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Exhibit R-2, RDT&E Budget Item Justification: PB 2014 Army **DATE:** April 2013

APPROPRIATION/BUDGET ACTIVITY					R-1 ITEM NOMENCLATURE							
2040: <i>Research, Development, Test & Evaluation, Army</i> BA 2: <i>Applied Research</i>					PE 0602785A: <i>Manpower/Personnel/Training Technology</i>							
COST (\$ in Millions)	All Prior Years	FY 2012	FY 2013 [#]	FY 2014 Base	FY 2014 OCO ^{##}	FY 2014 Total	FY 2015	FY 2016	FY 2017	FY 2018	Cost To Complete	Total Cost
Total Program Element	-	18.623	17.781	17.654	-	17.654	18.513	22.263	23.619	24.472	Continuing	Continuing
790: <i>Personnel Performance & Training Technology</i>	-	18.623	17.781	17.654	-	17.654	18.513	22.263	23.619	24.472	Continuing	Continuing

[#] FY 2013 Program is from the FY 2013 President's Budget, submitted February 2012

^{##} The FY 2014 OCO Request will be submitted at a later date

Note

Not applicable for this item.

A. Mission Description and Budget Item Justification

This program element (PE) conducts applied behavioral and social science research that provides non-materiel solutions to ensure that Soldiers can adapt and excel and improve the Army's capability to fully leverage advances in networks, systems, and technologies as they evolve. This research provides the scientific basis to recruit, select, assign, promote, educate, train, and retain Soldiers and leaders that comprise a ready and relevant Landpower capability. The human science applied research conducted in this program element provides knowledge-products, methods, techniques, and tools that will enable the Army to: select Soldiers who are predicted to perform well in future jobs; assign Soldiers to Military Occupational Specialties (MOS) and jobs that better match their skills and abilities; retain an effective career force through improved strategies and behavioral incentives to influence Soldiers to stay in the Army for longer periods of time; accelerate the development of leader critical thinking and interpersonal skills through virtual practice so that junior leaders are more adaptable and prepared for uncertain, rapidly changing missions; develop innovative training strategies for complex battle command skills in network-enabled environments; and design training tools for dismounted squad leadership and team maneuver with ground Soldier systems technologies. Additional research is focused on training techniques and procedures that make it easier for trainers and training developers to rapidly respond to changes in mission or operational requirements and provide a more synergistic training and education process (e.g., automated and improved diagnostics, coaching and mentoring, performance measures, and feedback methods).

The cited work is consistent with the Director, Defense Research and Engineering Strategic Plan, the Army Modernization Strategy, and the Army Science and Technology Master Plan.

This project is managed by the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI), Arlington, VA.

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BA 2: Applied Research					
B. Program Change Summary (\$ in Millions)	FY 2012	FY 2013	FY 2014 Base	FY 2014 OCO	FY 2014 Total
Previous President's Budget	18.917	17.781	18.007	-	18.007
Current President's Budget	18.623	17.781	17.654	-	17.654
Total Adjustments	-0.294	0.000	-0.353	-	-0.353
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-0.294	-			
• Adjustments to Budget Years	-	-	-0.353	-	-0.353

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Exhibit R-2A, RDT&E Project Justification: PB 2014 Army									DATE: April 2013			
APPROPRIATION/BUDGET ACTIVITY 2040: Research, Development, Test & Evaluation, Army BA 2: Applied Research					R-1 ITEM NOMENCLATURE PE 0602785A: Manpower/Personnel/ Training Technology				PROJECT 790: Personnel Performance & Training Technology			
COST (\$ in Millions)	All Prior Years	FY 2012	FY 2013 [#]	FY 2014 Base	FY 2014 OCO ^{##}	FY 2014 Total	FY 2015	FY 2016	FY 2017	FY 2018	Cost To Complete	Total Cost
790: Personnel Performance & Training Technology	-	18.623	17.781	17.654	-	17.654	18.513	22.263	23.619	24.472	Continuing	Continuing
# FY 2013 Program is from the FY 2013 President's Budget, submitted February 2012												
## The FY 2014 OCO Request will be submitted at a later date												
Note Not applicable for this item.												
A. Mission Description and Budget Item Justification This program element (PE)conducts applied behavioral and social science research that provides non-materiel solutions to ensure that Soldiers can adapt and excel and improve the Army's capability to fully leverage advances in networks, systems, and technologies as they evolve. This research provides the scientific basis to recruit, select, assign, promote, educate, train, and retain Soldiers and leaders that comprise a ready and relevant Landpower capability. The human science applied research conducted in this program element provides knowledge-products, methods, techniques, and tools that will enable the Army to: select Soldiers who are predicted to perform well in future jobs; assign Soldiers to Military Occupational Specialties (MOS) and jobs that better match their skills and abilities; retain an effective career force through improved strategies and behavioral incentives to influence Soldiers to stay in the Army for longer periods of time; accelerate the development of leader critical thinking and interpersonal skills through virtual practice so that junior leaders are more adaptable and prepared for uncertain, rapidly changing missions; develop innovative training strategies for complex mission command skills; and design training tools for dismounted squad leadership and team maneuver with ground Soldier systems technologies. Additional research is focused on training techniques and procedures that make it easier for trainers and training developers to rapidly respond to changes in mission or operational requirements and provide a more synergistic training and education process (e.g., automated and improved diagnostics, coaching and mentoring, performance measures, and feedback methods. The cited work is consistent with the Director, Defense Research and Engineering Strategic Plan, the Army Modernization Strategy, and the Army Science and Technology Master Plan. This project is managed by the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI), Arlington, VA.												
B. Accomplishments/Planned Programs (\$ in Millions)									FY 2012	FY 2013	FY 2014	
Title: Personnel									5.421	5.415	5.485	
Description: Conduct applied research that will enable the Army to select Soldiers and officers who are predicted to perform well in future assignments that better match their skills and abilities as well as maintain an effective career force through improved retention strategies and behavioral incentives.												

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2012	FY 2013	FY 2014
FY 2012 Accomplishments: Developed non-cognitive measures to identify potential successful Officers (e.g., awarding ROTC scholarships).				
FY 2013 Plans: Continue longitudinal research that validates the predictive quality of non-cognitive measures that can be used to improve selection efficiency; identify and validate predictors of junior officer performance.				
FY 2014 Plans: Will initiate research program on the use of non-cognitive measures to improve the officer classification process; complete multi-year validation of selection efficiency research; determine higher-order skill sets required for enlisted performance assessment across multiple clusters of job types to improve classification process and personnel/job matching. Will initiate research on new measures to improve the selection of cyber personnel.				
Title: Training Description: Investigate and develop training methods and tools based on the science of learning; develop innovative training strategies for complex battle skills; and design innovative training tools and methods to improve Soldiers training.		9.108	8.045	8.524
FY 2012 Accomplishments: Developed training performance measurement techniques for large scale-distributed training environments and for units training at home station; identified strategies to create training tailored to the individual Soldier needs.				
FY 2013 Plans: Create training that adapts to the needs of the trainee and tools that effectively deliver and assess training within technology enabled learning environments; develop training approaches and tools (e.g., diagnostic tools, collective training groups, pedagogical interventions) that improve units' ability to develop and manage training.				
FY 2014 Plans: Will develop automated assessment tool for trainee performance to enable the Army Learning Model (i.e., accelerating learning and increasing adaptation to changing operational requirements); develop innovative training framework and methods for collective training of units that must perform exceptionally well in complex operational environments.				
Title: Leader Development Description: Investigate and develop leader development tools and strategies which can accelerate the leader development process and better prepare leaders for uncertain, rapidly changing operational environments.		4.094	4.321	3.645
FY 2012 Accomplishments:				

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2012	FY 2013
Developed innovative methods to train skills to operate across a variety of cultures; identified emerging battle command and staff skills for full spectrum operations.			
FY 2013 Plans: Create methods and strategies to develop leader skills (e.g., cross-cultural competency, strategic thinking for mission command) needed in complex environments and design assessment and training tools for leader development skills.			
FY 2014 Plans: Will investigate strategic decision-making of leaders to inform a comprehensive design guide for commanders and staff; investigate knowledge/skill/ability requirements for an operational environment to design a training framework and integrate multiple cross-cultural skills to improve leader performance in cross-cultural situations.			
Accomplishments/Planned Programs Subtotals		18.623	17.781
C. Other Program Funding Summary (\$ in Millions) N/A			
Remarks			
D. Acquisition Strategy N/A			
E. Performance Metrics Performance metrics used in the preparation of this justification material may be found in the FY 2010 Army Performance Budget Justification Book, dated May 2010.			