



# 2015 NDIA Panel: Rising Issues in Human Systems

## Personnel and Training

**Dr. Michelle Sams**

**Director, U.S. Army Research Institute for the  
Behavioral and Social Sciences  
and Chief Psychologist of the U.S. Army**





# Personnel: Selection and Assignment

*Right Person -> Military -> Right Job*

## Challenges:

- **Recruiting:** Competition with industry for talent.
- **Entrance requirements:** Shrinking pool of qualified candidates.
- **Uncertainty:** Changes in mission demands, force structure, budget.
- **Attrition:** Decreases readiness and increases cost.



## Goals:

- **Better predictors** of potential & risk.
- **Enhanced personnel management** with holistic assessments and flexible tools.



# Training, Leader Development, and Education



***Right Person -> Right Job -> Right Skills -> Unit Readiness***

## Challenges:

- **Complexity:** Evolving threats, range of missions, technology advances.
- **Smaller force:** Higher skills at lower levels, less training personnel.
- **Resources:** Less live training, fewer units at deployment readiness.



## Goals:

- **Integrated training** environments for Service, Joint, and Coalition readiness.
- **Personalized training** to accelerate proficiency.
- **Affordability** via methods & tools for rapid updates.