense Travel System Modernization and Noncombatant Evacuation Operations (NEO) Tracking System (NTS). This funding will be used to obtain support from cybersecurity experts during the modernization of these systems.

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

	FY 2021	FY 2022	FY 2023
Title: Personnel Accountability (PA)	0.076	0.000	-
Description: The Personnel Accountability program is comprised of several systems, including: Synchronized Pre-Deployment Operational Tracker Enterprise Suite (SPOT-ES), Joint Personnel Accountability Reconciliation and Reporting (JPARR), Defense Travel System (DTS)/Defense Travel System Modernization and Noncombatant Evacuation Operations (NEO) Tracking System (NTS). This funding will be used to obtain support from cybersecurity experts during the modernization of these systems.			
FY 2022 Plans: None. This project has completed in FY 2021 and the program has been realigned to the newly established "Personnel Accountability and Security."			
FY 2022 to FY 2023 Increase/Decrease Statement: This project has completed in FY 2021.			
Accomplishments/Planned Programs Subtotals	0.076	0.000	-

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 2023 DoD Human Resources Activity **Date:** April 2022

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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
Total Program Element	0.100	0.100	0.689	0.716	-	0.716	0.736	0.312	0.771	0.778	Continuing	Continuing
1: <i>Defense Equal Opportunity Management Institute (DEOMI)</i>	0.100	0.100	0.689	0.716	-	0.716	0.736	0.312	0.771	0.778	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 support the management of both basic and applied research initiatives/programs. This includes:

- The research, development, testing, evaluation, and transition of new DEOMI training and curriculum, advanced technologies, 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 DMOC, ODEI, DHRA, 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 2023 DoD Human Resources Activity	Date: April 2022
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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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total
Previous President's Budget	0.100	0.689	0.000	-	0.000
Current President's Budget	0.100	0.689	0.716	-	0.716
Total Adjustments	0.000	0.000	0.716	-	0.716
• Congressional General Reductions	0.000	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year	-	-	0.716	-	0.716

Change Summary Explanation

DEOMI is transitioning to become the Defense Culture Institute and as such is taking on expanded mission areas with respect to supporting the DoD's Culture, Diversity, Inclusion, and Equity needs. The research will inform policy, training, education, programs, and operations that rely so heavily on a diverse total force of military, civilian, and contractors.

FY 2023 funding increase reflects the fact that the FY 2022 President's Budget request did not include out-year funding.

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity **Date:** April 2022

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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
1: Defense Equal Opportunity Management Institute (DEOMI)	0.100	0.100	0.689	0.716	-	0.716	0.736	0.312	0.771	0.778	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 2021	FY 2022	FY 2023
Title: Defense Equal Opportunity Management Institute (DEOMI)	0.100	0.689	0.716
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 2022 Plans: FY 2022 program will support DEOMI's transition to a Center of Excellence for Diversity, Inclusion, and Equity. Research will support expanded mission areas and inform policy, training, education, and programs to enhance total force readiness.			
FY 2023 Plans: FY 2023 program continues with its mission to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness.			
FY 2022 to FY 2023 Increase/Decrease Statement: No significant change, program remains consistent with the FY 2022 expanded mission.			
Accomplishments/Planned Programs Subtotals	0.100	0.689	0.716

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

N/A

Remarks

DEOMI transferred to DHRA in FY 2020 from the U.S. Air Force.

D. Acquisition Strategy

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