

UNCLASSIFIED
Fiscal Year 2007 Budget Estimates
Department of Defense Human Resources Activity
RDT&E Descriptive Summaries
FEBRUARY 2006

Exhibit R-2, RDT&E Budget Item Justification					Date: February 2006		
Appropriation/Budget Activity RDT&E, Defense-wide BA 6			R-1 Item Nomenclature: R&D in Support of DoD Enlistment, Testing and Evaluation, 0605803SE				
Cost (\$ in millions)	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
Total PE Cost	8.542	8.727	9.348	9.532	9.791	10.040	10.296
Project 1: Joint Service Training & Readiness System Development	3.725	3.898	4.053	4.192	4.306	4.415	4.528
Project 2: Defense Training Resource Analysis	2.930	3.098	3.227	3.340	3.430	3.518	3.607
Project 3: DoD Enlistment Processing & Testing	1.887	1.857	1.934	2.000	2.055	2.107	2.161
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)). This PE includes application of R&D to expedite prototype development and mission support efforts to sustain and/or modernize operations required for general RDT&E.							

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Project 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. This project expedites the prototype development of new training and readiness focus areas, programs and technologies, and Joint Service Training and Readiness systems, which improve training and readiness effectiveness and enhance military forces' performance.

It also facilitates the sharing of training and readiness information, while allowing for the transfer of emerging and innovative concepts and technologies among the Services and the private sector. Efforts have included: development of mission essential tasks; design, development, and implementation of performance metrics, data, and methodologies for the Joint Assessment and Enabling Capability to guide Training Transformation and support the Department's balanced scorecard and Defense Readiness Reporting System; identified and defined joint urban training requirements identified methods to conduct effective joint training and determined best means to develop simulations, military construction, and other urban training facilities that meet Service, joint, and fiscal demands and requirements; developed joint training regimen requirements and investments ranging from the joint strategic level down to the joint tactical level for joint asymmetric warfare; and developed a joint stability and support operations training roadmap and investment plan for operations other than war including peace enforcement, peacekeeping, and humanitarian assistance; and joint personnel readiness programs.

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Project 2: The Defense Training Resources Analysis. This project supports 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.

Project 3: DoD Enlistment Processing and Testing. The project administers 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.

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B. Program Change Summary:

	<u>FY 2005</u>	<u>FY 2006</u>	<u>FY 2007</u>
Previous President's Budget	8.548	8.853	9.214
Current BER/President's Budget	8.542	8.727	9.348
 Total Adjustments	 0	 -0.126	 +0.134
Congressional Adjustment	0	-0.126	0
Program Adjustment	0	0	+0.134

Change Summary Explanation: FY 2006 reflects a Congressional Defense-Wide 1% pro-rata rescission (-\$0.167 million) and Section 8125 Economic Assumptions reduction (-\$0.075 million). Program adjustments increase program funding by \$0.134 million in FY 2007.

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<p>C. Other Program Funding Summary: not applicable</p> <p>D. Acquisition Strategy: not required</p> <p>E. Performance Metrics: not required</p>		

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Exhibit R-2a, RDT&E Project Justification					Date: February 2006		
Appropriation/Budget Activity RDT&E, Defense-wide BA 6				Project Name and Number - Defense Human Resources Activity, Project 1			
Cost (\$ in millions)	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
Project 1: Joint Service Training & Readiness System Development	3.725	3.842	4.111	4.192	4.306	4.415	4.528
RDT&E Articles Quantity - N/A							
A. Mission Description and Budget Item Justification: The Joint Service programs were established by the Secretary of Defense to improve the training and readiness of the Active and Reserve Components. This project expedites 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. Efforts have included: development of mission essential tasks; design, development, and implementation of performance metrics, data, and methodologies for the Joint Assessment and Enabling Capability to guide Training Transformation and support the Department's balanced scorecard and Defense Readiness Reporting System; identified and defined joint urban training requirements, identified methods to conduct effective joint training, and determined best means to develop simulations, military construction, and other urban training facilities that meet Service, joint, and fiscal demands and requirements; developed joint training regimen requirements and investments ranging from the joint strategic level down to the joint tactical level for joint asymmetric warfare; and developed a joint stability and support operations training roadmap and investment plan for operations other than war including peace enforcement, peacekeeping, and humanitarian assistance.							

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Appropriation/Budget Activity RDT&E, Defense-wide BA 6	Project Name and Number - Defense Human Resources Activity, Project 1	
<p>A. Mission Description and Budget Item Justification continued: Additional efforts directed at understanding and ameliorating stress on the force also contribute to this mission. Among such studies are cost analysis and management of entitlements, investigation of manpower alternatives to Active and Reserve forces and force recruiting and sustainment initiatives.</p> <p>B. Accomplishments/Planned Program</p> <ul style="list-style-type: none"> • Provide support to the Joint Knowledge Development and Distribution Capability for ADL prototype development based on requirements from the Joint Staff and Combatant Commanders that support joint, interagency and coalition training communities • Support prototype development, assessment and application of DoD's Knowledge Management Systems and Portals • Develop training and readiness transformation strategies to implement wide-ranging change in training processes and infrastructure • Continue development of mission essential tasks • Advance the live, virtual, and constructive simulation training baseline to include developmental systems and visionary views to compose trends and assess macro-functionality in the context of Joint Vision 2020 (JV2020) • Examine and assess future learning technology requirements for Joint Vision 2020 to develop policies and resources capitalizing on the next-leap in technology (embedded intelligence, linked/seamless exchange of learning experiences to include immersive and virtual) • Assess and refine the DoD training strategy for the Services, combatant commands and Defense Agencies • Develop methodology for force capability and like kind substitutions and trade-offs 		

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<ul style="list-style-type: none">• Identify specific links between DoD and DHS in terms of mission, resources and force management requirements, and identify approaches for assessing for assessing readiness that will benefit both departments in terms of consistent information flow, system compatibility, and avoiding dual reporting for common organizations.• Identify opportunities to improve the construction of mission essential task lists by units at all organization levels• Provide a detailed scenario based framework for assessing whether the DoD can accomplish both planned missions and emergent operations over the next year. The framework will be constructed in such a way that avoids human biases in both the composition of the scenario and the compilation of relevant information into an assessment.• Revise and expand the existing suite of Joint Training System (JTS) tools and metrics to enhance the capability of joint training and readiness assessments with the long-range goal of embedding automated performance assessment capabilities in operational software and data systems linked to Defense Readiness Reporting System (DRRS)• Using the current JTS as a baseline, conduct analyses of current and emerging operational requirements of Combatant Commanders, Training Transformation Joint Management Offices, and other stakeholders to identify major system improvement opportunities• Develop a synchronized and unified process model depicting the desired enhanced JTS capabilities• Develop a process model to assist in the integration of the Adaptive Planning process into JTS		

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Appropriation/Budget Activity RDT&E, Defense-wide BA 6	Project Name and Number - Defense Human Resources Activity, Project 1	
<ul style="list-style-type: none">• Analyze and address challenges for recruiting with quality individuals needed to sustain the force during the Global War on Terrorism• Develop a health simulation model for use in evaluating potential changes in the military health benefit• Examine the funding for the DoD Medical Fund and refine the incentives for better management of personnel and efficient delivery of health care• Continued investigation of various methodologies to improve DoD involuntary access to Reserve Component units and/or individual members for the purpose of individual or collective skill training required to meet deployment standards and timelines• Assessing the current state of knowledge pertaining to Guard and Reserve family readiness for extended deployments• Develop, for current military operations, requirements on both the individual Services and Joint Service training and readiness to validate the Departments' strategic plans for optimizing Reserve component assets by providing empirically based, factual information to ensure the focus remains on the correct policies for supporting the long term employment of our Reserves in the Global War on Terror• Build a model to understand attrition behavior and the factors affecting the decision to continue or discontinue service in the Reserve Components• Continue compilation and analysis of data to estimate the change in labor earnings of Reservists before, during, and after activation in order to understand the magnitude of these earnings losses across the Reserve Components		

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<ul style="list-style-type: none">• Continue efforts to implement best-value total force to include civilians and contractors in addition to Active Duty and Reserve members so as to alleviate constant stress on over-tapped segments• Develop a roadmap and implementation plan for a human capital strategy designed to provide appropriate access to the best value Total Force <p>C. Other Program Funding Summary: not applicable</p> <p>D. Acquisition Strategy: not required</p>		

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Appropriation/Budget Activity RDT&E, Defense-wide BA 6			Project Name and Number - Defense Human Resources Activity, Project 1			
E. Major Performers:						
FFRDCs: RAND, Santa Monica, CA, FY05 \$526K; CAN, Alexandria, VA, FY05 \$1.350K						
				Amount:\$M		
				FY 2005	FY 2006	FY2007
<u>Contractors:</u>	<u>Location:</u>	<u>Description</u>	<u>Estimated</u>			
		<u>Of Work:</u>	<u>Award Date:</u>			
Northrup	Fairfax, VA	Analysis and	March 2003	1.175	1.175	1.175
Grumman		Readiness				
		Assessment.				
		War planning				
		assumptions				
		for munitions.				
SRS Technologies		Training Range Issues		1.050	1.050	1.050
		Protecting overseas				
		training ranges.				
Booze Allen & Hamilton		Analytical Support for		0.700	0.700	0.700
		Training Bases.				
		Reserve Component DL				
		Compensation Alternative				

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Exhibit R-2a, RDT&E Project Justification					Date: February 2006		
Appropriation/Budget Activity RDT&E, Defense-wide BA 6				Project Name and Number - Defense Human Resources Activity, Project 2			
Cost (\$ in millions)	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
Project 2: Defense Training Resource Analysis	2.930	3.054	3.276	3.340	3.430	3.518	3.607
RDT&E Articles Quantity - N/A							
A. Mission Description and Budget Item Justification: This project supports 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. Accomplishments/Planned Program:							
	FY 2005		FY 2006		FY 2007		
Accomplishment/ Effort/Subtotal Cost	2.930		3.054		3.276		
RDT&E Articles Quantity - N/A							
<ul style="list-style-type: none">• Provide analytical support to address sustainability of training ranges strategy to protect range capability to support needed testing and training• Develop comprehensive strategy to address near-term range encroachments that threaten DoD's ability to test and train as required• Develop recommendations on ways JSIMS and supporting tools can be integrated into the Joint Experimentation process							

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<ul style="list-style-type: none">• Continue integration of next-generation training simulation tools into joint and interoperability training• Continue development of Phase IV, JTIMS prototype readiness and training assessment tools• Assess the costs and benefits of establishing standing Joint Task Forces (JTFs) in the combatant commands• Inventory encroachment problems facing training ranges across the Department, assess the contribution of the Service efforts and existing Department efforts to deal with encroachment, and assist in developing an Office of the Secretary of Defense (OSD) agenda to deal with the problems across the Military Departments• Develop and refine a future Department of Defense (DoD) training strategy and roadmap congruent with JV2020 and the Combined Joint Chiefs of Staff's Joint Training System• Develop an information management approach that captures and maintains Service-identified training range requirements, and evaluates the adequacy of existing training resources to meet these requirements• Develop an information management baseline to support the DoD sustainable ranges initiative agenda, and to oversee and manage encroachment issues across OSD, the military departments, and stakeholders outside of DoD• Analyze and recommend improved approaches for compatible land use and buffer zone creation to increase range sustainability• Develop strategy to sustain ranges including legislative/regulatory, outreach, policy, organization, and programming as part of an overall response to address the most critical encroachment issues• Conduct encroachment assessment and planning to sustain overseas ranges in concert with comprehensive planning being done for Continental United States (CONUS) ranges		

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<ul style="list-style-type: none">• Develop Sustainable Ranges Working IPT (WIPT)-approved analysis approach and initiated OSD study of range information system capabilities to develop a current capabilities baseline, identify best practices, analyze gaps, and recommend common solutions• Initiate development of an overseas range inventory baseline, WIPT overseas action plan, and supporting overseas region/theater case studies• Define and reach consensus on FY 2005 OSD-Service-sponsored DoD range buffer zone projects• Support development, submission, promotion and tracking of FY 2005 Readiness and Range Preservation Initiative Legislation to Congress• Develop and coordinate DoD sustainable range and operational range clearances, and outreach policy• Develop Sustainable Range funding tracking mechanism and supported WIPT late-summer review of Service budgets• Develop Defense Language Transformation Roadmaps and cultural training to improve language capabilities and cultural awareness for the DoD workforce• Generate ideas and policies for better use of military personnel and training for combat- and operations-related occupations, through military to civilian conversation and other personnel transformation initiatives• Continued development model of alternative military retirement systems based upon past studies of Active and Reserve military retirement and retention issues• Identify and fill critical training gaps within all components of Joint Total Force• Enhance cultural awareness and language training• Investigate needs/requirements regarding training to bolster residence		

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<p>C. Other Program Funding Summary: not applicable</p> <p>D. Acquisition Strategy: not required</p> <p>E. Major Performers: n/a</p>		

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Appropriation/Budget Activity RDT&E, Defense-wide BA 6				Project Name and Number - Defense Human Resources Activity, Project 3															
Cost (\$ in millions)	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011												
Project 3: DoD Enlistment Processing & Testing	1.887	1.831	1.961	2.000	2.055	2.107	2.161												
RDT&E Articles Quantity - N/A																			
<p>A. Mission Description and Budget Item Justification: The primary mission of DoD Enlistment Processing and Testing 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.</p> <p>B. Accomplishments/Planned Program:</p> <table><tr><td></td><td>FY 2005</td><td>FY 2006</td><td>FY 2007</td></tr><tr><td>Accomplishment/ Effort/Subtotal Cost</td><td>1.887</td><td>1.831</td><td>1.961</td></tr><tr><td>RDT&E Articles Quantity - N/A</td><td></td><td></td><td></td></tr></table> <p><u>DoD Enlistment Testing Program (ETP)</u></p> <ul style="list-style-type: none">• Modify the Windows version of CAT-ASVAB to meet ASVAB research and operational requirements• Develop new test forms of the ASVAB from data collected as part of the operational battery, including development of procedures for calibrating test items and improved procedures for item selection and scoring• Implement procedures for the detection of test compromise Conduct a review of ASVAB content, develop a plan for evaluating and implementing proposed ASVAB content changes, conduct the necessary research									FY 2005	FY 2006	FY 2007	Accomplishment/ Effort/Subtotal Cost	1.887	1.831	1.961	RDT&E Articles Quantity - N/A			
	FY 2005	FY 2006	FY 2007																
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<ul style="list-style-type: none">• Continue research in the area of developing and evaluating new models for item selection and scoring• Implement CAT-ASVAB in selected Mobile Examining Test (MET) sites• Evaluate the feasibility of implementing an internet version of CAT-ASVAB; this includes development of methodology for verifying test scores obtained under un-proctored test administration conditions		
<u>DoD Student Testing Program (STP)</u>		
<ul style="list-style-type: none">• Develop and evaluate a new interest inventory• Continue development of the Career Exploration Program (CEP) Web Site• Implement new materials and publish new technical manual• Develop and implement new training materials for use in CEP• Conduct an evaluation of the new CEP, including responses from recruiters, students, and school counselors• Develop new STP ASVAB test forms• Continue research into improving STP testing methodologies		
C. Other Program Funding Summary: not applicable		
D. Acquisition Strategy: not required		

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<p>E. Major Performers: FFRDCs: none</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2"></th> <th colspan="3" style="text-align: right; padding-bottom: 5px;"><u>Amount:\$M</u></th> </tr> <tr> <th style="text-align: left; padding-bottom: 5px;"><u>Contractors:</u></th> <th style="text-align: left; padding-bottom: 5px;"><u>Location:</u></th> <th style="text-align: left; padding-bottom: 5px;"><u>Description</u> <u>Of Work:</u></th> <th style="text-align: right; padding-bottom: 5px;"><u>Estimated</u> <u>Award Date:</u></th> <th style="text-align: right; padding-bottom: 5px;"><u>FY 2005</u></th> <th style="text-align: right; padding-bottom: 5px;"><u>FY 2006</u></th> <th style="text-align: right; padding-bottom: 5px;"><u>FY2007</u></th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top; padding: 5px;">HumRRO</td> <td style="vertical-align: top; padding: 5px;">Alexandria, VA</td> <td style="vertical-align: top; padding: 5px;"> <ul style="list-style-type: none"> - CAT-ASVAB Technical Support - Review of ASVAB Content - Item Writing for Future versions of ASVAB - Career Exploration Program Interest Inventory - Technical Support for evaluation and implementation of internet testing </td> <td></td> <td style="text-align: right; vertical-align: top; padding: 5px;">1.159</td> <td style="text-align: right; vertical-align: top; padding: 5px;">1.159</td> <td style="text-align: right; vertical-align: top; padding: 5px;">1.159</td> </tr> </tbody> </table>						<u>Amount:\$M</u>			<u>Contractors:</u>	<u>Location:</u>	<u>Description</u> <u>Of Work:</u>	<u>Estimated</u> <u>Award Date:</u>	<u>FY 2005</u>	<u>FY 2006</u>	<u>FY2007</u>	HumRRO	Alexandria, VA	<ul style="list-style-type: none"> - CAT-ASVAB Technical Support - Review of ASVAB Content - Item Writing for Future versions of ASVAB - Career Exploration Program Interest Inventory - Technical Support for evaluation and implementation of internet testing 		1.159	1.159	1.159
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