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**Department of Defense
Fiscal Year (FY) 2011 President's Budget**

February 2010



DoD Human Resources Activity

Justification Book

Research, Development, Test & Evaluation, Defense-Wide - 0400

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DoD Human Resources Activity • President's Budget FY 2011 • RDT&E Program

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Defense-Wide
 FY 2011 President's Budget
 Exhibit R-1
 Summary
 (Dollars in Thousands)

19 Jan 2010

Summary Recap of Budget Activities -----	FY 2009	FY 2010	FY 2011
Advanced Technology Development (ATD)	13,323	13,765	13,986
System Development and Demonstration (SDD)	399	393	391
RDT&E Management Support	18,185	19,472	64,737
Total Research, Development, Test & Eval, DW	31,907	33,630	79,114
 Summary Recap of FYDP Programs -----			
Research and Development	31,907	33,630	79,114
Total Research, Development, Test & Eval, DW	31,907	33,630	79,114

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Defense-Wide
FY 2011 President's Budget
Exhibit R-1
Summary
(Dollars in Thousands)

19 Jan 2010

Summary Recap of Defensewide -----	FY 2009 -----	FY 2010 -----	FY 2011 -----
Defense Human Resources Activity	31,907	33,630	79,114
Total Research, Development, Test & Evaluation	31,907	33,630	79,114

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Defense-Wide
 FY 2011 President's Budget
 Exhibit R-1
 (Dollars in Thousands)

Appropriation: 0400D Research, Development, Test & Eval, DW

Date: 19 Jan 2010

Line No	Program Element Number	Item	Act	FY 2009	FY 2010	FY 2011	Se c
58	0603769SE	Distributed Learning Advanced Technology Development	03	13,323	13,765	13,986	U
		Advanced Technology Development (ATD)		13,323	13,765	13,986	
124	0605021SE	Homeland Personnel Security Initiative	05	399	393	391	U
		System Development and Demonstration (SDD)		399	393	391	
159	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	18,185	19,472	64,737	J
		RDT&E Management Support		18,185	19,472	64,737	
Total Research, Development, Test & Eval, DW				31,907	33,630	79,114	

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Defense Human Resources Activity
 FY 2011 President's Budget
 Exhibit R-1
 (Dollars in Thousands)

Appropriation: 0400D Research, Development, Test & Eval, DW

Date: 19 Jan 2010

Line No	Program Element Number	Item	Act	FY 2009	FY 2010	FY 2011	Sec
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58	0603769SE	Distributed Learning Advanced Technology Development	03	13,323	13,765	13,986	U
		Advanced Technology Development (ATD)		13,323	13,765	13,986	
124	0605021SE	Homeland Personnel Security Initiative	05	399	393	391	U
		System Development and Demonstration (SDD)		399	393	391	
159	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	18,185	19,472	64,737	U
		RDT&E Management Support		18,185	19,472	64,737	
Total Defense Human Resources Activity				31,907	33,630	79,114	

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DoD Human Resources Activity • President's Budget FY 2011 • RDT&E Program

Program Element Table of Contents (by Budget Activity then Line Item Number)

Budget Activity 03: Advanced Technology Development (ATD)

Line Item	Budget Activity	Program Element Number	Program Element Title	Page
58	03	0603769SE	Distributed Learning Advanced Technology Development (ADL).....	1

Budget Activity 05: Development & Demonstration (SDD)

Line Item	Budget Activity	Program Element Number	Program Element Title	Page
124	05	0605021SE	Homeland Personnel Security Directive (HSPD-12) Initiative.....	6

Budget Activity 06: RDT&E Management Support

Line Item	Budget Activity	Program Element Number	Program Element Title	Page
159	06	0605803SE	R&D in Support of DOD Enlistment, Testing and Evaluation	11

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DoD Human Resources Activity • President's Budget FY 2011 • RDT&E Program

Program Element Table of Contents (Alphabetically by Program Element Title)

Program Element Title	Program Element Number	Line Item	Budget Activity	Page
Distributed Learning Advanced Technology Development (ADL)	0603769SE	58	03.....	1
Homeland Personnel Security Directive (HSPD-12) Initiative	0605021SE	124	05.....	6
R&D in Support of DOD Enlistment, Testing and Evaluation	0605803SE	159	06.....	11

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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 3: <i>Advanced Technology Development (ATD)</i>	R-1 ITEM NOMENCLATURE PE 0603769SE: <i>Distributed Learning Advanced Technology Development (ADL)</i>
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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	13.323	13.765	13.986	0.000	13.986	13.592	13.470	13.425	13.384	Continuing	Continuing
Project 1: <i>Advanced Distributed Learning</i>	13.323	13.765	13.986	0.000	13.986	13.592	13.470	13.425	13.384	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)).

Advanced Distributed Learning (ADL): This program develops the technologies to make learning and performance support available to service members, anytime, anywhere. The ADL concept enables the ability to migrate online learning content to multiple hardware and software applications using the Sharable Content Object Reference Model (SCORM) standard. It has become the de facto standard and is moving through international bodies for global accreditation; its use is mandatory throughout the Department of Defense through (DoD Instruction 1322.26). The program continues to develop US and international partnerships with public education, vocational training, and life-long learning programs. Policy oversight is managed by the Office of the Deputy Under Secretary of Defense/Readiness (Readiness and Training Policy and Programs). Recent work has established a single registry where all online learning content developed by the Department can be discovered for reuse. A fourth edition of SCORM was released in May 2009. In FY2010, guidelines for integrating technical manuals to SCORM will be published and a strategic plan will be in place to incorporate advances from social networking and other "Web 2.0" technologies into the ADL framework.

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Exhibit R-2, RDT&E Budget Item Justification: PB 2011 DoD Human Resources Activity	DATE: February 2010
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APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 3: <i>Advanced Technology Development (ATD)</i>	R-1 ITEM NOMENCLATURE PE 0603769SE: <i>Distributed Learning Advanced Technology Development (ADL)</i>
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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	13.538	14.014	0.000	0.000	0.000
Current President's Budget	13.323	13.765	13.986	0.000	13.986
Total Adjustments	-0.215	-0.249	13.986	0.000	13.986
• Congressional General Reductions		-0.249			
• 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	-0.215	0.000			
• Advanced Distributed Learning	0.000	0.000	13.986	0.000	13.986

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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 3: <i>Advanced Technology Development (ATD)</i>				PE 0603769SE: <i>Distributed Learning</i> <i>Advanced Technology Development (ADL)</i>				Project 1: <i>Advanced Distributed Learning</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>Advanced Distributed Learning</i>	13.323	13.765	13.986	0.000	13.986	13.592	13.470	13.425	13.384	Continuing	Continuing

A. Mission Description and Budget Item Justification

This program develops the technologies to make learning and performance support available to service members, anytime, anywhere. The ADL concept supports the ability to migrate online learning content to multiple hardware and software applications using the Sharable Content Object Reference Model (SCORM) standard developed earlier. It has become the de facto standard and is moving through international bodies for global accreditation; it is the declared standard within the Department of Defense. The program continues to develop US and international partnerships with public education, vocational training, and life-long learning programs. Policy oversight is managed by the Office of the Deputy Under Secretary of Defense/Readiness (Readiness and Training Policy and Programs). A fourth edition of SCORM was issued in May 2009. In FY2010, guidelines for integrating technical manuals to SCORM will be published and a strategic plan will be in place to incorporate advances from social networking and other "Web 2.0" technologies into the ADL framework. In FY2011, virtual-world technologies will be incorporated through collaboration with industry and academia.

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

	FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
Advanced Distributed Learning	13.323	13.765	13.986	0.000	13.986
Advanced Distributed Learning <i>FY 2009 Accomplishments:</i> <ul style="list-style-type: none"> • Issued DoD Instruction 1322.26 which mandates the use of ADL specifications across the Department of Defense • Established an operational ADL-Registry • Completion of the SCORM 2004 interoperability standard 4th edition, which is being adopted globally; more than 300 products have been formally certified; technical workshops are provided throughout the year 					

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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 3: <i>Advanced Technology Development (ATD)</i>	R-1 ITEM NOMENCLATURE PE 0603769SE: <i>Distributed Learning</i> <i>Advanced Technology Development (ADL)</i>	PROJECT Project 1: <i>Advanced Distributed Learning</i>
C. Other Program Funding Summary (\$ in Millions) N/A		
D. Acquisition Strategy Not Required.		
E. Performance Metrics By FY 2010, 2,500 online courses will conform to a SCORM format. By FY 2011, 4,000 online courses will be SCORM-conformant. Each course comprises a sequence of learning objects (also known as content packages). By FY 2010, a minimum of 10,000 online learning objects will be registered in the ADL Registry; by FY 2011, 50,000; and by FY 2012, 100,000 learning objects will be registered. Published reports will demonstrate a reduction in time to train of 35% or greater using ADL technologies in comparison to a comparable classroom course.		

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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 5: <i>Development & Demonstration (SDD)</i>	R-1 ITEM NOMENCLATURE PE 0605021SE: <i>Homeland Personnel Security Directive (HSPD-12) Initiative</i>
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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	0.399	0.393	0.391	0.000	0.391	0.389	0.388	0.387	0.387	Continuing	Continuing
Project 1: <i>Defense Enrollment Eligibility Reporting System</i>	0.399	0.393	0.391	0.000	0.391	0.389	0.388	0.387	0.387	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 for DoD implementation of Homeland Security Presidential Directive – 12 (HSPD-12). HSPD-12 is a Presidential mandate that directs common, interoperable, secure identity credentials across the Federal Government, with the same card appearance and proofing and vetting processes. HSPD-12 directs that all access, both physical and logical, be rapidly electronically authenticated. This requires that a chain-of-trust be established for clear, documented, and auditable standards and rules dealing with identity proofing, vetting, authentication, authorization, privacy protection, timely revocation, and use of biometrics, to confirm identity credentials, both for our employees, military members, and industry partners. Integration of these disparate components has not been accomplished and requires the development of new technology and database access at a level not heretofore fielded within the Department or across the Federal Enterprise. At successful completion, this will improve security, improve business processes, and promote sustainable interoperability among Department of Defense and Federal agencies. Inter-governmental and inter-jurisdictional coordination is essential to ensure effective prevention of, protection from, response to, and recovery from natural and manmade disasters, including acts of terrorism, whether within the US, or across our bases and stations world-wide. Credentialing of NCR-based Federal executive branch emergency response personnel in accordance with the requirements of Homeland Security Presidential Directive – 12 requires the Department to work with Regional Partners (other Federal, State, local, and tribal), to develop a process by which State and local incident commanders can identify emergency response personnel, authenticate credentials and permissions, and manage human capital. RDT&E to be applied for seamless integration of DoD specific functions into Regional response efforts.

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Exhibit R-2, RDT&E Budget Item Justification: PB 2011 DoD Human Resources Activity	DATE: February 2010
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APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 5: <i>Development & Demonstration (SDD)</i>	R-1 ITEM NOMENCLATURE PE 0605021SE: <i>Homeland Personnel Security Directive (HSPD-12) Initiative</i>
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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	0.400	0.395	0.000	0.000	0.000
Current President's Budget	0.399	0.393	0.391	0.000	0.391
Total Adjustments	-0.001	-0.002	0.391	0.000	0.391
• Congressional General Reductions		-0.002			
• 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	-0.001	0.000			
• Homeland Personnel Security Directive (HSPD-12) Initiative	0.000	0.000	0.391	0.000	0.391

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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 5: <i>Development & Demonstration (SDD)</i>			PE 0605021SE: <i>Homeland Personnel Security Directive (HSPD-12) Initiative</i>				Project 1: <i>Defense Enrollment Eligibility Reporting System</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>Defense Enrollment Eligibility Reporting System</i>	0.399	0.393	0.391	0.000	0.391	0.389	0.388	0.387	0.387	Continuing	Continuing
Quantity of RDT&E Articles											

A. Mission Description and Budget Item Justification

HSPD-12 requires rapid electronic authentication for all DoD Government employees, uniformed individuals and contractors. The Defense Enrollment and Eligibility System will provide enterprise capability for the cardholder data repository, common access interface to multiple types of access control hardware, common access software, the ability to control access to multiple facilities through one authoritative data source, and provide the standards and data to/for manpower efficient gates. Implement enterprise access control data for the DoD while providing standards and reducing redundancy. RDT&E funding will be expended to develop the secure interfaces necessary to work with the FBI and first responders for enterprise authentication. Many systems support different aspects of electronic authentication across the Department. RDT&E will allow for the pursuit of a potential solution that will interface disparate applications/systems. This will increase Government efficiency by rapidly verifying electronically the identity of an individual and can be used by many applications, reduce identity fraud, protect privacy by limiting information stored, and increase privacy processes to maintain access controls, thereby facilitating identification of first responders.

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

	FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
Defense Enrollment Eligibility Reporting System/HSPD-12 <i>FY 2009 Accomplishments:</i> <ul style="list-style-type: none"> • Direct interfaces with joint law enforcement biometric databases, such as NCIC, watchlists, Red Force databases, (ABIS), to include interfaces to receive "Be On the Look Out for" (BOLOs) from local or national sources • Proof of Concept for a wholly new application of data mining for forensics to increase data sharing • Capability to pre-register at a disaster site with a handheld device and allowing integration into secure wireless network infrastructure, using a virtual perimeter, as well as registering 'out' upon leaving a disaster area for accountability purposes 	0.399	0.393	0.391	0.000	0.391

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Exhibit R-2A, RDT&E Project Justification: PB 2011 DoD Human Resources Activity	DATE: February 2010
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APPROPRIATION/BUDGET ACTIVITY 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> BA 5: <i>Development & Demonstration (SDD)</i>	R-1 ITEM NOMENCLATURE PE 0605021SE: <i>Homeland Personnel Security Directive (HSPD-12) Initiative</i>	PROJECT Project 1: <i>Defense Enrollment Eligibility Reporting System</i>
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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"> • Work toward interfacing credentials from various agencies • Work toward interfacing disparate systems/applications across the Department • Create an unknown visitor vetting capability • Integrate with service-specific law enforcement databases, e.g. Navy Criminal Investigative Service (NCIS), Security Forces Management Information System (SFMIS), Consolidated Law Enforcement Operations Center (CLEOC) • Leverage Defense Biometrics Identification System (DBIDS) infrastructure, (handheld) in the first responder project • Research a feasibility study of integrating identity management technologies with DHS, State, and others for programs such as e-Passport, Real-ID, Western Hemisphere Travel Initiative (WHTI) travel card, and Transportation Security Administration (TSA)'s trusted traveler program • Establish benchmarks for technology base support for Continuity of Operations (COOP) <p>Continue research and development of:</p> <ul style="list-style-type: none"> • Meeting the mandatory requirements of the Presidential Directive • Integrate with FBI and DBIDS to provide real time authentication against criminal and terrorist watch lists • Track changes in personnel status and aid in criminal investigations • Verifying visitor identity/authorization • Meet the mandatory requirements of the Presidential Directive <p><i>FY 2010 Plans:</i></p> <p>Continue research and development of:</p> <ul style="list-style-type: none"> • Providing security personnel notices on persons of interest attempting to access facilities and increased personnel protection and policy compliance • Providing immediate authentication of emergency essential personnel • Providing an interface among disparate applications/systems across the DoD 					

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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 5: <i>Development & Demonstration (SDD)</i>		R-1 ITEM NOMENCLATURE PE 0605021SE: <i>Homeland Personnel Security Directive (HSPD-12) Initiative</i>		PROJECT Project 1: <i>Defense Enrollment Eligibility Reporting System</i>				
B. Accomplishments/Planned Program (\$ in Millions)								
				FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
<p><i>FY 2011 Base Plans:</i> Continue research and development of:</p> <ul style="list-style-type: none"> • Providing security personnel notices on persons of interest attempting to access facilities and increased personnel protection and policy compliance • Providing immediate authentication of emergency essential personnel • Providing an interface among disparate applications/systems across the DoD <p><i>FY 2011 OCO Plans:</i> Not Applicable</p>								
Accomplishments/Planned Programs Subtotals				0.399	0.393	0.391	0.000	0.391
C. Other Program Funding Summary (\$ in Millions) N/A								
D. Acquisition Strategy Existing contract vehicles in place/GSA for COTS.								
E. Performance Metrics None								

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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>
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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,

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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>
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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.

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: 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. 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.

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

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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>		

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

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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.

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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>				
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					

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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"> • 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) • 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 • Developed a synchronized and unified process model depicting the desired enhanced JTS capabilities <p><i>FY 2010 Plans:</i></p> <ul style="list-style-type: none"> • 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) 						

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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.								

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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>
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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

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.

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

	FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
Defense Training Resource Analysis	3.052	3.362	3.420	0.000	3.420
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 					

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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>
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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"> • Continue development and coordination of DoD sustainable range and operational range clearances, and outreach policy • Continue development of Sustainable Range funding tracking mechanism and supported WIPT late-summer review of Service budgets • 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 • Continue development of various methodologies for assessing the true economic impact of mobilization on Reserve component members and their families • Continue to improve the Department of Defense Readiness Reporting System <p><i>FY 2010 Plans:</i></p> <ul style="list-style-type: none"> • 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 					

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

	FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
<p>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</p> <ul style="list-style-type: none"> • 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 • 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 • 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 • Analyze and recommend improved approaches for compatible land use and buffer zone creation to increase range sustainability • 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 • Conduct encroachment assessment and planning to sustain overseas ranges in concert with comprehensive planning being done for Continental United States (CONUS) ranges • 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 • Define and reach consensus on OSD-Service-sponsored DoD range buffer zone projects 					

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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>

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"> • Continue development and coordination of DoD sustainable range and operational range clearances, and outreach policy • Continue development of Sustainable Range funding tracking mechanism and supported WIPT late-summer review of Service budgets • 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 • 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 • Continue development of various methodologies for assessing the true economic impact of mobilization on Reserve component members and their families • 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 • Develop and maintain readiness and mishap metrics for senior level forums • Analyze methods to relieve stress on the force • Develop useful aggregations of readiness measures • Review utility and quality of Department of Defense Readiness Reporting System (DRRS) Data bases • Via Defense Safety Oversight Council, develop initiatives to reduce preventable mishaps by 75% • Develop, field, maintain and fund DRRS and scenario assessment tools. • Develop safety tracking and management of injuries, fatalities and accidents • Continue to improve the Department of Defense Readiness Reporting System • Develop alternatives to unit based sourcing • Further develop the “Trends and Shocks” analysis 					

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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>
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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 Joint forces/In Lieu of Ad Hoc forces sourcing categories Links METS and performance measures for readiness reporting assessment Develop cognitive readiness for irregular warfare <p><i>FY 2011 Base Plans:</i></p> <ul style="list-style-type: none"> 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 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 					

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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>

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 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 • Analyze and recommend improved approaches for compatible land use and buffer zone creation to increase range sustainability • 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 • Conduct encroachment assessment and planning to sustain overseas ranges in concert with comprehensive planning being done for Continental United States (CONUS) ranges • 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 • Define and reach consensus on OSD-Service-sponsored DoD range buffer zone projects • Continue development and coordination of DoD sustainable range and operational range clearances, and outreach policy • Continue development of Sustainable Range funding tracking mechanism and supported WIPT late-summer review of Service budgets • 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 • Examine and use various options for compensating Reserve component personnel who complete electronic distribution learning courses and 					

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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>

B. Accomplishments/Planned Program (\$ in Millions)	FY 2009	FY 2010	FY 2011 Base	FY 2011 OCO	FY 2011 Total
<p>develop suggested methods for standardizing the level of compensation awarded for various training and educational curricula</p> <ul style="list-style-type: none">• Continue development of various methodologies for assessing the true economic impact of mobilization on Reserve component members and their families• 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• Develop and maintain readiness and mishap metrics for senior level forums• Analyze methods to relieve stress on the force• Develop useful aggregations of readiness measures• Review utility and quality of Department of Defense Readiness Reporting System (DRRS) Data bases• Via Defense Safety Oversight Council, develop initiatives to reduce preventable mishaps by 75%• Develop, field, maintain and fund DRRS and scenario assessment tools.• Develop safety tracking and management of injuries, fatalities and accidents• Continue to improve the Department of Defense Readiness Reporting System• Develop alternatives to unit based sourcing• Further develop the “Trends and Shocks” analysis• Develop Joint forces/In Lieu of Ad Hoc forces sourcing categories• Links METS and performance measures for readiness reporting assessment• Develop cognitive readiness for irregular warfare <p><i>FY 2011 OCO Plans:</i> Not Applicable</p>					
Accomplishments/Planned Programs Subtotals	3.052	3.362	3.420	0.000	3.420

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

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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 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 					

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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 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>								

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

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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>								

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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>			
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 					

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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.								

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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)

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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>
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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.

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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)

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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>
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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)

<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>	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

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