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Exhibit R-2, RDT&E Budget Item Justification: FY 2018 Army	Date: May 2017
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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 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total	FY 2019	FY 2020	FY 2021	FY 2022	Cost To Complete	Total Cost
Total Program Element	-	22.474	26.045	20.216	-	20.216	21.902	23.691	24.090	25.909	-	-
790: Personnel Performance & Training Technology	-	22.474	26.045	20.216	-	20.216	21.902	23.691	24.090	25.909	-	-

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 PE 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 Army Research Institute (ARI) for the Behavioral and Social Sciences in Ft. Belvoir, VA.

B. Program Change Summary (\$ in Millions)	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total
Previous President's Budget	24.735	26.045	24.910	-	24.910
Current President's Budget	22.474	26.045	20.216	-	20.216
Total Adjustments	-2.261	0.000	-4.694	-	-4.694
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-1.700	-			
• SBIR/STTR Transfer	-0.561	-			
• Adjustments to Budget Years	0.000	0.000	-4.694	-	-4.694

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<u>Change Summary Explanation</u> Fiscal Year (FY) 2018 funding reduction reflects realignment of Army Research Institute manpower from PE 0602785A to PE 0605898A, Project XW7.		

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Appropriation/Budget Activity 2040 / 2					R-1 Program Element (Number/Name) PE 0602785A / Manpower/Personnel/ Training Technology				Project (Number/Name) 790 / Personnel Performance & Training Technology			
COST (\$ in Millions)	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total	FY 2019	FY 2020	FY 2021	FY 2022	Cost To Complete	Total Cost
790: Personnel Performance & Training Technology	-	22.474	26.045	20.216	-	20.216	21.902	23.691	24.090	25.909	-	-

A. Mission Description and Budget Item Justification

This Project 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 Project 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 Project 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. Accomplishments/Planned Programs (\$ in Millions)

Title: Personnel	FY 2016	FY 2017	FY 2018
Description: 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.	7.916	14.050	9.000
FY 2016 Accomplishments: Developed and validated new individual difference measures for predicting the job performance of Army strategic planners; developed a scientifically valid combination of pre-commissioning indices and non-cognitive measures for predicting officer job performance across multiple branches/functional areas; developed new assessments for predicting performance in cyber-related jobs.			
FY 2017 Plans:			

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2016	FY 2017	FY 2018
Will validate new assessments for predicting performance in cyber-related jobs; Will create leader self-development feedback packages to accelerate career progression; Will develop non-cognitive assessments for officer job performance and/or advancement within a branch. FY 2018 Plans: Conduct research on developing integrated assessments (i.e., comprehensive (vs. single) personnel assessments) for predicting high-potential Soldiers and high-risk behavior (i.e., integrated measures collected across the Soldier Lifecycle that feeds holistic assessments and predictive models of behaviors, performance, and outcomes).				
Title: Personnel Readiness and Performance Description: This effort investigates and develops effective training and leader development methods to assess, enhance, and sustain individual and unit readiness, resilience, and effectiveness. FY 2016 Accomplishments: Developed assessment methods and identified pre-cursor factors for unit resilience to enhance unit and Soldier readiness. Designed and developed exemplar measures, methods, and resources to support effective training and leader development for junior non-commissioned officers (NCOs). Designed and developed prototype measures and methods for small-unit leaders to improve Soldier readiness. Developed job aids for core cognitive and behavioral skills that enhance Soldier readiness. FY 2017 Plans: Will initiate research to develop measures of individual resilience and for assessing unit cohesion and unit resilience; will continue research to develop training methods to promote behavior and attitude change in units. FY 2018 Plans: Start research to create integrated assessments of individual Soldier and unit readiness (Holistic training methods: combining traditional, lecture-based training, with integrative learning methods which are training techniques that allow for connections among concepts/experiences so that information/skills can be applied to novel and complex issues or challenges).		11.482	5.795	7.506
Title: Army Leadership and Culture Description: This effort will investigate and develop efficient and empirically valid measures and methods to assess command climate and associated outcomes. Develop methods to enable leaders and units to ensure climates of dignity, respect, and inclusion. FY 2016 Accomplishments:		3.076	6.200	3.710

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B. Accomplishments/Planned Programs (\$ in Millions)		FY 2016	FY 2017
<p>Conducted research on empathy-based training methods to prevent and reduce the incidence of sexual harassment and assault; developed scientifically valid on-the-job resources to enable Army leaders to shape and influence unit climate.</p> <p>FY 2017 Plans: Will initiate research to identify behaviors (e.g., hazing, bullying, sexual harassment/assault, cyber aggression) that detract from unit morale, cohesion, and readiness; Will develop new training methods that target attitude and behavioral change to support improved morale, cohesion, and readiness in small units.</p> <p>FY 2018 Plans: Conduct research to develop methods and tools that enable Army leaders to build improved morale, cohesion, and readiness in small units; Start research to identify and measure command climate factors that predict overall unit readiness.</p>			
Accomplishments/Planned Programs Subtotals		22.474	26.045
<p>C. Other Program Funding Summary (\$ in Millions) N/A</p> <p>Remarks</p> <p>D. Acquisition Strategy N/A</p> <p>E. Performance Metrics N/A</p>			