

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2015 Army										Date: March 2014		
Appropriation/Budget Activity 2040: Research, Development, Test & Evaluation, Army I BA 2: Applied Research					R-1 Program Element (Number/Name) PE 0602785A I Manpower/Personnel/Training Technology							
COST (\$ in Millions)	Prior Years	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
Total Program Element	-	15.979	17.645	23.295	-	23.295	24.889	26.193	25.043	25.333	-	-
790: Personnel Performance & Training Technology	-	15.979	17.645	23.295	-	23.295	24.889	26.193	25.043	25.333	-	-

The FY 2015 OCO Request will be submitted at a later date.

Note
FY13 decrease attributed to Congressional General reductions (-40 thousand); SBIR/STTR transfers (-226 thousand); and Sequestration reductions (-1.536 million)
FY15 funding increased for human behavioral research.

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.

Work in this PE complements and is fully coordinated with PE 0603007A (Manpower/Personnel/Training Technology.)

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.

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2015 Army				Date: March 2014	
Appropriation/Budget Activity 2040: Research, Development, Test & Evaluation, Army I BA 2: Applied Research		R-1 Program Element (Number/Name) PE 0602785A I Manpower/Personnel/Training Technology			
B. Program Change Summary (\$ in Millions)	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO	FY 2015 Total
Previous President's Budget	17.781	17.654	18.513	-	18.513
Current President's Budget	15.979	17.645	23.295	-	23.295
Total Adjustments	-1.802	-0.009	4.782	-	4.782
• Congressional General Reductions	-0.040	-0.009			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-0.226	-			
• Adjustments to Budget Years	-	-	4.782	-	4.782
• Sequestration	-1.536	-	-	-	-

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2015 Army										Date: March 2014		
Appropriation/Budget Activity 2040 / 2					R-1 Program Element (Number/Name) PE 0602785A / Manpower/Personnel/ Training Technology				Project (Number/Name) 790 / Personnel Performance & Training Technology			
COST (\$ in Millions)	Prior Years	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
790: Personnel Performance & Training Technology	-	15.979	17.645	23.295	-	23.295	24.889	26.193	25.043	25.333	-	-
# The FY 2015 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 to enhance the Soldier Lifecycle (e.g., selection, assignment, training, leader development) and human relations (e.g., culture of dignity, respect, and inclusion). These technologies provide advanced personnel measures that more fully assess potential and predict performance, behavior, attitudes, and resilience. These technologies also provide innovative and effective training and mentoring methods to ensure Soldiers, leaders, and units have the knowledge, skills, and abilities to sustain positive unit climates and meet mission requirements in uncertain and complex environments. This PE evaluates new selection measures, refines performance metrics, assesses innovative training methods, and conducts scientific assessments to inform Human Capital policy and programs. Research in this PE will result in effective non-materiel solutions to help the Army adjust to changes in force size and structure, a variety of mission demands and contexts, challenges in human relations, and budgetary constraints.												
Efforts in this program element support the Army Science and Technology Soldier portfolio.												
The cited work is consistent with the Assistant Secretary of Defense for Research and Engineering science and technology priority focus areas and the Army Human Capital Strategy.												
Work in this PE is performed by the US Army Research Institute (ARI) for the Behavioral and Social Sciences in Ft. Belvoir, VA.												
B. Accomplishments/Planned Programs (\$ in Millions)												
Title: Personnel Description: Conduct applied research that provides the Army with improved predictability of potential performance, behaviors, attitudes, and resilience of Soldiers, as well as an improved ability to recruit and sustain an effective career force. FY 2013 Accomplishments: Completed longitudinal research that validates the predictive quality of non-cognitive measures that can be used to improve selection efficiency; identified and validated predictors of junior officer performance. FY 2014 Plans:									FY 2013	FY 2014	FY 2015	
									5.424	7.119	8.501	

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2015 Army		Date: March 2014		
Appropriation/Budget Activity 2040 / 2	R-1 Program Element (Number/Name) PE 0602785A / Manpower/Personnel/ Training Technology	Project (Number/Name) 790 / Personnel Performance & Training Technology		
B. Accomplishments/Planned Programs (\$ in Millions)		FY 2013	FY 2014	FY 2015
Initiating research on the use of non-cognitive measures to improve the officer classification process; completing multi-year validation of selection efficiency research; determining higher-order skill sets required for enlisted performance assessment across multiple clusters of job types to improve classification process and personnel/job matching. Initiating research on new measures to improve the selection of cyber personnel. FY 2015 Plans: Will conduct longitudinal validation of non-cognitive measures for awarding ROTC scholarships to high-potential officer candidates. Will initiate validation of the Information/Communications Technology Literacy Test (ICTL) as a measure to predict performance in cyber-related domains.				
Title: Personnel Readiness and Performance Description: This effort, previously titled "Training," will investigate and develop effective training and leader development methods to assess, enhance, and sustain individual and unit readiness, resilience, and effectiveness. FY 2013 Accomplishments: Created training that adapts to the needs of the trainee and tools that effectively deliver and assess training within technology enabled learning environments; developed 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: Developing automated assessment tool for trainee performance to enable the Army Learning Model (i.e., accelerating learning and increasing adaptation to changing operational requirements); developing innovative training framework and methods for collective training of units that must perform exceptionally well in complex operational environments. FY 2015 Plans: Will develop training methods that expedite training across a range of tasks and training environments. Will initiate training research to improve Non-commissioned Officers' (NCOs) ability to develop junior Soldiers. Will initiate the development of strategies (e.g., training) for small unit leaders to create ready and resilient units.		7.219	8.524	6.328
Title: Leader Development and Culture Description: This effort, previously titled "Leader Development," will investigate and develop efficient and empirically valid measures and methods to assess command climate and associated outcomes. Will develop methods to enable leaders and units to ensure climates of dignity, respect, and inclusion. FY 2013 Accomplishments:		3.336	2.002	8.466

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2015 Army		Date: March 2014	
Appropriation/Budget Activity 2040 / 2	R-1 Program Element (Number/Name) PE 0602785A / <i>Manpower/Personnel/ Training Technology</i>	Project (Number/Name) 790 / <i>Personnel Performance & Training Technology</i>	
B. Accomplishments/Planned Programs (\$ in Millions)		FY 2013	FY 2014
Created methods and strategies to develop leader skills (e.g., cross-cultural competency, strategic thinking for mission command) needed in complex environments and designed assessment and training tools for leader development skills. FY 2014 Plans: Investigating strategic decision-making of leaders to inform a comprehensive design guide for commanders and staff; investigating 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. FY 2015 Plans: Will develop innovative methods and techniques to develop leader skills (e.g., techniques for mentorship, coaching, and subordinate development). Will initiate research to develop innovative training methods for Sexual Harassment/Assault Response and Prevention (SHARP).			
Accomplishments/Planned Programs Subtotals		15.979	17.645
C. Other Program Funding Summary (\$ in Millions)			
N/A			
Remarks			
D. Acquisition Strategy			
N/A			
E. Performance Metrics			
N/A			