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

11 Feb 2014
Personnel: Selection and Assignment

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.
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.