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Exhibit R-2, RDT&E Budget Item Justification: PB 2017 Army **Date:** February 2016

Appropriation/Budget Activity 2040: <i>Research, Development, Test & Evaluation, Army / BA 2: Applied Research</i>					R-1 Program Element (Number/Name) PE 0602785A / <i>Manpower/Personnel/Training Technology</i>							
COST (\$ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Total Program Element	-	21.280	24.735	26.045	-	26.045	24.910	25.184	25.679	26.193	-	-
790: <i>Personnel Performance & Training Technology</i>	-	21.280	24.735	26.045	-	26.045	24.910	25.184	25.679	26.193	-	-

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 Army Research Institute (ARI) for the Behavioral and Social Sciences in Ft. Belvoir, VA.

B. Program Change Summary (\$ in Millions)	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total
Previous President's Budget	23.288	24.735	26.045	-	26.045
Current President's Budget	21.280	24.735	26.045	-	26.045
Total Adjustments	-2.008	0.000	0.000	-	0.000
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-1.500	-			
• SBIR/STTR Transfer	-0.508	-			

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Exhibit R-2A, RDT&E Project Justification: PB 2017 Army **Date:** February 2016

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 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
790: Personnel Performance & Training Technology	-	21.280	24.735	26.045	-	26.045	24.910	25.184	25.679	26.193	-	-

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

	FY 2015	FY 2016	FY 2017
Title: Personnel	4.377	8.296	14.050
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 2015 Accomplishments: Conducted longitudinal validation of non-cognitive measures for awarding Reserve Officers Training Corps (ROTC) scholarships to high-potential officer candidates. Continued validation of the Information/Communications Technology Literacy Test (ICTL) as a measure to predict performance in cyber-related domains.			
FY 2016 Plans: Developing and validating new individual difference measures for predicting the job performance of Army strategic planners; developing a scientifically valid combination of pre-commissioning indices and non-cognitive measures for predicting officer job			

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2015	FY 2016	FY 2017
performance across multiple branches/functional areas; developing new assessments for predicting performance in cyber-related jobs. FY 2017 Plans: Will validate new assessments for predicting performance in cyber-related jobs; Will create leader self-development feedback packages to accelerate career progression; Will develop non-cognitive assessments for officer job performance and/or advancement within a branch.				
Title: Personnel Readiness and Performance Description: This effort investigates and develops effective training and leader development methods to assess, enhance, and sustain individual and unit readiness, resilience, and effectiveness. FY 2015 Accomplishments: Developed training methods that expedite training across a range of tasks and training environments. Conducted training research to improve Non-Commissioned Officers' (NCOs) ability to develop junior Soldiers. Developed strategies (e.g., training) for small unit leaders to create ready and resilient units. FY 2016 Plans: Developing assessment methods and identifying pre-cursor factors for unit resilience to enhance unit and Soldier readiness. Designing and developing exemplar measures, methods, and resources to support effective training and leader development for junior NCOs. Designing and developing prototype measures and methods for small-unit leaders to improve Soldier readiness. Developing job aids for core cognitive and behavioral skills that enhance Soldier readiness. FY 2017 Plans: Will initiate research to develop measures of individual resilience and for assessing unit cohesion and unit resilience; will continue research to develop training methods to promote behavior and attitude change in units.		7.738	11.863	5.795
Title: Army Leadership and Culture Description: This effort 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 2015 Accomplishments:		9.165	4.576	6.200

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2015	FY 2016	FY 2017
<p>Developed innovative methods and techniques to develop leader skills (e.g., techniques for mentorship, coaching, and subordinate development). Continued research to develop innovative training methods for Sexual Harassment/Assault Response and Prevention (SHARP).</p> <p>FY 2016 Plans: Conduct research on empathy-based training methods to prevent and reduce the incidence of sexual harassment and assault; develop scientifically valid on-the-job resources to enable Army leaders to shape and influence unit climate.</p> <p>FY 2017 Plans: Will initiate research to identify behaviors (e.g., hazing, bullying, sexual harassment/assault, cyber aggression) that detract from unit morale, cohesion, and readiness; Will develop new training methods that target attitude and behavioral change to support improved morale, cohesion, and readiness in small units.</p>				
Accomplishments/Planned Programs Subtotals		21.280	24.735	26.045
C. Other Program Funding Summary (\$ in Millions)				
N/A				
Remarks				
D. Acquisition Strategy				
N/A				
E. Performance Metrics				
N/A				