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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2016 Army	<b>Date:</b> February 2015
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Appropriation/Budget Activity 2040: Research, Development, Test & Evaluation, Army / BA 2: Applied Research					R-1 Program Element (Number/Name) PE 0602785A / Manpower/Personnel/Training Technology							
COST (\$ in Millions)	Prior Years	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
Total Program Element	-	17.395	23.288	24.735	-	24.735	26.045	24.910	25.184	25.679	-	-
790: Personnel Performance & Training Technology	-	17.395	23.288	24.735	-	24.735	26.045	24.910	25.184	25.679	-	-

**A. Mission Description and Budget Item Justification**

This program element (PE) conducts applied behavioral and social science research to 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 evaluates new selection measures, refines 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.

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>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016 Base</b>	<b>FY 2016 OCO</b>	<b>FY 2016 Total</b>
Previous President's Budget	17.645	23.295	24.889	-	24.889
Current President's Budget	17.395	23.288	24.735	-	24.735
Total Adjustments	-0.250	-0.007	-0.154	-	-0.154
• Congressional General Reductions	-	-0.007			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-0.250	-			
• Adjustments to Budget Years	-	-	-0.154	-	-0.154

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<b>Appropriation/Budget Activity</b> 2040 / 2					<b>R-1 Program Element (Number/Name)</b> PE 0602785A / <i>Manpower/Personnel/ Training Technology</i>				<b>Project (Number/Name)</b> 790 / <i>Personnel Performance &amp; Training Technology</i>			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016 Base</b>	<b>FY 2016 OCO</b>	<b>FY 2016 Total</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
790: <i>Personnel Performance &amp; Training Technology</i>	-	17.395	23.288	24.735	-	24.735	26.045	24.910	25.184	25.679	-	-

**Note**  
Not applicable for this item.

**A. Mission Description and Budget Item Justification**  
 This program element (PE) conducts applied behavioral and social science research to 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 evaluates new selection measures, refines 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.

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<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
<b>Title:</b> Personnel <b>Description:</b> Conduct applied research that provides the Army with improved predictability of potential performance, behaviors, attitudes, and resilience of Soldiers, as well as an improved ability to recruit and sustain an effective career force. <b>FY 2014 Accomplishments:</b> Initiated research on the use of non-cognitive measures to improve the officer classification process; completed multi-year validation of selection efficiency research; determined higher-order skill sets required for enlisted performance assessment across	7.119	8.494	8.296

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2014	FY 2015	FY 2016
multiple clusters of job types to improve classification process and personnel/job matching; Initiated research on new measures to improve the selection of cyber personnel.  <b>FY 2015 Plans:</b> Will conduct longitudinal validation of non-cognitive measures for awarding ROTC scholarships to high-potential officer candidates. Will initiate validation of the Information/Communications Technology Literacy Test (ICTL) as a measure to predict performance in cyber-related domains.  <b>FY 2016 Plans:</b> Will develop and validate new individual difference measures for predicting the job performance of Army strategic planners; will develop a scientifically valid combination of pre-commissioning indices and non-cognitive measures for predicting officer job performance across multiple branches/functional areas; will develop new assessments for predicting performance in cyber-related jobs.				
<b>Title:</b> Personnel Readiness and Performance  <b>Description:</b> This effort, previously titled "Training," will investigate and develop effective training and leader development methods to assess, enhance, and sustain individual and unit readiness, resilience, and effectiveness.  <b>FY 2014 Accomplishments:</b> Developed automated assessment tool for trainee performance to enable the Army Learning Model (i.e., accelerating learning and increasing adaptation to changing operational requirements); developed innovative training framework and methods for collective training of units that must perform exceptionally well in complex operational environments.  <b>FY 2015 Plans:</b> Will develop training methods that expedite training across a range of tasks and training environments. Will initiate training research to improve Non-commissioned Officers' (NCOs) ability to develop junior Soldiers. Will initiate the development of strategies (e.g., training) for small unit leaders to create ready and resilient units.  <b>FY 2016 Plans:</b> Develop assessment methods and identify pre-cursor factors for unit resilience to enhance unit and Soldier readiness. Will design and develop exemplar measures, methods, and resources to support effective training and leader development for junior non-commissioned officers (NCOs). Will design and develop prototype measures and methods for small-unit leaders to improve Soldier readiness. Will develop job aids for core cognitive and behavioral skills that enhance Soldier readiness.		8.274	6.328	11.863
<b>Title:</b> Army Leadership and Culture		2.002	8.466	4.576

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<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2014</b>	<b>FY 2015</b>
<p><b>Description:</b> This effort, previously titled "Leader Development," will investigate and develop efficient and empirically valid measures and methods to assess command climate and associated outcomes. Will develop methods to enable leaders and units to ensure climates of dignity, respect, and inclusion.</p> <p><b>FY 2014 Accomplishments:</b> Investigated strategic decision-making of leaders to inform a comprehensive design guide for commanders and staff; investigated knowledge/skill/ability requirements for an operational environment to design a training framework and integrate multiple cross-cultural skills to improve leader performance in cross-cultural situations.</p> <p><b>FY 2015 Plans:</b> Will develop innovative methods and techniques to develop leader skills (e.g., techniques for mentorship, coaching, and subordinate development). Will initiate research to develop innovative training methods for Sexual Harassment/Assault Response and Prevention (SHARP).</p> <p><b>FY 2016 Plans:</b> Will conduct research on empathy-based training methods to prevent and reduce the incidence of sexual harassment and assault; will develop scientifically valid on-the-job resources to enable Army leaders to shape and influence unit climate.</p>			
<b>Accomplishments/Planned Programs Subtotals</b>		17.395	23.288
<b>C. Other Program Funding Summary (\$ in Millions)</b>			
N/A			
<b>Remarks</b>			
<b>D. Acquisition Strategy</b>			
N/A			
<b>E. Performance Metrics</b>			
N/A			