Department of Defense
Fiscal Year (FY) 2024 Budget Estimates

March 2023

DoD Human Resources Activity

Defense-Wide Justification Book Volume 5 of 5

Research, Development, Test & Evaluation, Defense-Wide

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Department of Defense
FY 2024 President's Budget
Exhibit R-1 FY 2024 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Mar 2023

Appropriation	FY 2022 Actuals	FY 2023 Less Supplementals Enactment	FY 2023 Supplementals Enactment*	FY 2023 Total Enactment	FY 2024 Request
Research, Development, Test and Evaluation, Defense-Wide	40,509	40,662		40,662	36,069
Total Research, Development, Test, & Evaluation	**40,509**	**40,662**		**40,662**	**36,069**

*Includes enacted funding in the Ukraine Supplemental Appropriation Act, 2023 (Division B of Public Law 117-180) and Additional

Ukraine Supplemental Appropriation Act, 2023 (Division M of Public Law 117-328).

Department of Defense
FY 2024 President's Budget
Exhibit R-1 FY 2024 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Mar 2023

	FY 2022 Actuals	FY 2023 Less Supplementals Enactment	FY 2023 Supplementals Enactment[*]	FY 2023 Total Enactment	FY 2024 Request
Summary Recap of Budget Activities					
System Development & Demonstration	7,205	6,191		6,191	9,292
Management Support	33,304	34,471		34,471	26,777
Total Research, Development, Test, & Evaluation	**40,509**	**40,662**		**40,662**	**36,069**
Summary Recap of FYDP Programs					
Intelligence and Communications	853				
Research and Development	38,967	39,946		39,946	35,329
Training Medical and Other	689	716		716	740
Total Research, Development, Test, & Evaluation	**40,509**	**40,662**		**40,662**	**36,069**

*Includes enacted funding in the Ukraine Supplemental Appropriation Act, 2023 (Division B of Public Law 117-180) and Additional

 Ukraine Supplemental Appropriation Act, 2023 (Division M of Public Law 117-328).

Defense-Wide
FY 2024 President's Budget
Exhibit R-1 FY 2024 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Mar 2023

	FY 2022 Actuals	FY 2023 Less Supplementals Enactment	FY 2023 Supplementals Enactment*	FY 2023 Total Enactment	FY 2024 Request
Summary Recap of Budget Activities					
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Defense-Wide
FY 2024 President's Budget
Exhibit R-1 FY 2024 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Mar 2023

Appropriation	FY 2022 Actuals	FY 2023 Less Supplementals Enactment	FY 2023 Supplementals Enactment*	FY 2023 Total Enactment	FY 2024 Request
Defense Human Resources Activity	40,509	40,662		40,662	36,069
Total Research, Development, Test and Evaluation, Defense-Wide	40,509	40,662		40,662	36,069

*Includes enacted funding in the Ukraine Supplemental Appropriation Act, 2023 (Division B of Public Law 117-180) and Additional

Ukraine Supplemental Appropriation Act, 2023 (Division M of Public Law 117-328).

Defense-Wide
FY 2024 President's Budget
Exhibit R-1 FY 2024 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Mar 2023

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

Line No	Program Element Number	Item	Act	Se c	FY 2022 Actuals	FY 2023 Less Supplementals Enactment	FY 2023 Supplementals Enactment*	FY 2023 Total Enactment
136	0605021SE	Homeland Personnel Security Initiative	05	U	7,205	6,191		6,191
		System Development & Demonstration			**7,205**	**6,191**		**6,191**
174	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	U	31,762	33,755		33,755
193	0303140SE	Information Systems Security Program	06	U	853			
200	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	U	689	716		716
		Management Support			**33,304**	**34,471**		**34,471**
		Total Research, Development, Test and Evaluation, Defense-Wide			**40,509**	**40,662**		**40,662**

*Includes enacted funding in the Ukraine Supplemental Appropriation Act, 2023 (Division B of Public Law 117-180) and Additional
 Ukraine Supplemental Appropriation Act, 2023 (Division M of Public Law 117-328).

Defense-Wide
FY 2024 President's Budget
Exhibit R-1 FY 2024 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Mar 2023

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

Line No	Program Element Number	Item	Act	Se c	FY 2024 Request
136	0605021SE	Homeland Personnel Security Initiative	05	U	9,292
		System Development & Demonstration			**9,292**
174	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	U	26,037
193	0303140SE	Information Systems Security Program	06	U	
200	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	U	740
		Management Support			**26,777**
		Total Research, Development, Test and Evaluation, Defense-Wide			**36,069**

Defense Human Resources Activity
FY 2024 President's Budget
Exhibit R-1 FY 2024 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Mar 2023

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

Line No	Program Element Number	Item	Act	Se c	FY 2022 Actuals	FY 2023 Less Supplementals Enactment	FY 2023 Supplementals Enactment*	FY 2023 Total Enactment
136	0605021SE	Homeland Personnel Security Initiative	05	U	7,205	6,191		6,191
		System Development & Demonstration			**7,205**	**6,191**		**6,191**
174	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	U	31,762	33,755		33,755
193	0303140SE	Information Systems Security Program	06	U	853			
200	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	U	689	716		716
		Management Support			**33,304**	**34,471**		**34,471**
		Total Defense Human Resources Activity			**40,509**	**40,662**		**40,662**

*Includes enacted funding in the Ukraine Supplemental Appropriation Act, 2023 (Division B of Public Law 117-180) and Additional
 Ukraine Supplemental Appropriation Act, 2023 (Division M of Public Law 117-328).

Defense Human Resources Activity
FY 2024 President's Budget
Exhibit R-1 FY 2024 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Mar 2023

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

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		System Development & Demonstration			9,292
174	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	U	26,037
193	0303140SE	Information Systems Security Program	06	U	
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		Management Support			26,777
		Total Defense Human Resources Activity			36,069

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

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

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Exhibit R-2, RDT&E Budget Item Justification: PB 2024 DoD Human Resources Activity										**Date:** March 2023	

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

COST ($ in Millions)	**Prior Years**	**FY 2022**	**FY 2023**	**FY 2024 Base**	**FY 2024 OCO**	**FY 2024 Total**	**FY 2025**	**FY 2026**	**FY 2027**	**FY 2028**	**Cost To Complete**	**Total Cost**
Total Program Element	6.483	7.205	6.191	9.292	-	9.292	9.507	9.151	9.278	9.473	Continuing	Continuing
01: *Homeland Security Presidential Directive (HSPD-12) Initiative*	0.886	0.300	0.314	0.327	-	0.327	0.333	0.339	0.343	0.350	Continuing	Continuing
03: *Identity Credential Management (ICM)*	5.597	6.905	5.877	8.965	-	8.965	9.174	8.812	8.935	9.123	Continuing	Continuing

A. Mission Description and Budget Item Justification

The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD(P&R)). RDT&E funds are applied to research security and standards compliance improvements for the Common Access Card (CAC) and the Uniformed Services Identification (USID) card, which provides identification for personnel not eligible for the CAC. Funding for the Identity Credential Management (ICM) program supports the DoD Chief Information Officer's Identity, Credential and Access Management (ICAM) initiatives.

B. Program Change Summary ($ in Millions)

	FY 2022	**FY 2023**	**FY 2024 Base**	**FY 2024 OCO**	**FY 2024 Total**
Previous President's Budget	7.205	6.191	9.247	-	9.247
Current President's Budget	7.205	6.191	9.292	-	9.292
Total Adjustments	0.000	0.000	0.045	-	0.045
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year - Economic Assumptions	-	-	0.045	-	0.045

Change Summary Explanation

The funding change between FY 2023 and FY 2024 accounts for increased dollars received to enable the implementation of a Zero Trust architecture across the Department of Defense. The DoD CIO's Zero Trust cybersecurity strategy and framework requires modernization of existing HSPD-12 and identity capabilities to enable the Department of Defense to establish identities and affiliations that can be leveraged for control decisions throughout the architecture to prevent malicious personas from accessing our most critical assets. Defense Manpower Data Center delivers core capability for the DoD enterprise. These funds will be utilized to support Identity and Credential Management development to include research and front-end development, focusing on user interactions with the

Exhibit R-2, **RDT&E Budget Item Justification:** PB 2024 DoD Human Resources Activity		**Date:** March 2023
Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 5: *System Development & Demonstration (SDD)*		**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*

system/infrastructure, for the modernized identity and credential solutions; expanding populations for online USID card renewals; and initial operating capability for a digital USID card.

PE 0605021SE: *Homeland Personnel Security Initiative*
DoD Human Resources Activity

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Exhibit R-2A, RDT&E Project Justification: PB 2024 DoD Human Resources Activity											Date: March 2023	
Appropriation/Budget Activity 0400 I 5				**R-1 Program Element (Number/Name)** PE 0605021SE I Homeland Personnel Security Initiative					**Project (Number/Name)** 01 I Homeland Security Presidential Directive (HSPD-12) Initiative			
COST ($ in Millions)	**Prior Years**	**FY 2022**	**FY 2023**	**FY 2024 Base**	**FY 2024 OCO**	**FY 2024 Total**	**FY 2025**	**FY 2026**	**FY 2027**	**FY 2028**	**Cost To Complete**	**Total Cost**
01: *Homeland Security Presidential Directive (HSPD-12) Initiative*	0.886	0.300	0.314	0.327	-	0.327	0.333	0.339	0.343	0.350	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

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

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2022**	**FY 2023**	**FY 2024**
Title: Real-time Automated Personnel Identification System (RAPIDS) /HSPD-12 *Description:* This is federally mandated by Homeland Security Presidential Directive (HSPD-12) and Federal Information Process Standard (FIPS) Special Publication 201. HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors. *FY 2023 Plans:* HSPD-12: FY 2023 HSPD-12 RDT&E funds will be used to continue improved standards compliance and security of the modernized identity and credentialing (including CAC) capabilities. *FY 2024 Plans:* HSPD-12: FY 2024 funds will be used to continue improved standards compliance and security of the modernized identity and credentialing (including CAC) capabilities, to include testing of DoD credentials, including CAC. *FY 2023 to FY 2024 Increase/Decrease Statement:* Increase in funding between FY 2023 and FY 2024 is due to inflation.	0.300	0.314	0.327
Accomplishments/Planned Programs Subtotals	0.300	0.314	0.327

C. Other Program Funding Summary ($ in Millions)

N/A

PE 0605021SE: *Homeland Personnel Security Initiative*
DoD Human Resources Activity

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Exhibit R-2A, **RDT&E Project Justification:** PB 2024 DoD Human Resources Activity		**Date:** March 2023
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 01 *I Homeland Security Presidential Directive (HSPD-12) Initiative*

C. Other Program Funding Summary ($ in Millions)

Remarks

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

PE 0605021SE: *Homeland Personnel Security Initiative*
DoD Human Resources Activity

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Exhibit R-3, **RDT&E Project Cost Analysis:** PB 2024 DoD Human Resources Activity			**Date:** March 2023
Appropriation/Budget Activity 0400 *I* 5		**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 01 *I Homeland Security Presidential Directive (HSPD-12) Initiative*

Test and Evaluation ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2022 Cost	FY 2022 Award Date	FY 2023 Cost	FY 2023 Award Date	FY 2024 Base Cost	FY 2024 Base Award Date	FY 2024 OCO Cost	FY 2024 OCO Award Date	FY 2024 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Homeland Personnel Security Directive (HSPD-12) Initiative	C/IDIQ	Gulf Coast Enterprise : Pensacola, FL	0.886	0.300		0.314		0.327		-		0.327	Continuing	Continuing	-
Subtotal			0.886	0.300		0.314		0.327		-		0.327	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 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	0.886	0.300	0.314	0.327	-	0.327	Continuing	Continuing	N/A

Remarks

Exhibit R-4, **RDT&E Schedule Profile:** PB 2024 DoD Human Resources Activity		**Date:** March 2023
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 01 *I Homeland Security Presidential Directive (HSPD-12) Initiative*

	FY 2022				FY 2023				FY 2024				FY 2025				FY 2026				FY 2027				FY 2028			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Homeland Security Presidential Directive (HSPD-12)																												
HSPD-12				████████																								

PE 0605021SE: *Homeland Personnel Security Initiative*
DoD Human Resources Activity

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Exhibit R-4A, **RDT&E Schedule Details:** PB 2024 DoD Human Resources Activity		**Date:** March 2023
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 01 *I Homeland Security Presidential Directive (HSPD-12) Initiative*

Schedule Details

	Start		End	
Events by Sub Project	**Quarter**	**Year**	**Quarter**	**Year**
Homeland Security Presidential Directive (HSPD-12)				
HSPD-12	1	2022	4	2022

PE 0605021SE: *Homeland Personnel Security Initiative*
DoD Human Resources Activity

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Exhibit R-2A, **RDT&E Project Justification:** PB 2024 DoD Human Resources Activity										**Date:** March 2023	

Appropriation/Budget Activity 0400 *I* 5				**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*				**Project (Number/Name)** 03 *I Identity Credential Management (ICM)*			

COST ($ in Millions)	**Prior Years**	**FY 2022**	**FY 2023**	**FY 2024 Base**	**FY 2024 OCO**	**FY 2024 Total**	**FY 2025**	**FY 2026**	**FY 2027**	**FY 2028**	**Cost To Complete**	**Total Cost**
03: *Identity Credential Management (ICM)*	5.597	6.905	5.877	8.965	-	8.965	9.174	8.812	8.935	9.123	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD(P&R)). RDT&E funds are applied to research security and standards compliance improvements for the Common Access Card (CAC) and the Uniformed Services Identification (USID) card, which provides identification for personnel not eligible for the CAC. Funding for the Identity Credential Management (ICM) program supports the DoD Chief Information Officer's Identity, Credential and Access Management (ICAM) initiatives.

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2022**	**FY 2023**	**FY 2024**
Title: Identity Credential Management	6.905	5.877	8.965
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 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, 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. DMDC will complete the initial pilot of online USID card renewals. *FY 2024 Plans:* FY 2024 RDT&E funding will support Identity and Credential Management development to include research and development of security standards and compliance improvements for the identity and credential solutions and continued research and development of self-service capabilities to expand the current self-service portfolio for remote identity proofing and credentialing capabilities, reducing in person transactions at RAPIDS sites, including CAC and Uniformed Services ID cards. This includes deployment of modernized identity and credential management solution and enhancement of the online USID card renewal for full deployment. *FY 2023 to FY 2024 Increase/Decrease Statement:*			

Exhibit R-2A, **RDT&E Project Justification:** PB 2024 DoD Human Resources Activity		**Date:** March 2023
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 03 *I Identity Credential Management (ICM)*

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2022**	**FY 2023**	**FY 2024**
The budget increase includes initial deployment of the modernized Identity and Credential management solution, delivery of a digital USID card, and continued fielding of the new online USID card renewal in cooperation with the Government Publishing Office.			
Accomplishments/Planned Programs Subtotals	6.905	5.877	8.965

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

D. Acquisition Strategy
 N/A

PE 0605021SE: *Homeland Personnel Security Initiative*
DoD Human Resources Activity

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Exhibit R-3, **RDT&E Project Cost Analysis:** PB 2024 DoD Human Resources Activity												**Date:** March 2023		

Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 03 *I Identity Credential Management (ICM)*

Product Development ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2022		FY 2023		FY 2024 Base		FY 2024 OCO		FY 2024 Total	Cost To Complete	Total Cost	Target Value of Contract
				Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost			
Identity Credential Management	C/IDDQ	DHRA : TBD	5.597	6.905		5.877		8.965		-		8.965	Continuing	Continuing	N/A
		Subtotal	5.597	6.905		5.877		8.965		-		8.965	Continuing	Continuing	N/A

	Prior Years	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	5.597	6.905	5.877	8.965	-	8.965	Continuing	Continuing	N/A

Remarks

PE 0605021SE: *Homeland Personnel Security Initiative*
DoD Human Resources Activity

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Exhibit R-4, RDT&E Schedule Profile: PB 2024 DoD Human Resources Activity		**Date:** March 2023
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 03 *I Identity Credential Management (ICM)*

	FY 2015				FY 2016				FY 2017				FY 2018				FY 2019				FY 2020				FY 2021			
	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
Identity Credential Management																												
Identity Credential Management																					███	███	███	███	███	███	███	███

	FY 2022				FY 2023				FY 2024				FY 2025				FY 2026				FY 2027				FY 2028			
	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
Identity Credential Management																												
Identity Credential Management	███	███	███																									

PE 0605021SE: *Homeland Personnel Security Initiative*
DoD Human Resources Activity

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Exhibit R-4A, **RDT&E Schedule Details:** PB 2024 DoD Human Resources Activity		**Date:** March 2023
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 03 *I Identity Credential Management (ICM)*

Schedule Details

	Start		End	
Events by Sub Project	**Quarter**	**Year**	**Quarter**	**Year**
Identity Credential Management				
Identity Credential Management	1	2020	4	2022

Exhibit R-2, **RDT&E Budget Item Justification:** PB 2024 DoD Human Resources Activity											**Date:** March 2023	

Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 6: *RDT&E Management Support*	**R-1 Program Element (Number/Name)** PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*

COST ($ in Millions)	Prior Years	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
Total Program Element	47.953	31.762	33.755	26.037	-	26.037	25.968	26.508	28.225	28.815	Continuing	Continuing
1: *Identity Credential Management (ICM)*	4.116	2.892	4.112	6.447	-	6.447	5.740	5.238	5.295	5.406	Continuing	Continuing
2: *Office of People Analytics (OPA), Testing and Assessment*	11.530	3.935	9.824	9.420	-	9.420	9.418	9.627	9.688	9.891	Continuing	Continuing
05: *Federal Voting Assistance Program (FVAP)*	2.163	0.791	10.809	0.840	-	0.840	0.857	0.874	0.883	0.902	Continuing	Continuing
6: *Enterprise Data Services (EDS)*	30.144	23.577	2.500	3.676	-	3.676	4.047	4.733	5.369	5.481	Continuing	Continuing
08: *Personnel Accountability and Security (PAS)*	0.000	0.567	0.883	0.000	-	0.000	0.000	0.000	0.827	0.844	Continuing	Continuing
09: *Advanced Distributed Learning (ADL)*	0.000	0.000	5.627	5.654	-	5.654	5.906	6.036	6.163	6.291	Continuing	Continuing

A. Mission Description and Budget Item Justification

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

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

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

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(2) improve the efficiency of the test development, calibration, and validation process; and (3) improve selection and classification decisions made by each Service through more effective use of test score information. In addition, periodic assessments are required to provide DoD manpower planners and Congress with information on aptitude trends in the population from which recruits are drawn.

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

Project 6: 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. EDDIE completed Initial Operating Capability (IOC) as of FY 2022 and will begin sustainment as of FY 2023.

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 Person Data Repository (PDR), Uniformed Services Human Resource Information System (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.

Duplicate Identity Resolution Process (DIRP) is undergoing modernization to improve the capability by leveraging cloud technology, reducing redundancy in the automated process, and Duplicate Identity Resolution Process (DIRP) is undergoing modernization to improve the capability by leveraging cloud technology, reducing redundancy in the automated process, and increasing efficiencies in correcting person identity date affecting benefits, credentialing, and access. Research and Processing (DIRP) is undergoing modernization to improve and increase automation of the capability to merge duplicate identities found in the PDR, the primary database supporting both Defense Enrollment Eligibility Reporting System (DEERS) and Identity, Credential and Access Management (ICAM) services. Duplicate identities are inevitably introduced to large databases as individuals change their relationships to the organization and to other individuals. Although extensive controls exist within the PDR and its various applications and feeder systems, individuals marry, divorce, change employment and move daily and each occurrence is an opportunity for a duplicate record to be introduced because "someone" missed that "Robert" was also "Bob." Further, military spouses and children often develop their own relationships to DoD, through enlistment, employment, marriage and so on. DIRP already uses modern, probabilistic search to identify such records, but the actual merge processes for the records identified as duplicates rely on tools that have been built incrementally over the last 20 years, depending heavily on manual confirmation and processing. This effort will consolidate DIRP's multiple applications into a single service, to reduce redundancy and enhance overall merge processes. It will focus on reducing the types and number of cases requiring manual intervention, to increasing efficiencies improve processing timeliness and reduce the overall

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cost of correcting person identity data. These changes will affect DoD benefits, credentialing, and access. Research management markedly, but will also enhance patient safety within shared DoD-VA patient records in MHS-GENESIS. Requirement research begins in FY 2023 with development expected in FY 2024.

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

Project 09: Advanced Distributed Learning (ADL) program is helping DoD evolve its distributed learning systems (e.g., online courses, smartphone-based learning, and DoD-wide enterprise systems for training and education). These improvements benefit DoD in several ways: (1) EFFICIENCY: Increase business systems' efficiency, saving time and resources, by eliminating duplications and developing shared services for digital learning technology and data. (2) EFFECTIVENESS: Improve the quality and efficiency of training/education delivery via online systems by developing modern technologies, integrated data systems, and associated learning science, ultimately impacting personnel readiness.

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

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

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

B. Program Change Summary ($ in Millions)	**FY 2022**	**FY 2023**	**FY 2024 Base**	**FY 2024 OCO**	**FY 2024 Total**
Previous President's Budget	21.762	23.757	25.911	-	25.911
Current President's Budget	31.762	33.755	26.037	-	26.037
Total Adjustments	10.000	9.998	0.126	-	0.126
• Congressional General Reductions	-	-0.002			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	10.000			
• Congressional Directed Transfers	-	-			
• Reprogrammings	10.000	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year - Economic Assumptions	-	-	0.126	-	0.126

Congressional Add Details ($ in Millions, and Includes General Reductions)	**FY 2022**	**FY 2023**
Project: 05: *Federal Voting Assistance Program (FVAP)*		
Congressional Add: *FY 23 Congressional add.*	-	10.000
Congressional Add Subtotals for Project: 05	-	10.000
Congressional Add Totals for all Projects	-	10.000

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Change Summary Explanation

FY 2023 Congressional enacted adjustments include +$10 million to fund a grant program Effective Absentee System for Elections (EASE) 3.0; and a -$0.002 million reduction in Federally Funded Research and Development Centers (FFRDC), which is reflected in the funding profile for Project Number 6: Enterprise Data Services (EDS).

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1 *I Identity Credential Management (ICM)* |

COST ($ in Millions)	Prior Years	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
1: *Identity Credential Management (ICM)*	4.116	2.892	4.112	6.447	-	6.447	5.740	5.238	5.295	5.406	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 2024, ICM will continue with its modernization initiative to develop adaptive learning for the re-designed Identity and Credential management solution, replacing legacy Real-time Automated Personnel Identification System (RAPIDS). In addition, this investment funding will be used to evaluate the feasibility to adopt reusable services, and to support a web-based architecture to replace the legacy RAPIDS and the Common Access Card (CAC) infrastructure with a streamlined Identity and Credential management solution.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2022	FY 2023	FY 2024
Title: Identity Credential Management (ICM) *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 of emerging technologies that will develop more robust and secure capabilities for the Department's ICM program. ICM will also research capabilities such as improved self-service solutions, and reusable services that will enable more efficient credential delivery. *FY 2023 Plans:* Defense Manpower Data Center's identity services are critical to the DoD CIO's implementation of a zero trust architecture across the DoD enterprise. As part of phase 0, DMDC will research the use of reusable, micro-services for Identity and Credential applications, to include the re-design and re-architecture of the platform to modernize back-end capabilities to reduce the current RAPIDS infrastructure footprint and achieve more efficiencies by increasing future system maintainability. Deliver an updated reference architecture, technical specifications and business analysis for commercial services that can be integrated to replace legacy infrastructure and products. *FY 2024 Plans:* Defense Manpower Data Center will begin execution of the recommendations from the business analysis completed in phase 0 in FY23. The funds will provide contract services to develop, integrate and implement enhanced Identity and Credential Management modernized services. These micro-services will include reusable application programming interfaces (APIs), identity	2.892	4.112	6.447

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B. Accomplishments/Planned Programs ($ in Millions)	**FY 2022**	**FY 2023**	**FY 2024**
creation with enhanced data quality assurance, and expanded data attribute services to enable affiliation management in support of zero trust implementation. *FY 2023 to FY 2024 Increase/Decrease Statement:* The budget increase includes initial support for deployment of a streamlined Identity and Credential solution, development and deployment of adaptive learning for the re-designed Identity and Credential management solution.			
Accomplishments/Planned Programs Subtotals	2.892	4.112	6.447

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

D. Acquisition Strategy
 N/A

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COST ($ in Millions)	**Prior Years**	**FY 2022**	**FY 2023**	**FY 2024 Base**	**FY 2024 OCO**	**FY 2024 Total**	**FY 2025**	**FY 2026**	**FY 2027**	**FY 2028**	**Cost To Complete**	**Total Cost**
2: *Office of People Analytics (OPA), Testing and Assessment*	11.530	3.935	9.824	9.420	-	9.420	9.418	9.627	9.688	9.891	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 2022**	**FY 2023**	**FY 2024**
Title: Office of People Analytics (OPA), Testing and Assessment	3.935	9.824	9.420

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 2024 Plans:
These funds will be used to continue the following efforts: to (1) develop and carry out a high school curriculum study to determine how ASVAB subtests align with what is taught in high schools, explore how ASVAB content is taught, and map ASVAB content to other relevant tests, (2) conduct an ASVAB re-norming needs assessment that identifies, evaluates, and compares possible avenues to re-norming the ASVAB, outlines necessary steps for a re-norming, and includes research designs for studies required before proceeding with a re-norming of the ASVAB, (3) develop additional research designs and a post-test questionnaire to support the operational transition for ASVAB device expansion, (4) develop and carry out joint-service TAPAS research studies in order to identify the best model for pursuing a joint-service TAPAS, (5) explore the efficacy of using Bayesian-based item calibration methods to streamline ASVAB form development by reducing calibration sample size requirements, and (6)conduct a

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B. Accomplishments/Planned Programs ($ in Millions)	**FY 2022**	**FY 2023**	**FY 2024**
construct analysis for computational thinking and analyzing the feasibility of combining Complex Reasoning, Cyber Test, and/or ASVAB scores to produce a computational thinking composite. ***FY 2023 to FY 2024 Increase/Decrease Statement:*** The funding reflects a realignment to the Defense Manpower Data Center (DMDC)/Enterprise Data Service (EDS) for Defense Sexual Assault Information Database (DSAID) System Management in support of the Independent Review Commission (IRC) on Sexual Assault in the Military recommendations.			
Accomplishments/Planned Programs Subtotals	3.935	9.824	9.420

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

Remarks

D. Acquisition Strategy
 N/A

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COST ($ in Millions)	Prior Years	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
05: *Federal Voting Assistance Program (FVAP)*	2.163	0.791	10.809	0.840	-	0.840	0.857	0.874	0.883	0.902	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 2022	FY 2023	FY 2024
Title: Federal Voting Assistance Program	0.791	0.809	0.840
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 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). FVAP received a congressional increase of +$10 million to fund the grant program Effective Absentee System for Elections (EASE) 3.0. *FY 2024 Plans:* The Federal Voting Assistance Program (FVAP) will continue to utilize RDT&E funding to research and present the value of key policy and technology topics that connects to the successful return of absentee balloting materials from military and overseas citizen voters pursuant to the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA). *FY 2023 to FY 2024 Increase/Decrease Statement:* FY 2023 reflects a one-time congressional add. There are no other significant changes in funding from FY 2023 to FY 2024.			
Accomplishments/Planned Programs Subtotals	0.791	0.809	0.840

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	FY 2022	**FY 2023**
Congressional Add: FY 23 Congressional add.	-	10.000
FY 2023 Plans: FY 2023 Congressional enacted adjustments include +$10 million to fund a grant program Effective Absentee System for Elections (EASE) 3.0		
Congressional Adds Subtotals	-	10.000

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

D. Acquisition Strategy
 N/A

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COST ($ in Millions)	Prior Years	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
6: *Enterprise Data Services (EDS)*	30.144	23.577	2.500	3.676	-	3.676	4.047	4.733	5.369	5.481	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

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

B. Accomplishments/Planned Programs ($ in Millions)

	FY 2022	FY 2023	FY 2024
Title: Enterprise Data Services (EDS)	23.577	2.500	3.676
Description: Enterprise Data Management (EDS) is addressing four critical projects between FY 2022 – FY 2024: 1) JOM and 2) EDDIE and 3) Next Generation Data Delivery prototype 4) Duplicate Identity Resolution and Processing (DIRP). Complete the Joint Officer Management (JOM) modernization initiative in FY 2022, which 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 developments within EDDIE are targeted for completion within FY 2023, 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 2023, including real-time broker service to the Person Data Repository (PDR). DIRP will consolidate older database quality controls and tools used to merge duplicate records on the Defense Enrollment Eligibility Reporting System (DEERS) database. Duplicate records occur in large data sets as individuals change their identity traits or relationships through marriage/divorce, aging, and enlistment. When those prior relationships with DoD are not disclosed, a duplicate record with the "new" information is created; DIRP catches those situations, identifies the potential duplication, and, in some cases, actually merges the two records to a single, consolidated records. This ensures that the individual has only one, single identity within DoD.			

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B. Accomplishments/Planned Programs ($ in Millions)	**FY 2022**	**FY 2023**	**FY 2024**
FY 2023 Plans: Develop prototype functionality for Next Generation Data Delivery (NGDD). Begin development to support initial operating capacity. Build out cloud infrastructure in to support development of cloud prototype. Development of the capability acquisition plan and business process maps for NGDD.			
FY 2024 Plans: Next Gen Data Delivery will continue to expand functionality and begin deploying to customers. Begins development of automated access to more DMDC systems and to provide more functionality for automated/real time updates from those systems. DIRP will develop consolidated tools that manage the merging of records identified as potential duplicates within the DEERS databases. DIRP will develop and apply new rules to ensure that personnel records are fully preserved when records are merges. It will further incorporate changes in the person's relationship(s) to DoD or to other DoD Members or employees. The process will be fully automated and will trigger automatically when real-time updates to records are entered to the person data repository (PDR, the primary DEERS database).			
FY 2023 to FY 2024 Increase/Decrease Statement: The funding reflects a realignment from OPA to the Defense Manpower Data Center (DMDC)/Enterprise Data Service (EDS) for Defense Sexual Assault Information Database (DSAID) System Management in support of the Independent Review Commission (IRC) on Sexual Assault in the Military recommendations.			
Accomplishments/Planned Programs Subtotals	23.577	2.500	3.676

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

D. Acquisition Strategy
 N/A

Exhibit R-2A, RDT&E Project Justification: PB 2024 DoD Human Resources Activity										Date: March 2023	

| 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 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
08: *Personnel Accountability and Security (PAS)*	0.000	0.567	0.883	0.000	-	0.000	0.000	0.000	0.827	0.844	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 2022	FY 2023	FY 2024
Title: Personnel Accountability and Security (PAS) *Description:* Established new program, "Personnel Accountability and Security (PAS) which incorporates the prior Personnel Accountability and Personnel Security programs. *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 2024 Plans:* This work has been strategically paused. Analysis of the requirements and re-architecture should allow the organization to look for commercial managed services to manage these capabilities. *FY 2023 to FY 2024 Increase/Decrease Statement:* Funding was re-phased starting in FY 2024 to support our strategic priorities. Development and modernization funding will resume in FY 2027.	0.567	0.883	0.000
Accomplishments/Planned Programs Subtotals	0.567	0.883	0.000

C. Other Program Funding Summary ($ in Millions)

N/A

Exhibit R-2A, **RDT&E Project Justification:** PB 2024 DoD Human Resources Activity		**Date:** March 2023
Appropriation/Budget Activity 0400 *I* 6	**R-1 Program Element (Number/Name)** PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** 08 *I Personnel Accountability and Security (PAS)*

C. Other Program Funding Summary ($ in Millions)

Remarks

D. Acquisition Strategy
 N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2024 DoD Human Resources Activity										**Date:** March 2023	
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 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
09: *Advanced Distributed Learning (ADL)*	0.000	0.000	5.627	5.654	-	5.654	5.906	6.036	6.163	6.291	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

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

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

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2022**	**FY 2023**	**FY 2024**
Title: Advanced Distributed Learning (ADL)	-	5.627	5.654
Description: Advanced Distributed Learning (ADL) program serves as the innovation hub for distributed learning across DoD and other government agencies. The ADL program supports DoD-wide initiatives for innovation, modernization, and advancement of online and mobile electronic training capabilities as well as associated enterprise-wide software/data services. Activities include advanced technology design and development, demonstrations, assessments, and associated policy stewardship. Results improve efficiencies and reduce costs, in part, by reducing time spent in face-to-face instruction, allowing more time for practical application and repetition, increasing interoperability (which enables discovery, retrieval, and reuse of distributed learning content), and researching and prototyping methods of distributed learning with superior motivational and learning outcomes. *FY 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 Chief Data Officer (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 2024 DoD Human Resources Activity		**Date:** March 2023
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 2022**	**FY 2023**	**FY 2024**
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. 3. Learning Services Ecosystem -- Develop tools, scripts, and technologies for connecting Total Learning Architecture (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. 4. Update Distributed Learning Policy -- Continue to coordinate with the Defense ADL Advisory Committee to incorporate new requirements into existing Defense policy, as required. Work also continues with the IEEE (Institute of Electrical and Electronics Engineers voluntary consensus standards organization) on developing, implementing, and governing learning technology standards. 5. Coordination -- Continue to coordinate with 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. *FY 2024 Plans:* 1. Enterprise Course Catalog – Coordinate with key stakeholders to prioritize and develop requirements to facilitate adoption across DoD. Development will focus on hardening core functionalities. FY 2024 ECC efforts will identify DoD wide learning activity metadata recommendations for new acquisitions. The ECC will grow the capability for automated tools to scrape metadata from existing courseware, and will operationally test this capability for a high priority learning and training need (e.g. Cyber, Artificial Intelligence) for a library of cross DoD courseware for the selected training area. Coordinate with the DoD CDO Council, Enterprise Digital Learning Modernization executive steering committee, and DoD organizations for additional requirements, testing, governance development, and transition of this capability. 2. Enterprise Learner Record Repository – Leverage FY 2023 JST/ELRR report to prioritize requirements for development. Continue to develop the integrated Joint Services Transcript (JST)/ ELRR/ ECC capability to facilitate a user-friendly tool for learners to identify interconnected pathways for upskilling and growth pipelines.			

Exhibit R-2A, **RDT&E Project Justification:** PB 2024 DoD Human Resources Activity		**Date:** March 2023
Appropriation/Budget Activity 0400 *I* 6	**R-1 Program Element (Number/Name)** PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** 09 *I Advanced Distributed Learning (ADL)*

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2022**	**FY 2023**	**FY 2024**
3. Learning Services Ecosystem – Conduct operational testing for tools, scripts, and technologies for connecting Total Learning Architecture (TLA) data resources. Conduct testing on the automation toolkit to promote the integration of legacy digital learning systems, so they can leverage TLA data resources. Prioritize tech insertions and updates based on requirements or guidance from DoD Components and the EDLM executive steering committee. 4. Update Distributed Learning Policy -- Continue to coordinate with the Defense ADL Advisory Committee to incorporate new requirements into existing Defense policy, as required. Work also continues with the IEEE (Institute of Electrical and Electronics Engineers voluntary consensus standards organization) on developing, implementing, and governing learning technology standards. 5. Coordination -- Continue to coordinate with DoD groups (e.g., Defense ADL Advisory Committee, CDO Council, Joint Enterprise Standards Committee) and professional technical organizations to enact and govern software/data standards and digital learning science. ***FY 2023 to FY 2024 Increase/Decrease Statement:*** Program transferred to DHRA from OUSD Personnel and Readiness (P&R) in FY 2023 and continues its mission in FY 2024 reflecting revised economic assumptions.			
Accomplishments/Planned Programs Subtotals	-	5.627	5.654

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

D. Acquisition Strategy
 N/A

Exhibit R-2, RDT&E Budget Item Justification: PB 2024 DoD Human Resources Activity											**Date:** March 2023	

Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 6: *RDT&E Management Support*					R-1 Program Element (Number/Name) PE 0808709SE *I Defense Equal Opportunity Management Institute (DEOMI)*							

COST ($ in Millions)	Prior Years (+)	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
Total Program Element	0.200	0.689	0.716	0.740	-	0.740	0.314	0.776	0.784	0.801	Continuing	Continuing
1: *Defense Equal Opportunity Management Institute (DEOMI)*	0.200	0.689	0.716	0.740	-	0.740	0.314	0.776	0.784	0.801	Continuing	Continuing

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

A. Mission Description and Budget Item Justification

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

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

• Management Support to inform advanced technologies, training methodologies, human relations job-aids, research publications and recommendations. Studies on a broad array of human relations topics to include on how leadership, human relations, culture, and other related topics impact individuals, units, families, organizations and their performance both positively and negatively. In addition, DEOMI will seek to understand the role of inclusive behaviors has on well-being and performance.

• Policy, program, and strategy development support to DMOC, the Office of Diversity, Equity, and Inclusion (ODEI), DHRA, Office of Force Resilience (OFR), the Services and other DoD organizations.

• DEOMI's Summer Faculty Research Program, Summer STEM internship program, and other formal and informal collaborations with external academic, research, government agencies across the world.

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

Exhibit R-2, **RDT&E Budget Item Justification:** PB 2024 DoD Human Resources Activity			**Date:** March 2023		
Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 6: *RDT&E Management Support*			**R-1 Program Element (Number/Name)** PE 0808709SE *I Defense Equal Opportunity Management Institute (DEOMI)*		
B. Program Change Summary ($ in Millions)	**FY 2022**	**FY 2023**	**FY 2024 Base**	**FY 2024 OCO**	**FY 2024 Total**
Previous President's Budget	0.689	0.716	0.736	-	0.736
Current President's Budget	0.689	0.716	0.740	-	0.740
Total Adjustments	0.000	0.000	0.004	-	0.004
• Congressional General Reductions	0.000	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year - Economic Assumptions	-	-	0.004	-	0.004

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.

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Exhibit R-2A, RDT&E Project Justification: PB 2024 DoD Human Resources Activity		Date: March 2023	

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)

COST ($ in Millions)	Prior Years	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
1: *Defense Equal Opportunity Management Institute (DEOMI)*	0.200	0.689	0.716	0.740	-	0.740	0.314	0.776	0.784	0.801	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 2022	FY 2023	FY 2024
Title: Defense Equal Opportunity Management Institute (DEOMI) **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 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 2024 Plans:** DEOMI will conduct fundamental topical research and analysis on a select group of human relations topics identified in DoDI 1350.02, DoDI 1020.03, and DoDI 1020.02E **FY 2023 to FY 2024 Increase/Decrease Statement:** Increases reflects revised economic assumptions.	0.689	0.716	0.740
Accomplishments/Planned Programs Subtotals	0.689	0.716	0.740

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
 N/A

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