Marine Corps Force Integration Plan

Information Brief for DACOWITS

13 March 2014

SECDEF Tasks to Services

- Using a deliberate, measured, responsible approach, integrate female Marines into restricted occupational fields to the maximum extent possible.

- Develop, review, and validate gender-neutral occupational performance standards, both physical and mental, for all military occupational specialties, specifically those that remain closed to women.

- Expand the number of units and the number of women assigned to those units based on exceptions to the 1994 policy.

- Be prepared to recommend exception(s) to the 2013 policy of assignment of female Marines to specific positions if such assignment is in conflict with the stated principles.

Mission

No later than 1 Jan 2016, the US Marine Corps integrates female Marines into previously closed occupational fields and units to the maximum extent possible IOT maintain the highest levels of combat readiness by capitalizing on the full potential of every Marine. Be prepared to recommend exception(s) to the 2013 policy.

Be-prepared mission – A mission assigned to a unit that <u>might be executed</u>. It is generally a contingency mission which will be executed because something planned has or has not been successful. In planning priorities, it is planned after any on-order missions. (FM 1-02/ MCRP 5-12A)

CMC Intent (1 of 2)

Purpose: Maintain the highest levels of combat readiness by establishing and maintaining rigorous standards, enhance our warfighting capabilities, realize the potential of every Marine, and maintain the faith of the American People in their Corps of Marines.

Method: Consistent with my Title 10 responsibilities, I am responsible for manning, training, and equipping the most capable Marine Corps our Nation can afford. All Marine leaders have a sacred oath to train their Marines to the highest levels of military competence so that when they meet our Nation's enemies, they have the mental, physical, and moral tools to dominate any challengers and accomplish the mission.

We must maintain the highest standards for all Marines to enable them to excel in the unforgiving arena of human combat. For previously closed occupational fields and units, these job performance standards have been, are and will remain gender-neutral. Based on these standards, we will take those deliberate, measured, and responsible actions across DOTMLPF to achieve integration of women into previously closed MOSs by 1 January 2016 - to include any recommendation for exceptions to policy (ETP) to the Secretary of Defense.

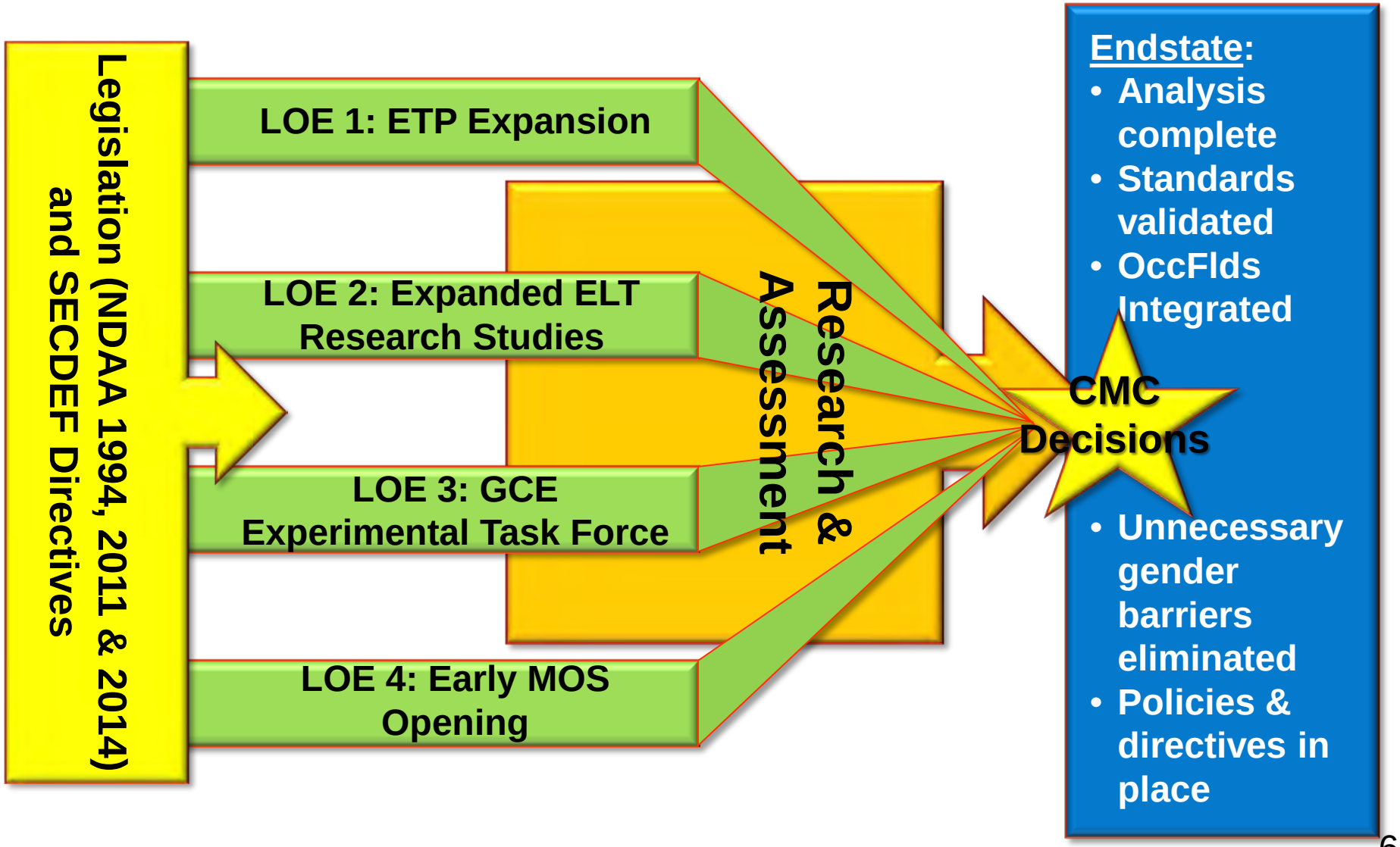
CMC Intent (2 of 2)

By integration, I mean allowing all Marines to serve in any occupational field and unit based on: needs of the Marine Corps, their desire, ability and qualifications. Our implementation will include fully integrated planning, analysis, decision, execution, and assessment. My decision to integrate or recommend an ETP will be based on my foremost guiding principle: fielding a Marine Corps that is ready to fight and win on short notice, in the most difficult and uncertain circumstances. We will maintain our high standards while ensuring the maximum success for every Marine.

Endstate: On 1 Jan 2016, the Marine Corps will have:

- Completed all required analysis (DOTMLPF will be complete)
- Validated standards based on that analysis
- Integrated occupational fields and units in accordance with those standards
- Eliminated all unnecessary gender-based barriers to service
- Submitted ETP recommendations, if necessary
- Requested extensions past 1 Jan 2016, if necessary
- Established plans and policies to recruit, train, and ensure a viable career path for female Marines in previously closed occupational fields and units

Integration Campaign Design



LOE 1: ETP Expansion

Unit Type	Artillery	Air Naval Gunfire Liaison Company	Tanks	Assault Amphibious Vehicles	Combat Engineers	Low Altitude Air Defense
Active	1st Bn 10th Marines 2nd Bn 10th Marines 1st Bn 11th Marines 2nd Bn 11th Marines 3rd Bn 11th Marines 5th Bn 11th Marines 1st Bn 12th Marines 3rd Bn 12th Marines	1st ANGLICO 2nd ANGLICO 5th ANGLICO	1st Tanks 2nd Tanks	2nd AAV 3rd AAV	CAB 1st CEB 2nd CEB 3rd CEB	2nd LAAD 3rd LAAD
Reserve (Begins Mar 14)	2nd Bn 14th Marines 3rd Bn 14th Marines 5th Bn 14th Marines	3rd ANGLICO 4th ANGLICO 6th ANGLICO	4th Tanks	4th AAV	4th CEB	

Previously, the Marine Corps has assigned female Marine officers and Staff NCOs to the above units' headquarters. Under expanded ETP, we will assign additional female officers and Staff NCOs to these units. Further, we will assign female NCOs to these commands. Finally, we will expand assignment of female Marines down to the maneuver company and firing battery level.

LOE 2: Expanded Entry-Level Training Research Studies

- Current entry-level training research studies:
  - 0302 Infantry Officer
  - 0311 Rifleman
- Expanded Research Studies:
  - 0331 Machine Gunner
  - 0341 Mortarman
  - 0351 Infantry Assaultman
  - 0352 Anti-tank Missileman
  - 0811 Field Artillery Cannoneer
  - 1812 M1A1 Tank Crewman
  - 1833 AAV Crewman

LOE 3: Ground Combat Element Experimental Task-Force (GCEXTF)

- <u>A vehicle to evaluate the physical performance of individual Marines in the execution of collective tasks</u>
  - Answers the question: “what does it take to do the job in the Operating Forces?”
- Battalion-size, purpose-built experimental ground combat unit
  - Infantry, LAR, Tanks, AAV, Artillery, LAAD
  - Total Strength: 461 Marines
  - ~120 female Marines across all MOS
- Progressive training and evaluation will mirror a battalion’s pre-deployment training cycle
- A deliberate, measured, responsible approach

LOE 4: USMC Primary MOSs (Officer/Enlisted)

OccFld Sponsors are analyzing several closed MOSs for potential early opening

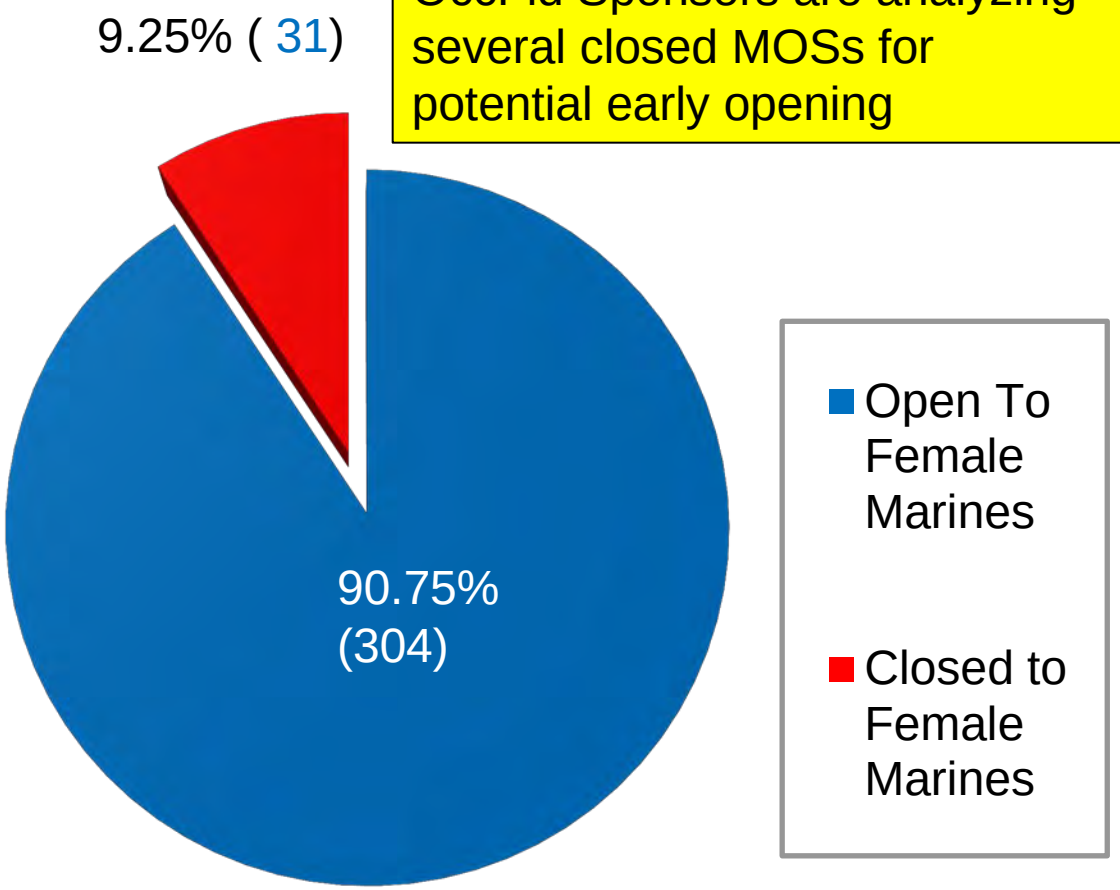
Open PMOS:

Aviation, Engineers, Logistics, Supply, Comm, etc.

Closed PMOS:

Infantry, Tanks, Artillery, AAV, LAAD

Data based on FY 13 ASR



Primary MOS (PMOS): Primary Skills and knowledge of a Marine; used for promotion for enlisted, warrant officers and limited duty officers; every Marine has a primary MOS

Questions?