

Unclassified
FY 2001 BUDGET REVIEW

Exhibit R-2, RDT&E Budget Item Justification						Date: FEBRUARY 2000			
APPROPRIATION/BUDGET ACTIVITY: 0400/06					R-1 ITEM NOMENCLATURE Defense Human Resources Activity: 0605803S				
COST (In Millions)	FY99	FY00	FY01	FY02	FY03	FY04	FY05	COST TO COMPLETE	TOTAL COST
Total PE Cost	8.090	8.080	8.776	8.834	8.979	8.965	8.907	Continuing	Continuing
0001 Joint Service Training & Readiness Systems & Development	3.525	3.578	3.897	3.925	3.952	3.946	3.920	Continuing	Continuing
0002 Defense Training Resource Analysis	2.826	2.790	3.060	3.083	3.108	3.103	3.082	Continuing	Continuing
0003 DoD Enlistment Processing and Testing	1.739	1.712	1.819	1.826	1.919	1.916	1.905	Continuing	Continuing
A. Mission Description and Budget Item Justification (See Enclosures)									
The Department of Defense Human Resources Activity (DoDHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD(P&R)).									

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A. <u>Mission Description and Budget Item Justification</u>									
<p>0001 The Joint Service programs were established by the Secretary of Defense to improve the training and readiness of the Active and Reserve Components. The PE is located in Budget Activity 6, RDT&E Management Support, to expedite 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.</p>									
<p>0002 This project supports the Defense Human Resources Activity (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.</p>									

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A. Mission Description and Budget Item Justification (Continued)									
<p>0003 The project is located in Budget Authority 6, RDT&E Management Support, to administer 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 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.</p>									

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B. Program Change Summary					FY99	FY00	FY01	Total Cost	
Previous President's Budget					8.151	8.261	8.825	Continuing	
Adjustments to Appropriated Value					-.061	-.042	-.049		
Congressional Rescission						-.139			
Current Budget Submit/President's Budget					8.090	8.080	8.776	Continuing	
FY99 reflects -\$61 thousand for Congressional undistributed reductions. FY00 reflects -\$139 thousand for gov't-wide rescissions and -\$42 thousand for inflation savings. FY01 reflects -\$49 thousand for inflation adjustments.									
C. Other Program Funding Summary					(N/A)				

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B. Program Change Summary				FY99	FY00	FY01	TOTAL COST		
Previous President's Budget				3.552	3.658	3.919	Continuing		
Adjustments to Appropriated Value				-.027	-.080	-.022			
Current President's Budget Submission				3.525	3.578	3.897	Continuing		
C. Other Program Funding Summary				(N/A)					
D. Schedule Profile									
FY 1999 Accomplishments: (3.525)									
<ul style="list-style-type: none"> o Tested comprehensive DoD strategy to gain full benefit from embedded training technologies o Developed a system to archive joint training effectiveness data o Continued development of methods to reengineer individual training processes through the use of ADL o Studied effects of the Global Military Force Management Policy and its affect on management of Low Density High Demand units. o Began development of an architecture for interconnecting embedded training on combat platforms to support force training and mission rehearsal o Assessed Service programs contributing to or incorporating embedded training technology 									

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0001 Joint Service Training & Readiness Systems & Development	3.525	3.578	3.897	3.925	3.952	3.946	3.920	Continuing	Continuing
<p>FY 2000 Plans (3.578)</p> <ul style="list-style-type: none"> o Develop the capability that can be used to coordinate and oversee implementation of policies, procedures, and methods to reengineer individual training processes through the use of ADL o Sponsor prototype developments of ADL and embedded training technologies o Develop guidelines for using networked simulation to improve mission readiness through rehearsal and risk assessment o Develop a common DoD master plan for collaborative development and implementation of ADL o Support establishment and operation of an ADL Co-Lab for the assessment and conformance testing of ADL tools and prototypes as well as the development and promulgation of guidelines o Develop recommendations on ways JSIMS and supporting tools can be integrated into the Joint Experimentation process o Integrate the next-generation training simulation tools into joint training o Develop the analytical support for requiring that all new combat platforms include interconnectable embedded training o Continue to assess the use of embedded training by Services as examples and prototypes for extension. o Review the effects of civilian encroachment that is forcing reduced training opportunities at DoD ranges o Review the policy and funding structure that governs the use of training and testing ranges with a view to increasing cross-functional use 									

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<p>FY 2001 Plans (3.897)</p> <ul style="list-style-type: none"> o Coordinate ADL architecture, standards, and guidelines across DoD, federal agencies, and NATO allies o Refine the ADL Master Plan by focusing on opportunities for collaboration and reuse o Sponsor prototype training technology development and applications that support joint warfighting o Support the evolution and realization of joint training in the context of Joint Vision 2010 o Assess the cost-benefit of distributed learning technologies o Support prototype development and assessment of DoD Knowledge Management Systems and Portals <p>FY 2002 Plans (3.925)</p> <ul style="list-style-type: none"> o Continue to coordinate the evolution of ADL architecture, standards, and guidelines across DoD, federal agencies, and NATO allies o Update and expand the ADL Master Plan by focusing on inter-agency, combined, and coalition training with NATO allies and PfP countries o Sponsor prototype training technology development and applications that support joint, interagency, and coalition training communities o Assess the cost-benefit of new learning technologies, especially intelligent tutors and intelligent systems o Support prototype development, assessment, and application of DoD's knowledge Management Systems and portals 									

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0002 Defense Training Resource Analysis	2.826	2.790	3.060	3.083	3.108	3.103	3.082	Continuing	Continuing
A. Mission Description & Budget Item Justification									
0002 This project supports the Defense Human Resources Activity (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. Program Change Summary									
	FY99	FY00	FY01	TOTAL COST					
Previous President's Budget	2.847	2.853	3.077	Continuing					
Adjustments to appropriated Value	-.021	-.063	-.017						
Current President's Budget Submission	2.826	2.790	3.060	Continuing					
C. Other Program Funding Summary (N/A)									
D. Schedule Profile									
FY 1999 Accomplishments (2.826)									
o Developed a system to provide resources, facilities and simulations for effective Service-level and joint training									
o Updated policy, guidelines and DoD directives for the conduct of Training Effectiveness Analyses (CTEA)									
o Developed recommendations to increase the use of private-sector entities in performing training functions									
o Examined opportunities for training consolidation									

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0002 Defense Training Resource Analysis	2.826	2.790	3.060	3.083	3.108	3.103	3.082	Continuing	Continuing
<p>FY 2000 Plans (2.790)</p> <ul style="list-style-type: none"> o Continue development of a system to provide resources, facilities and simulations for effective Service-level and joint training o Conduct a "model" CTEA for a large-scale training simulation, such as JSIMS o Demonstrate methods to estimate future resource needs for readiness o Test recommendations to increase the use of private-sector entities in performing training functions <p>FY 2001 Plans (3.060)</p> <ul style="list-style-type: none"> o Test system development to provide resources, facilities and simulations for effective Service level and joint training o "Normalize" Status of Readiness and Training System (SORTS) to address changes in training policy and force structure o Analyze test results of program to increase use of private sector entities in performing training functions o Continue development and implementation of policy for conducting cost-effective Joint, Service, and Agency training <p>FY 2002 Plans (3.083)</p> <ul style="list-style-type: none"> o Assess the TEA and CTEA efforts accomplished under TEA/CTEA policy, guidelines, and directives after they mature 									

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A. <u>Mission Description & Budget Item Justification</u>									
0003 The primary mission 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. <u>Program Change Summary</u>									
	FY99	FY00	FY01	TOTAL COST					
Previous President's Budget	1.752	1.750	1.829	Continuing					
Adjustments to Appropriated Value	- .013	-.038	-.010						
Current President's Budget Submission	1.739	1.712	1.819	Continuing					
C. <u>Other Program Funding Summary</u> (N/A)									
D. <u>Schedule Profile</u>									
FY 1999 Accomplishments (1.739)									
<u>Enlistment Testing Program (ETP) (1.043 million)</u>									
o Evaluated the impact of changing the structure of the ASVAB									
o Developed psychometric procedures for on-line calibration of new ASVAB test items and reducing item exposure in computerized adaptive testing									
o Developed new test items for out-year paper and pencil and CAT-ASVAB forms (for years 2003 and beyond)									
o Finalized development, including equating, of new CAT-ASVAB forms									
o Began analyses to develop a new score scale									
o Began development of an automated item writing procedure									
<u>Student Testing Program (STP) (.696 million)</u>									
o Published revisions for the ASVAB Technical Manual for the ASVAB 18/19 Career Exploration Program									
o Evaluated the STP and began developing a plan for improving the program									
o Began an evaluation of the effect of response bias on the Interest Finder									

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<p>FY 2000 Plans (1.712)</p> <p><u>DoD Enlistment Testing Program (ETP) (1.027 million)</u></p> <ul style="list-style-type: none"> o Implement new ASVAB structure o Continue development of psychometric procedures for on-line calibration of new ASVAB test items and reducing item exposure in computerized adaptive testing. Publish results to-date in professional literature o Complete analyses to develop new score scale o Conduct other analyses of normative data and publish this year or next o Document results of the automated item writing work o Begin development of procedures to detect item compromise and item parameter drift on computer adaptive tests o Evaluate feasibility of using CAT-ASVAB at Mobile Examining Team (MET)sites o Begin investigating the "Coding Speed" construct and begin development of the ASVAB Technical manual <p><u>DoD Student Testing Program (STP) (.685 million)</u></p> <ul style="list-style-type: none"> o Complete plan for improving the STP o Complete Interest Finder response bias evaluation o Evaluate STP high school participation rate o Revise <i>Military Careers</i> o Begin analyses to use ASVAB and measures of vocational interest to predict civilian job success o Prepare for implementation of new normative information 									

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FY 2001 Plans (1.819) <u>DoD Enlistment Testing Program (ETP) (1.091 million)</u> <ul style="list-style-type: none"> o Implement new normative score scale o Implement new forms of the paper and pencil ASVAB for the enlisted testing program o Complete MET site feasibility study o Conduct validity studies of Assembling Objects o Finalize new procedures for detection of item/test compromise and item parameter drift; develop procedures for multidimensional adaptive testing <u>DoD Student Testing Program (STP) (.728 million)</u> <ul style="list-style-type: none"> o Implement new career exploration program with new materials o Implement new normative information and score scale for STP ASVAB o Implement new normative information and score scale for the interest-finder o Revise <i>Military Careers</i> to be compatible with the O*NET o Complete work on STP high school participation rate and prediction of civilian job success 									