

Exhibit R-2, RDT&E Budget Item Justification					Date: February 2007			
Appropriation/Budget Activity RDT&E, Defense-wide BA 6			R-1 Item Nomenclature: R&D in Support of DoD Enlistment, Testing and Evaluation, 0605803SE					
Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Total PE Cost	8.727	9.313	9.326	9.627	9.910	10.124	9.894	9.831
Project 1: Joint Service Training & Readiness System Development	3.839	4.076	4.102	4.235	4.358	4.453	4.353	4.325
Project 2: Defense Training Resource Analysis	3.054	3.276	3.266	3.371	3.471	3.545	3.462	3.440
Project 3: DoD Enlistment Processing & Testing	1.834	1.961	1.958	2.021	2.081	2.126	2.079	2.066

**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.

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.

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Enlistment, Testing and Evaluation, 0605803SE

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: Federal Voting Assistance Program (FVAP): FY 2004 FVAP RDT&E funding was executed by WHS, and the project has subsequently been cancelled. FY 2005 DHRA RDT&E funding for FVAP has been realigned through a Below Threshold Reprogramming action to other high priority DHRA programs: both within BA 06 to Project 3 Testing, and to BA 05 DIMHRS.

**B. Program Change Summary:**

	<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
Previous President's Budget	8.853	9.214	9.532	9.791
Current BER/President's Budget	8.727	9.313	9.326	9.627
 Total Adjustments	 -0.126	 +0.099	 -0.206	 -0.164
Congressional Adjustment	-0.000	0	0	0
Program Adjustment	-0.126	+0.099	-0.206	-0.164

Change Summary Explanation: FY 2005 reflects a Congressional reduction. The DHRA pro-rata share of Defense-Wide (DW) FY 2005 Appropriations Act adjustments transfers -\$0.006 million to the Department of Energy.

**C. Other Program Funding Summary:** not applicable

**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.

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**Exhibit R-2a, RDT&E Project Justification**

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Appropriation/Budget Activity RDT&E, Defense-wide BA 6				Project Name and Number – Defense Human Resources Activity, Project 1				
Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Project 1: Joint Service Training & Readiness System Development	3.839	4.076	4.102	4.235	4.358	4.453	4.353	4.325
RDT&E Articles Quantity - N/A								

**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.

	<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
Accomplishment/ Effort/Subtotal Cost	3.839	4.076	4.102	4.235
RDT&E Articles Quantity – N/A				

- B. Accomplishments/Planned Program**
- 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
  - Developed methodology for force capability and like kind substitutions and trade-offs
  - Revised and expanded the existing suite of Joint Training System (JTS) tools and metrics to enhance the capability of joint training and readiness assessments with the long-range goal of embedding automated performance assessment capabilities in operational software and data systems linked to Defense Readiness Reporting System (DRRS)
  - Develop a synchronized and unified process model depicting the desired enhanced JTS capabilities
  - Developed a process model to assist in the integration of the Adaptive Planning process into JTS
  - 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

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Project Name and Number –  
Defense Human Resources Activity, Project 1

- Developed a synchronized and unified process model depicting the desired enhanced JTS capabilities
- 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

**C. Other Program Funding Summary:** not applicable

**D. Acquisition Strategy:** not required

**E. Major Performers:**

<u>Contractors:</u>	<u>Location:</u>	<u>Description Of Work:</u>	<u>Estimated Award Date:</u>	<u>(Amount: \$ in Millions)</u>			
				<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
Camber Corp	Huntsville, AL	Joint Stability Support Operations	2Q2008	.500	.300	0	0
Institute Defense Analysis	Alexandria, VA	Train Transform Joint Assessment & Enabling Capability Support	2Q2008	.750	.750	.700	0
RAND Corp.	Arlington, VA	Foreign National Military Training Models	2Q2008	0	.400	0	0
MITRE Corp	McLean, VA	Technical Network	2Q2008	.420	.500	.500	0

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Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013										
Project 2: Defense Training Resource Analysis	3.054	3.276	3.266	3.371	3.471	3.545	3.462	3.440										
RDT&E Articles Quantity - N/A																		
<p><b>A. Mission Description and Budget Item Justification:</b> 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.</p> <p><b>B. Accomplishments/Planned Program:</b></p> <table border="0" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;"></th> <th style="text-align: center;"><u>FY 2006</u></th> <th style="text-align: center;"><u>FY 2007</u></th> <th style="text-align: center;"><u>FY 2008</u></th> <th style="text-align: center;"><u>FY 2009</u></th> </tr> </thead> <tbody> <tr> <td>Accomplishment/ Effort/Subtotal Cost</td> <td style="text-align: center;">3.054</td> <td style="text-align: center;">3.276</td> <td style="text-align: center;">3.266</td> <td style="text-align: center;">3.371</td> </tr> </tbody> </table> <p>RDT&amp;E Articles Quantity – N/A</p>										<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>	Accomplishment/ Effort/Subtotal Cost	3.054	3.276	3.266	3.371
	<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>														
Accomplishment/ Effort/Subtotal Cost	3.054	3.276	3.266	3.371														

- 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 Staff’s Joint Training System

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<p><b>B. Accomplishments/Planned Program Continued:</b></p> <ul style="list-style-type: none"> <li>• 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</li> <li>• 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</li> <li>• Analyze and recommend improved approaches for compatible land use and buffer zone creation to increase range sustainability</li> <li>• 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</li> <li>• Conduct encroachment assessment and planning to sustain overseas ranges in concert with comprehensive planning being done for Continental United States (CONUS) ranges</li> <li>• 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</li> <li>• Continue development of an overseas range inventory baseline, WIPT overseas action plan, and supporting overseas region/theater case studies</li> <li>• Define and reach consensus on FY 2005 OSD-Service-sponsored DoD range buffer zone projects</li> <li>• Continue development and coordination of DoD sustainable range and operational range clearances, and outreach policy</li> <li>• Continue development of Sustainable Range funding tracking mechanism and supported WIPT late-summer review of Service budgets</li> <li>• 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</li> <li>• 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</li> <li>• Continue development of various methodologies for assessing the true economic impact of mobilization on Reserve component members and their families</li> <li>• 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</li> <li>• Develop and maintain readiness and mishap metrics for senior level forums</li> <li>• Analyze methods to relieve stress on the force</li> <li>• Rethink DoD personnel management and determine methods to provide a smaller more flexible force</li> <li>• Develop useful aggregations of readiness measures</li> <li>• Review utility and quality of DRRS Data bases</li> <li>• Via Defense Safety Oversight Council, develop initiatives to reduce preventable mishaps by 75%</li> <li>• Develop, field, maintain and fund DRRS and scenario assessment tools.</li> <li>• Develop safety tracking and management of injuries, fatalities and accidents</li> <li>• Continue to improve the Department of Defense Readiness Reporting System</li> </ul> <p><b>C. Other Program Funding Summary:</b> not applicable  <b>D. Acquisition Strategy:</b> not required  <b>E. Major Performers:</b> n/a</p>		

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**Exhibit R-2a, RDT&E Project Justification**

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Appropriation/Budget Activity RDT&E, Defense-wide BA 6				Project Name and Number – Defense Human Resources Activity, Project 3				
Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Project 3: DoD Enlistment Processing & Testing	1.834	1.961	1.958	2.021	2.081	2.126	2.079	2.066
RDT&E Articles Quantity – N/A								

**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 Program:**

	FY 2006	FY 2007	FY 2008	FY 2009
Accomplishment/ Effort/Subtotal Cost	1.834	1.961	1.958	2.021
RDT&E Articles Quantity – N/A				

DoD Enlistment Testing Program (ETP)

- Test new Windows version of CAT-ASVAB and determine operational readiness of the new software
- Start coordination process necessary for implementation of new score scale (Norms) for the ETP
- Implement procedures for the detection of test compromise
- Resolve remaining technical issues associated with new tests developed from on-line item calibration procedures
- Begin examination of new tests of spatial reasoning given Service approval and beginning of validity work
- Continue research line use of multidimensional CAT scoring procedures
- Complete study designed to examine feasibility for implementation of new computer system for CAT in Selected Military Entrance Test (MET) and all Military Entrance Processing Stations (MEPS)
- Complete development of the prototype of the Internet Version of CAT-ASVAB
- Begin study design of the effectiveness of the new verification testing system used with CAT-ASVAB

DoD Student Testing Program (STP)

- Develop prototype of an Internet CAT-ASVAB system
- Develop a new Career Exploration Program (CEP) Web Site
- Implement new materials and publish new technical manual
- Begin trials of on-line internet testing in the nation's high schools
- Implement new evaluation of the Student Testing Program
- Implement occupational linkages to O\*NET
- Finalize development of new normative information and score scale for the interest-finder and aptitude norms for the ASVAB
- Implement a fully functional CEP web site
- Implement occupational linkages to O\*NET to CEP web site
- Continue research line into use of multidimensional CAT scoring procedures

**C. Other Program Funding Summary:** not applicable

**D. Acquisition Strategy:** not required

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Defense Human Resources Activity, Project 3

**E. Major Performers:**

FFRDCs: none

(Amount: \$ in Millions)

<u>Contractors:</u>	<u>Location:</u>	<u>Description Of Work:</u>	<u>Estimated Award Date:</u>	<u>FY 2006</u>	<u>FY 2007</u>	<u>FY2008</u>
				1.159	1.159	1.159

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