| Exhibit R-2, RDT&E Budget Item Justification: PB 2012 DoD Human Resources Activity | | | | | | | | | | DATE: February 2011 | |

APPROPRIATION/BUDGET ACTIVITY	R-1 ITEM NOMENCLATURE
0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*

COST ($ in Millions)	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
Total Program Element	21.043	64.737	49.810	-	49.810	41.308	12.207	12.178	12.382	Continuing	Continuing
Project 1 : *Joint Service Training & Readiness System Development*	4.262	4.286	4.175	-	4.175	4.137	4.129	4.121	4.190	Continuing	Continuing
Project 2: *Defense Training Resource Analysis*	3.358	3.420	3.320	-	3.320	3.288	3.270	3.253	3.307	Continuing	Continuing
Project 3: *DoD Enlistment Processing & Testing*	3.616	2.088	2.035	-	2.035	2.017	2.013	2.009	2.043	Continuing	Continuing
Project 4: *Federal Voting Assistance Program*	9.807	39.043	27.099	-	27.099	27.074	-	-	-	Continuing	Continuing
Project 5: *Human Resources Automation Enhancements*	-	8.900	6.789	-	6.789	4.192	2.795	2.795	2.842	Continuing	Continuing
Project 6: *Sexual Assault Prevention and Response Office*	-	7.000	4.992	-	4.992	-	-	-	-	Continuing	Continuing
Project 7: *Global force Mgmt Data Initiative*	-	-	1.400	-	1.400	0.600	-	-	-	Continuing	Continuing

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.

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 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 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.

Exhibit R-2, **RDT&E Budget Item Justification:** PB 2012 DoD Human Resources Activity	**DATE:** February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*

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.

Project 4: The Federal Voting Assistance Program (FVAP) administers the Federal responsibilities of the Secretary of Defense, as specified in the Uniformed and Overseas Citizens Absentee Voting Act of 1986 which covers more than six million potential voters. FVAP informs and educates U.S. citizens around the world of their right to vote, fosters voting participation and protects the integrity of the electoral process at the Federal, State and local levels.

The Election Assistance Commission is developing electronic absentee voting guidelines in conjunction with the National Institute of Standards and Technology. RDT&E funding will support the development of online tools to provide Voter Assistance Officer (VAO) training and to develop a dynamic public web-site to facilitate internet-based voter registration, ballot delivery and voting system for use in the first general election after the release of guidelines. Since July 2009, FVAP, EAC and NIST have been developing those guidelines. Full public engagement with the computer science, military and overseas voting advocacy, and voting system development communities is crucial to designing electronic absentee voting systems which will be accepted as providing the same level of ballot access, security, privacy, and accountability as the current absentee voting systems provided military and overseas voters.

Project 5: Civilian HR automation enhancements planned for FY 2009 and FY 2010 are focused on software development to support the Department's civilian workforce, including readiness requirements for the development of automation for an expeditionary civilian workforce; an SES-focused performance management system; development of interfaces with the Defense Civilian Personnel Data System (DCPDS) and other civilian HR systems to fully expand the Enterprise Staffing Solution; development of DCPDS interfaces with Office of Personnel Management (OPM) initiative mandates for HR Line of Business (LoB), electronic Official

Exhibit R-2, RDT&E Budget Item Justification: PB 2012 DoD Human Resources Activity	DATE: February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*

Personnel Folder, Retirement Systems Modernization implementation, and HR Line of Business. DoD is one of five designated Shared Service Centers in the federal government focused on providing standard services across agency lines, gaining potential significant business and cost-saving benefits. DoD is considered a leader in this initiative. Continues the conversion of employees back to other personnel systems as mandated in NDAA 2010 and designs new flexibilities to include, but not limited to the establishment of policies and procedures for a new Performance Management System, a redesigned hiring process adhering to veterans' preference requirements, a "Department of Defense Civilian Workforce Incentive fund", and a Mandatory Training and Retraining Program for Supervisors.

DCPDS is the Department's enterprise civilian HR system that has provided the savings originally projected in the achievement of full operational capability in 2002 and which has continued to operate as the DoD system serving over 800,000 employee records. Additional initiatives to sustain the Department's lead in automated systems to include, expansion of employee self service functionality, and systems to support civilian HR requirements of the intelligence and National Guard communities. All enhancements will support the Department's focus on the further consolidation of civilian HR operations to a single operational site, with linkage to Component operations worldwide.

Project 6: The integrated DoD SAPR Data Collection and Reporting System (Defense Sexual Assault Incident Database (DSAID)) must accommodate a variety of uses, including the tracking of sexual assault victim support services, support SAPR program administration, program reporting requirements, and data analysis. In order to facilitate analysis at the OSD level, the System should be able to easily export data for analysis in computerized statistical applications, such as Statistical Package for the Social Sciences (SPSS). Service field-level users may use the system to track support to victims of sexual assault throughout the lifecycle of that support requirement and to facilitate sexual assault case transfer between SARCs and Services. Service headquarters-level users will use the system to support program planning, analysis, and management. DoD SAPR Office (SAPRO) users and Service headquarters-level users will access the system to produce mandated and requested reports, monitor program effectiveness and support cohort and trend analysis.

The integrated DoD SAPR Data Collection and Reporting System will support SAPR programs for all active duty and Reserve personnel, including National Guard (NG) Service members when on active duty or when performing active service and inactive duty training (as defined in Section (101)(d)(3) of Chapter 47 of title 10, United States Code) with the ability to expand to cover other DoD personnel as required. Additionally, system implementation at the state level will provide a new capability to manage SAPR programs for National Guard personnel under Title 32 USC. Implementation of this capability would be based on a state NG structure grouped according to state and subdivided into sexual assaults from the separate Army and Air National Guard.

Exhibit R-2, **RDT&E Budget Item Justification:** PB 2012 DoD Human Resources Activity	**DATE:** February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*

B. Program Change Summary ($ in Millions)	**FY 2010**	**FY 2011**	**FY 2012 Base**	**FY 2012 OCO**	**FY 2012 Total**
Previous President's Budget	19.472	64.737	-	-	-
Current President's Budget	21.043	64.737	49.810	-	49.810
Total Adjustments	1.571	-	49.810	-	49.810
• Congressional General Reductions		-			
• Congressional Directed Reductions		-			
• Congressional Rescissions	-0.029	-			
• Congressional Adds		-			
• Congressional Directed Transfers		-			
• Reprogrammings	1.600	-			
• SBIR/STTR Transfer	-	-			
• R&D in Support of DOD Enlistment, Testing and Evaluation	-	-	49.810	-	49.810

Change Summary Explanation

FY 2011 reflects initial RDT&E funding to support the development of online tools to provide Voter Assistance Officer (VAO) training and to develop a dynamic public web-site to facilitate internet-based voter registration, ballot delivery and voting system for use in the first general election after the release of guidelines.

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity	DATE: February 2011

APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	R-1 ITEM NOMENCLATURE PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	PROJECT Project 1 : *Joint Service Training & Readiness System Development*

COST ($ in Millions)	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
Project 1 : *Joint Service Training & Readiness System Development*	4.262	4.286	4.175	-	4.175	4.137	4.129	4.121	4.190	Continuing	Continuing
Quantity of RDT&E Articles											

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.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
Title: Joint Service Training & Readiness System Development *Description:* Joint Service Training & Readiness System Development *FY 2010 Accomplishments:* dee123• 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) • Continue to assess and refine the DoD training strategy for the Services, combatant commands and Defense Agencies • Develop a synchronized and unified process model depicting the desired enhanced JTS capabilities	4.262	4.286	4.175

Exhibit R-2A, **RDT&E Project Justification:** PB 2012 DoD Human Resources Activity		**DATE:** February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 1 : *Joint Service Training & Readiness System Development*

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2010**	**FY 2011**	**FY 2012**
• Continue to 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 • Continue to support prototype development, assessment and application of DoD's Knowledge Management Systems and Ports • Continue to use 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 • Examine military training models and methodologies used by foreign nations to prepare their militaries for operations, focusing on the collective or unit training models and methodologies and use lessons learned to support training • Develop an adaptability training strategy for the DoD • Investigate, quantify, and assess the value of system training to Defense acquisition programs in terms of cost and performance effectiveness • Evaluate and compare alternatives for the acquisition of materials associated with Joint Rapid Database Development and Distribution Capability (JRD3C) and make recommendation to the Milestone Decision Authority based on the evaluation. The JRD3C will provide a web-based architecture for assembling and correlating modeling and simulation scenarios, which will reduce the overall time needed to plan mission rehearsals *FY 2011 Plans:* • 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) • Continue to assess and refine the DoD training strategy for the Services, combatant commands and Defense Agencies • Develop a synchronized and unified process model depicting the desired enhanced JTS capabilities			

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity		DATE: February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	R-1 ITEM NOMENCLATURE PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	PROJECT Project 1 : *Joint Service Training & Readiness System Development*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
• Continue to 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 • Continue to support prototype development, assessment and application of DoD's Knowledge Management Systems and Ports • Continue to use 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 • Examine military training models and methodologies used by foreign nations to prepare their militaries for operations, focusing on the collective or unit training models and methodologies and use lessons learned to support training • Develop an adaptability training strategy for the DoD • Investigate, quantify, and assess the value of system training to Defense acquisition programs in terms of cost and performance effectiveness • Evaluate and compare alternatives for the acquisition of materials associated with Joint Rapid Database Development and Distribution Capability (JRD3C) and make recommendation to the Milestone Decision Authority based on the evaluation. The JRD3C will provide a web-based architecture for assembling and correlating modeling and simulation scenarios, which will reduce the overall time needed to plan mission rehearsals *FY 2012 Plans:* • 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) • Continue to assess and refine the DoD training strategy for the Services, combatant commands and Defense Agencies • Develop a synchronized and unified process model depicting the desired enhanced JTS capabilities			

Exhibit R-2A, **RDT&E Project Justification:** PB 2012 DoD Human Resources Activity		**DATE:** February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 1 : *Joint Service Training & Readiness System Development*

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2010**	**FY 2011**	**FY 2012**
• Continue to 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 • Continue to support prototype development, assessment and application of DoD's Knowledge Management Systems and Ports • Continue to use 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 • Examine military training models and methodologies used by foreign nations to prepare their militaries for operations, focusing on the collective or unit training models and methodologies and use lessons learned to support training • Develop an adaptability training strategy for the DoD • Investigate, quantify, and assess the value of system training to Defense acquisition programs in terms of cost and performance effectiveness • Evaluate and compare alternatives for the acquisition of materials associated with Joint Rapid Database Development and Distribution Capability (JRD3C) and make recommendation to the Milestone Decision Authority based on the evaluation. The JRD3C will provide a web-based architecture for assembling and correlating modeling and simulation scenarios, which will reduce the overall time needed to plan mission rehearsals			
Accomplishments/Planned Programs Subtotals	4.262	4.286	4.175

C. Other Program Funding Summary ($ in Millions)

  N/A

D. Acquisition Strategy

  NOT REQUIRED.

E. Performance Metrics

  Each project contained within this program contains specific metrics to determine progress towards completion. Metrics for all include completed and documented analysis provided by the performer. The completion date for that analysis varies with each project. In addition, to that analysis, each effort contains a roadmap addressing the best use of the findings throughout the department. If the results of the analysis show benefit to the Department, those findings are included in policy, doctrine, tactics and procedures.

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity									DATE: February 2011	

APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*				R-1 ITEM NOMENCLATURE PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*				PROJECT Project 2: *Defense Training Resource Analysis*		

COST ($ in Millions)	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
Project 2: *Defense Training Resource Analysis*	3.358	3.420	3.320	-	3.320	3.288	3.270	3.253	3.307	Continuing	Continuing
Quantity of RDT&E Articles											

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 Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
Title: Defense Training Resource Analysis *Description:* Defense Training Resource Analysis *FY 2010 Accomplishments:* • 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 Joint Simulation and Modeling System (JSIMS) and supporting tools can be integrated into the Joint Experimentation process • 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	3.358	3.420	3.320

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity		DATE: February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 2: *Defense Training Resource Analysis*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
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 • Continue development 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 • Continue development of an overseas range inventory baseline, WIPT overseas action plan, and supporting overseas region/ theater case studies • Define and reach consensus on OSD-Service-sponsored DoD range buffer zone projects • Continue development and coordination of DoD sustainable range and operational range clearances, and outreach policy • Continue development of Sustainable Range funding tracking mechanism and supported WIPT late-summer review of Service budgets • Investigate 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 • Examine and use various options for compensating Reserve component personnel who complete electronic distribution learning courses and develop suggested methods for standardizing the level of compensation awarded for various training and educational curricula • Continue development of various methodologies for assessing the true economic impact of mobilization on Reserve component members and their families			

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity		DATE: February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 2: *Defense Training Resource Analysis*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
• Conduct research and analyses on key Joint and Service training, safety, and readiness programs, reports, plans and activities; and make recommendations directly to the directorate • Develop and maintain readiness and mishap metrics for senior level forums • Analyze methods to relieve stress on the force • Develop useful aggregations of readiness measures • Review utility and quality of Department of Defense Readiness Reporting System (DRRS) Data bases • Via Defense Safety Oversight Council, develop initiatives to reduce preventable mishaps by 75% • Develop, field, maintain and fund DRRS and scenario assessment tools. • Develop safety tracking and management of injuries, fatalities and accidents • Continue to improve the Department of Defense Readiness Reporting System • Develop alternatives to unit based sourcing • Further develop the "Trends and Shocks" analysis • Develop Joint forces/In Lieu of Ad Hoc forces sourcing categories • Links METS and performance measures for readiness reporting assessment • Develop cognitive readiness for irregular warfare *FY 2011 Plans:* • 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 Joint Simulation and Modeling System (JSIMS) and supporting tools can be integrated into the Joint Experimentation process • 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			

Exhibit R-2A, **RDT&E Project Justification:** PB 2012 DoD Human Resources Activity		**DATE:** February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 2: *Defense Training Resource Analysis*

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2010**	**FY 2011**	**FY 2012**
• 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 • Continue development 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 • Continue development of an overseas range inventory baseline, WIPT overseas action plan, and supporting overseas region/ theater case studies • Define and reach consensus on OSD-Service-sponsored DoD range buffer zone projects • Continue development and coordination of DoD sustainable range and operational range clearances, and outreach policy • Continue development of Sustainable Range funding tracking mechanism and supported WIPT late-summer review of Service budgets • Investigate 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 • Examine and use various options for compensating Reserve component personnel who complete electronic distribution learning courses and develop suggested methods for standardizing the level of compensation awarded for various training and educational curricula • Continue development of various methodologies for assessing the true economic impact of mobilization on Reserve component members and their			

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity		DATE: February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	R-1 ITEM NOMENCLATURE PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	PROJECT Project 2: *Defense Training Resource Analysis*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
families • Conduct research and analyses on key Joint and Service training, safety, and readiness programs, reports, plans and activities; and make recommendations directly to the directorate • Develop and maintain readiness and mishap metrics for senior level forums • Analyze methods to relieve stress on the force • Develop useful aggregations of readiness measures • Review utility and quality of Department of Defense Readiness Reporting System (DRRS) Data bases • Via Defense Safety Oversight Council, develop initiatives to reduce preventable mishaps by 75% • Develop, field, maintain and fund DRRS and scenario assessment tools. • Develop safety tracking and management of injuries, fatalities and accidents • Continue to improve the Department of Defense Readiness Reporting System • Develop alternatives to unit based sourcing • Further develop the "Trends and Shocks" analysis • Develop Joint forces/In Lieu of Ad Hoc forces sourcing categories • Links METS and performance measures for readiness reporting assessment • Develop cognitive readiness for irregular warfare *FY 2012 Plans:* • 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 Joint Simulation and Modeling System (JSIMS) and supporting tools can be integrated into the Joint Experimentation process • 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			

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity		DATE: February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD* *Enlistment, Testing and Evaluation*	**PROJECT** Project 2: *Defense Training Resource Analysis*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
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 • Continue development 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 • Continue development of an overseas range inventory baseline, WIPT overseas action plan, and supporting overseas region/ theater case studies • Define and reach consensus on OSD-Service-sponsored DoD range buffer zone projects • Continue development and coordination of DoD sustainable range and operational range clearances, and outreach policy • Continue development of Sustainable Range funding tracking mechanism and supported WIPT late-summer review of Service budgets • Investigate 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 • Examine and use various options for compensating Reserve component personnel who complete electronic distribution learning courses and develop suggested methods for standardizing the level of compensation awarded for various training and educational curricula			

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity		DATE: February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 2: *Defense Training Resource Analysis*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
• Continue development of various methodologies for assessing the true economic impact of mobilization on Reserve component members and their families • Conduct research and analyses on key Joint and Service training, safety, and readiness programs, reports, plans and activities; and make recommendations directly to the directorate • Develop and maintain readiness and mishap metrics for senior level forums • Analyze methods to relieve stress on the force • Develop useful aggregations of readiness measures • Review utility and quality of Department of Defense Readiness Reporting System (DRRS) Data bases • Via Defense Safety Oversight Council, develop initiatives to reduce preventable mishaps by 75% • Develop, field, maintain and fund DRRS and scenario assessment tools. • Develop safety tracking and management of injuries, fatalities and accidents • Continue to improve the Department of Defense Readiness Reporting System • Develop alternatives to unit based sourcing • Further develop the "Trends and Shocks" analysis • Develop Joint forces/In Lieu of Ad Hoc forces sourcing categories • Links METS and performance measures for readiness reporting assessment • Develop cognitive readiness for irregular warfare			
Accomplishments/Planned Programs Subtotals	3.358	3.420	3.320

C. Other Program Funding Summary ($ in Millions)
  N/A

D. Acquisition Strategy
  NOT REQUIRED.

E. Performance Metrics
  Each project contained within this program contains specific metrics to determine progress towards completion. Metrics for all include completed and documented analysis provided by the performer. The completion date for that analysis varies with each project. In addition, to that analysis, each effort contains a roadmap addressing the best use of the findings throughout the department. If the results of the analysis show benefit to the Department, those findings are included in policy, doctrine, tactics and procedures.

Exhibit R-2A, **RDT&E Project Justification:** PB 2012 DoD Human Resources Activity		**DATE:** February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 3: *DoD Enlistment Processing & Testing*

COST ($ in Millions)	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
Project 3: *DoD Enlistment Processing & Testing*	3.616	2.088	2.035	-	2.035	2.017	2.013	2.009	2.043	Continuing	Continuing
Quantity of RDT&E Articles											

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.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
Title: DoD Enlistment Processing & Testing	3.616	2.088	2.035

Description: DoD Enlistment Processing & Testing

FY 2010 Accomplishments:

DoD Enlistment Testing Program (ETP)

• Implement procedures for the detection of test compromise
• Improve on-line item calibration procedures
• Conduct a review of the Armed Services Vocational Aptitude Battery(ASVAB) content, identify and research content changes
• Continue research line on use of multidimensional Computerized Adaptive Testing (CAT) item selection and scoring procedures
• Evaluate feasibility of implementing internet-based screening and practice tests
• Develop procedures for conducting internet-based CAT-ASVAB with verification testing at Military Entrance Processing Stations (MEPS)
• Evaluate the impact of using commercial test preparation materials on test scores and test validity

DoD Student Testing Program (STP)

• Develop a new Career Exploration Program (CEP) Web Site
• Implement new materials and publish new technical manual
• Evaluate the use of internet-based CAT-ASVAB in the nation's high schools
• Evaluate the use of Item Response Theory and CAT in administering the CEP interest inventory
• Develop and implement occupational linkages to O*NET

Exhibit R-2A, **RDT&E Project Justification:** PB 2012 DoD Human Resources Activity		**DATE:** February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 3: *DoD Enlistment Processing & Testing*

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2010**	**FY 2011**	**FY 2012**
• Develop and implement a fully functional CEP web site ***FY 2011 Plans:*** DoD Enlistment Testing Program (ETP) • Implement procedures for the detection of test compromise • Improve on-line item calibration procedures • Conduct a review of the Armed Services Vocational Aptitude Battery(ASVAB) content, identify and research content changes • Continue research line on use of multidimensional Computerized Adaptive Testing (CAT) item selection and scoring procedures • Evaluate feasibility of implementing internet-based screening and practice tests • Develop procedures for conducting internet-based CAT-ASVAB with verification testing at Military Entrance Processing Stations (MEPS) • Evaluate the impact of using commercial test preparation materials on test scores and test validity DoD Student Testing Program (STP) • Develop a new Career Exploration Program (CEP) Web Site • Implement new materials and publish new technical manual • Evaluate the use of internet-based CAT-ASVAB in the nation's high schools • Evaluate the use of Item Response Theory and CAT in administering the CEP interest inventory • Develop and implement occupational linkages to O*NET • Develop and implement a fully functional CEP web site ***FY 2012 Plans:*** DoD Enlistment Testing Program (ETP) • Implement procedures for the detection of test compromise • Improve on-line item calibration procedures • Conduct a review of the Armed Services Vocational Aptitude Battery(ASVAB) content, identify and research content changes • Continue research line on use of multidimensional Computerized Adaptive Testing (CAT) item selection and scoring procedures • Evaluate feasibility of implementing internet-based screening and practice tests • Develop procedures for conducting internet-based CAT-ASVAB with verification testing at Military Entrance Processing Stations (MEPS) • Evaluate the impact of using commercial test preparation materials on test scores and test validity			

Exhibit R-2A, **RDT&E Project Justification:** PB 2012 DoD Human Resources Activity		**DATE:** February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 3: *DoD Enlistment Processing & Testing*

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2010**	**FY 2011**	**FY 2012**
DoD Student Testing Program (STP) • Develop a new Career Exploration Program (CEP) Web Site • Implement new materials and publish new technical manual • Evaluate the use of internet-based CAT-ASVAB in the nation's high schools • Evaluate the use of Item Response Theory and CAT in administering the CEP interest inventory • Develop and implement occupational linkages to O*NET • Develop and implement a fully functional CEP web site			
Accomplishments/Planned Programs Subtotals	3.616	2.088	2.035

C. Other Program Funding Summary ($ in Millions)
  N/A

D. Acquisition Strategy
  NOT REQUIRED.

E. Performance Metrics
  Each project contained within this program contains specific metrics to determine progress towards completion. Metrics for all include completed and documented analysis provided by the performer. The completion date for that analysis varies with each project. In addition, to that analysis, each effort contains a roadmap addressing the best use of the findings throughout the department. If the results of the analysis show benefit to the Department, those findings are included in policy, doctrine, tactics and procedures.

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity										DATE: February 2011	

APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*				R-1 ITEM NOMENCLATURE PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*				PROJECT Project 4: *Federal Voting Assistance Program*			

COST ($ in Millions)	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
Project 4: *Federal Voting Assistance Program*	9.807	39.043	27.099	-	27.099	27.074	-	-	-	Continuing	Continuing
Quantity of RDT&E Articles											

A. Mission Description and Budget Item Justification

The Federal Voting Assistance Program (FVAP) administers the Federal responsibilities of the Secretary of Defense, as specified in the Uniformed and Overseas Citizens Absentee Voting Act of 1986 which covers more than six million potential voters. FVAP informs and educates U.S. citizens around the world of their right to vote, fosters voting participation and protects the integrity of the electoral process at the Federal, State and local levels.

The Election Assistance Commission is developing electronic absentee voting guidelines in conjunction with the National Institute of Standards and Technology. RDT&E funding will support the development of online tools to provide Voter Assistance Officer (VAO) training and to develop a dynamic public web-site to facilitate internet-based voter registration, ballot delivery and voting system for use in the first general election after the release of guidelines. FVAP, EAC and NIST have been developing these guidelines. Full public engagement with the computer science, military and overseas voting advocacy, and voting system development communities is crucial to designing electronic absentee voting systems which will be accepted as providing the same level of ballot access, security, privacy, and accountability as the current absentee voting systems provided military and overseas voters.

FVAP identified efficencies of $2.0M in FY 2012 and FY 2013 due to the deferral of developing a full internet voting demostration system until the election assistance commision publishes guidlines for electronic voting, results not expected before fall of 2013.

B. Accomplishments/Planned Programs ($ in Millions)

	FY 2010	FY 2011	FY 2012
Title: Federal Voting Assistance Program	9.807	39.043	27.099
Description: Federal Voting Assistance Program Funding will support the development of online tools to provide Voter Assistance Officer (VAO) training and to develop a dynamic public web-site to facilitate internet-based voter registration, ballot delivery and voting system for use in the first general election after the release of guidelines. FVAP will conduct a variety of research, analysis, evaluation, test and support functions with the intent of supporting Wounded Warrior, disabled military members, military members, their dependents and overseas civilian voters to register and vote successfully with a minimum amount of effort. *FY 2010 Accomplishments:* FY 2010 Accomplishments: • In 2010, FVAP is deploying an online ballot delivery and marking wizard to allow military and overseas voters to receive and mark, online, their absentee ballots. 22 States, covering more than 500,000 military voters and almost 500,000 military dependent voters, have joined this effort. The voter will be able to mark the ballot with all selected candidates, have the ballot automatically			

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity		DATE: February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	R-1 ITEM NOMENCLATURE PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	PROJECT Project 4: *Federal Voting Assistance Program*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012

filled out with the voter's selections, and then print out that ballot, with State specific casting instruction and pre-addressed envelope, for the voter to print out as a hard-copy, sign with a wet signature and return by postal mail.

These systems are the same as the front-end of what a voter would experience in a full internet voting system. The wizard stops the online process at the online marking of the ballot, and supports the postal return of a hard-copy, "wet" signature ballot. The voter benefits by having online access to the ballot 45-days prior to the election, and not having to wait for the postal delivery of the ballot from the local election official, which often takes upwards of 30 days for one-way mail delivery.

• FVAP documented concerns that EAC's test of a "kiosk"-based voting system required additional testing standards against national-level threats, not just against non-governmental, individual or small group threats was needed. The Google hacking case raises serious issues of national level threats against online systems, such as electronic absentee voting systems. Funding supports guideline development using existing DoD threat analysis capability resident to test and evaluate different electronic absentee voting systems in variety of threat environments. Testing began in FY2010 using the EAC published draft testing guidelines as a basis. Funds will complete the kiosk-based system testing, evaluation of results, and support similar tests on remote PC-based systems. Funds will also evaluate the particular security capabilities of electronic voting systems that can be run over the Defense Information Network System (DINS) using Common Access Cards (CAC), the DoD solution for HSPD 12 implementation.
•
In 2010, FVAP initiated with EAC and the Office of Transition Care and Coordination (OTCC, "Wounded Warrior") a program to evaluate the voting needs of wounded warriors, given their dislocation from the originally assigned units from which they received their voting assistance, and their frequent duty station transfers. This project specifically seeks to test and evaluate the effectiveness of the two electronic absentee voting systems, the kiosk-based and the remote PC-based systems. Adoption of electronic voting has long been a key initiative of the disabled community. The wounded warriors at OTCC facilities represent a concentrated population of diverse disabilities in a relatively controlled environment where significant needs analysis can be done. OTCC, will closely define specific requirements for their population both for personnel in the military, and after discharge. FVAP will leverage the testing for usability both in benign and threat environments, in order to support the current absentee voting system levels of access, security, privacy, and accountability.
• Award Contract for Management Services and Evaluation

FY 2011 Plans:
FY 2011Plans:
• • Based on evaluation and analysis of FY 10 accomplishments, Continue to Research, test and evaluate KIOSK and PC based systems with respect to UOCAVA voters in an effort to Assist military and overseas voters in exercising their right to vote, assist

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity		DATE: February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 4: *Federal Voting Assistance Program*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
State and local election officials in complying with the requirements of federal law, and in providing equal voting opportunity for military and overseas voters, and advocate for military and overseas voting rights with federal, State and local governments • Continue Contract for Management Services and Evaluation • The Uniformed and Overseas Citizen Absentee Voting Act of 1986 (as amended by the 2010 National Defense Authorization Act) requires the Department of Defense to report annually on the voter participation of overseas civilian voters. The number of overseas American civilians that are actually residing abroad is unknown. FVAP will work with the Department of State, the Department of Treasury, and overseas citizen advocacy groups, to develop alternative methods of determining overseas American populations, by regions, by countries, and by demographic strata, in order to develop an overall, statistically sound, estimate of overseas American civilian populations. • The 2010 National Defense Authorization Act requires States to send ballots out to military and overseas voters at least 45 days before federal elections. However, it allows those States to apply for a waiver to that 45-day prior deadline if (in part) they can show that they have alternative delivery methods and timelines in place which will provide sufficiently equivalent opportunity to those voters to receive, vote, and return their absentee ballots. Such alternative methods are going to be predominantly reliant on postal mail delivery for at least part of their delivery and return, and the inherent delays in those postal mail systems is a large part of the reason the 45-day prior requirement was enacted. These requested funds would be used to analyze the efficacy of any alternative plans granted under 2010 waivers, as well as analyzed the mail delivery timelines experienced in foreign mail systems, the expedited return ballot mail system mandated by the FY10 NDAA, and domestic delivery through the Military Postal System Agency. ***FY 2012 Plans:*** FY 2012 Base Plans: • • Based on the results of the research and testing conducted in FY 10 and 11, Continue to conduct evaluations, research and testing that will improve the assistance given to military and overseas voters in exercising their right to vote, assist State and local election officials in complying with the requirements of federal law, and in providing equal voting opportunity for military and overseas voters, and advocate for military and overseas voting rights with federal, State and local governments • Continue Contract for Management Services and Evaluation			
Accomplishments/Planned Programs Subtotals	9.807	39.043	27.099

Exhibit R-2A, **RDT&E Project Justification:** PB 2012 DoD Human Resources Activity		**DATE:** February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 4: *Federal Voting Assistance Program*

C. Other Program Funding Summary ($ in Millions)

  N/A

D. Acquisition Strategy

  NOT REQUIRED

E. Performance Metrics

  The project is the development , testing and deployment of an internet-based voter registration, ballot delivery and voting system that integrates the requirements of the electronic absentee voting guidelines.

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity		DATE: February 2011

APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	R-1 ITEM NOMENCLATURE PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	PROJECT Project 5: *Human Resources Automation Enhancements*

COST ($ in Millions)	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
Project 5: *Human Resources Automation Enhancements*	-	8.900	6.789	-	6.789	4.192	2.795	2.795	2.842	Continuing	Continuing
Quantity of RDT&E Articles											

Note
PE 0606900SE: Human Resources Automation Enhancements has been created and is now available for use.

A. Mission Description and Budget Item Justification
Civilian HR automation enhancements planned for FY 2009 and FY 2010 are focused on software development to support the Department's civilian workforce, including readiness requirements for the development of automation for an expeditionary civilian workforce; an SES-focused performance management system; development of interfaces with the Defense Civilian Personnel Data System (DCPDS) and other civilian HR systems to fully expand the Enterprise Staffing Solution; development of DCPDS interfaces with Office of Personnel Management (OPM) initiative mandates for HR Line of Business (LoB), electronic Official Personnel Folder, Retirement Systems Modernization implementation, and HR Line of Business. DoD is one of five designated Shared Service Centers in the federal government focused on providing standard services across agency lines, gaining potential significant business and cost-saving benefits. DoD is considered a leader in this initiative. Continues the conversion of employees back to other personnel systems as mandated in NDAA 2010 and designs new flexibilities to include, but not limited to the establishment of policies and procedures for a new Performance Management System, a redesigned hiring process adhering to veterans' preference requirements, a "Department of Defense Civilian Workforce Incentive fund", and a Mandatory Training and Retraining Program for Supervisors.

DCPDS is the Department's enterprise civilian HR system that has provided the savings originally projected in the achievement of full operational capability in 2002 and which has continued to operate as the DoD system serving over 800,000 employee records. Additional initiatives to sustain the Department's lead in automated systems to include, expansion of employee self service functionality, and systems to support civilian HR requirements of the intelligence and National Guard communities. All enhancements will support the Department's focus on the further consolidation of civilian HR operations to a single operational site, with linkage to Component operations worldwide.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
Title: N/A	-	8.900	6.789
FY 2010 Accomplishments: N/A			
FY 2011 Plans: N/A			
FY 2012 Plans:			

Exhibit R-2A, **RDT&E Project Justification:** PB 2012 DoD Human Resources Activity		**DATE:** February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 5: *Human Resources Automation Enhancements*

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2010**	**FY 2011**	**FY 2012**
N/A			
Accomplishments/Planned Programs Subtotals	-	8.900	6.789

C. Other Program Funding Summary ($ in Millions)

Line Item	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
• 159/0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	0.000	8.900	6.789		6.789	4.192	2.795	2.795	2.842	Continuing	Continuing

D. Acquisition Strategy

  N/A

E. Performance Metrics

  In FY 2010 Q1-Q2 activities will include the initiation of development and testing of planned enhancements, with further refinements in FY 2010.

Exhibit R-2A, RDT&E Project Justification: PB 2012 DoD Human Resources Activity		DATE: February 2011

APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	R-1 ITEM NOMENCLATURE PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	PROJECT Project 6: *Sexual Assault Prevention and Response Office*

COST ($ in Millions)	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
Project 6: *Sexual Assault Prevention and Response Office*	-	7.000	4.992	-	4.992	-	-	-	-	Continuing	Continuing
Quantity of RDT&E Articles											

Note

PE 0808738SE: Sexual Assault Prevention and Response Office has been created and is ready for use.

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)).

The integrated DoD SAPR Data Collection and Reporting System (Defense Sexual Assault Incident Database (DSAID)) must accommodate a variety of uses, including the tracking of sexual assault victim support services, support SAPR program administration, program reporting requirements, and data analysis. In order to facilitate analysis at the OSD level, the System should be able to easily export data for analysis in computerized statistical applications, such as Statistical Package for the Social Sciences (SPSS). Service field-level users may use the system to track support to victims of sexual assault throughout the lifecycle of that support requirement and to facilitate sexual assault case transfer between SARCs and Services. Service headquarters-level users will use the system to support program planning, analysis, and management. DoD SAPR Office (SAPRO) users and Service headquarters-level users will access the system to produce mandated and requested reports, monitor program effectiveness and support cohort and trend analysis.

The integrated DoD SAPR Data Collection and Reporting System will support SAPR programs for all active duty and Reserve personnel, including National Guard (NG) Service members when on active duty or when performing active service and inactive duty training (as defined in Section (101)(d)(3) of Chapter 47 of title 10, United States Code) with the ability to expand to cover other DoD personnel as required. Additionally, system implementation at the state level will provide a new capability to manage SAPR programs for National Guard personnel under Title 32 USC. Implementation of this capability would be based on a state NG structure grouped according to state and subdivided into sexual assaults from the separate Army and Air National Guard.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
Title: N/A	-	7.000	4.992
FY 2010 Accomplishments: N/A			
FY 2011 Plans:			

Exhibit R-2A, **RDT&E Project Justification:** PB 2012 DoD Human Resources Activity		**DATE:** February 2011
APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	**R-1 ITEM NOMENCLATURE** PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	**PROJECT** Project 6: *Sexual Assault Prevention and Response Office*

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2010**	**FY 2011**	**FY 2012**
N/A			
FY 2012 Plans: N/A			
Accomplishments/Planned Programs Subtotals	-	7.000	4.992

C. Other Program Funding Summary ($ in Millions)

Line Item	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
• 159/0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	0.000	7.000	4.992		4.992	0.000	0.000	0.000	0.000	Continuing	Continuing

D. Acquisition Strategy

Contract Type: Firm-Fixed, Period of Performance: 12 month Base Year Plus 4 Option Years; Planned award date 16 April 2010; Number of Awards: Single; Use of Commercial Procedures (FAR Part 12); Estimated value including all options $20,000,000.00.

E. Performance Metrics

In FY 2010 Q3-Q4 activities will include the initiation of development of DSAID, with further developments in FY2011 and FY2012

Exhibit R-2A, **RDT&E Project Justification:** PB 2012 DoD Human Resources Activity	**DATE:** February 2011

APPROPRIATION/BUDGET ACTIVITY 0400: *Research, Development, Test & Evaluation, Defense-Wide* BA 6: *RDT&E Management Support*	R-1 ITEM NOMENCLATURE PE 0605803SE: *R&D in Support of DOD Enlistment, Testing and Evaluation*	PROJECT Project 7: *Global force Mgmt Data Initiative*

COST ($ in Millions)	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
Project 7: *Global force Mgmt Data Initiative*	-	-	1.400	-	1.400	0.600	-	-	-	Continuing	Continuing
Quantity of RDT&E Articles											

A. Mission Description and Budget Item Justification

Implementation of GFM DI supports the force management adaptive planning process for financial, health records, and information assurance.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2010	FY 2011	FY 2012
Title: N/A	-	-	1.400
Description: N/A			
FY 2010 Accomplishments: N/A			
FY 2011 Plans: N/A			
FY 2012 Plans: This is for the Global Force Management Data Initiative			
Accomplishments/Planned Programs Subtotals	-	-	1.400

C. Other Program Funding Summary ($ in Millions)

  N/A

D. Acquisition Strategy

  N/A

E. Performance Metrics

  N/A