



DACOWITS Quarterly Business Meeting

Marine Corps Integration Implementation Plan (MCIIP)

December 2019

**Headquarters Marine Corps
Manpower and Reserve Affairs**



DACOWITS RFI #7

- a. Accomplishments and/or setbacks**
- b. Plan for the next 18 months**
- c. Limitations that may stall timeline for full integration**
- d. Accessions into the entry-level training pipeline**
- e. Historical attrition rates**



Accomplishments and/or setbacks

- MOS Specific Physical Standards implemented to ensure Marines possess the requisite ability to perform the critical skills of their military occupational specialty (MOS)
- Females are now represented in every previously-restricted occupational field
- 231 female Marines have earned a previously-restricted MOS (+89 in past year)
- 613 female Marines and Sailors are currently serving in previously-restricted units (60% growth in past year)
- Limitations have not impacted MCIIP timeline



Accessions into entry-level training

- 470 females have accessed for a previously restricted MOS with 231 graduating
- Officers: 52 Previously-Restricted MOS grads (83 attempts)
 - Largest propensity for Artillery and Combat Engineer
- Enlisted: 179 Previously-Restricted MOS grads (387 shipped)
 - Largest propensity for Infantry, Assault Amphibious Vehicles, and Artillery



Historical attrition rates

- Since 2015, the attrition rates at Previously-Restricted MOS schools has averaged: 12.4%
- Officers: 13.5% males and 29.5% females
- Enlisted: 11.2% males and 23.9% females



Plan for the next 18 months

- The five MCIIP phases (*Setting Conditions, Recruiting, Entry-Level Training, Assignment, Sustainment*) are either complete or in execution
- Phase 5 Sustainment is focused on ensuring that career progression for female Marines is equitable (*true opportunity, without undue advantage*):
 - Measuring female Marine performance among their MOS peers
 - Looking for outliers from the normal distributions
 - Understanding any implications from data and surveys
- Some assessment parameters will need years to generate statistically-relevant data



Five Phases of MCIIP

Deliberate ★ Methodical ★ Evidence-based ★ Expanding Opportunity ★

Phase 1: Setting Conditions (Complete)

- Develop gender-neutral occupation-specific physical standards
- Update personnel assignment policies
- Update orders and directives pertaining to integration
- Provide Education to Total Force on MCIIP

Phase 2: Recruiting (In Progress)

- Implement Ground Combat Arms (GCA) Initial Strength Test (IST)
- Offer GCA occupational fields to qualified female applicants
- Ship female ground combat arms applicants to recruit training**

Phase 3: Entry-Level Training (Complete)

- Implement GCA Military Occupational Specialty (MOS) classification standards at Recruit Training and The Basic Officer's Course
- Implement MOS-specific physical standards at GCA MOS schools

Phase 4: Assignment (In Progress)

- Offer lateral moves to qualified female Marines
- Implement Assignment Criteria for non-GCA MOS Marines for load-bearing units
- Assign female leaders to GCA units**
- Assign junior enlisted female Marines to GCA units**

Ph 5: Sustainment (In Progress)

- Implement physical continuation standards
- Assess progress and success of implementation**

Bold text denotes tasks still in progress