

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2011 DoD Human Resources Activity **DATE:** February 2010

APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>	R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>
--	---

COST (\$ in Millions)	FY 2009 Actual	FY 2010 Estimate	FY 2011 Base Estimate	FY 2011 OCO Estimate	FY 2011 Total Estimate	FY 2012 Estimate	FY 2013 Estimate	FY 2014 Estimate	FY 2015 Estimate	Cost To Complete	Total Cost
Total Program Element	18.185	19.472	64.737	0.000	64.737	55.252	42.789	12.229	12.200	Continuing	Continuing
Project 1 : <i>Joint Service Training & Readiness System Development</i>	3.628	4.269	4.286	0.000	4.286	4.179	4.145	4.137	4.129	Continuing	Continuing
Project 2: <i>Defense Training Resource Analysis</i>	3.052	3.362	3.420	0.000	3.420	3.322	3.294	3.275	3.258	Continuing	Continuing
Project 3: <i>DoD Enlistment Processing & Testing</i>	2.828	2.019	2.088	0.000	2.088	2.037	2.021	2.017	2.013	Continuing	Continuing
Project 4: <i>Federal Voting Assistance Program</i>	0.000	9.822	39.043	0.000	39.043	38.914	29.129	0.000	0.000	Continuing	Continuing
Project 5: <i>Human Resources Automation Enhancements</i>	8.677	0.000	8.900	0.000	8.900	6.800	4.200	2.800	2.800	Continuing	Continuing
Project 6: <i>Sexual Assault Prevention and Response Office</i>	0.000	0.000	7.000	0.000	7.000	0.000	0.000	0.000	0.000	Continuing	Continuing

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,

UNCLASSIFIED

R-1 Line Item #159

Page 1 of 27

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2011 DoD Human Resources Activity		DATE: February 2010
APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>	R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>	
<p>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.</p> <p>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.</p> <p>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.</p> <p>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> <p>Project 4: The Federal Voting Assistance Program (FVAP) administers the Federal responsibilities of the Secretary of Defense, as specified in the Uniformed and Overseas Citizens Absentee Voting Act of 1986 which covers more than six million potential voters. FVAP informs and educates U.S. citizens around the world of their right to vote, fosters voting participation and protects the integrity of the electoral process at the Federal, State and local levels.</p> <p>The Election Assistance Commission is developing electronic absentee voting guidelines in conjunction with the National Institute of Standards and Technology. RDT&E funding will support the development of online tools to provide Voter Assistance Officer (VAO) training and to develop a dynamic public web-site to facilitate internet-based voter registration, ballot delivery and voting system for use in the first general election after the release of guidelines.</p> <p>Project 5: Civilian HR automation enhancements planned for FY 2009 and FY 2010 are focused on software development to support the Department's civilian workforce, including readiness requirements for the development of automation for an expeditionary civilian workforce; an SES-focused performance management</p>		

UNCLASSIFIED

R-1 Line Item #159

Page 2 of 27

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2011 DoD Human Resources Activity		DATE: February 2010
APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>	R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>	
<p>system; development of interfaces with the Defense Civilian Personnel Data System (DCPDS) and other civilian HR systems to fully expand the Enterprise Staffing Solution; development of DCPDS interfaces with Office of Personnel Management (OPM) initiative mandates for HR Line of Business (LoB), electronic Official Personnel Folder, Retirement Systems Modernization implementation, and HR Line of Business. DoD is one of five designated Shared Service Centers in the federal government focused on providing standard services across agency lines, gaining potential significant business and cost-saving benefits. DoD is considered a leader in this initiative. Continues the conversion of employees back to other personnel systems as mandated in NDAA 2010 and designs new flexibilities to include, but not limited to the establishment of policies and procedures for a new Performance Management System, a redesigned hiring process adhering to veterans' preference requirements, a "Department of Defense Civilian Workforce Incentive fund", and a Mandatory Training and Retraining Program for Supervisors.</p> <p>DCPDS is the Department's enterprise civilian HR system that has provided the savings originally projected in the achievement of full operational capability in 2002 and which has continued to operate as the DoD system serving over 800,000 employee records. Additional initiatives to sustain the Department's lead in automated systems to include, expansion of employee self service functionality, and systems to support civilian HR requirements of the intelligence and National Guard communities. All enhancements will support the Department's focus on the further consolidation of civilian HR operations to a single operational site, with linkage to Component operations worldwide.</p> <p>Project 6: The integrated DoD SAPR Data Collection and Reporting System (Defense Sexual Assault Incident Database (DSAID)) must accommodate a variety of uses, including the tracking of sexual assault victim support services, support SAPR program administration, program reporting requirements, and data analysis. In order to facilitate analysis at the OSD level, the System should be able to easily export data for analysis in computerized statistical applications, such as Statistical Package for the Social Sciences (SPSS). Service field-level users may use the system to track support to victims of sexual assault throughout the lifecycle of that support requirement and to facilitate sexual assault case transfer between SARCs and Services. Service headquarters-level users will use the system to support program planning, analysis, and management. DoD SAPR Office (SAPRO) users and Service headquarters-level users will access the system to produce mandated and requested reports, monitor program effectiveness and support cohort and trend analysis.</p> <p>The integrated DoD SAPR Data Collection and Reporting System will support SAPR programs for all active duty and Reserve personnel, including National Guard (NG) Service members when on active duty or when performing active service and inactive duty training (as defined in Section (101)(d)(3) of Chapter 47 of title 10, United States Code) with the ability to expand to cover other DoD personnel as required. Additionally, system implementation at the state level will provide a new capability to manage SAPR programs for National Guard personnel under Title 32 USC. Implementation of this capability would be based on a state NG structure grouped according to state and subdivided into sexual assaults from the separate Army and Air National Guard. Working a Reprogramming Action for FY 2010. If approved, the planned Award date to start development of DSAID is 16 April 2010.</p>		

UNCLASSIFIED

R-1 Line Item #159

Page 3 of 27

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2011 DoD Human Resources Activity **DATE:** February 2010

APPROPRIATION/BUDGET ACTIVITY	R-1 ITEM NOMENCLATURE
0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i>	PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>
BA 6: <i>RDT&E Management Support</i>	

B. Program Change Summary (\$ in Millions)

	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011 Base</u>	<u>FY 2011 OCO</u>	<u>FY 2011 Total</u>
Previous President's Budget	18.412	19.826	0.000	0.000	0.000
Current President's Budget	18.185	19.472	64.737	0.000	64.737
Total Adjustments	-0.227	-0.354	64.737	0.000	64.737
• Congressional General Reductions		-0.354			
• Congressional Directed Reductions		0.000			
• Congressional Rescissions	0.000	0.000			
• Congressional Adds		0.000			
• Congressional Directed Transfers		0.000			
• Reprogrammings	0.000	0.000			
• SBIR/STTR Transfer	-0.227	0.000			
• R&D in Support of DOD Enlistment, Testing and Evaluation	0.000	0.000	64.737	0.000	64.737

Change Summary Explanation

Change Summary Explanation: FY 2009 reflects initial RDT&E funding for a prototype aimed at proof of concept for potential future full integration of civilian payroll data, processing, and reporting capability into DCPDS. Full integration is contingent upon future years funding. No offsets, pro-rata rescission, or economic assumptions applied.

FY 2011 reflects initial RDT&E funding to support the development of online tools to provide Voter Assistance Officer (VAO) training and to develop a dynamic public web-site to facilitate internet-based voter registration, ballot delivery and voting system for use in the first general election after the release of guidelines.

UNCLASSIFIED

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity **DATE:** February 2010

APPROPRIATION/BUDGET ACTIVITY			R-1 ITEM NOMENCLATURE				PROJECT				
0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>			PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>				Project 1 : <i>Joint Service Training & Readiness System Development</i>				
COST (\$ in Millions)	FY 2009 Actual	FY 2010 Estimate	FY 2011 Base Estimate	FY 2011 OCO Estimate	FY 2011 Total Estimate	FY 2012 Estimate	FY 2013 Estimate	FY 2014 Estimate	FY 2015 Estimate	Cost To Complete	Total Cost
Project 1 : <i>Joint Service Training & Readiness System Development</i>	3.628	4.269	4.286	0.000	4.286	4.179	4.145	4.137	4.129	Continuing	Continuing
Quantity of RDT&E Articles											

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.

B. Accomplishments/Planned Program (\$ in Millions)

	FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
Joint Service Training & Readiness System Development	3.628	4.269	4.286	0.000	4.286
Joint Service Training & Readiness System Development					
<i>FY 2009 Accomplishments:</i>					
• Continue development of mission essential tasks					
• Continue to assess and refine the DoD training strategy for the Services, combatant commands and Defense Agencies					

UNCLASSIFIED

R-1 Line Item #159

Page 5 of 27

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity				DATE: February 2010				
APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>		R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>		PROJECT Project 1 : <i>Joint Service Training & Readiness System Development</i>				
B. Accomplishments/Planned Program (\$ in Millions)								
				FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
<ul style="list-style-type: none"> • 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 <p><i>FY 2011 OCO Plans:</i> Not Applicable</p>								
Accomplishments/Planned Programs Subtotals				3.628	4.269	4.286	0.000	4.286
C. Other Program Funding Summary (\$ in Millions) N/A								
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.								

UNCLASSIFIED

R-1 Line Item #159

Page 9 of 27

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity								DATE: February 2010			
APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>				R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>				PROJECT Project 2: <i>Defense Training Resource Analysis</i>			
COST (\$ in Millions)	FY 2009 Actual	FY 2010 Estimate	FY 2011 Base Estimate	FY 2011 OCO Estimate	FY 2011 Total Estimate	FY 2012 Estimate	FY 2013 Estimate	FY 2014 Estimate	FY 2015 Estimate	Cost To Complete	Total Cost
Project 2: <i>Defense Training Resource Analysis</i>	3.052	3.362	3.420	0.000	3.420	3.322	3.294	3.275	3.258	Continuing	Continuing
Quantity of RDT&E Articles											
A. Mission Description and Budget Item Justification											
<p>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>											
B. Accomplishments/Planned Program (\$ in Millions)											
							FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
Defense Training Resource Analysis Defense Training Resource Analysis <i>FY 2009 Accomplishments:</i> <ul style="list-style-type: none"> • 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 • 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 • Continue development of an overseas range inventory baseline, WIPT overseas action plan, and supporting overseas region/theater case studies 							3.052	3.362	3.420	0.000	3.420

UNCLASSIFIED

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity		DATE: February 2010
APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>	R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>	PROJECT Project 2: <i>Defense Training Resource Analysis</i>

C. Other Program Funding Summary (\$ in Millions)

N/A

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.

UNCLASSIFIED

R-1 Line Item #159

Page 17 of 27

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity									DATE: February 2010		
APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>				R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>				PROJECT Project 3: <i>DoD Enlistment Processing & Testing</i>			
COST (\$ in Millions)	FY 2009 Actual	FY 2010 Estimate	FY 2011 Base Estimate	FY 2011 OCO Estimate	FY 2011 Total Estimate	FY 2012 Estimate	FY 2013 Estimate	FY 2014 Estimate	FY 2015 Estimate	Cost To Complete	Total Cost
Project 3: <i>DoD Enlistment Processing & Testing</i>	2.828	2.019	2.088	0.000	2.088	2.037	2.021	2.017	2.013	Continuing	Continuing
Quantity of RDT&E Articles											
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 (\$ in Millions)											
						FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total	
DoD Enlistment Processing & Testing						2.828	2.019	2.088	0.000	2.088	
DoD Enlistment Processing & Testing											
<i>FY 2009 Accomplishments:</i>											
DoD Enlistment Testing Program (ETP)											
<ul style="list-style-type: none"> • Implement procedures for the detection of test compromise • Improve on-line item calibration procedures • Conduct a review of the Armed Services Vocational Aptitude Battery(ASVAB) content, identify and research content changes • Continue research line on use of multidimensional Computerized Adaptive Testing (CAT) item selection and scoring procedures • Evaluate feasibility of implementing internet-based screening and practice tests 											

UNCLASSIFIED

R-1 Line Item #159

Page 18 of 27

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity				DATE: February 2010													
APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>		R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>		PROJECT Project 3: <i>DoD Enlistment Processing & Testing</i>													
B. Accomplishments/Planned Program (\$ in Millions)																	
<table border="1"> <thead> <tr> <th></th> <th align="center">FY 2009</th> <th align="center">FY 2010</th> <th align="center">FY 2011 Base</th> <th align="center">FY 2011 OCO</th> <th align="center">FY 2011 Total</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> Develop procedures for conducting internet-based CAT-ASVAB with verification testing at Military Entrance Processing Stations (MEPS) Evaluate the impact of using commercial test preparation materials on test scores and test validity <p>DoD Student Testing Program (STP)</p> <ul style="list-style-type: none"> Develop a new Career Exploration Program (CEP) Web Site Implement new materials and publish new technical manual Evaluate the use of internet-based CAT-ASVAB in the nation's high schools Evaluate the use of Item Response Theory and CAT in administering the CEP interest inventory Develop and implement occupational linkages to O*NET Develop and implement a fully functional CEP web site <p><i>FY 2010 Plans:</i> DoD Enlistment Testing Program (ETP)</p> <ul style="list-style-type: none"> Implement procedures for the detection of test compromise Improve on-line item calibration procedures Conduct a review of the Armed Services Vocational Aptitude Battery(ASVAB) content, identify and research content changes Continue research line on use of multidimensional Computerized Adaptive Testing (CAT) item selection and scoring procedures Evaluate feasibility of implementing internet-based screening and practice tests Develop procedures for conducting internet-based CAT-ASVAB with verification testing at Military Entrance Processing Stations (MEPS) Evaluate the impact of using commercial test preparation materials on test scores and test validity <p>DoD Student Testing Program (STP)</p> </td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>							FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total	<ul style="list-style-type: none"> Develop procedures for conducting internet-based CAT-ASVAB with verification testing at Military Entrance Processing Stations (MEPS) Evaluate the impact of using commercial test preparation materials on test scores and test validity <p>DoD Student Testing Program (STP)</p> <ul style="list-style-type: none"> Develop a new Career Exploration Program (CEP) Web Site Implement new materials and publish new technical manual Evaluate the use of internet-based CAT-ASVAB in the nation's high schools Evaluate the use of Item Response Theory and CAT in administering the CEP interest inventory Develop and implement occupational linkages to O*NET Develop and implement a fully functional CEP web site <p><i>FY 2010 Plans:</i> DoD Enlistment Testing Program (ETP)</p> <ul style="list-style-type: none"> Implement procedures for the detection of test compromise Improve on-line item calibration procedures Conduct a review of the Armed Services Vocational Aptitude Battery(ASVAB) content, identify and research content changes Continue research line on use of multidimensional Computerized Adaptive Testing (CAT) item selection and scoring procedures Evaluate feasibility of implementing internet-based screening and practice tests Develop procedures for conducting internet-based CAT-ASVAB with verification testing at Military Entrance Processing Stations (MEPS) Evaluate the impact of using commercial test preparation materials on test scores and test validity <p>DoD Student Testing Program (STP)</p>					
	FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total												
<ul style="list-style-type: none"> Develop procedures for conducting internet-based CAT-ASVAB with verification testing at Military Entrance Processing Stations (MEPS) Evaluate the impact of using commercial test preparation materials on test scores and test validity <p>DoD Student Testing Program (STP)</p> <ul style="list-style-type: none"> Develop a new Career Exploration Program (CEP) Web Site Implement new materials and publish new technical manual Evaluate the use of internet-based CAT-ASVAB in the nation's high schools Evaluate the use of Item Response Theory and CAT in administering the CEP interest inventory Develop and implement occupational linkages to O*NET Develop and implement a fully functional CEP web site <p><i>FY 2010 Plans:</i> DoD Enlistment Testing Program (ETP)</p> <ul style="list-style-type: none"> Implement procedures for the detection of test compromise Improve on-line item calibration procedures Conduct a review of the Armed Services Vocational Aptitude Battery(ASVAB) content, identify and research content changes Continue research line on use of multidimensional Computerized Adaptive Testing (CAT) item selection and scoring procedures Evaluate feasibility of implementing internet-based screening and practice tests Develop procedures for conducting internet-based CAT-ASVAB with verification testing at Military Entrance Processing Stations (MEPS) Evaluate the impact of using commercial test preparation materials on test scores and test validity <p>DoD Student Testing Program (STP)</p>																	

UNCLASSIFIED

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity				DATE: February 2010				
APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>		R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>		PROJECT Project 3: <i>DoD Enlistment Processing & Testing</i>				
B. Accomplishments/Planned Program (\$ in Millions)								
				FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
<ul style="list-style-type: none"> • Develop and implement occupational linkages to O*NET • Develop and implement a fully functional CEP web site <p><i>FY 2011 OCO Plans:</i> Not Applicable</p>								
Accomplishments/Planned Programs Subtotals				2.828	2.019	2.088	0.000	2.088
C. Other Program Funding Summary (\$ in Millions)								
N/A								
D. Acquisition Strategy								
NOT REQUIRED.								
E. Performance Metrics								
<p>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.</p>								

UNCLASSIFIED

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity **DATE:** February 2010

APPROPRIATION/BUDGET ACTIVITY			R-1 ITEM NOMENCLATURE					PROJECT			
0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>			PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>					Project 4: <i>Federal Voting Assistance Program</i>			
COST (\$ in Millions)	FY 2009 Actual	FY 2010 Estimate	FY 2011 Base Estimate	FY 2011 OCO Estimate	FY 2011 Total Estimate	FY 2012 Estimate	FY 2013 Estimate	FY 2014 Estimate	FY 2015 Estimate	Cost To Complete	Total Cost
Project 4: <i>Federal Voting Assistance Program</i>	0.000	9.822	39.043	0.000	39.043	38.914	29.129	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles											

A. Mission Description and Budget Item Justification

The Federal Voting Assistance Program (FVAP) administers the Federal responsibilities of the Secretary of Defense, as specified in the Uniformed and Overseas Citizens Absentee Voting Act of 1986 which covers more than six million potential voters. FVAP informs and educates U.S. citizens around the world of their right to vote, fosters voting participation and protects the integrity of the electoral process at the Federal, State and local levels.

The election assistance commission is developing electronic absentee voting guidelines in conjunction with the national institute of standards and technology. RDTE funding will support the development of online tools to provide voter assistance officer training and to development a dynamic public website to facilitate internet based voter registration, ballot delivery and voting system for use in the first general election after the release of guidelines.

B. Accomplishments/Planned Program (\$ in Millions)

	FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
Federal Voting Assistance Program	0.000	9.822	39.043	0.000	39.043
Funding will support the development of online tools to provide Voter Assistance Officer (VAO) training and to develop a dynamic public web-site to facilitate internet-based voter registration, ballot delivery and voting system for use in the first general election after the release of guidelines.					
<i>FY 2009 Accomplishments:</i> <ul style="list-style-type: none"> • Initiate Concept Development Study for the FVAP Voting System • Award Contract for Management Services and Evaluation 					

UNCLASSIFIED

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity				DATE: February 2010				
APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>		R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>		PROJECT Project 4: <i>Federal Voting Assistance Program</i>				
B. Accomplishments/Planned Program (\$ in Millions)								
				FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
<p><i>FY 2010 Plans:</i></p> <ul style="list-style-type: none"> • Continue to Develop Concept Study for the FVAP Voting System • Continue Contract for Management Services and Evaluation <p><i>FY 2011 Base Plans:</i></p> <ul style="list-style-type: none"> • Continue to Develop Concept Study for the FVAP Voting System • Continue Contract for Management Services and Evaluation <p><i>FY 2011 OCO Plans:</i> Not Applicable</p>								
Accomplishments/Planned Programs Subtotals				0.000	9.822	39.043	0.000	39.043
C. Other Program Funding Summary (\$ in Millions) N/A								
D. Acquisition Strategy NOT REQUIRED								
E. Performance Metrics The project is the development , testing and deployment of an internet-based voter registration, ballot delivery and voting system that integrates the requirements of the electronic absentee voting guidelines.								

UNCLASSIFIED

R-1 Line Item #159

Page 23 of 27

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity **DATE:** February 2010

APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>				R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>				PROJECT Project 5: <i>Human Resources Automation Enhancements</i>			
COST (\$ in Millions)	FY 2009 Actual	FY 2010 Estimate	FY 2011 Base Estimate	FY 2011 OCO Estimate	FY 2011 Total Estimate	FY 2012 Estimate	FY 2013 Estimate	FY 2014 Estimate	FY 2015 Estimate	Cost To Complete	Total Cost
Project 5: <i>Human Resources Automation Enhancements</i>	8.677	0.000	8.900	0.000	8.900	6.800	4.200	2.800	2.800	Continuing	Continuing
Quantity of RDT&E Articles											

Note

PE 0606900SE: Human Resources Automation Enhancements has been created and is now available for use.

A. Mission Description and Budget Item Justification

Civilian HR automation enhancements planned for FY 2009 and FY 2010 are focused on software development to support the Department's civilian workforce, including readiness requirements for the development of automation for an expeditionary civilian workforce; an SES-focused performance management system; development of interfaces with the Defense Civilian Personnel Data System (DCPDS) and other civilian HR systems to fully expand the Enterprise Staffing Solution; development of DCPDS interfaces with Office of Personnel Management (OPM) initiative mandates for HR Line of Business (LoB), electronic Official Personnel Folder, Retirement Systems Modernization implementation, and HR Line of Business. DoD is one of five designated Shared Service Centers in the federal government focused on providing standard services across agency lines, gaining potential significant business and cost-saving benefits. DoD is considered a leader in this initiative. Continues the conversion of employees back to other personnel systems as mandated in NDAA 2010 and designs new flexibilities to include, but not limited to the establishment of policies and procedures for a new Performance Management System, a redesigned hiring process adhering to veterans' preference requirements, a "Department of Defense Civilian Workforce Incentive fund", and a Mandatory Training and Retraining Program for Supervisors.

DCPDS is the Department's enterprise civilian HR system that has provided the savings originally projected in the achievement of full operational capability in 2002 and which has continued to operate as the DoD system serving over 800,000 employee records. Additional initiatives to sustain the Department's lead in automated systems to include, expansion of employee self service functionality, and systems to support civilian HR requirements of the intelligence and National Guard communities. All enhancements will support the Department's focus on the further consolidation of civilian HR operations to a single operational site, with linkage to Component operations worldwide.

B. Accomplishments/Planned Program (\$ in Millions)

UNCLASSIFIED

R-1 Line Item #159

Page 24 of 27

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity **DATE:** February 2010

APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>	R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>	PROJECT Project 5: <i>Human Resources Automation Enhancements</i>
--	---	---

B. Accomplishments/Planned Program (\$ in Millions)

	FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
N/A	8.677	0.000	8.900	0.000	8.900
<i>FY 2009 Accomplishments:</i> N/A					
<i>FY 2010 Plans:</i> N/A					
<i>FY 2011 Base Plans:</i> N/A					
Accomplishments/Planned Programs Subtotals	8.677	0.000	8.900	0.000	8.900

C. Other Program Funding Summary (\$ in Millions)

<u>Line Item</u>	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011 Base</u>	<u>FY 2011 OCO</u>	<u>FY 2011 Total</u>	<u>FY 2012</u>	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>	<u>Cost To Complete</u>	<u>Total Cost</u>
• 159/0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>	8.677	0.000	8.900	0.000	8.900	6.800	4.200	2.800	2.800	Continuing	Continuing

D. Acquisition Strategy

N/A

E. Performance Metrics

In FY 2010 Q1-Q2 activities will include the initiation of development and testing of planned enhancements, with further refinements in FY 2010.

UNCLASSIFIED

R-1 Line Item #159

Page 25 of 27

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity **DATE:** February 2010

APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>				R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>				PROJECT Project 6: <i>Sexual Assault Prevention and Response Office</i>			
COST (\$ in Millions)	FY 2009 Actual	FY 2010 Estimate	FY 2011 Base Estimate	FY 2011 OCO Estimate	FY 2011 Total Estimate	FY 2012 Estimate	FY 2013 Estimate	FY 2014 Estimate	FY 2015 Estimate	Cost To Complete	Total Cost
Project 6: <i>Sexual Assault Prevention and Response Office</i>	0.000	0.000	7.000	0.000	7.000	0.000	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles											

Note

PE 0808738SE: Sexual Assault Prevention and Response Office has been created and is ready for use.

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)).

The integrated DoD SAPR Data Collection and Reporting System (Defense Sexual Assault Incident Database (DSAID)) must accommodate a variety of uses, including the tracking of sexual assault victim support services, support SAPR program administration, program reporting requirements, and data analysis. In order to facilitate analysis at the OSD level, the System should be able to easily export data for analysis in computerized statistical applications, such as Statistical Package for the Social Sciences (SPSS). Service field-level users may use the system to track support to victims of sexual assault throughout the lifecycle of that support requirement and to facilitate sexual assault case transfer between SARCs and Services. Service headquarters-level users will use the system to support program planning, analysis, and management. DoD SAPR Office (SAPRO) users and Service headquarters-level users will access the system to produce mandated and requested reports, monitor program effectiveness and support cohort and trend analysis.

The integrated DoD SAPR Data Collection and Reporting System will support SAPR programs for all active duty and Reserve personnel, including National Guard (NG) Service members when on active duty or when performing active service and inactive duty training (as defined in Section (101)(d)(3) of Chapter 47 of title 10, United States Code) with the ability to expand to cover other DoD personnel as required. Additionally, system implementation at the state level will provide a new capability to manage SAPR programs for National Guard personnel under Title 32 USC. Implementation of this capability would be based on a state NG structure grouped according to state and subdivided into sexual assaults from the separate Army and Air National Guard. Working a Reprogramming Action for FY 2010. If approved, the planned Award date to start development of DSAID is 16 April 2010.

B. Accomplishments/Planned Program (\$ in Millions)

UNCLASSIFIED

R-1 Line Item #159

Page 26 of 27

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity							DATE: February 2010				
APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 6: <i>RDT&E Management Support</i>			R-1 ITEM NOMENCLATURE PE 0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>			PROJECT Project 6: <i>Sexual Assault Prevention and Response Office</i>					
B. Accomplishments/Planned Program (\$ in Millions)											
						FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total	
N/A						0.000	0.000	7.000	0.000	7.000	
<i>FY 2009 Accomplishments:</i> N/A											
<i>FY 2010 Plans:</i> N/A											
<i>FY 2011 Base Plans:</i> N/A											
Accomplishments/Planned Programs Subtotals						0.000	0.000	7.000	0.000	7.000	
C. Other Program Funding Summary (\$ in Millions)											
Line Item	FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total	FY 2012	FY 2013	FY 2014	FY 2015	Cost To Complete	Total Cost
• 159/0605803SE: <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>	0.000	0.000	7.000	0.000	7.000	0.000	0.000	0.000	0.000	Continuing	Continuing
D. Acquisition Strategy											
Contract Type: Firm-Fixed, IDIQ; Period of Performance: 12 month Base Year Plus 4 Option Years; Planned award date 16 April 2010; Number of Awards: Single; Use of Commercial Procedures (FAR Part 12); Estimated value including all options \$20,000,000.00.											
E. Performance Metrics											
In FY 2010 Q3-Q4 activities will include the initiation of development of DSAID, with further developments in FY2011 and FY2012											

UNCLASSIFIED