

DACOWITS RFIs for March 2016: #4

- How is your branch progressing with full and effective integration of women in previously closed combat positions?
 - Specifically, positions opened between FY2013 and FY2015?
- Include statistics on the numbers of women assigned and the required training completed.

The below table identifies the military occupational specialties (MOSs) that were opened to female Marines in July 2014 and the number of female Marines who have enlisted for and completed MOS training for those MOSs since the Marine Corps began recruiting for them in October 2014 (FY 2015). At this point in their careers the only training they have completed is the Entry Level Training and their follow on MOS schools. They are currently assigned to the operating forces and serving in billets for their MOSs.

Opened to Female Marines 16 Jul 2014		# of Female Marines
0803	Targeting Acquisition Officer	Non-entry level MOS
0842	Field Artillery Radar Operator	1
0847	Field Artillery Sensor Marine	1
2110	Ordnance Vehicle Maint Officer	Non-entry level MOS
2131	Towed Artillery Repairman/Tech	0
2141	Assault Amphibious Vehicle Repair	0
2146	Main Battle Tank Repair	0
2147	Light Armored Vehicle Repair/Tech	0
2149	Ordnance Vehicle Maint Chief	Non-entry level MOS
7204	Low Altitude Air Defense Officer	1
7212	Low Altitude Air Defense Gunner	5

- What are the best practices that were learned from previous integration efforts that will assist in facilitating progress in the future?

The primary best practices that the Marine Corps has included in the implementation plan to facilitate progress include:

1. Teaming: the assignment of two female Marines who completed MOS school together to the same previously closed unit to the degree possible
2. Cohesive Cohorts: the assignment of male and female Marines who completed MOS school together to the same previously closed unit to the degree possible
3. Leadership Assignment: female leaders (NCOs, SNCOs and Officers) assigned to previously closed units at least 90 days prior to the assignment of junior enlisted Marines who have completed their MOS school
4. Education Plan: implementing an education plan designed to support service wide leadership efforts to facilitate the cultural change necessary to ensure successful integration into previously closed MOSs and units

