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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 3: Advanced Technology Development (ATD)</i>	R-1 Program Element (Number/Name) PE 0603007A / <i>Manpower, Personnel and Training Advanced Technology</i>
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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	-	11.677	12.636	14.417	-	14.417	14.695	15.123	15.422	15.730	-	-
792: <i>Personnel Performance & Training</i>	-	11.677	12.636	14.417	-	14.417	14.695	15.123	15.422	15.730	-	-

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 PE support the Army Science and Technology Soldier portfolio.

Work in this PE 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 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	13.574	12.636	14.417	-	14.417
Current President's Budget	11.677	12.636	14.417	-	14.417
Total Adjustments	-1.897	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	-0.397	-			

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Exhibit R-2A, RDT&E Project Justification: PB 2017 Army										Date: February 2016		
Appropriation/Budget Activity 2040 / 3					R-1 Program Element (Number/Name) PE 0603007A / <i>Manpower, Personnel and Training Advanced Technology</i>				Project (Number/Name) 792 / <i>Personnel Performance & Training</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
792: <i>Personnel Performance & Training</i>	-	11.677	12.636	14.417	-	14.417	14.695	15.123	15.422	15.730	-	-

A. Mission Description and Budget Item Justification

This Project 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 Project 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 Project 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.

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

	FY 2015	FY 2016	FY 2017
Title: Personnel Assessment	4.653	5.348	6.000
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.			
FY 2015 Accomplishments: Validated 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; identified strategies for conducting classification analyses. Initiated			

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2015	FY 2016	FY 2017
<p>research to develop enhanced suitability screening for military positions of trust (e.g., Sexual Harassment/Assault Response and Prevention Coordinators, Drill Sergeants).</p> <p>FY 2016 Plans: Continuing 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; conducting classification analyses to aid person-job match.</p> <p>FY 2017 Plans: Will validate expanded enlisted screens and non-cognitive assessments as predictors for success in military occupational specialties (MOS) and in-service assignments (e.g., Recruiters, Instructors). This research is on-going validation of non-cognitive assessments for valued Army outcomes (e.g., attrition, performance) across a Soldier's first term of enlistment.</p>				
<p>Title: Personnel Readiness, Performance, and Conduct</p> <p>Description: This effort 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.</p> <p>FY 2015 Accomplishments: Initiated research to prevent sexual harassment and assault through more effective training and mentoring methods. Initiated research on valid measures of command climates of dignity, respect, and inclusion. Validated Army instructor methods and techniques to improve instructor skills.</p> <p>FY 2016 Plans: Developing measures of conduct and performance as indicators of unit climate of dignity, respect, and inclusion; designing and developing measures of collective performance; developing methods and measures to identify and develop high quality Army instructors; developing training methods that allow Soldiers to better use and control highly automated training systems.</p> <p>FY 2017 Plans: Will mature research to develop training and leader development methods to develop unit climate of dignity, respect, and inclusion and unit resilience (e.g., prepare Leaders to assess, enhance, and sustain individual and unit resilience); will mature research to develop measures and strategies to optimize small unit performance and individual training performance (e.g., how best to obtain optimal performance while using highly automated training systems).</p>		7.024	7.288	8.417
Accomplishments/Planned Programs Subtotals		11.677	12.636	14.417

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