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Exhibit R-2, RDT&E Budget Item Justification: PB 2016 Army										Date: February 2015		
Appropriation/Budget Activity 2040: Research, Development, Test & Evaluation, Army / BA 3: Advanced Technology Development (ATD)					R-1 Program Element (Number/Name) PE 0603007A / Manpower, Personnel and Training Advanced Technology							
COST (\$ in Millions)	Prior Years	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
Total Program Element	-	6.145	13.574	12.636	-	12.636	14.417	14.695	15.123	15.422	-	-
792: Personnel Performance & Training	-	6.145	13.574	12.636	-	12.636	14.417	14.695	15.123	15.422	-	-

Note

FY 14 decrease attributed to below threshold reprogrammings (-1500 thousand) for high priority educational opportunities for under represented populations (-750 thousand) and Engineered Resilient Systems (ERS) (-750 thousand)

A. Mission Description and Budget Item Justification

This program element (PE) matures and demonstrates advanced behavioral and social science technologies that 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 validates new selection measures and 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.

Work in this project complements and is fully coordinated with 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 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.

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Appropriation/Budget Activity		R-1 Program Element (Number/Name)			
2040: Research, Development, Test & Evaluation, Army / BA 3: Advanced Technology Development (ATD)		PE 0603007A / Manpower, Personnel and Training Advanced Technology			
B. Program Change Summary (\$ in Millions)	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total
Previous President's Budget	7.796	13.580	12.719	-	12.719
Current President's Budget	6.145	13.574	12.636	-	12.636
Total Adjustments	-1.651	-0.006	-0.083	-	-0.083
• Congressional General Reductions	-	-0.006			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-1.500	-			
• SBIR/STTR Transfer	-0.151	-			
• Adjustments to Budget Years	-	-	-0.083	-	-0.083

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Appropriation/Budget Activity 2040 / 3					R-1 Program Element (Number/Name) PE 0603007A / Manpower, Personnel and Training Advanced Technology				Project (Number/Name) 792 / Personnel Performance & Training			
COST (\$ in Millions)	Prior Years	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
792: Personnel Performance & Training	-	6.145	13.574	12.636	-	12.636	14.417	14.695	15.123	15.422	-	-
Note Not applicable for this item.												
A. Mission Description and Budget Item Justification This program element (PE) matures and demonstrates advanced behavioral and social science technologies that 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 validates new selection measures and 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. Work in this project complements and is fully coordinated with 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 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)									FY 2014	FY 2015	FY 2016	
Title: Personnel Assessment									2.590	3.397	5.348	
Description: This effort, previously titled "Personnel Technology," 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.)												
FY 2014 Accomplishments:												

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2014	FY 2015	FY 2016
Initiated validation of non-cognitive measures (e.g., temperament) to better match enlisted Soldiers to jobs (involves large-scale data collection and analysis, job/task analysis, and predictive modeling) across multiple job types. FY 2015 Plans: Will validate non-cognitive measures as predictors of success (e.g., attrition, performance, attitudes) for enlisted Soldiers as well as non-commissioned officers (NCOs) in special assignments; will identify strategies for conducting classification analyses. Will initiate research to develop enhanced suitability screening for military positions of trust (e.g., Sexual Harassment/Assault Response and Prevention Coordinators, Drill Sergeants). FY 2016 Plans: Will continue validation and refinement of non-cognitive predictors of success (e.g., attrition, performance, attitudes) for enlisted Soldiers and non-commissioned officers at accession and selection for special assignments; will conduct classification analyses to aid person-job match.				
Title: Personnel Readiness, Performance, and Conduct Description: This effort, previously titled, "Training and Leader Development," matures methods to assess, enhance, and sustain individual and unit readiness, resilience, and effectiveness to improve Soldier and unit performance. This effort also develops efficient and empirically valid measures to assess command climate and associated outcomes, and matures methods to enable leaders and units to maintain or create climates of respect, dignity and inclusion. FY 2014 Accomplishments: Developed 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; expanded training approaches for operational units using live/virtual/constructive environments to train a broad range of military operations. FY 2015 Plans: Will initiate research to prevent sexual harassment and assault through more effective training and mentoring methods. Will initiate research on valid measures of command climates of dignity, respect, and inclusion. Will validate Army instructor methods and techniques to improve instructor skills. FY 2016 Plans: Will develop measures of conduct and performance as indicators of unit climate of dignity, respect, and inclusion; will design and develop measures of collective performance; will develop methods and measures to identify and develop high quality Army instructors; will develop training methods that allow Soldiers to better use and control highly automated training systems.		3.555	10.177	7.288
Accomplishments/Planned Programs Subtotals		6.145	13.574	12.636

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C. Other Program Funding Summary (\$ in Millions) N/A		
Remarks		
D. Acquisition Strategy N/A		
E. Performance Metrics N/A		