

UNCLASSIFIED

ARMY RDT&E BUDGET ITEM JUSTIFICATION (R-2 Exhibit)								DATE February 1999		
BUDGET ACTIVITY 3 - Advanced Technology Development				PE NUMBER AND TITLE 0603007A Manpower, Personnel and Training Advanced Technology				PROJECT A792		
COST <i>(In Thousands)</i>	FY1998 Actual	FY 1999 Estimate	FY 2000 Estimate	FY 2001 Estimate	FY 2002 Estimate	FY2003 Estimate	FY2004 Estimate	FY2005 Estimate	Cost to Complete	Total Cost
A792 Personnel Performance and Training	3913	2949	3030	3074	3123	3180	3786	4002	Continuing	Continuing
<p>A. <u>Mission Description and Justification:</u> The objective of this program is to develop and demonstrate soldier-oriented technologies to enhance soldier and unit performance. The program is particularly responsive to CSA directed support for Training, Leader Development, and Soldier (TLS) issues related to digitization and Army After Next. The reduction of training and other personnel costs treats costs as an independent variable through the development of effective training strategies that incorporate appropriate mixes of live, virtual, and constructive simulations. Research efforts include designing new ways to efficiently develop collective training; developing and demonstrating prototype training methods and programs that improve mission performance, devising training strategies using distributed training technology to conduct multi-service, multi-site training, assessment, and feedback; and evaluating the effectiveness of a compressed gunnery training strategy for the Reserve Component. Research will demonstrate new methods for identifying high quality male and female enlistees, for assigning them to Military Occupational Specialties (MOS) that maximize total force readiness, and for retaining the most effective performers. It also will design innovative methods and technologies to develop effective leaders for small-team operations and for developing Battle Commanders for the digitized battlefield. Work in this program element is consistent with the Army Science and Technology Master Plan, the Army Modernization Plan, and Project Reliance. This PE is managed by the U.S. Army Research Institute (ARI) for the Behavioral and Social Sciences.</p> <p>FY 1998 Accomplishments:</p> <ul style="list-style-type: none"> • 3913 - Assessed the effectiveness and efficiency of time-compressed tank gunnery training strategies for the Army National Guard to maximize training within resource limitations. - Completed guidelines for managing and sustaining the quality of structured, simulation-based training programs focused on the Close Combat Tactical Trainer (CCTT). - Assessed the overall current command climate in the Army. - Developed and pilot tested performance assessment measures for fire support training in joint environments. - Identified factors that facilitate effective Special Forces team performance. - Developed procedures for expert systems to diagnose strengths and weakness of armor platoons and provide feedback in After Action Reviews. - Produced algorithms for cognitive modeling and situation awareness behaviors for command entities in a computer-generated force. <p>Total 3913</p> <p>FY 1999 Planned Program:</p> <ul style="list-style-type: none"> • 2907 - Develop prototype platoon and company team training support packages for Force XXI (digital) operations in the CCTT. 										
Project A792			Page 1 of 3 Pages				Exhibit R-2 (PE 0603007A)			

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<p>- Refine and expand applications of the prototype Commanders' Integrated Training Tool (CITT) for the CCTT and other simulation environments, including digital operations.</p> <p>FY 1999 Planned Program: (continued)</p> <ul style="list-style-type: none"> - Develop and evaluate methods that assess unit command climate, and analyze trends related to soldier, training, quality of life and readiness issues. -Process for transferring training and assessment techniques developed for the Special Forces to other conventional Army users. - Assess the capability of the BeamHit small arms simulator to support rifle marksmanship training in the Reserve Component (RC). • Small Business Innovation Research/Small Business Technology Transfer (SBIR/STTR) Programs. <p>42</p> <p>Total 2949</p> <p>FY 2000 Planned Program:</p> <ul style="list-style-type: none"> • 3030 - Develop and refine specific performance assessment tools for digital unit training in the CCTT and other simulation environments. - Assess utility of Force XXI training packages, focusing on those produced by units through CITT and other available tools. - Conduct annual assessment of Army command climate, identifying new issues of concern to soldiers and trends. - Compare just-in-time to up-front training of procedural and cognitive skills to determine skill acquisition and retention effects. <p>Total 3030</p> <p>FY 2001 Planned Program:</p> <ul style="list-style-type: none"> • 3074 - Develop and demonstrate new training and performance assessment technologies that prepare operators and commanders to take advantage of evolving digital systems. - Conduct annual assessment of Army command climate, identifying new issues of concern to soldiers and trends. - Determine if certain types of skills should be reacquired or sustained through training "just in time" or by means of job/performance aids. - Refine and expand skill acquisition/decay model and guidelines based on research findings. - Develop and evaluate strategy that reduces live fire engagements needed to support weapons qualification, addressing differences and similarities between Active Component and RC. <p>Total 3074</p>		
Project A792	Page 2 of 3 Pages	Exhibit R-2 (PE 0603007A)

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B. Program Change Summary	<u>FY 1998</u>	<u>FY 1999</u>	<u>FY 2000</u>	<u>FY 2001</u>
Previous President's Budget (FY 1999 PB)	2910	3021	3034	3044
Appropriated Value	3033	3021		
Adjustments to Appropriated Value				
a. Congressional General Reductions	-93			
b. SBIR / STTR	-73	-42		
c. Omnibus or Other Above Threshold Reductions	-24			
d. Below Threshold Reprogramming				
e. Rescissions				
f. Transferred from USD(HA)	+1100			
Adjustments to Budget Years Since FY 1999 PB			-4	+30
Current Budget Submit (FY 2000 / 2001 PB)	3913	2949	3030	3074

Change Summary Explanation: Funding: FY98 – DoD Internal reprogramming moved Congressional special interest funds appropriated in the Defense Health Program to this PE for proper program execution (+1100).

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