Development of Occupational Standards

US Army Briefing to DACOWITS

September 2016
DACOWITS RFI: The Committee requests briefings from the Military Services and SOCOM* on the methodology behind the development of the new occupational standards and the difference between physical fitness standards and gender neutral occupational standards?
## Physical Fitness Standards vs Gender Neutral Occupational Standards

### Physical Fitness Standards

- **General fitness**
- **Age and Gender Normed:** Fitness in relation to other Soldiers of the same age and gender
- **Cardiovascular and Muscular Endurance**
- **Army Physical Fitness Test:**
  - 2 Minutes Pushups
  - 2 Minutes Situps
  - 2 Mile Run

**Normative Reference:** Measures how Soldiers perform in comparison to each other, *regardless of whether they can execute operational tasks or demonstrate skills.*

### Occupational Standards

- **Ability to perform critical and recurring job (MOS) functions**
- **Criterion Referenced:** Based on specific job requirements
- **Strength, power, speed/agility, cardio / muscular endurance**
- **Occupational Physical Assessment Test:**
  - Standing Long Jump
  - Seated Power Throw
  - Strength Dead Lift
  - Aerobic Run

**Criterion Reference:** Determines if a Soldier can execute specific tasks or demonstrate specific skills, *regardless of gender.*
Developing Occupational Standards

Task Verification:
Identify critical and recurring High Physical Demand Soldier tasks
April-August 2013

Task Measurement:
Scientifically determine physical demands of each Soldier task
August 2013-April 2014

Developing the OPAT: Occupational Physical Assessment Test:
Develop a set of simple and safe predictive tests
May 2014 - July 2015

Scientific study of critical and recurring Soldier tasks to define physical demands and develop a predictive test

Victory Starts Here!
Soldiers **must** perform their MOS High Physical Demand Tasks (HPDT) to standard in order graduate from training.

**11B (Infantryman) High Physical Demand Tasks**

**11B HPDT Evaluated Tasks (required for Graduation)**
- Conduct Tactical Movement
- Employ Hand Grenades
- Prepare a Fighting Position
- Casualty Evacuation
- Maintain 25mm Gun on BFV – Install the Barrel
- Maintain 25 mm Gun on BFV – Remove Feeder Assembly
- Load 25mm H-EIT Tracer Ammunition Can on BFV
- Move Over, Through, or Around Obstacles
- Move Under Direct Fire
- Prepare Dismounted TOW Firing Position
- Engage Targets with a Caliber .50 M2 Machine Gun (Lift and Carry M2.50cal)
- Load TOW Missile Launcher on BFV

Task performance standards are *gender neutral*.
Backups
OPAT Test Events

Standing Long Jump

Seated Power Throw

Strength Dead Lift

Aerobic Run (Beep Test)
Applicant OPAT Standards Grouped by Physical Demand

(Pre-training level of fitness)

**BLACK - High Physical Demand**

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<th>LJ</th>
<th>PT</th>
<th>SD</th>
<th>IR</th>
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<tbody>
<tr>
<td>LJ</td>
<td>160cm</td>
<td>450cm</td>
<td>160lbs</td>
<td>43 shuttles (6-2)</td>
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<tr>
<td>PT</td>
<td>4’3”</td>
<td>14’9”</td>
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- BLACK OPAT levels represent goals that would require significant additional effort/training for applicants seeking placement in MOSs with high physical demands.
- The interval run 6-2 is equivalent to a 9:16 minute mile.
- Ability to meet BLACK High Physical Demand Task (HPDT) standards post-training.

**GRAY – Significant Physical Demand**

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<tbody>
<tr>
<td>LJ</td>
<td>140cm</td>
<td>400cm</td>
<td>140lbs</td>
<td>40 shuttles (5-8)</td>
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<tr>
<td>PT</td>
<td>4’7”</td>
<td>13’1”</td>
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- GRAY OPAT levels represent goals that would require moderate additional effort/training for applicants seeking placement in MOSs with significant physical demands.
- The interval run 5-8 is equivalent to a 9:26 minute mile.
- Ability to meet GRAY HPDT standards post-training.

**GOLD – Moderate Physical Demand**

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<tr>
<td>LJ</td>
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<td>350cm</td>
<td>120lbs</td>
<td>36 shuttles (5-4)</td>
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<td>PT</td>
<td>3’11”</td>
<td>11’6”</td>
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- GOLD OPAT levels represent goals that would require some additional effort/training for applicants seeking placement in MOSs that must meet baseline Warrior Task and Battle Drills/Combat Skills Training physical demands.
- The interval run 5-4 is equivalent to a 9:38 minute mile.
- Ability to meet GOLD HPDT standards post-training.

Heavy Physical Demand

Frequently / Constantly lift 41 lbs and above or any Frequent, Constant tasks 100 lbs or more with Occasional tasks over 100 lbs.

Significant Physical Demand

Frequently / Constantly lifts 41lbs-99lbs; with or without Occasional tasks up to 100 lbs.

Moderate Physical Demand

Frequently / Constantly lifts up to 40 lbs or when all physical demands are occasional
Five Functional Areas of Combat Readiness

Warrior Tasks and Combat Drills require Soldiers to develop muscular strength, power, endurance; aerobic capacity; and agility.

- **Move Quickly Over, Under, Around, Through Obstacles** (speed/agility)
- **Lift, Carry, Drag Heavy Loads** (muscular strength)
- **Generate and Apply Force** (explosive power)
- **Work for Long Periods of Time** (muscular endurance)
- **Move for Long Distances** (Uneven Terrain Under Load) (cardio endurance)

Victory Starts Here!