FY 2002 BUDGET REVIEW

RDT&E BUDGET ITEM JUSTIFICATION SHEET (R-2 Exhibit)					DATE: JUNE 2001					
APPROPRIATION/BUDGET ACTIVITY: RDT&E, Defense-Wide/Budget Activity 6					PROGRAM ELEMENT: 0605803S, DEFENSE HUMAN RESOURCES ACTIVITY					
COST (MILLIONS)	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	COST TO COMP	TOTAL
TOTAL PROGRAM ELEMENT	8.084	8.696	8.834	-	-	-	-	-	Cont	Cont
#1: Joint Service Training & Readiness System Development	3.579	3.862	3.925	-	-	-	-	-	Cont	Cont
#2: Defense Training Resource Analysis	2.791	3.032	3.083	-	-	-	-	-	Cont	Cont
#3: DoD Enlistment Processing and Testing	1.714	1.802	1.826	-	-	-	-	-	Cont	Cont

A. Mission Description and Budget Item Justification:

The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD(P&R)).

#1. Joint Service Training & Readiness System Development. The Joint Service programs were established by the Secretary of Defense to improve the training and readiness of the Active and Reserve Components. The PE is located in Budget Activity 6, RDT&E Management Support, to expedite the prototype development of new training and readiness technologies and Joint Service Training and readiness systems which improve the training and readiness effectiveness and enhance the performance of the military forces. It also facilitates the sharing of training and readiness information, while allowing for the transfer of emerging and innovative technologies among the Services and private sector.

#2. Defense Training Resources Analysis. This project supports the DHRA and DoD training managers (OSD, Joint Staff, Unified Commands, and the Services) in promoting more efficient and effective use of training resources, increasing the effectiveness of military training, and enhancing the readiness and performance of the military forces. Projects analyze the contributions to readiness of various training techniques and programs and use the results to expedite new training concepts and procedures that increase unit effectiveness or decrease costs. Emphasis is placed on developing analytical tools and systematic methodologies to improve training resource allocations.

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#3. DoD Enlistment Processing and Testing. The project is located in Budget Activity 6, RDT&E Management Support, to administer testing programs which enable the Armed Services to select highly qualified military recruits. The DoD uses a single test, the Armed Services Vocational Aptitude Battery (ASVAB) to determine eligibility of military applicants and to report recruit quality data to Congress. High quality recruits are obtained from administering the ASVAB annually to approximately 600,000 applicants for Military Service as part of the DoD Enlistment Testing program, and to 1 million students in the DoD Student Testing program. Each Service also uses ASVAB test forms developed in this program as part of their in-service testing programs. New ASVAB test forms and related support materials are implemented approximately every four years. This allows DoD to make measurement improvements as well as decrease the likelihood of test compromise. Ongoing RDT&E efforts include development and evaluation of procedures which (1) reduce or eliminate threats to the validity of the ASVAB test scores generated; (2) improve the efficiency of the test development, calibration, and validation process; and (3) improve selection and classification decisions made by each Service through more effective use of test score information. In addition, periodic assessments are required to provide DoD manpower planners and Congress with information on aptitude trends in the population from which recruits are drawn.

B. Program Change Summary:
COST IN MILLIONS

	FY 00	FY 01	FY 02	Total Cost
President's Budget Submission	8.084	8.776	8.834	Continuing
Adjustments to Appropriated Value		-.061		
Congressional Rescission:		-.019		
Current Budget Submission	8.084	8.696	8.834	Continuing

FY 01 reflects DHRA's fair share of Title IV reductions per Section 8086 of the FY 2001 Appropriations Act (-0.061); and its fair share of a government-wide rescission (-0.019).

C. Other Program Funding Summary:

N/A

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COST (MILLIONS)	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	COST TO COMP	TOTAL
#1: Joint Service Training & Readiness System Development	3.579	3.862	3.925	-	-	-	-	-	Cont	Cont

A. Mission Description & Budget Item Justification:

#1. The Joint Service programs were established by the Secretary of Defense to improve the training and readiness of the Active and Reserve Components. The PE is located in Budget Activity 6, RDT&E Management Support, to expedite the prototype development of new training and readiness technologies and Joint Service training and readiness systems which improve the training and readiness effectiveness and enhance the performance of the military forces. It also facilitates the sharing of training and readiness information, while allowing for the transfer of emerging and innovative technologies among the Services and private sector.

B. Program Change Summary:

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                                        COST IN MILLIONS
                              FY 00       FY 01       FY 02          Total Cost
President's Budget Submission  3.579       3.897       3.925          Continuing
Adjustments to Appropriated Value          -.027
Congressional Rescission:                  -.008
Current Budget Submission      3.579       3.862       3.925          Continuing
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C. Other Program Funding Summary:

N/A

FY 2002 BUDGET REVIEW

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APPROPRIATION/BUDGET ACTIVITY: RDT&E, Defense-Wide/Budget Activity 6					PROGRAM ELEMENT: 0605803S, DEFENSE HUMAN RESOURCES ACTIVITY					
COST (MILLIONS)	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	COST TO COMP	TOTAL
#1: Joint Service Training & Readiness System Development	3.579	3.862	3.925	-	-	-	-	-	Cont	Cont

D. Schedule Profile

FY 2000 Accomplishments (3.579)
- Developed the capability that can be used to coordinate and oversee implementation of policies, procedures, and methods to reengineer individual training processes through the use of ADL
- Sponsored prototype developments of ADL and embedded training technologies
- Developed guidelines for using networked simulation to improve mission readiness through rehearsal and risk assessment
- Developed a common DoD master plan for collaborative development and implementation of ADL
- Supported establishment and operation of an ADL Co-Lab for the assessment and conformance testing of ADL tools and prototypes as well as the development and promulgation of guidelines
- Developed recommendations on ways JSIMS and supporting tools can be integrated into the Joint Experimentation process
- Integrated the next-generation training simulation tools into joint training
- Developed the analytical support for requiring that all new combat platforms include interconnectable embedded training
- Continued to assess the use of embedded training by Services as examples and prototypes for extension

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APPROPRIATION/BUDGET ACTIVITY: RDT&E, Defense-Wide/Budget Activity 6					PROGRAM ELEMENT: 0605803S, DEFENSE HUMAN RESOURCES ACTIVITY					
COST (MILLIONS)	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	COST TO COMP	TOTAL
#1: Joint Service Training & Readiness System Development	3.579	3.862	3.925	-	-	-	-	-	Cont	Cont

FY 2001 Plans (3.862)
- Coordinate ADL architecture, standards, and guidelines across DoD, federal agencies, and NATO allies
- Refine the ADL Master Plan by focusing on opportunities for collaboration and reuse
- Sponsor prototype training technology development and applications that support joint warfighting
- Support the evolution and realization of joint training in the context of Joint Vision 2010
- Assess the cost-benefit of distributed learning technologies
- Support prototype development and assessment of DoD Knowledge Management Systems and Portals

FY 2002 Plans (3.925)
- Continue to coordinate the evolution of ADL architecture, standards, and guidelines across DoD, federal agencies, and NATO allies
- Update and expand the ADL Master Plan by focusing on inter-agency, combined, and coalition training with NATO allies and PfP countries
- Sponsor prototype training technology development and applications that support joint, interagency, and coalition training communities
- Assess the cost-benefit of new learning technologies especially intelligent tutors and intelligent systems
- Support prototype development, assessment, and application of DoD's Knowledge Management Systems and Portals

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COST (MILLIONS)	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	COST TO COMP	TOTAL
#2: Defense Training Resource Analysis	2.791	3.032	3.083	-	-	-	-	-	Cont	Cont

A. Mission Description & Budget Item Justification:

#2. This project supports the DHRA and DoD training managers (OSD, Joint Staff, Unified Commands, and the Services) in promoting more efficient and effective use of training resources, increasing the effectiveness of military training, and enhancing the readiness and performance of the military forces. Projects analyze the contributions to readiness of various training techniques and programs and use the results to expedite new training concepts and procedures that increase unit effectiveness or decrease costs. Emphasis is placed on developing analytical tools and systematic methodologies to improve training resource allocations.

B. Program Change Summary:

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                                          COST IN MILLIONS
                                  FY 00       FY 01       FY 02            Total Cost
President's Budget Submission      2.791       3.060       3.083           Continuing
Adjustments to Appropriated Value              -.021
Congressional Rescission:                      -.007
Current Budget Submission          2.791       3.032       3.083           Continuing
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C. Other Program Funding Summary:

N/A

FY 2002 BUDGET REVIEW

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APPROPRIATION/BUDGET ACTIVITY: RDT&E, Defense-Wide/Budget Activity 6					PROGRAM ELEMENT: 0605803S, DEFENSE HUMAN RESOURCES ACTIVITY					
COST (MILLIONS)	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	COST TO COMP	TOTAL
#2: Defense Training Resource Analysis	2.791	3.032	3.083	-	-	-	-	-	Cont	Cont

D. Schedule Profile

FY 2000 Accomplishments (2.791)
- Continued development of a system to provide resources, facilities and simulations for effective Service-level and joint training
- Conducted a "model" CTEA for a large-scale training simulation, such as JSIMS
- Demonstrated methods to estimate future resource needs for readiness
- Tested recommendations to increase the use of private-sector entities in performing training functions

FY 2001 Plans (3.032)
- Test system development to provide resources, facilities, and simulations for effective Service level and joint training
- "Normalize" Status of Readiness and Training System (SORTS) to address changes in training policy and force structure
- Analyze test results of program to increase use of private sector entities in performing training functions
- Continue development and implementation of policy for conducting cost-effective Joint, Service, and Agency training

FY 2002 Plans (3.083)
- Assess the TEA and CTEA efforts accomplished under TEA/CTEA policy, guidelines, and directives after they mature

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COST (MILLIONS)	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	COST TO COMP	TOTAL
#3: DoD Enlistment Processing and Testing	1.714	1.802	1.826	-	-	-	-	-	Cont	Cont

A. Mission Description & Budget Item Justification:

#3. The primary mission is to test and implement more accurate methods of assessing aptitudes required for military enlistment, success in training, and performance on the job. Also, it includes implementing methods that are useful in the identification of persons with the high aptitudes required by today's smaller and technically more demanding military.

B. Program Change Summary:

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                                       COST IN MILLIONS
                             FY 00         FY 01         FY 02          Total Cost
President's Budget Submission 1.714         1.819         1.826          Continuing
Adjustments to Appropriated Value          -.013
Congressional Rescission:                  -.004
Current Budget Submission    1.714         1.802         1.826          Continuing
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C. Other Program Funding Summary:
N/A

D. Schedule Profile

FY 2000 Accomplishments (1.714)
   DoD Enlistment Testing Program (ETP) (1.028)
• Implemented new ASVAB structure
• Continued development of psychometric procedures for on-line calibration of new ASVAB test items and reducing item exposure in computerized adaptive testing. Published results to-date in professional literature

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#3: DoD Enlistment Processing and Testing	1.714	1.802	1.826	–	–	–	–	–	Cont	Cont

- Completed analyses to develop new score scale
- Conducted other analyses of normative data for publication
- Documented results of the automated item writing work
- Began development of procedures to detect item compromise and item parameter drift on computer adaptive tests
- Evaluated feasibility of using CAT-ASVAB at Mobile Examining Team (MET) sites
- Began investigating the "Coding Speed" construct and began development of the ASVAB technical manual
  DoD Student Testing Program (STP) (.686)
- Completed plan for improving the STP
- Completed Interest Finder response bias evaluation
- Evaluated STP high school participation rate
- Revised *Military Careers*
- Began analyses to use ASVAB and measures of vocational interest to predict civilian job success
- Prepared for implementation of new normative information

FY 2001 Plans (1.802)
  DoD Enlistment Testing Program (ETP) (1.083)
- Implement new normative score scale
- Implement new forms of the paper and pencil ASVAB for the enlisted testing program
- Complete MET site feasibility study
- Conduct validity studies of Assembling Objects
- Complete Interest Finder response bias evaluation
- Continue exploration of new procedures for detection of item/test compromise and item parameter drift; Develop procedures for multidimensional adaptive testing

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COST (MILLIONS)	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	COST TO COMP	TOTAL
#3: DoD Enlistment Processing and Testing	1.714	1.802	1.826	-	-	-	-		Cont	Cont

   <u>DoD Student Testing Program (STP) (.719)</u>
- Implement new normative information and score scale for STP ASVAB
- Revise **Career Exploration Program** for the "shortened" ASVAB offered to schools
- Examine ways to increase high school usage of the **Career Exploration Program**
- Complete work on STP high school participation rate and prediction of civilian job success

FY 2002 Plans (1.826)
   <u>DoD Enlistment Testing Program (ETP) (1.096)</u>
- Continue exploration of procedures for trying out new test items "on-line"
- Explore possibilities for equating new forms of the ASVAB "on-line"
- Explore uses of multidimensional adaptive tests
- Start trail implementation of new methods for detection of test item compromise
- Begin implementation of CAT-ASVAB in the MET sites
   <u>DoD Student Testing Program (STP) (.730)</u>
- Implement new career exploration program with new materials
- Implement new normative information and score scale for the interest-finder and aptitude norms for the ASVAB
- Revise *Military Careers* to be compatible with the O*NET