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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: Research, Development, Test & Evaluation, Army BA 3: Advanced Technology Development (ATD)					PE 0603007A: Manpower, Personnel and Training Advanced 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
Total Program Element	-	10.063	9.856	7.800	-	7.800	7.070	6.789	8.045	8.058	Continuing	Continuing
792: Personnel Performance & Training	-	10.063	9.856	7.800	-	7.800	7.070	6.789	8.045	8.058	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												
FY14 funding realigned to higher priority efforts												
A. Mission Description and Budget Item Justification												
This project element (PE) matures and demonstrates advanced behavioral and social science technologies that enhance performance to ensure that the Warfighter keeps pace with the transformations in systems, weapons, equipment, and mission requirements to meet the goals of the future force. These technologies provide key capabilities through training methods and techniques that prepare Soldiers and leaders to effectively operate in complex digitized, networked environments; enable the use of embedded training technologies envisioned for future command and control (C2) systems; as well as foster cognitive, behavioral, and psychological flexibility, adaptability, and mission readiness. Project 792 evaluates new selection measures, refines performance metrics, assesses innovative training techniques, and analyzes methods and tools to better adapt training to meet goals and requirements. Increased funding in FY12 for this PE is based on work shifted from PE 0602785A due to need for increased focus on maturation and demonstration of selection techniques and tools as well as training methods.												
Work in this project complements and is fully coordinated with 0603015A (Next Generation Training & Simulation Systems), 0602308A (Advanced Concepts and Simulation), PE 0602716A (Human Factors Engineering Technology) and PE 0602785A (Manpower/Personnel/Training Technology.) The cited work is consistent with the Assistant Secretary of Defense for Research and Engineering science and technology priority focus areas and the Army Modernization Strategy												
Work in this PE is performed by the US Army Research Institute (ARI) for the Behavioral and Social Sciences in Ft. Belvoir, VA.												

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BA 3: Advanced Technology Development (ATD)					
B. Program Change Summary (\$ in Millions)	FY 2012	FY 2013	FY 2014 Base	FY 2014 OCO	FY 2014 Total
Previous President's Budget	10.282	9.856	10.892	-	10.892
Current President's Budget	10.063	9.856	7.800	-	7.800
Total Adjustments	-0.219	0.000	-3.092	-	-3.092
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-0.219	-			
• Adjustments to Budget Years	-	-	-3.092	-	-3.092

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APPROPRIATION/BUDGET ACTIVITY 2040: Research, Development, Test & Evaluation, Army BA 3: Advanced Technology Development (ATD)					R-1 ITEM NOMENCLATURE PE 0603007A: Manpower, Personnel and Training Advanced Technology				PROJECT 792: Personnel Performance & Training			
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
792: Personnel Performance & Training	-	10.063	9.856	7.800	-	7.800	7.070	6.789	8.045	8.058	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 project matures and demonstrates advanced behavioral and social science technologies that enhance performance to ensure that the Warfighter keeps pace with the transformations in systems, weapons, equipment, and mission requirements to meet the goals of the operational force. These technologies provide key capabilities through training methods and techniques that prepare Soldiers and leaders to be effective in complex operational environments ; training methods to meet emerging skill requirements for institutional and unit training; as well as foster cognitive, behavioral, and psychological flexibility, adaptability, and mission readiness. Efforts include the evaluation of selection measures, the refinement of survey methodologies and performance metrics, the assessment of innovative training techniques, and the analysis of methods and tools to better adapt training to meet goals and requirements. Increased funding in FY12 for this project is based on work shifted from PE 0602785A due to need for increased focus on maturation and demonstration of selection techniques and tools as well as training methods. Efforts in this program element support the Army science and technology Soldier portfolio. Work in this project complements and is fully coordinated with 0603015A (Next Generation Training & Simulation Systems), 0602308A (Advanced Concepts and Simulation), PE 0602716A (Human Factors Engineering Technology) and PE 0602785A (Manpower/Personnel/Training Technology.) The cited work is consistent with the Assistant Secretary of Defense for Research and Engineering priority focus areas and the Army Modernization Strategy. Work in this project 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)									FY 2012	FY 2013	FY 2014	
Title: Personnel Technology									3.263	2.125	1.452	
Description: This effort matures and assesses Soldier selection measures, techniques and tools to better predict behavior and performance to provide the Army the flexibility to adapt to changing recruiting environments. The Army's current selection measures primarily focus on a candidate's cognitive (e.g., technical and analytical) ability which does not predict attrition, discipline, and motivation.												

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2012	FY 2013	FY 2014
FY 2012 Accomplishments: Evaluated capability of non-cognitive measures such as motivation, cooperation, and achievement to predict performance of enlisted personnel while in initial training environments; evaluated the capability of non-cognitive measures to augment existing measures to better predict an individual's potential; analyzed the use of non-cognitive measures to provide flexibility for selection methods that can accommodate changes in force size.				
FY 2013 Plans: Mature and assess improved non-cognitive measures for enlisted selection and classification; perform validation checks and update enlisted longitudinal databases.				
FY 2014 Plans: Will initiate validation of non-cognitive measures to better match enlisted Soldiers to jobs (involves large-scale data collection and analysis, job/task analysis, and predictive modeling) across multiple job types.				
Title: Training and Leader Development		6.800	7.731	6.348
Description: This effort matures and demonstrates training techniques and tools that will enable Soldiers to take full advantage of advances in technology and systems and helps the Army attain its training goals for future missions and operations. Knowledge products, tools, methods and techniques transition to US Army Training and Doctrine Command (TRADOC) and operational units.				
FY 2012 Accomplishments: Developed methods to more readily assess whether training can be adapted to account for individual differences and experience levels; developed strategies to tailor training based on Soldiers' learning progress for basic Soldier skills and for Advanced Individual Training; and analyzed the use of prototype training tools to refine training strategies in institutional and unit-based training environments.				
FY 2013 Plans: Mature methods to assess the effectiveness of training tools to develop adaptive Soldiers and leaders (e.g., tactical decision making and judgment proficiency); mature training applications for operational units (e.g., visual threat detection, human terrain mapping) and design methods for training instructors to leverage emerging learning technologies.				
FY 2014 Plans: Will develop adaptive instructional model that captures task type, training domain, level of expertise, and training method to improve training efficiency for cognitive/decision-making tactical skills and tasks; will expand training approaches for operational units using live/virtual/constructive environments to train a broad range of military operations.				
Accomplishments/Planned Programs Subtotals		10.063	9.856	7.800

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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.		