



DEPARTMENT OF THE ARMY
ASSISTANT SECRETARY OF THE ARMY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

SAMR (600A)

MEMORANDUM FOR Chairman, Defense Advisory Committee on Women in the Services (DACOWITS), ATTN: DACOWITS Members, Washington, DC 20310-0111

SUBJECT: Army Written Responses to DACOWITS's Requests for Information June 2024 RFI 5

1. 5.1 - The Committee requests a written response from the Army on how the associated Service ROTC programs educate, inform, encourage cadets and future cadets on all career opportunities, but specifically on previously closed positions, with understanding the Committee's purpose is to present recommendations to the Secretary of Defense on the assigned topic of key influencers to grow women's participation in previously closed career fields. Written responses should include the following:

a. Annual learning plans showing opportunities to educate and inform on previously closed positions to all current ROTC cadets. Request calendar for 2020 and beyond by FY and/or academic year.

Response: U.S. Army Cadet Command (USACC) provides five blocks of instruction on the Army warfighting functions with associated branches as part of the Senior ROTC Military Science 301 course curricula conducted during the first semester of the third year of ROTC training. These lessons augment the TRADOC Virtual Branch Outreach initiative and Cadet Summer Training branch orientation efforts to provide detailed branch information to all ROTC Cadets to inform branch preference and branching decisions. Individual academic year calendars vary, so we have attached the Military Science 301 curricula map learning plan. The learning plan calendar for this content has remained generally consistent from 2020 to date. See USA RFI 5.1a_ Encl 1_ Learning Plan.

b. Annual calendar of events showcasing specific topics on previously closed positions (e.g., monthly meetings with different members serving in those positions to educate cadets on the lifestyle, operations tempo of the career field, etc.). Request calendar for 2020 and beyond by FY and/or academic year.

Response: USACC works in coordination with TRADOC Centers of Excellence to host Branch Orientation days during the ROTC Cadet Summer Training (CST) Advanced Course at Fort Knox for each of the 10 ROTC regiments. Branch representatives attend on-site, interact with Cadets and provide branch information during 4-hour blocks. CST 21-24 Advanced Camp Branch Orientation Calendar. Note: The Army did not conduct

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consolidated CST during 2020 due to COVID. TRADOC Centers of Excellence also host branch orientation during CST Basic Camp at Fort Knox consisting of static displays, branch briefings and Q&A sessions as an additional recruiting effort. While not all ROTC Cadets attend Basic Camp, this additional opportunity is provided to Basic Camp participants the day prior to graduation from CST 21 to date. Beginning in 2020, TRADOC launched the Virtual Branch Outreach (VBO) program providing Cadets on-demand 24/7/365-day access to relevant branch information and subject matter experts. The link to the VBO site is <https://vbo.army.mil>. Cadets utilize the TRADOC VBO platform "on-demand," around their academic and employment schedules. TRADOC hosts two live weeks annually with each branch for a minimum of 2 hours branch presentations and Q&A sessions.

TRADOC VBO Live Session Calendar:

AY2023/2024: 24-28 OCT 23 and 6-9 FEB 24

AY2022/2023: 3-6 OCT 22 and 6-10 FEB 23

SY2021/2022: 26-29 OCT 21 and 8-11 FEB 22

AY 2020/2021: 13-17 JUL 20 and 5-9 NOV 20

Finally, the Army branches host their own VBO sessions throughout the academic year to recruit and educate Cadets about branching opportunities prior to formal branching and then later in the spring to welcome Cadets to their new branch. These events are not formally scheduled but provide the majority of branch "contact-time" with ROTC Cadets. See USA RFI 5.1b_ Encl 2_ Academic Calendar.

c. Metrics for ROTC graduates, by graduation year, for those applying for, being selected for previously closed positions. Provide data by year, gender, name, and specialty code (MOS/AFSC) of the previously closed position. If no specific plans are designed just for women, provide the plan, purpose, objective, goal, and outcome for cadets, midshipmen, officers, future enlistees, or current enlistees regardless of gender.

Response: USACC works in conjunction with the HQDA G1 to branch Active Component ROTC Cadets. Since 2017, female Cadets have accounted for 6,146 of the 27,216 (22.6%) Cadets assigned an Active-Duty branch. Female Cadets account for 1,342 of the 12,028 (11.2%) combat arms branch assignments. Combat arms branches are defined as Infantry, Armor, Aviation, Field Artillery, and Air Defense Artillery. It is important to emphasize branching opportunities are fully open to all gender and racial/ethnic categories, but the Cadet must still preference the combat arms branch. Female Cadets have equal opportunities, but their propensity to preference combat arms branches in their top branch choices lags their male counterparts. US Army Cadet Command does not branch Cadets for the US Army Reserve or Army National Guard, so we are unable to provide branching data for Compo 2 or Compo 3. See USA RFI 5.1c_ Encl 3_ ROTC Metrics.

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2. **5.2** - The Committee requests written response from the Military Service Academies (MSA) on the following:

a. Annual learning plans showing opportunities to educate and inform cadets/midshipmen on previously closed positions and for the year of the cadet/midshipmen (e.g., X event occurs in freshman year, sophomore year, etc.). Request calendars for 2020 and beyond by FY and/or academic year.

b. Annual calendar of events showcasing specific topics on previously closed positions (e.g., monthly meetings with different members serving in those positions to educate cadets/midshipmen on the lifestyle, operations tempo of the career field; ad hoc opportunities by visiting members who serve in those career field to the MSAs, formally planned events to educate/inform students on those career fields, etc.). Request calendars for 2020 and beyond by FY and/or academic year. The calendars can and should be the planned events, as well as retroactively include those ad hoc events that occurred by happenstance. Also list the focused audience for the event (e.g., freshman, sophomore, seniors who selected/received that specific career field/specialty).

c. Service Academy developmental plans to include policies, instructions, regulations, and annual objectives and/or goals to educate/inform students on previously closed opportunities through summer programs (e.g., Ops Air Force, USNA's Summer Training Program, etc.). The goal of the Committee here is to understand how summer programs educate to influence.

d. Metrics for graduates, by graduation year for 2017 through 2023, for those applying for (having in their top 5 desired career choices), being selected for previously closed positions. Provide data by year, gender, name of specialty code (MOS/AFSC) of the previously closed position. If no specific plans are designed just for women, provide the plan, purpose, objective, goal, and outcome for cadets, midshipmen, officers, future enlistees, or current enlistees regardless of gender.

Response: Enclosed is a signed document by the United States Military Academy (USMA), addressing the key influencers and opportunities to educate cadets about previously closed career fields in RFI 5.2. USMA provided annual academic calendar events at each grade level, branching timelines, graduate metrics for those being selected for previously closed positions, developmental plans, and annual objectives and goals for graduating years 2017 through 2023. See USA RFI 5.2_Encl 4_ USMA Response

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3. **5.3** - The Committee requests written response from the Military Services on the following:

a. The recruitment/outreach campaigns, activities, information, events, etc. directed toward promoting and growing the inclusion of women into previously closed career fields (e.g., marketing campaigns to include internal Service planning/communications plans to educate/inform the public of women's opportunities into previously closed positions, signing bonuses associated/aligned for women to sign/be assigned to previously closed career fields, etc.).

Response: The Army leverages the Army Enterprise Marketing Office (AEMO) to address concerns and insights gleaned from its marketing research through advertisements and ensures audiences resemble the demographic makeup of the United States. AEMO intentionally reviews scripts, casting, and media distribution channels to ensure that all content is inclusive from the standpoint of gender and demographics. All members of the product management and production teams are attuned to the importance of portraying the Army as an employer of equal opportunity for all. Additionally, AEMO displayed women in its advertising in a breadth of roles in the Army including those which have been traditionally male dominated or combat arms. The most recent advertising campaigns are "First Steps," "Know Your Army", "Passions", and "Decide to Lead" all featured women prominently and in a variety of on and off duty roles across a variety of career fields.

In March 2024, AEMO executed a Radio Media tour in honor of Women's History Month addressing knowledge and trust gaps. The Army conducted 21 interviews (1 national, 20 local) highlighting how the Army is improving the force for future generations through modernization and through initiatives like the Army's Female Mentorship and Morale Program (FMMP). The tour encompassed an Audio News Release (ANR), one national interview, 20 local interviews and covered United States Army Recruiting Command (USAREC) priority recruiting markets. Additionally, AEMO partnered with the National Collegiate Athletic Association (NCAA) Women's Final Four which featured on site activations for recruiters and the airing of ads during all the games.

b. The opportunities afforded to enlisted personnel (with an emphasis at better information/understanding for women's opportunities) to apply and/or cross-train, after enlisting, to a previously closed career field. Ensure response provides any cross-train bonus, retention bonus, etc. and if specific to men, women, or any Service member.

Response: The Army does not offer incentives based on gender. Any Soldier who meets the requirements for an incentivized skill is eligible to receive the applicable bonuses, regardless of gender.

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c. Any roadmap/action plan designed to increase women into previously closed career fields. Response should include year of planning, milestones for action/implementation, assessment of those previously executed activities to assess measure of effectiveness. Provide response by FY and include future year's information if part of a future roadmap/implementation/action plan. If no specific plans are designed just for women, provide the plan, purpose, objective, goal, and outcome for cadets, midshipmen, officers, future enlistees, or current enlistees regardless of gender.

Response: The Army does not have centralized roadmaps or action plans designed to increase participation in previously closed career fields.

4 Encls

1. USA RFI 5.1a_ Encl 1_ Learning Plan
2. USA RFI 5.1b_ Encl 2_ Academic Calendar
3. USA RFI 5.1c_ Encl 3_ ROTC Metrics
4. USA RFI 5.2_ Encl 4_ USMA Response



MS 301 (AY24-25)



Training Management and the Warfighting Functions

Be All You Can Be

Lesson 1 Course Overview	Lesson 4 Rehearsals and Pre-Execution Checks	Lesson 7 Army Publications, Online Resources, and Professional Reading *	Lesson 10 Land Navigation Review	Lesson 13 Route Planning Practical Exercise	Lesson 16 Sand Tables /Terrain Models	Lesson 19 Movement and Maneuver	Lesson 22 Intelligence	Lesson 25 Fires	Lesson 28 Sustainment	Lesson 31 Protection	Lesson 34 Leadership Behavior And Peer Evaluations
Lesson 2 OML Overview	Lesson 5 After Action Reviews	Lesson 8 Map Reading Review	Lesson 11 Navigational Methods & Route Planning	Lesson 14 Mission Variables - METT-TC	Lesson 17 Intro to Command and Control (C2)/Mission Command	Lesson 20 Branch Orientation Presentations (IN, AR, AV, SF)	Lesson 23 Branch Orientation Presentations (MI, SC)	Lesson 26 Branch Orientation Presentations (FA, AD, CY, PO)	Lesson 29 Branch Orientation Presentations (OD, TC, QM, AG, FC, MS)	Lesson 32 Branch Orientation Presentations (EN, MP, CM, CA)	Lesson 35 Peer Evaluations PE
Lesson 3 Training Management Process	Lesson 6 Leadership Lab Certification	Lesson 9 Leadership Lab Certification	Lesson 12 Leadership Lab Certification	Lesson 15 Leadership Lab Certification	Lesson 18 Leadership Lab Certification	Lesson 21 Leadership Lab Certification	Lesson 24 Leadership Lab Certification	Lesson 27 Leadership Lab Certification	Lesson 30 Leadership Lab Certification	Lesson 33 Leadership Lab Certification	Lesson 36 Final Exam
Lab 01 Commander's Time	Lab 02 Drill & Ceremony	Lab 03 Team Building Exercise	Lab 04 Land Navigation I	Lab 05 Land Navigation II	Lab 06 Tactical Combat Casualty Care (TC3)	Lab 07 Fieldcraft	Lab 08 Pre-Combat Checks & Inspections for FTX	Lab 09 Military Communications	Lab 10 Preliminary Marksmanship Instruction	Lab 11 Individual Movement Techniques	Lab 12 Team & Squad Movement Techniques
Leadership and the Army Profession			Mission Command			Operations			Training		

* Assign 'Start with Why;' review due at the end of the 301 Semester.

MS 301: Training Management and the Warfighting Functions

MS 301 focuses on training management and the warfighting functions. It is an academically challenging course where you will study, practice, and apply the fundamentals of Training Management and how the Army operates through the Warfighting Functions. At the conclusion of this course, you will be capable of planning, preparing, and executing training for a squad conducting small unit tactics. Includes a Lab per week using MSIII/peer facilitation overseen by MS IVs, supervised by ROTC Cadre.

MS III Endstate: The MS III Course produces a Cadet who possesses enhanced individual and collective skills including leader competencies; effectively leads formations at the squad and platoon level in a variety of military and non-military mission context scenarios; effective at receiving and giving peer evaluations; who is committed and disciplined ethically, academically, physically, and socially.



CST ADVANCED CAMP BRANCH DAY FY21-24

U.S. ARMY

CST21

	31	32	33	34	35
12-Mile		CIF	Laundry Day	PLT Photo	GRAD RXL
Weapon MAINT		Blood Drive	Travel Document Review	Family Day/Branch Orientation	GRAD
WPN T/I		IG Survey	Accession Brief		
OCJET MAINT	Survey / ACER Counseling / Support Form				
	CTO Time				

CST22

	31	32	33	34	35
12-Mile		CIF	Laundry Day	PLT Photo	GRAD RXL
Weapon MAINT		Blood Drive	Travel Document Review	Family Day/Branch Orientation	GRAD
WPN T/I		IG Survey	Accession Brief		
OCJET MAINT	Survey / ACER Counseling / Support Form				
	CTO Time				

CST23

	30	31	32	33	34	35
12-Mile RP		Access Brief	CIF	Laundry Day	PLT Photo	GRAD RXL
Weapon MAINT		COMPO Brief				
OCJET MAINT		Weapon MAINT	Blood Drive	IMMUNIZATIONS	Family Day/Branch Orientation	GRAD
OCJET MAINT		WPN T/I	IG Survey			
Travel Document Review		OCJET MAINT	Survey			
			Developmental Out Brief			

CST24

	31	32	33	34	35
Access Brief		Laundry Day	CIF TDR	PLT Photo	GRAD RXL
COMPO Brief					
Weapon MAINT		Blood Drive	Branch Orientation	Family Day	GRAD
OCJET MAINT		WPN T/I	IMMUNIZATIONS		
		Survey			
		Developmental Out Brief			

Cadet Summer Training Branch Orientation

- Advanced Camp Cadets
- Historically executed on TD34
- 18 Basic Branches plus SOCOM/Specialty areas
 - PSYOPS, Chaplain, SJA
- USAR and NG participation required
- CST24 Deliberate Separation between Branch Orientation and Family Day creates branch focal point



Metrics for ROTC Graduates (AY17-24)



Be All You Can Be

Control Branch	Area of Concentration	Female									Male									Female		Male		Combat Arms Total
		2017	2018	2019	2020	2021	2022	2023	2024	2017	2018	2019	2020	2021	2022	2023	2024	Combat Arms Total	Combat Arms Total					
Air Defense Artillery	14A	17	17	20	16	21	16	19	17	143	69	68	72	82	80	78	71	89	609	752	1342	10686	12028	
Adjutant General	42B	49	52	58	84	41	40	35	37	396	106	26	49	23	36	51	37	47	375	771				
Army Nurse	66B	98	111	113	146	133	143	145	141	1030	49	50	49	60	58	60	46	51	423	1453				
Armor	19A	8	20	23	38	43	58	43	46	279	121	227	217	254	258	266	238	241	1822	2101				
Aviation	15A	22	25	23	29	32	23	28	28	210	134	144	155	129	131	137	116	125	1071	1281				
Chemical	74A	18	43	53	48	40	52	37	47	338	60	86	102	120	105	90	89	96	748	1086				
Cyber	17A	6	11	6	4	8	11	9	6	61	25	49	53	55	51	67	56	69	425	486				
Engineer	12A	37	39	36	47	30	40	33	36	298	159	165	149	148	139	152	120	124	1156	1454				
Field Artillery	13A	44	68	63	71	59	82	69	61	517	189	283	281	311	331	333	291	299	2318	2835				
Finance and Comptroller	36A	8	9	10	13	7	4	1	6	58	35	7	15	9	12	14	13	12	117	175				
Infantry	11A	17	5	15	12	19	59	42	24	193	317	597	636	699	735	723	603	556	4866	5059				
Military Intelligence	35D	74	59	53	62	49	40	32	43	412	306	101	116	137	104	104	94	87	1049	1461				
Military Police	31A	24	25	28	38	34	28	33	39	249	89	90	87	93	86	98	75	74	692	941				
Medical Service	70B	39	31	42	45	59	47	70	78	411	85	94	128	107	106	130	127	121	898	1309				
Ordnance	91A	43	48	56	63	59	66	51	65	451	184	180	201	210	178	184	180	180	1497	1948				
Quartermaster	92A	32	31	45	52	62	60	60	74	416	116	116	141	153	109	114	117	119	985	1401				
Signal	25A	54	50	55	57	27	27	23	28	321	225	87	107	118	106	118	103	104	968	1289				
Transportation	88A	31	34	38	44	68	40	56	52	363	128	126	134	138	109	154	124	138	1051	1414				
Grand Total		621	678	737	869	791	836	786	828	6146	2397	2496	2692	2846	2734	2873	2500	2532	21070	27216				

* Combat Arms Branches

RFI 5.1 (c): Metrics for ROTC graduates, by graduation year, for those applying for, being selected for previously-closed positions. Provide data by year, gender, name, and specialty code (MOS/AFSC) of the previously-closed position. If no specific plans are designed just for women, provide the plan, purpose, objective, goal, and outcome for cadets, midshipmen, officers, future enlistees, or current enlistees regardless of gender.

Response: US Army Cadet Command works in conjunction with the HQDA G1 to branch Active Component ROTC Cadets. Since 2017, female Cadets have accounted for 6,146 of the 27,216 (22.6%) Cadets assigned an Active-Duty branch. Female Cadets account for 1,342 of the 12,028 (11.2%) combat arms branch assignments. Combat arms branches are defined as Infantry, Armor, Aviation, Field Artillery, and Air Defense Artillery. It is important to emphasize branching opportunities are fully open to all aspects of gender and racial/ethnic category, but the Cadet must still preference the combat arms branch. Female Cadets have equal opportunities, but their propensity to preference combat arms branches in their top branch choices lags their male counterparts.



DEPARTMENT OF THE ARMY
UNITED STATES MILITARY ACADEMY
WEST POINT, NY 10996

MACS

MAY 14 2024

MEMORANDUM THRU Assistant Secretary of the Army, (Manpower and Reserve Affairs) (ASA (M&RA)) 111 Army Pentagon, Room 2E460, Washington, DA 20310-0111

FOR Chairman, Defense Advisory Committee on Women in the Services (DACOWITS),
ATTN: DACOWITS Members, Washington, DC 20310-0111

SUBJECT: Defense Department Advisory Committee on Women in the Services -
Requests for Information

1. Purpose: To provide written responses to Defense Department Advisory Committee on Women in the Services (DACOWITS) request for information (RFI) 5.2.

2. Background: In March 2024 (Via RFI #4), the Committee received briefings from the Military Service Academies on the key influencers and opportunities to educate Cadets and Midshipmen about prospective career fields. Many of the briefings discussed events but lacked the needed level of specificity. The Committee requested a written response from the Military Service Academies (MSA) on the following RFIs:

3. Annual learning plans showing opportunities to educate and inform Cadets/ Midshipmen on previously closed positions and for the year of the Cadet/ Midshipmen. Request calendars for 2020 and beyond by FY and/ or academic year.

Response: The United States Military Academy (USMA) educates Cadets on career opportunities through the Branch Education and Mentorship Program (BEMP). Branch Education and Mentorship Program is a deliberate program executed iteratively throughout the 47-month Cadet experience, to expose and educate Cadets on the Army branches and the branching process. Each Cadet class is presented tailored branch education events designed to educate and inform on available career field options.

Freshman/ 4th Class Year. Branch education opportunities include Cadet Basic Training (CBT), a class-wide branch education brief, USMA Branch Week, the Talent Assessment Battery test, branch preference submission #1, and Military Science 100 (MS100) class.

Sophomore/ 3rd Class Year. Branch education opportunities include Cadet Field Training (CFT), a class-wide branch education brief, USMA Branch Week, branch preference submission #2, and MS200 class.

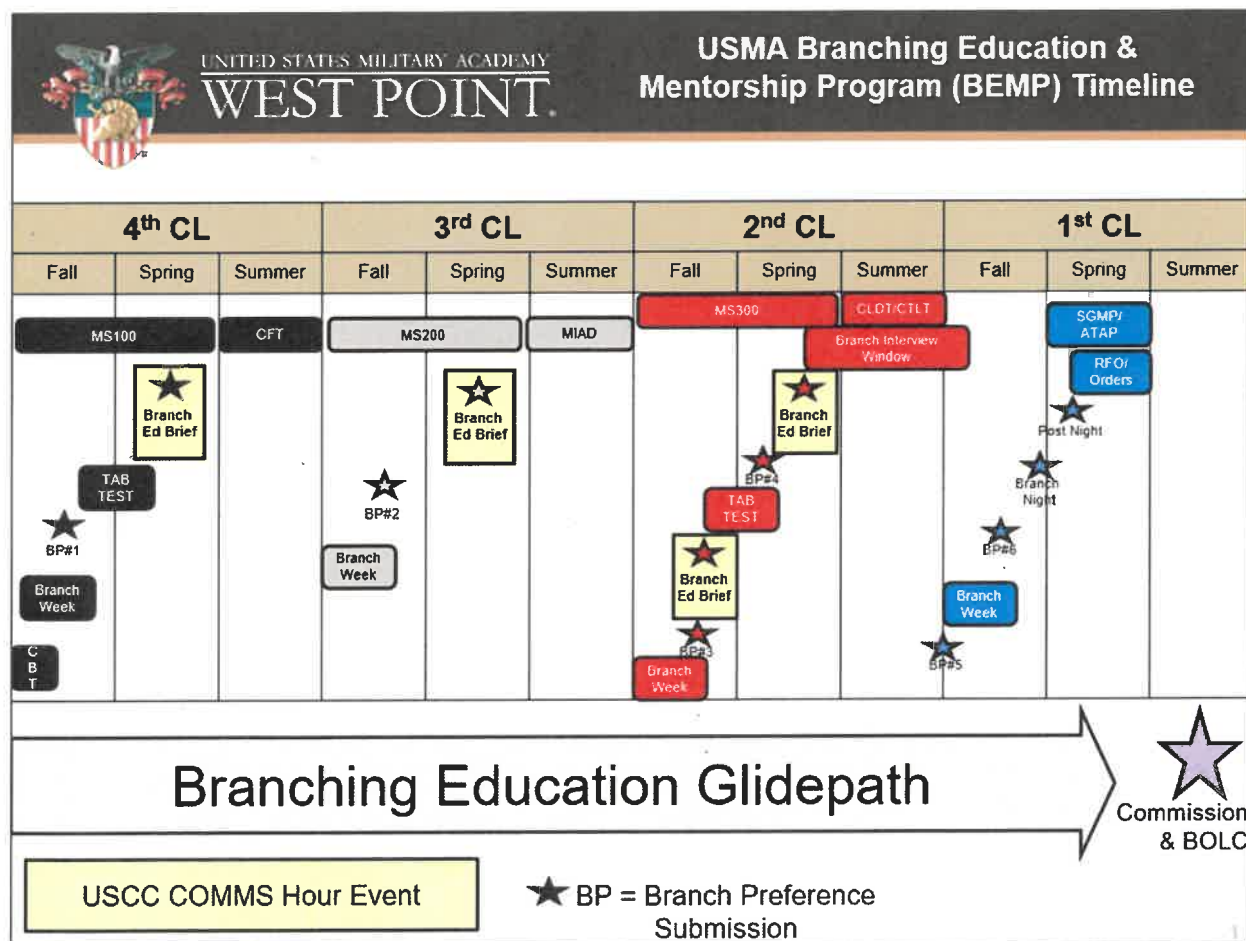
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Junior/ 2nd Class Year. Branch education opportunities include Military Individual Advanced Development (MIAD) opportunities, two class wide branch education briefs, USMA Branch Week, the second Talent Assessment Battery test, Cadre Talent Evaluations, branch preference submission #3 and #4, and MS300 class.

Senior/ 1st Class Year. Branch education opportunities include Cadet Leader Development Training (CLDT), Cadet Troop Leader Training (CTLT), USMA Branch Week, branch preference submission #5 and #6 and Branch Interviews prior to the USMA Branching Board.

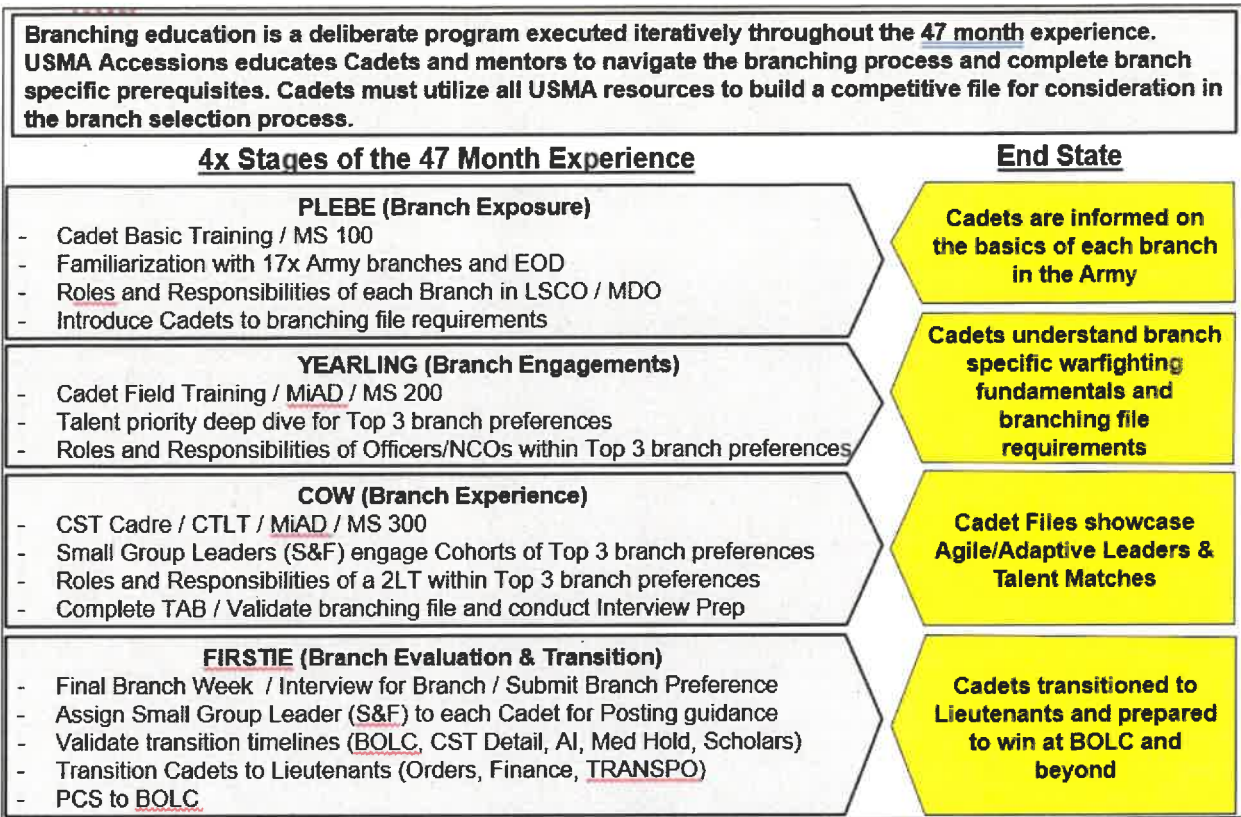
USMA BEMP Timeline



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USMA Cadet Branch Education Mission and Milestones



4. Annual calendar of events showcasing specific topics on previously-closed positions (e.g., monthly meetings with different members serving in those positions to educate Cadets/Midshipmen on the lifestyle, operations tempo of the career field; ad hoc opportunities by visiting members who serve in those career field to the MSAs, formally-planned events to educate/inform students on those career fields, etc.) Request calendars for 2020 and beyond by FY and/or academic year. The calendars can and should be the planned events, as well as retroactively include those ad hoc events that occurred by happenstance. Also list the focused audience for the event (e.g., freshman, sophomore, seniors who selected/received that specific career field/specialty).

Response: See Enclosure 1- USMA Branching and Branch Education Timeline AY22-24. Note: Detailed branching timelines prior to AY22 are unavailable but very similar to current calendar of events. Description of key annual branch education events is as follows.

Accessions Branch Education Briefs. Each academic year the USMA Accessions department hosts a formal branch education brief for each USMA Cadet class. During these briefs Cadets are educated on the branching process as well as the various

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career field options available. Cadets are made aware that all career options are open to female Cadets, and gender is not a variable considered by the deferred acceptance computer algorithm used to assign Cadet branches.

USMA Branch Week. All available Army career fields are represented during USMA Branch Week. Army branches provide Soldiers and equipment for static display on the USMA campus. Cadets can speak with Soldiers, Non-Commissioned Officers, junior officers, and senior officers from across the Army and interact with branch specific equipment. Additionally, senior leaders from each branch host branch specific briefings, informational sessions, and interviews for interested Cadets. Cadets are also introduced to specialty branches they can select later in their career including functional areas and special operations forces.

Cadet Branch Preferences. Cadets submit branch preferences six times throughout the 47-month Cadet experience; once freshman year, once sophomore year, twice junior year (each semester), twice senior year (both fall semester). Cadets are required to rank order all branches, including those previously closed to women, during each branch preference submission.

Talent Assessment Battery (TAB) Test. Cadets are required to take the TAB test twice, once freshman year and once junior year. The TAB test is a 60-minute self-administered online test where Cadets evaluate themselves on the various talent priorities of the Army Branches. The output is a system generated assessment of a Cadet's talent match for each Army branch, including those previously closed to women. The TAB test is meant to serve as a starting point to provide Cadets a better understanding of the talent priorities of each Army branch and their individual talent strengths/ weaknesses.

Cadre Talent Evaluations. Frequently the most important source of information for the Cadet is their Tactical Officer (TAC) and NCO (TAC NCO). The TAC teams serve as the Cadets' chain of command and as a result have more touch points with the Cadet than any other member of USMA. Each Cadet receives a Cadre Talent Evaluation and counseling from their TAC during junior year which is meant to further identify strengths, weaknesses, and provide counseling on best career opportunity fit.

The Sandhurst Competition. Sandhurst is USMA's premiere international military skills competition. Each competing team is required to include two female participants. Teams compete in a multi-day competition that challenges them on a series of physical, technical, and tactical tasks in a field environment consistent with Army Infantry standards. Requiring female competitors on each team clearly demonstrates to all Cadets that females can serve in Infantry units at an elite level.

5. Service Academy developmental plans to include policies, instructions, regulations, and annual objectives and/or goals to educate/inform students on

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SUBJECT: Defense Department Advisory Committee on Women in the Services - Requests for Information

previously closed opportunities through summer programs (e.g., Ops Air Force, USNA's Summer Training Program, etc.). The goal of the Committee here is to understand how summer programs educate to influence.

Response: Branch education at USMA is a deliberate program executed iteratively throughout the 47-month Cadet experience, including during USMA Cadet Summer Training (CST). The Department of Military Instruction (DMI) leads the USMA CST, and it is supported by an active-duty Army unit of 1,000 Soldiers from all branches. Cadet Summer Training places special emphasis each year on exposing and educating Cadets on career opportunities. All USMA Cadets must complete six separate summer military training programs prior to commissioning. Cadet Basic Training, Cadet Field Training, Cadet Leader Development Training, Cadet Troop Leader Training, West Point Leader Detail, and Military Individual Advanced Development. Each of these programs serves to better inform Cadets of the career opportunities available.

Cadet Basic Training (CBT). A Cadet's summer training experience begins with CBT prior to start of the first academic semester. Cadet Basic Training is a Cadet's initial exposure to the military instilling discipline, teaching traditions, modeling character, and inspiring Cadets for the profession at large. Cadets receive exposure to Army branches through basic military training including marksmanship, land navigation, medical readiness, radio communication and Chemical, Biological, Radiological, and Nuclear Defense training.

Cadet Field Training (CFT). Between the first and second academic year a Cadet completes CFT. Cadet Field Training trains and builds foundational military competencies and is specifically designed to expose Cadets to various career opportunities through Multi-Domain Operations (MDO) and combined arms training including Infantry, Armor, Field Artillery, Engineers, Air Defense Artillery, and Aviation.

Cadet Leader Development Training (CLDT). Cadet Leader Development Training is USMA's capstone military training event designed to prepare Cadets for tactical leadership positions at the platoon level, with specific focus on troop leading procedures, effective communication, and tactical decision making. Cadet Leader Development Training accomplishes this using a framework of light infantry; Cadets lead and are evaluated on training operations such as air assault, ambush, raid, attack, and defense.

Military Individual Advanced Development (MIAD). Military Individual Advanced Development experiences include US Army schools and training opportunities offered to Soldiers and leaders in the institutional Army. Military Individual Advanced Developments serve to provide more in-depth career field specific training and exposure to Cadets and include Army training such as Air Assault School, Airborne School, Jungle School, and Sapper School.

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Cadet Troop Leader Training (CTLT). During the summer prior to start of the final academic year Cadets are assigned to, and train with, an active-duty Army unit for approximately three weeks. The purpose of this program is to develop leadership skills as a Cadet shadow and learn from an Army platoon leader; it also further exposes Cadets to the Army branches in an operational environment. Cadets can preference the installation and branch with which they will serve to gain in depth exposure and understanding of their desired career field prior to making branch preference decisions. Like all other programs at USMA, gender is not a discriminator in what post of branch a cadet is assigned for CTLT.

USMA CST Program Overview

The graphic features the USMA West Point logo at the top left and the title "Cadet Summer Training" at the top right. Below the title is a paragraph explaining the program's focus on leadership, followership, and instilling the Warrior Ethos. The main body consists of four columns, each with a representative image and a text box detailing the training phase. At the bottom, two large arrows point right, labeled "From Followership to Leadership" and "Embracing the Warrior Ethos".

**UNITED STATES MILITARY ACADEMY
WEST POINT**

Cadet Summer Training

The most important thing we do is teach **leadership** and **followership** while **instilling the Warrior Ethos**. This is accomplished by generating tactical dilemmas to instill character and decision-making skills. The focus for CST is expanding the Leader Training Program for Cadet Cadre and providing feedback & counseling.

 <p>Cadet Basic Training <i>The Long Gray Line Starts Here</i></p> <ul style="list-style-type: none">• Transitioning civilians into cadets• Instilling discipline, teaching traditions, and modeling character• Prepared to succeed as cadets and scholars	 <p>Cadet Field Training <i>Inspire Passion for the Profession</i></p> <ul style="list-style-type: none">• Learning the importance of teamwork and individual grit• Applying critical thinking to solve complex problems• Exposure to Combat Arms and Multi-Domain Operations	 <p>Cadet Leader Development Training <i>Endure the Crucible of Leadership</i></p> <ul style="list-style-type: none">• Leading peers in complex environments• Sharpening leader attributes and competencies• Real-time evaluations and feedback	 <p>West Point Leader Detail <i>Lead with Character, Confidence and Commitment</i></p> <ul style="list-style-type: none">• Leading small units in complex environments• Maintaining and enforcing standards of excellence• Prepare, conduct and assess training of subordinates
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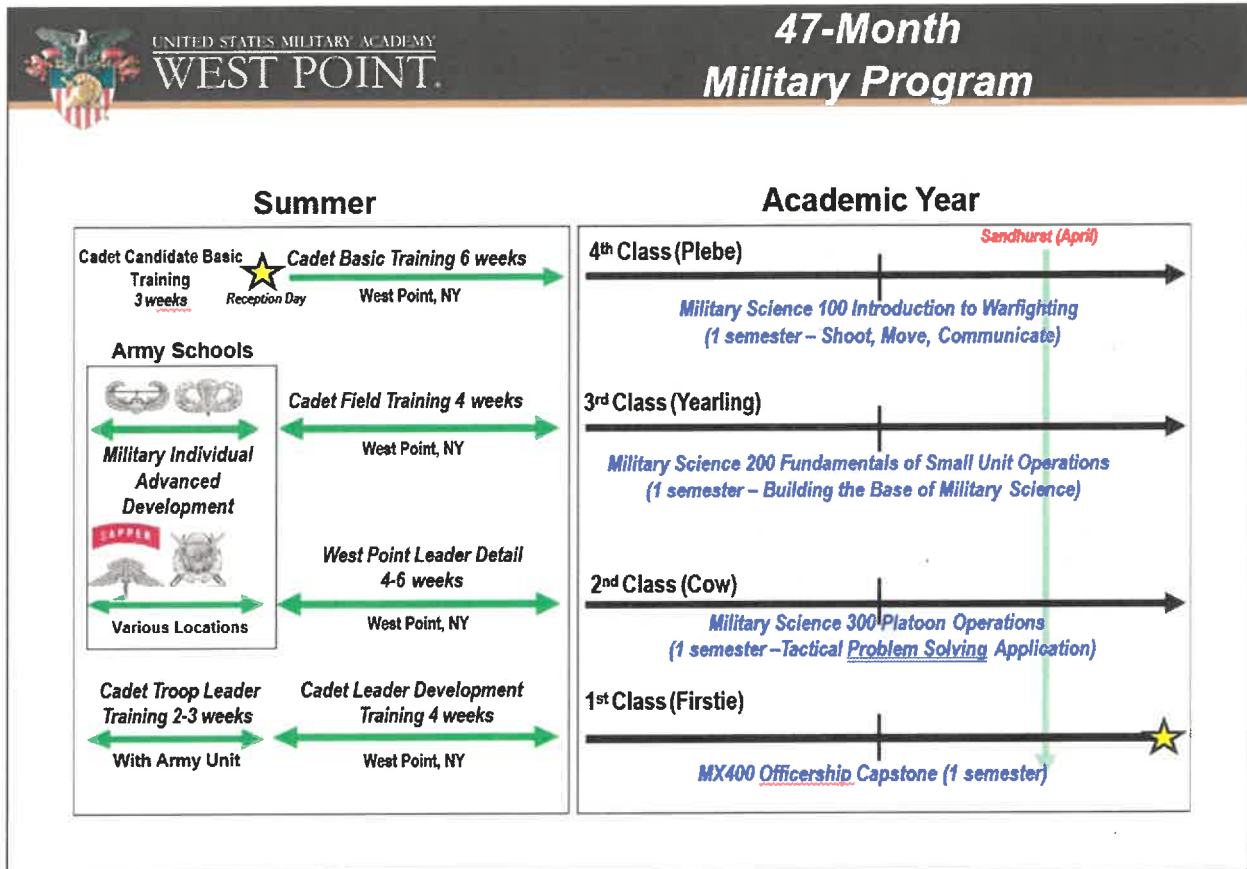
From Followership to Leadership

Embracing the Warrior Ethos

MACS

SUBJECT: Defense Department Advisory Committee on Women in the Services - Requests for Information

USMA Holistic Military Program



6. Metrics for graduates, by graduation year for 2017 through 2023, for those applying for (having in their top 5 desired career choices), being selected for previously closed positions. Provide data by year, gender, name of specialty code (MOS/AFSC) of the previously closed position.

Response: See Enclosure 2- Graduate Metrics Previously Closed Positions. This enclosure provides the following information by USMA class from 2017-2024.

- Total number of female cadets in the class.
- Number of female Cadets who preferenced Infantry (IN) and Armor (AR) in top 5 choices (note: some female Cadets placed both IN and AR in top 5 and are counted in both numbers). Of those female cadets:
 - Number of female Cadets branched IN or AR.
 - Number who received a higher branch preference (ex: Cadet preferenced IN #2 but received #1 branch preference of EN).
 - Number of cadets who received a lower branch preference (ex: Cadet preferenced IN #1 but received #2 branch preference of FA).

MACS

SUBJECT: Defense Department Advisory Committee on Women in the Services -
Requests for Information

2 Encls

1. USMA Branching and Branch
Education Timeline AY22-24
2. Graduate Metrics Previously
Closed Position AY19-24



DATE	EVENT	TARGET CLASS
09NOV21-10NOV21	USMA Branching Board	CL22
02DEC21	Branch Night	CL22
01NOV21	Initial Talent Assessment Battery (TAB) Test Available	CL 24/25
	Final TAB Test Available	CL23
29NOV21	Accessions Branch Education Update Brief	CL23
28FEB22	Initial & Final TAB Test Closes	CL 23/24/25
28FEB22	Cadet Talent Evaluations (CTE) Due from TAC Teams	CL23
	Branch Preference #4 Due	CL23
01APR22	Initial Talent Data Sent to Branches	CL23
	Cadet Branch Interview Window opens	CL23



DATE	EVENT	TARGET CLASS
08AUG22-24OCT22	Initial TAB Test Window	CL26
09AUG22	Accessions Branch Education Update Brief	CL23
NLT 29AUG22	Branch Preference #5 Due	CL23
29AUG22	Cadet Files & Interview Window Close	CL23
01SEP21	Cadet Files sent to Branches for Branch Comm Ratings	CL23
06SEP22-10SEP22	USMA Branch Week	All Classes
21SEP22	Accessions Branch Education Update Brief	CL24/ CL25
23SEP22	Accessions Branch Education Update Brief	CL26
17OCT22	Final Branch Ratings Released	CL23
24OCT22	Branch Preference #6 Due	CL23
24OCT22	Branch Preference #3 Due	CL24
24OCT22	Branch Preference #2 Due	CL25
24OCT22	Branch Preference #1 Due	CL26
07NOV22-08NOV22	USMA Branch Board	CL23
01DEC22	Branch Night	CL23
02JAN23-28FEB23	Final TAB Test Window	CL24
28FEB23	Cadet Talent Assessment Due from TACs	CL24
28FEB23	Branch Preference #4 Due	CL24
01APR23	Initial Cadet Talent Data sent to Branches	CL24
01APR23	Cadet Branch Interview Window opens	CL24



DATE	EVENT	TARGET CLASS
23AUG23	Accessions Branching Education Brief	CL24
31AUG23	Cadet Files and Interview Window close	CL24
01SEP23	Cadet Files sent to Branches for Comm Ratings	CL24
05-08SEP23	Branch Week	ALL
13SEP23	Accessions Branching Education Brief	CL25 / CL26
02OCT23	Final Branch Ratings Released	CL24
09OCT23	Final Branch Preference (#6) Due	CL24
09OCT23	Branch Preference #3 Due	CL25
09OCT23	Branch Preference #2 Due	CL26
23OCT23	Accessions Branching Education Brief	CL27
30OCT23	Branch Preference #1 Due	CL27
23OCT23-18DEC23	Initial TAB Test Window	CL25/CL26/CL27
01NOV23-3NOV23	USMA Branch Board	CL24
29NOV23	Branch Night	CL24
02JAN24-28FEB24	Final TAB Window	CL25
28FEB24	Cadre Talent Evaluations Due from TACs	CL25
28FEB24	Branch Preference #4 Due	CL25
11MAR24	Accessions Branching Brief (Rob Aud)	CL25
05APR24	Initial Talent Data sent to Branches	CL25
08APR24	Cadet Branch Interview Window Opens	CL25

Armor Branch					
			Of Those Who Preferred AR Top 5		
Class	Class Total # of Female Cadets	Preferred AR Branch Top 5	Received AR	Received Branch Pref. Higher Than AR	Received Branch Pref. Lower Than AR
2017	162	26	4	22	0
2018	201	24	7	17	0
2019	215	30	11	19	0
2020	218	34	13	21	0
2021	238	49	14	35	0
2022	242	54	13	41	0
2023	216	40	6	32	0
2024	228	47	12	35	0

Infantry Branch					
			Of Those Who Preferred IN Top 5		
Class	Class Total # of Female Cadets	Preferred IN Branch Top 5	Received IN	Received Branch Pref. Higher than IN	Received Branch Pref. Lower than IN
2017	162	11	5	6	0
2018	201	10	6	4	0
2019	215	11	5	6	0
2020	218	13	5	8	0
2021	238	15	2	13	0
2022	242	16	4	12	0
2023	216	14	7	7	0
2024	228	10	6	4	0