Exhibit R-2, RDT&E Budget Item Justification: PB 2015 Army											Date: March 2014	
Appropriation/Budget Activity 2040: *Research, Development, Test & Evaluation, Army I* BA 3: *Advanced Technology Development (ATD)*					**R-1 Program Element (Number/Name)** PE 0603007A *I Manpower, Personnel and Training Advanced Technology*							
COST ($ in Millions)	Prior Years	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
Total Program Element	-	8.756	7.796	13.580	-	13.580	12.719	14.367	14.787	15.222	-	-
792: *Personnel Performance & Training*	-	8.756	7.796	13.580	-	13.580	12.719	14.367	14.787	15.222	-	-

The FY 2015 OCO Request will be submitted at a later date.

Note

FY13 decreases attributed to Congressional Reductions (-19 thousand); SBIR/STTR transfers (-188 thousand); and Sequestration reductions (-893 thousand).
FY15 funding increased for human behavioral research.

A. Mission Description and Budget Item Justification

This project element (PE) matures and demonstrates advanced behavioral and social science technologies that enhance performance to ensure that the Warfighter keeps pace with the transformations in systems, weapons, equipment, and mission requirements to meet the goals of the future force. These technologies provide key capabilities through training methods and techniques that prepare Soldiers and leaders to effectively operate in complex digitized, networked environments; enable the use of embedded training technologies envisioned for future command and control (C2) systems; as well as foster cognitive, behavioral, and psychological flexibility, adaptability, and mission readiness. Project 792 evaluates new selection measures, refines performance metrics, assesses innovative training techniques, and analyzes methods and tools to better adapt training to meet goals and requirements. Increased funding in FY15 for this PE is based on work shifted from PE 0602785A due to need for increased focus on maturation and demonstration of selection techniques and tools as well as training methods.

Work in this project complements and is fully coordinated with 0603015A (Next Generation Training & Simulation Systems), 0602308A (Advanced Concepts and Simulation), PE 0602716A (Human Factors Engineering Technology) and PE 0602785A (Manpower/Personnel/Training Technology.)
The cited work is consistent with the Assistant Secretary of Defense for Research and Engineering science and technology priority focus areas and the Army Modernization Strategy

Work in this PE is performed by the US Army Research Institute (ARI) for the Behavioral and Social Sciences in Ft. Belvoir, VA.

Exhibit R-2, RDT&E Budget Item Justification: PB 2015 Army				Date: March 2014	
Appropriation/Budget Activity 2040: *Research, Development, Test & Evaluation, Army I* BA 3: *Advanced Technology Development (ATD)*			R-1 Program Element (Number/Name) PE 0603007A *I Manpower, Personnel and Training Advanced Technology*		
B. Program Change Summary ($ in Millions)	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO	FY 2015 Total
Previous President's Budget	9.856	7.800	7.070	-	7.070
Current President's Budget	8.756	7.796	13.580	-	13.580
Total Adjustments	-1.100	-0.004	6.510	-	6.510
• Congressional General Reductions	-0.019	-0.004			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-0.188	-			
• Adjustments to Budget Years	-	-	6.510	-	6.510
• Sequestration	-0.893	-	-	-	-

Exhibit R-2A, RDT&E Project Justification: PB 2015 Army										Date: March 2014	
Appropriation/Budget Activity 2040 *I* 3				**R-1 Program Element (Number/Name)** PE 0603007A *I Manpower, Personnel and Training Advanced Technology*					**Project (Number/Name)** 792 *I Personnel Performance & Training*		

COST ($ in Millions)	Prior Years	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
792: *Personnel Performance & Training*	-	8.756	7.796	13.580	-	13.580	12.719	14.367	14.787	15.222	-	-

The FY 2015 OCO Request will be submitted at a later date.

Note
 Not applicable for this item.

A. Mission Description and Budget Item Justification
This program element (PE) matures and demonstrates advanced behavioral and social science technologies that enhance the Soldier Lifecycle (e.g., selection, assignment, training, leader development) and human relations (e.g., culture of dignity, respect, and inclusion) . These technologies provide advanced personnel measures that more fully assess potential and predict performance, behavior, attitudes, and resilience. These technologies also provide innovative and effective training and mentoring methods to ensure Soldiers, leaders, and units have the knowledge, skills, and abilities to sustain positive unit climates and meet mission requirements in uncertain and complex environments. This PE validates new selection measures and performance metrics, assesses innovative training methods, and conducts scientific assessments to inform Human Capital policy and programs. Research in this PE will result in effective non-materiel solutions to help the Army adjust to changes in force size and structure, a variety of mission demands and contexts, challenges in human relations, and budgetary constraints.

Efforts in this program element support the Army Science and Technology Soldier portfolio.

Work in this project complements and is fully coordinated with and PE 0602785A (Manpower/Personnel/Training Technology).

The cited work is consistent with the Assistant Secretary of Defense for Research and Engineering science and technology priority focus areas and the Army Human Capital Strategy.

Work in this PE is performed by the US Army Research Institute (ARI) for the Behavioral and Social Sciences in Ft. Belvoir, VA.

B. Accomplishments/Planned Programs ($ in Millions)

	FY 2013	FY 2014	FY 2015
Title: Personnel Assessment	2.058	2.590	3.397
Description: This effort, previously titled "Personnel Technology," matures and assesses Soldier selection measures, techniques and tools to better predict behavior and performance to provide the Army the flexibility to adapt to changing recruiting environments. The Army's current selection measures primarily focus on a candidate's cognitive (e.g., technical and analytical) ability which does not predict attrition, discipline, and motivation.			

Exhibit R-2A, RDT&E Project Justification: PB 2015 Army		Date: March 2014	
Appropriation/Budget Activity 2040 I 3	R-1 Program Element (Number/Name) PE 0603007A I *Manpower, Personnel and Training Advanced Technology*	Project (Number/Name) 792 I *Personnel Performance & Training*	

B. Accomplishments/Planned Programs ($ in Millions)	FY 2013	FY 2014	FY 2015
FY 2013 Accomplishments: Matured and assessed improved non-cognitive measures for enlisted selection and classification; performed validation checks and updated enlisted longitudinal databases. *FY 2014 Plans:* Initiating validation of non-cognitive measures (e.g., temperament) to better match enlisted Soldiers to jobs (involves large-scale data collection and analysis, job/task analysis, and predictive modeling) across multiple job types. *FY 2015 Plans:* Will validate non-cognitive measures as predictors of success (e.g., attrition, performance, attitudes) for enlisted Soldiers as well as non-commissioned officers (NCOs) in special assignments; will identify strategies for conducting classification analyses. Will initiate research to develop enhanced suitability screening for military positions of trust (e.g., Sexual Harassment/Assault Response and Prevention Coordinators, Drill Sergeants.			
Title: Personnel Readiness, Performance and Conduct *Description:* This effort, previously titled, "Training and Leader Development," matures methods to assess, enhance, and sustain individual and unit readiness, resilience, and effectiveness to improve Soldier and unit performance. This effort also develops efficient and empirically valid measures to assess command climate and associated outcomes, and matures methods to enable leaders and units to maintain or create climates of respect, dignity and inclusion. *FY 2013 Accomplishments:* Matured methods to assess the effectiveness of training tools to develop adaptive Soldiers and leaders (e.g., tactical decision making and judgment proficiency); matured training applications for operational units (e.g., visual threat detection, human terrain mapping) and designed methods for training instructors to leverage emerging learning technologies. *FY 2014 Plans:* Developing adaptive instructional model that captures task type, training domain, level of expertise, and training method to improve training efficiency for cognitive/decision-making tactical skills and tasks; expanding training approaches for operational units using live/virtual/constructive environments to train a broad range of military operations. *FY 2015 Plans:* Will initiate research to prevent sexual harassment and assault through more effective training and mentoring methods. Will initiate research on valid measures of command climates of dignity, respect, and inclusion. Will validate Army instructor methods and techniques to improve instructor skills.	6.698	5.206	10.183
Accomplishments/Planned Programs Subtotals	8.756	7.796	13.580

Exhibit R-2A, **RDT&E Project Justification:** PB 2015 Army		**Date:** March 2014
Appropriation/Budget Activity 2040 *I* 3	**R-1 Program Element (Number/Name)** PE 0603007A *I Manpower, Personnel and Training Advanced Technology*	**Project (Number/Name)** 792 *I Personnel Performance & Training*

C. Other Program Funding Summary ($ in Millions)

 N/A

Remarks

D. Acquisition Strategy

 N/A

E. Performance Metrics

 N/A