UNITED STATES ARMY
THE CHIEF OF STAFF

JUL 19 2019

The Honorable James M. Inhofe
Chairman
Committee on Armed Services
United States Senate
Washington, DC 20510

Dear Mr. Chairman:

I am pleased to submit to Congress the enclosed Annual Report on the Progress of the Army in Integrating Women into Military Occupational Specialties and Units Recently Opened to Women, as required by section 593 of the National Defense Authorization Act (NDAA) for Fiscal Year 2017 (Public Law 114-328).

This report provides a comprehensive review of the 11 areas specified in the 2017 NDAA. With graduates from some of the Army's most demanding courses and schools, our progress remains on track with the Army's implementation plan for successful long-term integration.

The Army's "Leaders First" strategy set conditions within operational units to address cultural risk factors prior to assignment of female enlisted Soldiers, which began in the summer of 2017. Over the next 12 months, the Army will continue its studies of integration factors vital to overall readiness and will remain postured to provide updates to members of Congress and this committee. We remain committed to the highest quality force, regardless of gender, for the all-volunteer Army in support of our Nation's freedom.

Thank you for your continued support of Army programs and our Soldiers, Civilians, and their Families.

Sincerely,

Mark A. Milley
General, United States Army

Enclosure

UNITED STATES ARMY
THE CHIEF OF STAFF

JUL 19 2019

The Honorable Jack Reed
Ranking Member
Committee on Armed Services
United States Senate
Washington, DC 20510

Dear Senator Reed:

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General, United States Army

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JUL 19 2019

The Honorable Adam Smith
Chairman
Committee on Armed Services
U.S. House of Representatives
Washington, DC 20515

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General, United States Army

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UNITED STATES ARMY
THE CHIEF OF STAFF

JUL 19 2019

The Honorable William M. "Mac" Thornberry
Ranking Member
Committee on Armed Services
U.S. House of Representatives
Washington, DC 20515

Dear Representative Thornberry:

I am pleased to submit to Congress the enclosed Annual Report on the Progress of the Army in Integrating Women into Military Occupational Specialties and Units Recently Opened to Women, as required by section 593 of the National Defense Authorization Act (NDAA) for Fiscal Year 2017 (Public Law 114-328).

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General, United States Army

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Annual Report on Progress of the Army in Integrating Women into Military Occupational Specialties and Units Recently Opened to Women

REPORT TO CONGRESS

HEADQUARTERS, DEPARTMENT OF THE ARMY

July 2019

The estimated cost of this report or study for the Department of Defense (DoD) is approximately $72,000 for the 2019 fiscal year. This includes $30,000 in expenses and $42,000 in DoD labor. Generated on 2019 Jan 24 RefID: C-2060750.

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Introduction

Over the last 3 years, the Army has made steady progress toward the full integration of women into the Army. With the opening of all career fields and approximately 138,000 additional positions since 2015, qualified women who meet all applicable standards are now eligible for every position in the Army.

The National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2017, section 593, specified that not later than April 1, 2017, and each year thereafter through 2020, the Chief of Staff of the Army will submit a report to the Committees on Armed Services of the Senate and the House of Representatives on the current implementation status to open military occupational specialties (MOSs) and units previously closed to women. This report includes Regular Army, Army National Guard, and Army Reserve soldiers in officer and enlisted occupations opened since 2012. The reporting period is calendar year (CY) 2018.

The Army submitted its proposed implementation plan on January 5, 2016, and the Secretary of Defense approved it on March 9, 2016. The Army published its Execute Order (Headquarters, Department of the Army EXORD 097-16 (Army Gender Integration) to the U.S. Army Implementation Plan 2016-01) on March 10, 2016, and subsequent fragmentary orders on May 26, 2016 and August 15, 2018. The Army's campaign is known as *Soldier 2020*. The order provided the following mission statement: Not later than April 1, 2016, the Army executes its implementation plan to open all occupations to qualified personnel regardless of gender and implements more effective talent acquisition and management in order to improve combat readiness. The fragmentary orders provided additional guidance for the unit fill plan, the Leaders First policy, longitudinal studies, and required tracking of personnel. The Army continues to operate under its first order principles: Maintain Readiness; Deliberate Process; Scientifically Based and Legally Defensible; Standards Based; Leadership and Accountability; No Quotas; and Equitable Treatment. The Army's concept of the operation uses the following four-phased approach, focusing on five major lines of effort (Transform Accessions; Talent Management; Unit Fill Plan; Educate/Communicate; Assessment):

Phase I - *Set Conditions for Army:* train and educate leaders, update policies, set recruiters and cadre, finalize unit fill plans, develop longitudinal study plans, accessions, establish occupational physical assessment test (OPAT) scoring, and validate occupational standards

Phase II - *Initiate Gender-Neutral Training:* train women in accordance with the implementation plan, initiate longitudinal studies, and implement OPAT

*****Phase III - *Assignment to Operational Units:* assign women in accordance with unit fill plans, continue longitudinal studies, intensively manage and assign by cohort

Phase IV - *Sustain and Optimize Army:* continue to access and train and achieve steady state operations

Current phase

To date, the Army's phased approach towards implementation of the policy resulted in **46** women graduating from the Infantry Basic Officer Leader Course, **72** women graduating from the Armor Basic Officer Leader Course, and **270** enlisted women graduating Infantry and Armor One Station Unit Training. Most notably, the Army developed, reviewed, and validated gender-neutral occupational standards to assess and assign soldiers to units. Although women have experienced injuries at a somewhat higher rate than men have, many women have successfully completed training. The Army is closely monitoring and assessing integration of women into combat training and at least quarterly updates are provided to the Secretary of the Army and Chief of Staff, Army.

Status of Gender Neutral Standards throughout Entry Level Training

The Army has maintained gender-neutral task standards for all Military Occupational Specialties (MOS). On September 30, 2015, 15 occupational proponents validated 445 military standards in the U.S. Army. Pursuant to Public Laws 103-160, 113-66, and 113-291, information collected from all proponents included an explanation of the methodology used to validate occupational standards, both mental and physical, for selecting, training, and retaining personnel in individual occupations. Additionally, the Army updated Department of the Army Pamphlet 611-21 (Military Occupational Classification and Structure) and Department of the Army Pamphlet 600-3 (Officer Professional Development and Career Management) with this information. The Army rescinded Army Regulation 600-13 (Army Policy for the Assignment of Female Soldiers) in order to remove policy barriers which restricted the assignment of women to formerly male-coded positions across the force. Coding of all positions within the Army's Force Management System currently reflects interchangeable positions to ensure assignment of men and women to any position for which they qualify. These efforts, along with the development of the OPAT, support the Army's Implementation Plan, specifically, Line of Effort 1, Transform Accessions, and Line of Effort 2, Talent Management.

Each MOS Proponent identified gender neutral high physical demand tasks (HPDTs) for the critical and recurring tasks of each occupation. The U.S. Army Training and Doctrine Command (TRADOC) then incorporated these HPDTs throughout all occupation-producing schools for officers and enlisted soldiers. Since April 2016, all soldiers must complete gender neutral HPDTs to standard as a graduation requirement. This requirement applies to all TRADOC occupation-qualifying courses, to include those recently opened to women. Trainees have multiple opportunities to train and test the HPDTs throughout their MOS course. A complete list of these tasks and performance standards is included in annex A.

Propensity for Joining Newly Opened Ground Combat Programs

Since April 1, 2016, the Army has contracted, accessed or transferred **976** women into recently opened occupations resulting from the December 3, 2015 decision by the Secretary of Defense. This includes **165** Regular Army leaders (sergeant and above), **98** Reserve Component leaders (sergeant and above), and **713** junior enlisted soldiers and recruits. Occupations impacted by this final decision primarily belong to the Infantry and Armor Career Management Fields (both officer and enlisted), along with one Field Artillery enlisted occupation, 13F (Fire Support Specialist). On April 21, 2015, the TRADOC Analysis Center (TRAC) published the findings of their 2-year research and analysis known as the Gender Integration Study. This study identified the institutional and cultural factors expected to affect the integration of women into previously closed units and occupations. Based on the results of the TRAC and propensity studies, the Army developed the "Leaders First" strategy to address challenges and mitigate identified risks. Line of Effort 3 (Unit Fill Plan) of the Army's implementation plan defines this strategy.

Female officers and reclassified female non-commissioned officers in recently opened occupations were the first female leaders assigned at the company level to recently integrated units to set conditions at the tactical level prior to the arrival of female junior enlisted soldiers. The Leaders First strategy began in November 2016 with the first female leaders arriving, and continues today to ensure female leaders are present and prepared for the assignment of female junior enlisted soldiers. In the summer of 2017, the first junior enlisted Infantry (May) and Armor (July) soldiers arrived, marking the Army's start point for a planned 3-year integration plan. The Army expanded from its initial installations of Forts Bragg and Hood to Forts Carson, Bliss, Campbell, and Stewart in FY 2018. We will continue this expansion to additional installations in FY 2019.

Currently, women comprise 15.1 percent of the Regular Army, approximately 72,000 female soldiers. The Army opened occupations in Infantry, Armor, and 13F (Fire Support Specialist in 2016. Table 1 provides the male and female enlisted accessions in recently opened occupations from FY 2012 to FY 2018 for the Regular Army.

Table 1. Newly Opened Enlisted Occupations Accessions from Fiscal Year 2012 to Fiscal 2018 within the Regular Army

MOS	GENDER	2012	2013	2014	2015	2016	2017	2018	Totals
11X	MALE	11,157	11,795	10,694	10,963	9,627	10,180	9,697	74,113
	FEMALE	0	0	0	0	0	217	199	416
12B	MALE	1,364	1,840	1,166	1,958	1,741	1,678	1,924	11,671
	FEMALE	0	0	0	49	306	332	244	931
13B	MALE	1,593	1,836	808	1,409	1,262	1,143	1,394	9,445
	FEMALE	0	0	0	0	152	130	79	361
13F	MALE	1,045	1,086	449	840	706	1,031	913	6,070
	FEMALE	0	0	0	0	10	66	54	130
13J	MALE	0	0	0	0	0	165	541	706
	FEMALE	0	0	0	0	0	8	83	91
13M	MALE	54	90	192	196	243	329	327	1,431
	FEMALE	0	38	50	79	44	17	19	247
13R	MALE	145	124	208	99	159	186	165	1,086
	FEMALE	0	37	34	35	37	16	17	176
18X	MALE	1,560	1,553	1,649	1,374	1,516	1,282	1,137	10,071
	FEMALE	0	0	0	0	0	3	4	7
19D	MALE	2,430	2,150	1,361	1,626	1,928	2,281	2,558	14,334
	FEMALE	0	0	0	0	0	74	81	155
19K	MALE	677	1,365	860	1,082	729	1,200	1,332	7,245
	FEMALE	0	0	0	0	0	57	75	132
91A	MALE	135	130	152	176	269	286	310	1,458
	FEMALE	0	41	52	57	32	29	18	229
91M	MALE	214	252	159	197	176	365	410	1,773
	FEMALE	0	59	56	56	14	15	19	219
91P	MALE	35	51	28	31	58	64	75	342
	FEMALE	0	26	6	11	8	12	8	71
Total		20,409	22,473	17,924	20,238	19,017	21,166	21,683	142,910

Regular Army, MOS provided, FY12~YTD, Accessions without attrition factors

Female soldiers comprise 17.5 percent of the Army National Guard (ARNG), which is approximately 58,000 personnel. Since FY 2015, 368 women were trained and assigned to ARNG operational units for occupations opened from FY 2012 to FY 2015. For the Infantry, Armor, and Fire Support Specialist occupations opened in FY 2016, ARNG accessed 103 women with 56 completing training to date. Table 2 provides the female accessions in recently opened occupations for FY 2018 for the ARNG.

Table 2. Newly Opened Enlisted Occupations Accessions from Fiscal Year 2012 to Fiscal Year 2018 within the Army National Guard

MOS	GENDER	2012	2013	2014	2015	2016	2017	2018	TOTALS
11X	MALE	91	98	99	98	180	91	95	752
	FEMALE	2	0	3	1	0	1	5	12
12B	MALE	54	63	63	39	90	41	51	401
	FEMALE	5	3	1	0	0	1	3	13
13B	MALE	49	56	52	50	108	35	38	388
	FEMALE	0	1	0	0	2	4	2	9
13F	MALE	23	26	26	32	31	29	26	193
	FEMALE	1	1	0	0	0	0	1	3
13J	MALE	27	31	36	28	62	33	31	248
	FEMALE	0	0	2	3	2	6	3	16
13M	MALE	19	19	19	12	14	11	7	101
	FEMALE	0	0	1	0	3	1	2	7
13R	MALE	6	8	4	7	8	5	5	43
	FEMALE	0	0	0	1	2	0	1	4
18X	MALE	0	0	1	0	1	0	0	2
	FEMALE	0	0	0	0	0	0	0	0
19D	MALE	59	52	55	59	118	46	45	434
	FEMALE	0	0	0	0	0	0	0	0
19K	MALE	44	51	38	36	45	37	37	288
	FEMALE	1	0	0	0	0	1	0	2
91A	MALE	19	25	18	11	19	13	17	122
	FEMALE	3	5	5	10	6	3	3	35
91M	MALE	11	18	18	17	13	7	9	93
	FEMALE	0	0	0	1	0	0	3	4
91P	MALE	4	6	6	10	6	2	3	37
	FEMALE	0	1	0	0	0	0	2	3
TOTAL		418	464	447	415	710	367	389	3,210

Within the United States Army Reserve (USAR), female soldiers represent over 23 percent of all soldiers assigned, approximately 45,000 personnel. In the previously closed units, there are currently 694 females assigned with various occupational specialties not specific to the recently opened occupations. This is 12 percent of the total number of soldiers assigned within the units. With a force sustainment and operations centric structure in the USAR, there are very few requirements in the recently opened MOSs. Consequently, the majority of recently opened specialties are not accession MOSs in the USAR.

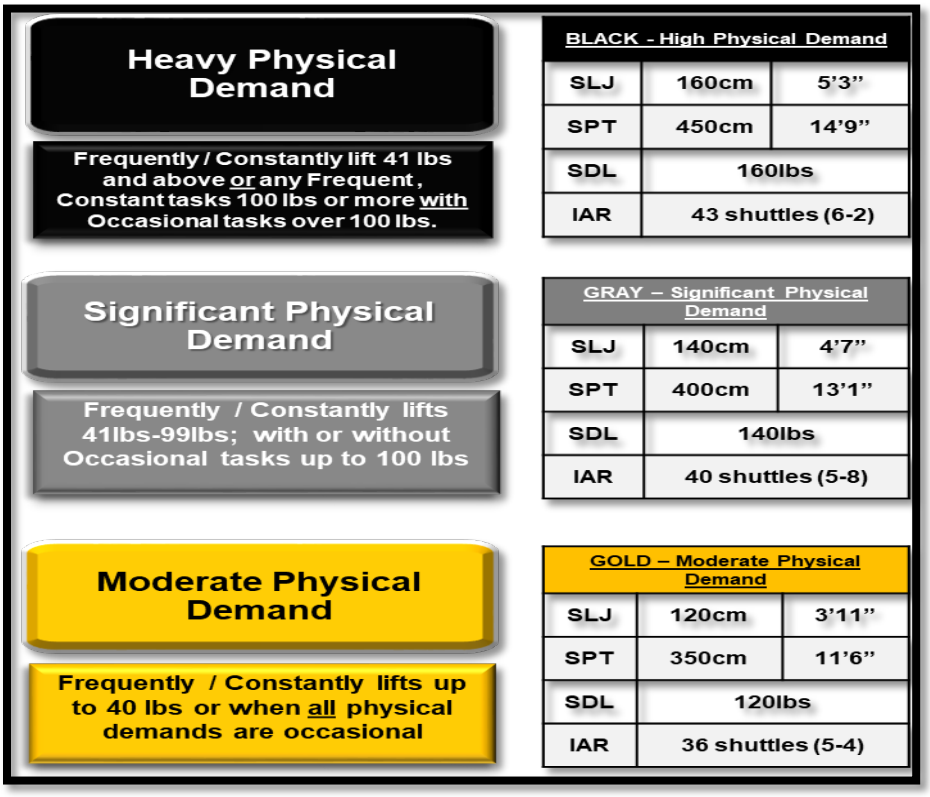
Success Rates in Initial Screening Tests and Military Occupational Specialty Classification Standards for Newly Opened Ground Combat Military Occupational Specialties by Gender

The OPAT is a gender-neutral physical assessment based on the critical and recurring physical requirements of performing soldier tasks.

Each MOS is grouped into 1 of 3 Physical Demand Categories (PDC) based on the critical and recurring tasks required for each MOS (see figure 1): Gold/Moderate, Gray/Significant, and Black/Heavy. The Black/Heavy PDC includes: Infantry, Armor and 13F.

As of January 3, 2017, all prospective soldiers must pass the OPAT for their desired occupational category before shipping to either Basic Combat Training or One Station Unit Training (OSUT). Future soldiers receive assistance to train and prepare for the OPAT, and they are given multiple opportunities to take the OPAT prior to shipping.

The Army will continue validating and refining minimum "cut scores" to increase the effectiveness in predicting and reducing injuries and overall initial entry training (IET) attrition.



Notes: SPT = seated power throw; SLJ = standing long jump; IAR = interval aerobic run; SDL = strength deadlift

Figure 1. Current Minimum Occupational Physical Assessment Test Requirements (Cut Scores)

Table 3. Distribution of the Occupational Physical Assessment Test Performance by Physical Demand Categories for Trainees' Last Occupational Physical Assessment Test Iteration Before Shipping

OPAT PDC Achieved	Men (n=93,821)		Women (n=23,800)	
	n	(%)	n	(%)
Black/Heavy	73,437	78.2	6,343	26.6
Gray/Significant	11,636	12.4	10,357	43.5
Gold/Moderate	8,728	9.3	7,087	29.7
OPAT Failures	20	<0.1	13	<0.1

Most recruits were fully physically prepared to take the OPAT. 82.4 percent of recruits took the OPAT (men=83.4, women=78.5) only one time to qualify for their MOS and associated PDC. The data indicates OPAT scores accurately predict attrition in the reception battalions, Basic Combat Training (BCT), Advanced Individual Training (AIT), and OSUT. The higher the OPAT score, the less likely the trainee will attrit from IET and the more likely the trainee graduates on time.

Figure 2 shows the attrition data from the reception battalion. The time a trainee spends in the reception battalion is limited. This time is an administrative window prior to beginning BCT or OSUT. Attrition here indicates linkage between physical fitness and non-physical causes of attrition. Approximately 25 percent more gold PDC recruits attrited out of the reception battalions than black PDC recruits (both men and women) and approximately 18 percent more gray PDC recruits attrited than black PDC recruits. Although reception battalion attrition absolute numbers are not large, this quantity still contributes to trainee loss and indicates the predictive value of the OPAT. Attrition is lowest for those males and females who scored in the highest category (black/heavy).

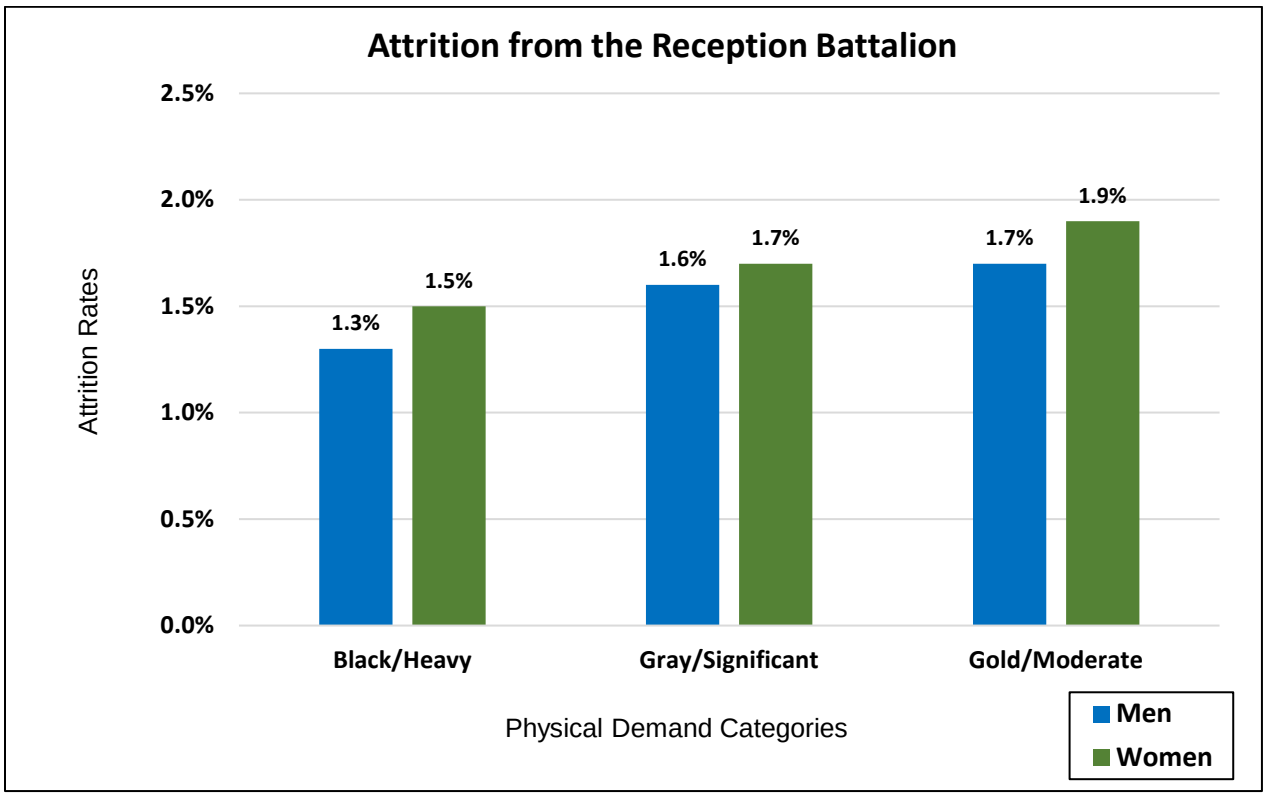


Figure 2. Attrition from the Reception Battalion

Figure 3 shows BCT attrition rates for trainees who scored in the black PDC and contracted in a gray PDC/MOS (e.g., scored “black” and MOS is 31B Military Police (figure 4)) are approximately half of those who score in the gray PDC and contract in a gray MOS (6.5% vs. 13.4% - men; 12.2% vs. 17.9% - women). The trend is the same for recruits/trainees who score in the black PDC and contract in a gold MOS and those who score in the gray PDC and contract in a gold MOS. Of note, women who scored in a black PDC and contracted in a gray MOS attrited at a lower rate than men who scored in a gray PDC and contracted in a gray MOS (12.2% women vs. 13.4% male). There are similar trends for AIT (see figure 5)

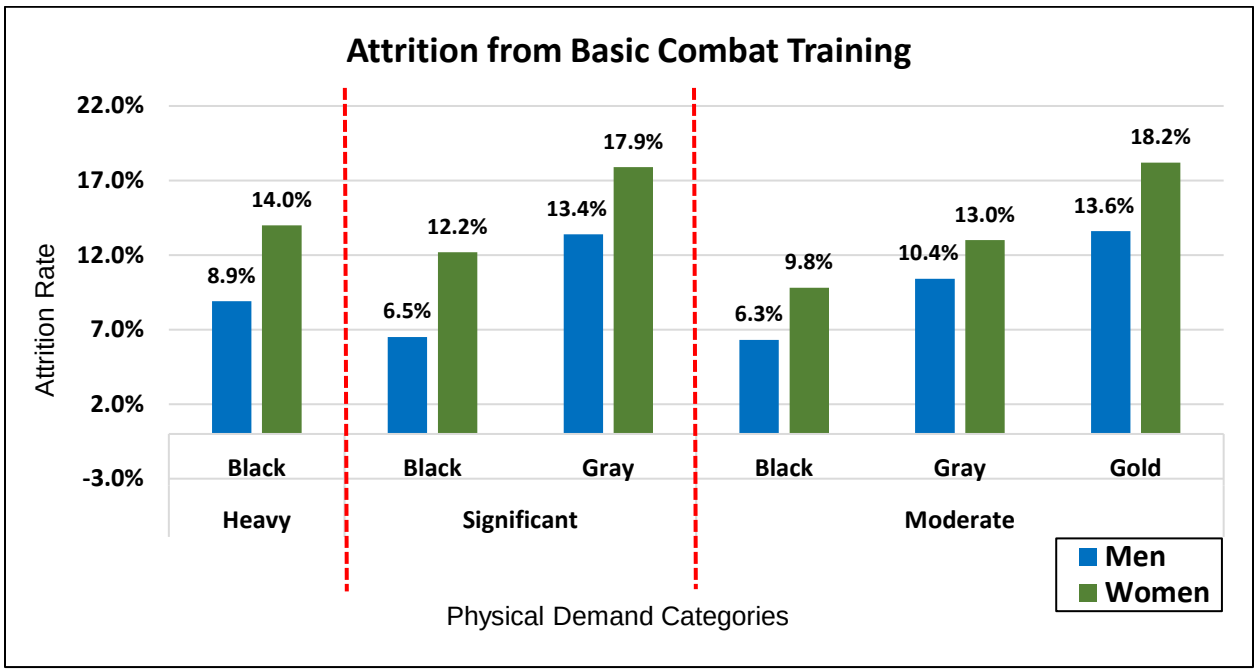


Figure 3. Attrition from Basic Combat Training

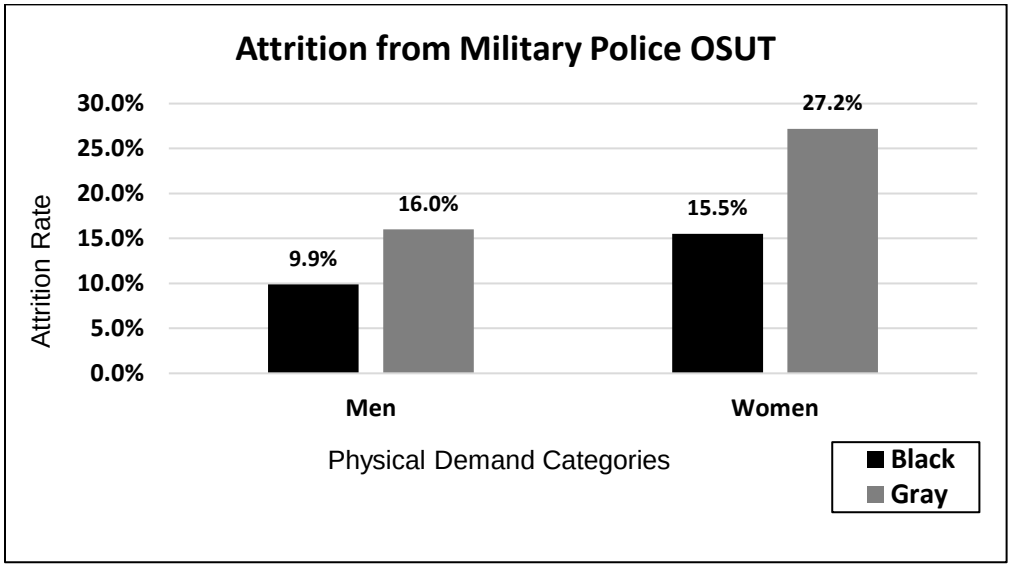


Figure 4. Attrition from Military Police One Station Unit Training

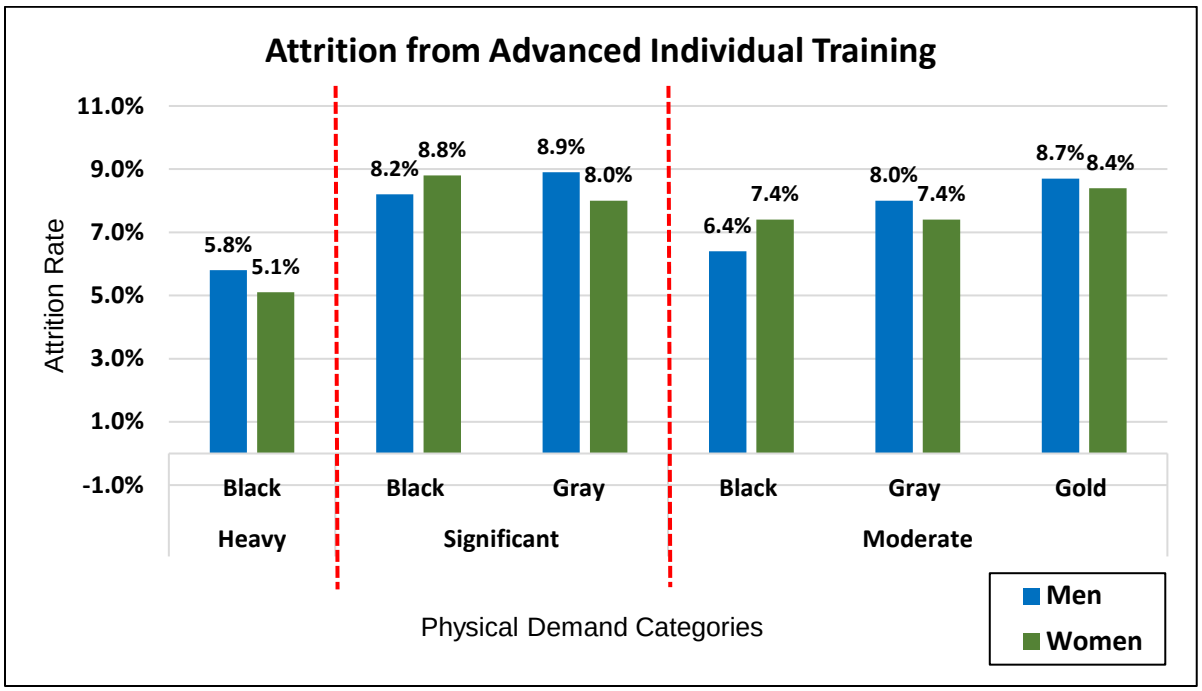


Figure 5. Attrition from Advanced Individual Training

Attrition Rates and Top Three Causes of Attrition in Entry Level Training by Gender and Military Occupational Specialty

Attrition for trainees varies by MOS and gender, with women generally having higher attrition than men in enlisted MOSs. Some trainees may have multiple causes for attrition, though Army systems of record will document only one.

Please refer to annex B (tables B1-B5) for complete details on attrition rates and reasons by career field. For most MOSs, the attrition rates have generally remained constant or decreased since 2017; attrition rates for women improved for 11A (22% to 3%), 11B (49% to 32%), 19D (72% to 23%), and 19K (41% to 28%). While this is a small sample, reduced attrition may be attributable, at least in part, to OPAT implementation in January 2017. The top three reasons for uncharacterized separations for both women and men are: conditions that existed prior to service (EPTS), entry-level separation (ELS), and unsatisfactory performance discharges.

Annex C shows 1 year of IET attrition data for the ARNG by gender and occupation. In most cases, female soldiers assigned to these occupations had a higher attrition rate than male soldiers; however, in three occupations, 13P (Multiple Launch Rocket System Specialist/Fire Detection Specialist), 91A (M1 Abrams Tank System Maintainer), and 91M (Bradley Fighting Vehicle System Maintainer), female soldiers had lower attrition rates than male soldiers. The officer loss population consisted of company grade officers who did not meet IET requirements. Infantry and Armor female officer attrition rates decreased as the year progressed.

Reclassification Rates and the Top Three Causes of Reclassification in Entry Level Training by Gender and Military Occupational Specialty

Traditionally, initial entry reclassifications are extremely rare. Even with the introduction of HPDT and a small number of associated failures, there was no change in reclassifications from last year (23 trainees), despite a larger volume of trainees.

The top three causes for female reclassification in entry-level training are: HPDT failure, academic failure, and misconduct/security clearances. The top causes for male reclassification in entry-level training are: academic failure/unsatisfactory performance, HPDT failure, and failure to meet course prerequisites. See table 4 for a detailed breakdown by gender and occupation from January 1 – October 31, 2018.

Table 4. Reclassification by Gender and Occupation

Branch	MOS	Male	Female
Infantry	11A (Infantry Officer)	None	None
	11B (Infantry)	32x Academic/Unsatisfactory Performance/Other	1x Academic
	11C (Mortar)	None	None
Engineer	12B (Combat Engineer)	9x Academic	5x Academic
		8x Does Not Meet Course Prerequisites	3x Misconduct
		2x Security Clearance	3x Security Clearance
Field Artillery	13B (Cannon Crew)	3x HPDT Failure	2x HPDT Failure
		1x Other	
	13F (Fire Support Specialist)	3x Academic	None
		1x Medical	
		1x Security Clearance	
	13J (Fire Control Specialist)	1x Academic	None
		1x Other	
	13M (MLRS Crew)	None	None
	13R (Fire Finder Radar)	1x Academic	None
		1x Security Clearance	
Armor	19A (Armor Officer)	None	None
	19D (Cavalry Scout)	13x HPDT Failure	5x HPDT Failure
			1x Medical
	19K (M1 Tank Crew)	2x Service Member Request	None
Ordnance	91A (M1 Tank System Maintainer)	None	None
	91M (Wheeled Vehicle Mechanic)	None	None
	91P (Artillery Mechanic)	None	None

Injury Rates and the Top Five Causes of Injury in Entry Level Training by Gender and Military Occupational Specialty

This is the third annual assessment of longitudinal studies and surveillance conducted by the U.S. Army Medical Command (MEDCOM) in support of the U.S. Army's implementation plan for gender integration. MEDCOM has a critical role during gender integration to monitor and assess key health-related indicators and outcomes for women and men. MEDCOM's Army Public Health Center (APHC) is responsible for conducting systematic medical surveillance, including surveillance of injuries. Findings from this surveillance and analyses are the foundation for developing, implementing, and evaluating interventions to reduce injuries.

This assessment provides updates on injury rates and rate comparisons between genders for the non-deployed Regular Army in CYs 2016 and 2017, and IET in FYs 2013 through 2017. The APHC's Injury Prevention Division (IPD) summarized findings from new injury surveillance of officers attending the Basic Officer Leader Course (BOLC) and enlisted soldiers in MOSs opened to women since 2012 and describes a multi-year research study to develop and optimize predictive models for injury risk factors during BCT.

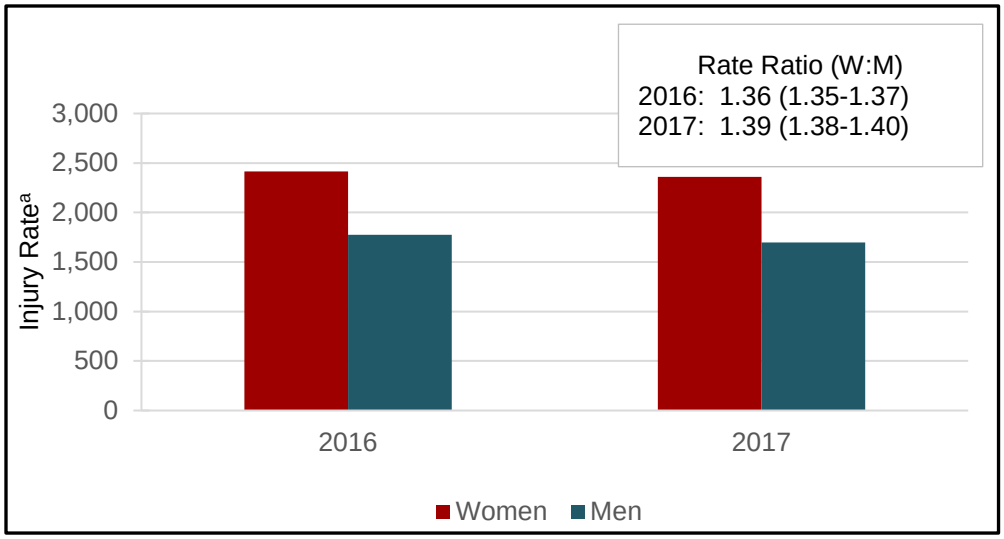
The total number of women in the recently opened MOS/AOCs across the Total Force continues to result in a small data set for each MOS/AOC. MEDCOM's analysis will continue to consolidate findings for the recently opened MOSs/AOCs until a time when the numbers for specific groups are large enough to be epidemiologically significant, thus avoiding misleading information.

The APHC's assessment summarizes five key indicators of physical readiness during training: (1) overall injury rates for the operational Regular Army, (2) injury rates by gender throughout the entry level training continuum, (3) top five causes of injury throughout IET, based on the end of training self-reported survey, (4) injury rates by gender in recently opened ground combat MOS/AOC in the operational Army, and (5) plans for future studies and longitudinal surveillance.

(1) Injury rates for the Operational Army, CYs 2016 and 2017.

Annual injury rates for both genders in the operational Army (post-IMT) are presented in figure 6 for CYs 2016 and 2017. The injury rate ratio (women:men) compares the injury rate for women (W) to the rate for men (M). The injury rate ratio (W:M) was 1.4:1 for each year during this period. This comparison is between all women and all men, without regard to MOS/AOC, rank, assignment, or duties. When MOSs and AOCs were grouped into functional categories, injury rates for enlisted women ranged from 1.4 to 1.9 times higher than rates for enlisted men in the same category. Among officers, injury rates for women were more similar to rates for men in the same AOC functional category, ranging from 1.1 to 1.2 times higher than the rate for men.

Figure 6 shows the annual injury rates (per 1,000 persons per year) for women and men in CYs 2016 and 2017. In 2017, the overall injury rates for women and men were 2,361 and 1,697 injuries per 1,000 per year, respectively. Statistically, these rates for both genders were lower than rates in 2016. Again, this may be attributable in part to the OPAT implementation.



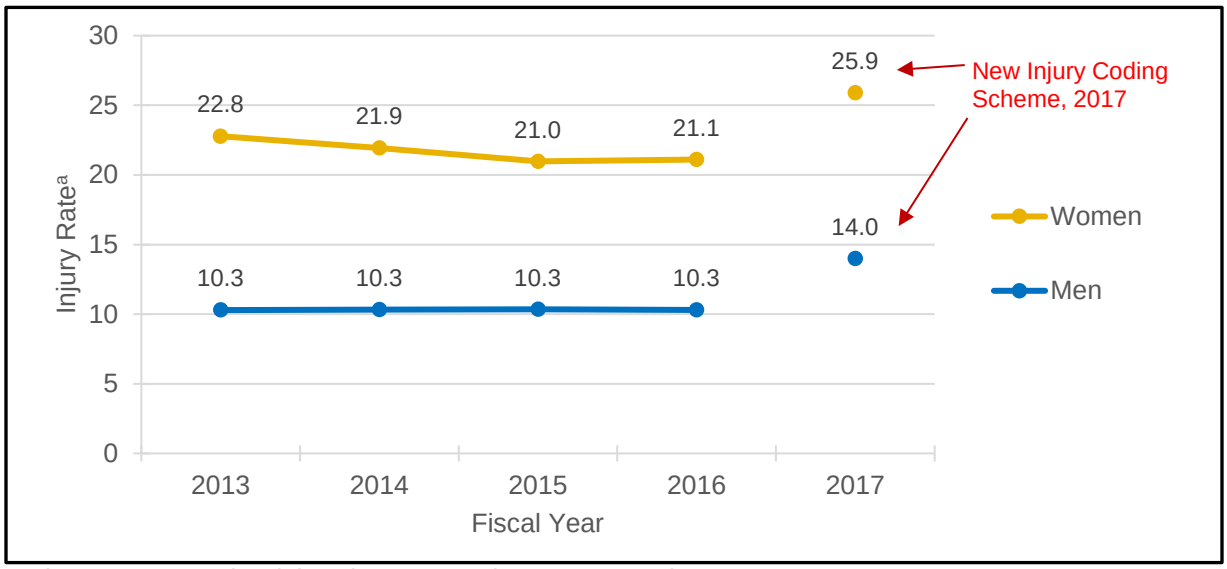
Note: [a] Rate = Number of injuries per 1,000 person-years
Source: Defense Medical Surveillance System (DMSS), prepared by APHC ;S

Figure 6. Annual Injury Rates for Women and Men in the Regular Army, Calendar Years 2016 and 2017

(2) Injury rates throughout IMT.

The musculoskeletal (MSK) injury rates and rate comparisons between genders for IMT includes BCT (see figures 7 and 8), OSUT, and AIT (figure 8). Future reports will include officer IMT. In FY 2016, the injury rate ratio (W:M) was 2.0:1 for BCT and 2.1:1 for the OSUTs that trained both genders (MOSs: 12B, 12C and 31B). For the newly opened AITs (MOSs: 13B, 13D, 13M, 13P, 13R, 91A, 91M, and 91P), the rate ratio was also 2.1:1. This is in consonance with BCT studies over the past 30 years, which have consistently reported injury rates that were twice as high for women compared to men.

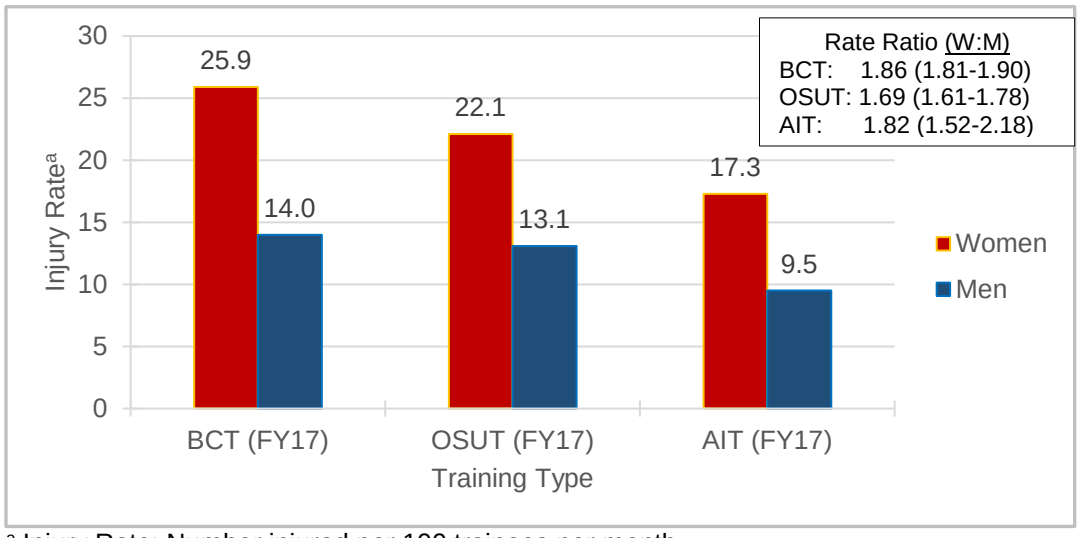
Figure 7 shows the annual BCT injury rates for both genders from FY 2013 to FY 2017. Injury rates for FY 2013 through FY 2016 were based on the previous Installation Injury Report (IIR) injury index, whereas the rates in FY 2017 are based on the new injury definition and IPD injury taxonomy, which will be used for future surveillance. With this change, direct comparison of rates between FY 2017 and previous years is not feasible. From FY 2013 to FY 2016, the injury rate for women was 2.0 to 2.2 times higher than the rate for men. In 2017, the injury rate for women was 1.9 times higher than the injury rate for men.



[a] Injury Rate: Number injured per 100 trainees per month
Source: DMSS 2018, prepared by APHC IPD

Figure 7. Basic Combat Training Annual Injury Rates, Fiscal Years 2013 to 2017

Figure 8 illustrates the overall injury rates for BCT, OSUT, and AIT by gender for FY 2017. The injury rate ratios (W:M) across BCT, OSUT, and AIT indicate that injury rates for women ranged between 1.7 and 1.9 times higher than rates for men. These IET injury rate ratios (W:M) were higher than the rate ratios (W:M) reported for Regular Army (rate ratio (W:M): 1.4).



[a] Injury Rate: Number injured per 100 trainees per month
Source: DMSS 2018, prepared by APHC IPD

Figure 8. Injury Rates for Basic Combat Training, One Station Unit Training, and Newly Opened Advanced Individual Training, Fiscal Year 2017

(3) Top five causes of MSK injuries throughout IMT, based on the end of training self-reported survey.

Although causes and activities associated with injuries are not available in medical records, such data was obtained from surveys administered during IMT. APHC IPD collaborated with the Army Research Institute (ARI) for the Behavioral and Social Sciences that administered surveys to 5,343 enlisted soldiers (women: 831; men: 4,512) at the end of their AIT and 961 officers (women: 85; men: 876) at the end of their BOLC. Among the enlisted soldiers, 46 percent of women and 20 percent of men reported being injured during IMT. Among the officers, 32 percent of women and 23 percent of men reported being injured.

The top five activities associated with MSK injuries by enlisted soldiers and officers are listed from highest to lowest in tables 5 and 6, respectively. The two leading activities for all soldiers were weight-bearing activities commonly incorporated into Army training and physical readiness training.

Table 5 presents the leading activities associated with MSK injuries for enlisted women and men during IMT. Running, followed by marching or walking with a load, were by far the most common activities reported by enlisted women (41.2% and 27.4%, respectively) and men (44.9% and 18.8%, respectively).

Table 5. Leading Activities[a] Associated with Musculoskeletal Injuries for Enlisted Women and Men in Initial Military Training (percent of injuries by activity)

	Women		**Men**	
	Activity [a]	**Percent (%)**	**Activity** [a]	**Percent (%)**
1	Running	41.2	Running	44.9
2	Marching/walking/hiking with load	27.4	Marching/walking/hiking with load	18.8
3	Physical training exercises (not running)	7.2	Physical training exercises (not running)	8.5
4	Marching/walking/hiking without load	4.6	Obstacle or confidence course	5.0
5	Obstacle or confidence course	3.5	Lifting or moving heavy objects (not weight training)	3.4

[a] Activity associated with soldier's self-reported most severe musculoskeletal injury

Table 6 presents the leading activities associated with MSK injuries for officers (men and women) during BOLC. As with trainees in OSUT and AIT, lower extremity weight-bearing activities were the leading activities associated with injury. Marching or walking with a load and running accounted for approximately 60 percent of all injuries for women and men.

Table 6. Leading Activities[a] Associated with Musculoskeletal Injuries for Officers (Women and Men) in Initial Military Training (percent of injuries by activity)

	Women		**Men**	
	Activity [a]	**Percent (%)**	**Activity** [a]	**Percent (%)**
1	Marching/walking/hiking with load	32.5	Marching/walking/hiking with load	29.5
2	Running	31.7	Running	28.5
3	Lifting or moving heavy objects (not weight training)	9.2	Physical training exercises (not running)	7.8
4	Physical training exercises (not running)	3.3	Combatives	6.1
5	Weight Training	3.3	Weight Training	5.2

[a] Activity associated with soldier's self-reported most severe musculoskeletal injury

Injury Rates and Non-deployable Rates in Newly Opened Ground Combat Military Occupational Specialties

The injury rates provided within this section of the report pertain to the operational force by Functional Category, officer and enlisted, and those occupations most impacted by gender integration.

The Army categorizes enlisted occupations into three functional categories: Operations, Operations Support, and Force Sustainment. The officer AOCs are divided into five categories: Operations, Operations Support, Force Sustainment, Army Special Operations Forces, and Health Services. Comparing injury rates for the functional categories and by gender within each category demonstrates how injury risks vary for these large functional categories. However, each category includes a broad spectrum of occupations or AOCs, and soldiers within any single occupation or AOC can have different types of duties, assignments, and injury risks.

This assessment provides MSK injury rates and rate comparisons by gender for the operational force by category, officers and enlisted soldiers (see tables 6 and 7, respectively). In 2016, the injury rate ratio (W:M) for the functional categories ranged from 1.3 to 1.5:1 for enlisted soldiers and from 1.0 to 1.3:1 for officers.

Table 7 shows the injury rates and rate ratios (W:M) for the MOS functional categories for enlisted soldiers for CYs 2016 and 2017. The number of soldier person-years for each gender and functional category is included in table 7 to provide the approximate number of soldiers in the category. The injury rates, compared between 2016 and 2017 by gender and functional category, showed small differences. Across both years and each MOS functional category, injury rates for women were significantly higher than rates for men. In 2017, injury rates for women ranged from 1.4 to 1.9 times higher than rates for men in the same category. For all enlisted soldiers, combined, the injury rate for women was 1.5 times higher in 2017 compared to the rate for men.

Table 7. Injury Rates for Enlisted Soldiers by Functional Category, Calendar Years 2016 and 2017

Enlisted MOS Functional Category[b]	Soldier Person-Years		Injury Rate[a]		Rate Ratio (W:M)
	Women (n)	Men (n)	Women	Men	Rate Ratio (95% CI)
2016					
Operations[c]	2,999	125,162	2,414	1,613	1.50 (1.46-1.53)*
Operations Support[d]	12,898	76,170	2,459	1,785	1.38 (1.36-1.39)*
Force Sustainment[e]	35,984	116,131	2,557	1,967	1.30 (1.29-1.31)*
Overall	51,881	317,463	2,525	1,784	1.42 (1.41-1.44)*
2017					
Operations[c]	3,055	120,507	2,419	1,532	1.58 (1,54-1.62)*
Operations Support[d]	12,943	74,775	2,471	1,739	1.42 (1.40-1.44)*
Force Sustainment[e]	35,928	114,257	2,515	1,883	1.85 (1.84-1.87)*
Overall	51,926	309,539	2,498	1,712	1.46 (1.45-1.47)*

Notes:
* Indicates that the Rate Ratio (W:M) is statistically significant ($p<0.05$)
[a] Injury Rate: Number of injuries per 1,000 soldiers per year
[b] MOS functional categories defined using the HRC website (HRC 2018a)
[c] Operations: 11, 13, 14, 15, 18, 19, 37, and 38
[d] Operations Support: 09, 12, 17, 25, 29, 31, 35, 46, and 74
[e] Force Sustainment: 27, 36, 42, 51, 56, 68, 79, 88, 89, 91, 92, and 94
Source: DMSS 2018, prepared by APHC IPD

Table 8 presents the injury rates and injury rate ratios (W:M) for commissioned and warrant officers, combined, by AOC functional category (CYs 2016 and 2017). The numbers of soldier person-years by gender and functional category are included in the table to provide the approximate number of soldiers in the category during the year. Injury rate ratios were not calculated for the Special Operations Forces due to the small number of women. Consistent with findings for enlisted soldiers, differences in injury rates between 2016 and 2017 by gender and functional category were relatively small.

Injury rate ratios (W:M) for the functional categories indicate that the injury rates for women were significantly higher than the rates for men. In 2017, injury rates for women ranged from 1.1 to 1.2 times higher than rates for men in the same functional category. For all officers, combined, in 2017, the women's injury rate was 1.2 times higher than the rate for men.

Table 8. Injury Rates for Officers by Functional Category, Calendar Years 2016 and 2017

Officer AOC Functional Category[b]	Soldier Person-Years		Injury Rate[a]		Rate Ratio (W:M)
	Women	Men	Women	Men	Rate Ratio (95% CI)
2016					
Army Special Operations Forces[c]	141	2,623	1,842	1,544	--[c]
Operations[d]	2,170	26,703	1,484	1,187	1.25 (1.21-1.30)*
Operations Support[e]	1,827	9,424	1,743	1,498	1.16 (1.12-1.21)*
Force Sustainment[f]	3,806	12,686	1,849	1,609	1.15 (1.12-1.18)*
Health Services[g]	6,069	9,900	1,604	1,268	1.27 (1.23-1.30)*
Overall	14,013	61,336	1,672	1,350	1.24 (1.22-2.26)*
2017					
Army Special Operations Forces[c]	143	2,506	1,803	1,641	--[c]
Operations[d]	2,308	25,720	1,460	1,222	1.19 (1.15-1.24)*
Operations Support[e]	1,774	9,066	1,663	1,452	1.15 (1.10-1.19)*
Force Sustainment[f]	3,723	12,495	1,828	1,608	1.14 (1.11-1.17)*
Health Services[g]	5,804	9,417	1,502	1,251	1.20 (1.17-1.24)*
Overall	13,752	59,204	1,607	1,361	1.18 (1.16-1.20)*

Notes:

* Indicates that the Rate Ratio (W:M) is statistically significant ($p<0.05$)

[a] Injury Rate: Number of injuries per 1,000 soldiers per year

[b] AOC functional categories defined using the HRC website (HRC 2018b)

[c] Army Special Operations Forces: 18, 37, and 38; Rate ratio was not calculated due to such small number of women

[d] Operations: 02, 11, 12, 13, 14, 15, 19, 31, and 74

[e] Operations Support: 17, 24, 25, 26, 29, 30, 34, 35, 40, 46, 47, 48, 49, 50, 52, 53, 57, 59, and 94

[f] Force Sustainment: 01, 27, 36, 42, 51, 56, 88, 89, 90, 91, and 92

[g] Health Services: 05, 60, 61, 62, 63, 64, 65, 66, 67, 68, 70, 71, 72, and 73

Table 9 references the non-deployable rates between female and male soldiers in recently opened ground combat occupations as of December 31, 2018. Occupations opened in 2012 are 6 percent female, whereas occupations that opened in 2015 are less than 2 percent female. Women register proportionally higher non-deployable rates than men across all functional categories. It is important to note that, during this same reporting period, 3.5 percent of all Regular Army males were non-deployable, versus 9.5 percent for all females.

Table 9. Regular Army Medically Non-deployable in Occupations Opened Since 2012 by Gender

		Total Medical Non-Deployable			Male			Female		
	MOS/AOC	Population	ND Medical	% ND (Medical)	Male Population	ND MEDICAL (Male)	% of Males ND (Medical)	Female Population	ND MEDICAL (Female)	% of Females ND (Medical)
Officer	11A	8,631	132	2%	8,580	130	2%	51	2	4%
	19A	4,043	79	2%	3,954	77	2%	89	2	2%
Enlisted	11B	43,321	1,673	4%	43,122	1,658	4%	199	15	8%
	11C	5,542	190	3%	5,541	189	3%	1	1	100%
	12B	8,960	324	4%	8,361	275	3%	599	49	8%
	13B	7,505	273	4%	7,251	247	3%	254	26	10%
	13F	4,862	177	4%	4,759	173	4%	103	4	4%
	13M	1,435	49	3%	1,334	34	3%	101	15	15%
	13R	1,127	35	3%	1,020	25	2%	107	10	9%
	19D	11,029	376	3%	10,939	370	3%	90	6	7%
	19K	5,371	168	3%	5,282	161	3%	89	7	8%
	91A	1,430	51	4%	1,323	38	3%	107	13	12%
	91M	1,549	48	3%	1,484	43	3%	65	5	8%
	91P	351	9	3%	321	7	2%	30	2	7%
	Total	**105,156**	**3,584**	**3%**	**103,271**	**3,427**	**3%**	**1,885**	**157**	**8%**

Lateral Move Approval Rates into Newly Opened Military Occupational Specialties

Table 10 shows the MOSs in which female soldiers have been approved for reclassification. If an MOS is not listed, no female soldiers have been approved for reclassification into the MOS. Reclassification actions are initiated if the soldier is fully qualified for the occupation. The Army trends indicate that soldiers typically reclassify out of the occupations in table 10. The 285 total approved reclassification actions in table 10 represent less than 1 percent of the active positions within those occupations.

Table 10. Regular Army Enlisted Reclassification Into Recently Opened Occupations, Calendar Year 2018

	11B	11C	12B	13B	13F	13J	13M	13R	19D	19K	91A	91M	91P	Total
Male	46	9	9	11	26	26	12	16	43	12	20	25	15	270
Female	0	0	0	0	1	5	4	0	2	0	1	1	1	15
Total	46	9	9	11	27	31	16	16	45	12	21	26	16	285

As shown in table 11, the sample size of the female population continues to be relatively small, and most female infantry and armor officers are still serving their original Active Duty Service obligation in their original specialty. Thus, statistical comparisons between male and female officers in infantry and armor are not yet possible.

Table 11. Branch Transfers Into Infantry and Armor, Fiscal Year 2017 to Fiscal Year 2018

	2017				**2018**			
	INFANTRY		ARMOR		INFANTRY		ARMOR	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
2LT/1LT	25	0	12	1	2	0	0	1
CPT	5	0	3	0	18	0	0	1
TOTAL	30	0	15	1	20	0	0	2

Reenlistment and Retention Rates in Newly Opened Ground Combat Military Occupational Specialties

The reenlistment and retention rates in recently opened ground combat military occupational specialties, by gender and military occupational specialty, are displayed in table 12. The Army rate for this period was 38 percent male and 54 percent female.

Table 12. Regular Army Approved Reenlistments, Calendar Year 2018

	11B	11C	12B	13B	13F	13J	13M	13R	19D	19K	91A	91M	91P	Total
Male	46	9	9	11	26	26	12	16	43	12	20	25	15	270
Female	0	0	0	0	1	5	4	0	2	0	1	1	1	15
Total	46	9	9	11	27	31	16	16	45	12	21	26	16	285

Comparing and contrasting reenlistment rates in these MOSs does not provide an accurate account of behavior based on simple gender differences. For instance, only 3 female soldiers (1- infantry; 2- armor) have entered their reenlistment window or have been presented an opportunity requiring reenlistment (i.e., been placed on assignment instructions requiring them to reenlist for additional service). The male reenlistment rate for each MOS reflects the rate of soldiers who are within the reenlistment window. Of note, the reenlistment window is a 2-year period and data only captures those reenlisting in one calendar year.

Table 13 reflects CY 2018 Regular Army officer continuation rates for infantry and armor officers, second lieutenant through colonel. Female armor officers continued service in the Regular Army at a rate of 100 percent (27/27) with no branch transfers or branch details.

In the infantry, 100 percent (38/38) of female officers continued in the Regular Army. The sample size of the female population continues to be relatively small; making meaningful statistical comparisons between male and female officers is premature at this time.

Table 13. Regular Army Officer Continuation Rates, Calendar Year 2018

Gender	**11A (Infantry)**	**19A (Armor)**
Male (2LT-COL)	**86.9%**	**88.3%**
Female (2LT - COL)	**100.0%**	**100.0%**

Promotion Rates in Newly Opened Ground Combat Military Occupational Specialties by Grade and Gender

Tables 16 and 17 depict the FY 2018 male and female officer promotion rates for Regular Army, Army Competitive Category (ACC) branches of infantry and armor. In 2018, 7 of 7 female armor officers were selected for promotion to captain; there were no female infantry officers considered in 2018.

Table 14. Female Officer Promotion Rates, Fiscal Year 2018

		ABOVE ZONE			PRIMARY ZONE			BELOW ZONE		
FY18 COL		Considered	Selected	% Selected	Considered	Selected	% Selected	Considered	Selected	% Selected
	AR	0	0	N/A	0	0	N/A	0	0	N/A
	IN	0	0	N/A	0	0	N/A	0	0	N/A
FY18 LTC		ABOVE ZONE			PRIMARY ZONE			BELOW ZONE		
	AR	0	0	N/A	0	0	N/A	0	0	N/A
	IN	0	0	N/A	0	0	N/A	0	0	N/A
FY18 MAJ		ABOVE ZONE			PRIMARY ZONE			BELOW ZONE		
	AR	0	0	N/A	0	0	N/A	0	0	N/A
	IN	0	0	N/A	0	0	N/A	0	0	N/A
FY18 CPT		ABOVE ZONE			PRIMARY ZONE			BELOW ZONE		
	AR	0	0	N/A	7	7	100.0%			
	IN	0	0	N/A	0	0	N/A			

Table 15. Male Officer Promotion Rates, Fiscal Year 2018

		ABOVE ZONE			PRIMARY ZONE			BELOW ZONE		
FY18 COL		Considered	Selected	% Selected	Considered	Selected	% Selected	Considered	Selected	% Selected
	AR	54	1	1.9%	42	22	52.4%	48	1	2.1%
	IN	73	3	4.1%	71	42	59.2%	59	2	3.4%
FY18 LTC		ABOVE ZONE			PRIMARY ZONE			BELOW ZONE		
	AR	19	1	5.3%	62	45	72.6%	63	3	4.8%
	IN	34	7	20.6%	96	66	68.8%	85	4	4.7%
FY18 MAJ		ABOVE ZONE			PRIMARY ZONE			BELOW ZONE		
	AR	44	21	47.7%	105	90	85.7%	139	3	2.2%
	IN	64	21	32.8%	179	144	80.4%	251	21	8.4%
FY18 CPT		ABOVE ZONE			PRIMARY ZONE			BELOW ZONE		
	AR	6	3	50.0%	321	319	99.4%			
	IN	15	12	80.0%	917	906	98.8%			

Table 16 shows the number of Regular Army promotions to staff sergeant (SSG) and sergeant (SGT) by MOS and gender during CY 2018. Unlike annual senior enlisted centralized promotion boards, SGT and SSG promotion boards are semi-centralized and occur monthly at the unit level. The numbers of females promoted to SGT and SSG will increase as females reach minimum time in service (TIS) and time in grade (TIG) requirements in 2019 and beyond.

Table 16. Staff Sergeant and Sergeant Promotions by Gender and Occupation, Calendar Year 2018

13 MOS now opened (includes merger of two MOS into one)							
CY 2018				CY 2018			
SSG promotions by gender				SGT promotions by gender			
MOS	F	M	Total	MOS	F	M	Total
11B	1	1,555	1,556	11B	1	3,649	3,650
11C		195	195	11C		368	368
12B		362	362	12B	21	643	664
13B		386	386	13B	8	575	583
13F		309	309	13F	1	320	321
13J (D/P)	1	147	148	13J (D/P)	14	278	292
13M	4	64	68	13M	16	63	79
13R	5	47	52	13R	21	101	122
19D	2	419	421	19D	1	763	764
19K		232	232	19K	2	449	451
91A		45	45	91A	15	82	97
91M	2	77	79	91M	5	90	95
91P	3	16	19	91P	3	21	24
Total	18	3,854	3,872	Total	108	7,402	7,510

Table 17 shows the current percentage of Regular Army SGTs (E5) in the zone of consideration recommended for promotion who are now in a promotable status. MOSs with no female soldiers in the eligible zone include 11C. MOSs with lower percentages of promotable women in the eligible zone include 13B, 13F, 19D, 19K, and 91M. MOSs with the same or higher percentage of promotable women in the eligible zone include 11B, 12B, 13J, 13M, 13R, 91A, and 91P.

Table 17. Percentage of Sergeants Promotable by Gender and Occupation

13 MOS now opened (includes merger of two MOS into one)							
E5 % Promotable by gender				E5 % Promotable by gender			
Primary and Secondary Zones only				Primary and Secondary Zones only			
MOS	**F**	**M**	**Total**	**MOS**	**F**	**M**	**Total**
11B	2	5333	5335	13R	8	74	82
Non-Promotable	1	3799	3800	Non-Promotable	4	56	60
Promotable	1	1534	1535	Promotable	4	18	22
% (P)	**50%**	**28.8%**	**28.8%**	**% (P)**	**50%**	**24.3%**	**26.8%**
11C	0	663	663	19D	1	1188	1189
Non-Promotable	0	460	460	Non-Promotable	1	860	861
Promotable	0	203	203	Promotable	0	328	328
% (P)	**0%**	**30.6%**	**30.6%**	**% (P)**	**0%**	**27.6%**	**27.6%**
12B	5	1010	1015	19K	3	497	500
Non-Promotable	3	694	697	Non-Promotable	3	378	381
Promotable	2	316	318	Promotable	0	119	119
% (P)	**40%**	**31.3%**	**31.3%**	**% (P)**	**0%**	**23.9%**	**23.8%**
13B	1	755	756	91A	16	167	183
Non-Promotable	1	578	579	Non-Promotable	11	125	136
Promotable	0	177	177	Promotable	5	42	47
% (P)	**0%**	**23.4%**	**23.4%**	**% (P)**	**31%**	**25.1%**	**25.7%**
13F	1	524	525	91M	5	156	161
Non-Promotable	1	428	429	Non-Promotable	5	120	125
Promotable	0	96	96	Promotable	0	36	36
% (P)	**0%**	**18.3%**	**18.3%**	**% (P)**	**0%**	**23.1%**	**22.4%**
13J (D/P)	14	430	444	91P	1	27	28
Non-Promotable	7	311	318	Non-Promotable	1	27	28
Promotable	7	119	126	Promotable	0	0	0
% (P)	**50%**	**27.7%**	**28.4%**	**% (P)**	**0%**	**0.0%**	**0.0%**
13M	11	113	124	Grand Total	68	10937	11005
Non-Promotable	8	91	99				
Promotable	3	22	25				
% (P)	**27%**	**19.5%**	**20.2%**				

*Note: Chart as of 11 DEC 18 (Due to limitations of the HRC IT systems FY data is unavailable)

Table 20 shows the current percentage of Regular Army specialists (E4) in the zone of consideration that have been recommended for promotion and who are now in a promotable status. MOSs with lower percentages of promotable female soldiers in the eligible zone include 11C, 12B, 13B, 13F, 13J, 13R, 19D, and 19K. MOSs with higher percentages of promotable female soldiers in the eligible zone include MOS 11B, 13M, 91A, 91M, and 91P.

Table 18. Percentage of Specialists Promotable by Gender and Occupation

13 MOS now opened (includes merger of two MOS into one)							
E4 % Promotable by gender				E4 % Promotable by gender			
Primary and Secondary Zones only				Primary and Secondary Zones only			
MOS	**F**	**M**	**Total**	**MOS**	**F**	**M**	**Total**
11B	8	10324	10332	13R	29	236	265
Non-Promotable	5	7802	7807	Non-Promotable	20	159	179
Promotable	3	2522	2525	Promotable	9	77	86
% (P)	**38%**	**24.4%**	**24.4%**	**% (P)**	**31%**	**32.6%**	**32.5%**
11C	1	1458	1459	19D	1	2192	2193
Non-Promotable	1	995	996	Non-Promotable	1	1659	1660
Promotable	0	463	463	Promotable	0	533	533
% (P)	**0%**	**31.8%**	**31.7%**	**% (P)**	**0%**	**24.3%**	**24.3%**
12B	117	1851	1968	19K	1	889	890
Non-Promotable	100	1431	1531	Non-Promotable	1	617	618
Promotable	17	420	437	Promotable	0	272	272
% (P)	**15%**	**22.7%**	**22.2%**	**% (P)**	**0%**	**30.6%**	**30.6%**
13B	76	1595	1671	91A	39	289	328
Non-Promotable	61	1225	1286	Non-Promotable	29	229	258
Promotable	15	370	385	Promotable	10	60	70
% (P)	**20%**	**23.2%**	**23.0%**	**% (P)**	**26%**	**20.8%**	**21.3%**
13F	8	950	958	91M	27	269	296
Non-Promotable	7	727	734	Non-Promotable	18	204	222
Promotable	1	223	224	Promotable	9	65	74
% (P)	**13%**	**23.5%**	**23.4%**	**% (P)**	**33%**	**24.2%**	**25.0%**
13J (D/P)	54	737	791	91P	5	53	58
Non-Promotable	46	506	552	Non-Promotable	4	45	49
Promotable	8	231	239	Promotable	1	8	9
% (P)	**15%**	**31.3%**	**30.2%**	**% (P)**	**20%**	**15.1%**	**15.5%**
13M	30	221	251	Grand Total	396	21064	21460
Non-Promotable	18	150	168				
Promotable	12	71	83				
% (P)	**40%**	**32.1%**	**33.1%**				

*Note: Chart as of 11 DEC 18 (Due to limitations of the HRC IT systems FY data is unavailable)

Actions Taken to Address Equipment Sizing and Supply and Facilities During Implementation

The Army remains committed to equipping all soldiers, regardless of gender and body type, with the best available clothing and equipment. The Army continues to develop, acquire, and field clothing and equipment tailored to fit the needs of male and female soldiers while reducing weight and improving fit and mobility.

Examples of female-tailored tactical clothing include the Army Combat Uniform–Female (ACU-F), the Flame Resistant Army Combat Uniform-Female (FR ACU-F), the Army Combat Shirt-Female (ACS-F), and the Flame Resistant Environmental Ensemble (FREE) Undergarments. The ACU-F provides a better fit for female and small stature male soldiers. The ACU-F coat includes placement of the bi-swing, narrowed shoulder width, repositioned elbow pads and pencil/sleeve pockets, adjusted chest, waist, and sweep ratio, and longer length in the front and back. The ACU-F trouser includes adjusted hip to waist ratio and front and back rise, repositioned knee patches and pockets (lower leg and cargo), removal of the drawstring replaced with elastic waistband, and shortened buttoned fly. The FR ACU-F is a flame resistant variant of the ACU-F authorized for issue to deploying soldiers. The ACS-F takes the lightweight, moisture wicking, and flame resistant capabilities of the ACS and enhances comfort and functionality by incorporating female-specific fit and sizing. The FREE is a comprehensive flame resistant cold-weather clothing ensemble authorized for soldiers with Aviation and Combat Vehicle Crewman Military Occupational Specialties. The FREE was designed and evaluated for male and female soldiers. Evaluations specific to female comfort resulted in more bra sizes.

Examples of female-tailored personal clothing include the Army Service Uniform (ASU), the Army Physical Fitness Uniform (APFU), sports bras, Hospital Duty Uniform, and Maternity Uniform. The ASU includes the female specific coat, overcoat, short and long sleeved shirts, skirt, slacks, neck tab, belt, service cap, and pumps. The APFU is a new layered uniform consisting of a short sleeve t-shirt, long sleeve shirt, trunks, jacket, and pants. The jacket and pants are available in female-specific sizing while not differing in outward appearance from the male variant. Sports bras are issued to deploying female soldiers. The Hospital Duty Uniform includes female-specific white slacks and tunics. The Maternity Uniform has been improved to adopt the design of the Air Force Maternity Airmen Battle Uniform (MABU) with alterations to align with the ACU. This improved uniform provides better design, form, fit, and function.

Examples of female-tailored personal protective equipment (PPE) include the Improved Outer Tactical Vest-Female (IOTV-F), as well as the Soldier Protection System (SPS) Torso and Extremity Protection (TEP), Vital Torso Protection (VTP), and Integrated Head Protection System (IHPS). The IOTV-F introduced eight new sizes for females while incorporating a darted and shortened front panel that curves around the chest for better coverage and enables female soldiers to sit without the vest riding up. The vest has narrower shoulders with more shoulder and waist adjustments and a redesigned collar to better accommodate the hair bun. The SPS TEP is the Army's next generation soft armor system that provides seven new sizes to accommodate all soldiers between the 2nd and 98th percentile range. The blast pelvic protector designed to fit both genders, provides protection, and fit with four sizes. All versions of the ballistic combat

shirt feature an enhanced range of adjustability in the upper arms of each sleeve. The female-specific sizes of ballistic combat shirt include a collar cutout, which accommodates hair buns and female-specific tailoring to include a wider sweep around the hips and shorter sleeve length. The SPS VTP is the Army's next generation hard armor system that includes six torso plate sizes from extra-small to extra-large as well as small-long. To further accommodate female and small statured male soldiers, extra-small-long and small-short sizes are being added to full rate production contracts. Two additional side plate sizes for female and small statured male soldiers were added as well. This inventory brings the total number of torso plate sizes to eight and side plate sizes to three, which enables proper fitting of the 2nd and 98th percentile range. The IHPS is the Army's next generation combat helmet that includes design improvements to better accommodate hair buns.

Examples of female-tailored individual equipment include the Modular Lightweight Load Carrying Equipment (MOLLE) and the Female Urinary Diversion Device (FUDD). The MOLLE enables soldiers to tailor individual loads to meet mission needs. Female soldiers participated in design and evaluation of the original MOLLE design as well as further improvements. MOLLE systems were designed to fit all body types between the 5th through 95th percentile soldier population and are specifically fit to each soldier with an adjustable suspension. Deploying female soldiers receive the FUDD to dispose of urinal waste while standing or leaning back in a tactical environment.

The Army has also addressed female equipment for its clothing bag equipment, to include its new Army Green Service Uniform. The Army held a female uniform board for this uniform to ensure it addressed female needs for its first all-female uniform.

The Army has many methods to ensure clothing and equipment are tailored and optimized to fit the needs of both male and female soldiers. During design and development, the Army leverages a comprehensive anthropometric survey as well as fit studies to inform size tariffs and demographics to provide appropriate fit and sizing. The Army also conducts regular Human Factors and User Evaluations using male and female soldiers to evaluate clothing and equipment while performing operationally relevant tasks and missions. Evaluations are conducted across the system life cycle: design development, prototyping, production, product improvements, and sustainment. Participant demographics are representative of the total Army population with about 15 percent female soldiers (when evaluating female specific items, 100 percent of the participants are female). Additionally, post combat surveys of returning deployed soldiers and other similar feedback mechanisms provide valuable feedback and areas for improvement resulting from use in operational mission conditions.

In summary, thousands of data points inform Army decisions on whether clothing and equipment are meeting the needs of all soldiers. The Army continuously uses these deliberate decision-making processes to identify capability gaps and to validate PPE and Organizational Clothing and Individual Equipment (OCIE) solutions that address those capability gaps. The Army remains committed to equipping all soldiers with the best available PPE and OCIE.

Annex A. HPDT Performance by MOS and Gender

Table 1. Infantry Military Occupational Specialties

Gender Neutral Standards (High Physical Demand Tasks)										
MOS	Task	Male			Female			Overall		
		Pass	Fail	Fail Rate	Pass	Fail	Fail Rate	Pass	Fail	Fail Rate
11A	Move Over 2 Meter Wall	678	0	0%	15	0	0%	693	0	0%
	Move Under Direct Fire	678	0	0%	15	0	0%	693	0	0%
	Employ Hand Grenade	678	0	0%	15	0	0%	693	0	0%
	Drag Casualty to Safety	678	0	0%	15	0	0%	693	0	0%
	Remove Casualty Vehicle	678	0	0%	15	0	0%	693	0	0%
	Prep Fighting Position	678	0	0%	15	0	0%	693	0	0%
	12 Mile Foot March	678	0	0%	15	0	0%	693	0	0%
11B	Move Over 2 Meter Wall	6345	0	0%	65	0	0%	6410	0	0%
	Move Under Direct Fire	6345	0	0%	65	0	0%	6410	0	0%
	Employ Hand Grenade	6345	0	0%	65	0	0%	6410	0	0%
	Drag Casualty to Safety	6345	0	0%	65	0	0%	6410	0	0%
	Remove Casualty Vehicle	6345	0	0%	65	0	0%	6410	0	0%
	Prep Fighting Position	6345	0	0%	65	0	0%	6410	0	0%
	12 Mile Foot March	6345	0	0%	65	0	0%	6410	0	0%
11C	Move Over 2 Meter Wall	796	0	0%	NA	NA	NA	796	0	0%
	Move Under Direct Fire	796	0	0%	NA	NA	NA	796	0	0%
	Employ Hand Grenade	796	0	0%	NA	NA	NA	796	0	0%
	Drag Casualty to Safety	796	0	0%	NA	NA	NA	796	0	0%
	Remove Casualty Vehicle	796	0	0%	NA	NA	NA	796	0	0%
	Prep Fighting Position	796	0	0%	NA	NA	NA	796	0	0%
	12 Mile Foot March	796	0	0%	NA	NA	NA	796	0	0%

Table 2. Combat Engineer Military Occupational Specialties

MOS	Task	Male			Female			Overall		
		Pass	Fail	Fail Rate	Pass	Fail	Fail Rate	Pass	Fail	Fail Rate
12B	12 Mile Foot March	2526	0	0%	319	0	0%	2845	0	0%
	Employ Hand Grenades	2714	0	0%	361	0	0%	3075	0	0%
	Carry & Emplace Cratering	2685	1	0%	344	6	2%	3029	7	0%
	Drag Casualty to Safety	2686	0	0%	350	0	0%	3036	0	0%
	Remove Casualty Vehicle	2686	0	0%	350	0	0%	3036	0	0%
	Carry & Emplace Sandbags	2686	0	0%	350	0	0%	3036	0	0%
	Lift & Carry Rocking Roller	2686	0	0%	350	0	0%	3036	0	0%

Table 3. Field Artillery Military Occupational Specialties

MOS	Task	Male			Female			Overall		
		Pass	Fail	Fail Rate	Pass	Fail	Fail Rate	Pass	Fail	Fail Rate
13B	Employ Hand Grenade	2147	0	0%	120	0	0%	2267	0	0%
	Drag Casualty to Safety	2147	0	0%	120	0	0%	2267	0	0%
	Prep Fighting Position	2147	0	0%	120	0	0%	2267	0	0%
	155mm Ammo Transfer	2137	10	0%	109	11	9%	2246	21	1%
	Emplace Lift Arm	2147	0	0%	120	0	0%	2267	0	0%
	Recover Spade Trail	2147	0	0%	120	0	0%	2267	0	0%
13F	Employ Hand Grenade	1011	0	0%	72	0	0%	1083	0	0%
	Drag Casualty to Safety	1011	0	0%	72	0	0%	1083	0	0%
	Remove Casualty Vehicle	1011	0	0%	72	0	0%	1083	0	0%
	Bradley Barrel Change	1011	0	0%	72	0	0%	1083	0	0%
	Bradley Feeder	1011	0	0%	72	0	0%	1083	0	0%
	25mm Ammo Carry	1011	0	0%	72	0	0%	1083	0	0%
	Establish Observation Post	1011	0	0%	72	0	0%	1083	0	0%
	Lift Fire Support Sensors (FS3)	1011	0	0%	72	0	0%	1083	0	0%
	Prep Fighting Position	1011	0	0%	72	0	0%	1083	0	0%
	12 Mile Foot March	1011	0	0%	71	1	1%	1082	1	0%
13J	Raise/Lower Antenna	709	0	0%	85	0	0%	794	0	0%
13M	Remove/Carry/Load UPNU	415	0	0%	36	0	0%	451	0	0%
13R	Move Transportation Cases	259	0	0%	24	0	0%	283	0	0%

Table 4. Armor Military Occupational Specialties

MOS	Task	Male			Female			Overall		
		Pass	Fail	Fail Rate	Pass	Fail	Fail Rate	Pass	Fail	Fail Rate
19A	Employ Hand Grenade	252	0	0%	22	1	4%	274	1	0%
	Drag Casualty to Safety	252	0	0%	22	0	0%	274	0	0%
	Remove Casualty Vehicle	252	0	0%	22	0	0%	274	0	0%
	Lift/Move the 25mm Feeder	252	0	0%	22	0	0%	274	0	0%
	Stow Ammo Abrams Tank	252	0	0%	22	0	0%	274	0	0%
	Load 120mm Main Gun	252	0	0%	22	0	0%	274	0	0%
	12 Mile Foot March	252	0	0%	22	0	0%	274	0	0%
19D	Employ Hand Grenade	1592	61	4%	31	3	9%	1623	64	4%
	Drag Casualty to Safety	1592	1	0%	31	2	6%	1623	3	0%
	Remove Casualty Vehicle	1592	1	0%	31	0	0%	1623	1	0%
	Lift/Move the 25mm Feeder	1592	10	1%	31	0	0%	1623	10	1%
	Load a TOW	1592	0	0%	31	0	0%	1623	0	0%
	Hasty Fighting Position	1592	0	0%	31	0	0%	1623	0	0%
	12 Mile Foot March	1592	0	0%	31	0	0%	1623	0	0%
19K	Employ Hand Grenade	619	0	0%	16	1	6%	635	1	0%
	Drag Casualty to Safety	619	0	0%	16	0	0%	635	0	0%
	Remove Casualty Vehicle	619	0	0%	16	0	0%	635	0	0%
	Transport Sandbags	619	0	0%	16	0	0%	635	0	0%
	Stow Ammo Abrams Tank	619	0	0%	16	0	0%	635	0	0%
	Load 120mm Main Gun	619	0	0%	16	0	0%	635	0	0%
	12 Mile Foot March	619	0	0%	16	0	0%	635	0	0%

Table 5. Ordnance Military Occupational Specialties

MOS	Task	Male			Female			Overall		
		Pass	Fail	Fail Rate	Pass	Fail	Fail Rate	Pass	Fail	Fail Rate
91A	Pushes/Pulls GM Tool Kit 25FT Individually	333	0	0%	22	0	0%	355	0	0%
	Lift/Lower 100LBS 4FT & Carry 25FT (team of 2)	333	0	0%	22	0	0%	355	0	0%
91M	Pushes/Pulls GM Tool Kit 25FT Individually	375	0	0%	14	0	0%	389	0	0%
	Lift/Lower 100LBS 4FT & Carry 25FT (team of 2)	375	0	0%	14	0	0%	389	0	0%
91P	Pushes/Pulls GM Tool Kit 25FT Individually	71	0	0%	6	0	0%	77	0	0%
	Lift/Lower 100LBS 4FT & Carry 25FT (team of 2)	71	0	0%	6	0	0%	77	0	0%

Notes: HPDT differences accounted for by some "In-Course" Trainees had not yet tested HPDTs prior to 31OCT18; some "graduated" Trainees tested HPDTs prior to 01JAN18.

Annex B. Attrition Rates and Top Three Causes of Attrition in Entry Level Training by Gender and Military Occupational Specialty

Table 1. Infantry Attrition

Attrition															
MOS	Attrition Rate (Non-Grad/Starts)			Starts			In Course			Grads			Non-Grads		
	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F
11A	1%	1%	3%	1271	1239	32	569	553	16	693	678	15	9	8	1
11B	8%	7%	32%	12685	12492	193	5313	5247	66	6410	6345	65	962	900	62
11C	13%	13%	0%	1411	1411	0	435	435	0	796	796	0	180	180	0

Top 3 Attrition Reasons		
11A	Male	2x Medical Drop, 2x Officer Misconduct, 2x Unsatisfactory Performance (Academic Failure)
	Female	APFT Failure & Medical Drop*
11B	Male	497x Entry Level Separation, 380x Existed Prior to Service, 14x Unsatisfactory Performance (Academic
	Female	36x Existed Prior to Service, 26x Entry Level Separation
11C	Male	129x Entry Level Separation, 51x Existed Prior to Service
	Female	NA

Notes: **Multiple causes/reasons for attrition of same officer; **Some Trainees who attrited under broad categories "ELS" or "Unsatisfactory Performance" ultimately reclassified.*

Table 2. Engineer Attrition

Attrition															
MOS	Attrition Rate (Non-Grad/Starts)			Starts			In Course			Grads			Non-Grads		
	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F
12B	11%	9%	23%	3553	3078	475	326	278	48	2839	2522	317	388	278	110

Top 3 Attrition Reasons		
12B	Male	124x Existed Prior to Service; 25x Entry Level Separation (Lack of Motivation); 22x Medical
	Female	68x Existed Prior to Service; 8x Defective Enlistment; 6x Entry Level Separation (Failure to Adapt)

Table 3. Field Artillery Attrition

Attrition															
MOS	Attrition Rate (Non-Grad/Starts)			Starts			In Course			Grads			Non-Grads		
	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F
13B	2%	1%	7%	2267	2147	120	0	0	0	2229	2117	112	38	30	8
13F	3%	3%	4%	1083	1011	72	0	0	0	1050	981	69	33	30	3
13J	3%	3%	5%	794	709	85	0	0	0	771	690	81	23	19	4
13M	2%	1%	8%	451	414	37	0	0	0	442	408	34	9	6	3
13R	3%	2%	8%	283	259	24	0	0	0	275	253	22	8	6	2

Top 3 Attrition Reasons		
13B	Male	8x APFT Failure, 8x Entry Level Separation (Failure to Adapt), 6x Unsatisfactory Performance
	Female	4x Entry Level Separation (Failure to Adapt), 2x Unsatisfactory Performance, 2x Reclassification
13F	Male	9x Unsatisfactory Performance (Academic Failure), 7x Entry Level Separation (Failure to Adapt), 7x
	Female	1x Entry Level Separation (Failure to Adapt), 1x Unsatisfactory Performance, 1x Misconduct
13J	Male	6x Unsatisfactory Performance, 4x Entry Level Separation (Failure to Adapt), 3x Academic Failure
	Female	2x Unsatisfactory Performance, 1x Entry Level Separation (Failure to Adapt), 1x APFT Failure
13M	Male	4x Entry Level Separation (Failure to Adapt), 1x APFT Failure, 1x Misconduct
	Female	2x Entry Level Separation (Failure to Adapt), 1x Misconduct
13R	Male	2x Entry Level Separation (Failure to Adapt), 1x Academic Failure, 1x Security Clearance
	Female	1x Entry Level Separation (Failure to Adapt), 1x Unsatisfactory Performance

Table 4. Armor Attrition

Attrition															
MOS	Attrition Rate (Non-Grad/Starts)			Starts			In Course			Grads			Non-Grads		
	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F
19A	1%	0%	5%	501	460	41	224	207	17	274	252	22	3	1	2
19D	10%	10%	23%	2333	2246	87	466	430	36	1623	1592	31	244	224	20
19K	8%	7%	28%	997	936	61	282	254	28	635	619	16	80	63	17

Top 3 Attrition Reasons		
19A	Male	1x APFT, Body Composition, & Academic Failure*
	Female	2x Medical Drop
	Notes:	*Multiple causes/reasons for attrition of same officer.*
19D	Male	141x Existed Prior to Service, 66x Entry Level Separation, 9x Medical
	Female	17x Existed Prior to Service, 2x Entry Level Separation, 1x Dropped From Rolls
19K	Male	11x Entry Level Separation, 52x Existed Prior to Service
	Female	2x Entry Level Separation, 14x Existed Prior to Service, 1x Medical

Table 5. Ordnance Attrition

Attrition															
MOS	Attrition Rate (Non-Grad/Starts)			Starts			In Course			Grads			Non-Grads		
	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F
91A	4%	4%	4%	371	346	25	98	94	4	258	238	20	15	14	1
91M	1%	1%	7%	425	411	14	83	79	4	336	327	9	6	4	1
91P	0%	0%	0%	90	82	8	9	8	1	81	74	7	0	0	0

Top 3 Attrition Reasons		
91A	Male	6x Existed Prior to Service; 2x Entry Level Separation; 2x Medical
	Female	1x Medical
91M	Male	2x Existed Prior to Service; 2x Unsatisfactory Performance
	Female	1x Misconduct
91P	Male	N/A
	Female	N/A

Annex C. Army National Guard Attrition Rates and Reasons

Table 1. ARNG Initial Entry Training Attrition Data

FY 2018 ARNG IET Attrition Rates & Top 3 Loss Reason Description By MOS						
MOS	**Gender**	**Success**	**Loss**	**Total**	**IET Attrition Rate**	**Top 3 Loss Reason Descriptions**
11A	M	286	61	225	21.30%	Enlisted or appointed in any regular component, Failure to meet military education requirements, Resignation from ARNG or Unqualified
	F	9	0	9	0%	N/A
11B	M	4401	860	3541	19.50%	Pre-IADT Discharge Program, Trainee Discharge Program Release from IADT, Medically Unfit at Time of Appointment
	F	13	19	-6	146%	Medical/Physical/Mental Retention, Temporary Disability
11C	M	405	81	324	20%	Trainee Discharge Program Release from IADT, Pre-IADT Discharge Program, Medically Unfit at Time of Appointment
	F	0	0	0	N/A	N/A
12B	M	1200	220	980	18.30%	Trainee Discharge Program Release from IADT, Pre-IADT Discharge Program, Medical, Physical or Mental Condition Retention
	F	105	22	83	20.90%	Enlisted or Appointed in any Regular Component, Gained to ARNG of another state or USAR, Hardship or Religious Reasons
13B	M	1037	147	890	14.20%	Trainee Discharge Program Release from IADT, Pre-IADT Discharge Program, Medically Unfit at Time of Appointment
	F	42	7	35	16.60%	Pre-IADT Discharge, Commuting Distance, Gained to ARNG of another state or USAR
13D	M	12	12	0	100%	Pre-IADT Discharge Program, Trainee Discharge Program Release from IADT, Medically Unfit at Time of Appointment
	F	29	0	29	0%	N/A
13F	M	357	43	314	12.00%	Pre-IADT Discharge Program, Trainee Discharge Program Release from IADT, Medical, Physical or Mental Condition Retention
	F	4	5	-1	125%	Gained to ARNG of Another State or USAR, Other (not annotated)
13M	M	104	15	89	14.40%	Medically Unfit at Time of Appointment, Pre-IADT Discharge Program, Trainee Discharge Program Release from IADT
	F	16	7	9	43.70%	Enlisted or Appointed in Any Regular Component, Medical/Physical/Mental Retention, Hardship or Religious Reasons
13P	M	2	2	0	100%	Medically Unfit at Time of Appointment, Pre-IADT Discharge Program, Separation, Administrative
	F	12	0	12	0.00%	N/A
13R	M	27	8	19	29.60%	Pre-IADT Discharge Program
	F	9	5	4	55.60%	Hardship or Religious Reasons, Gained to ARNG of Another State or USAR, Enlisted or Appointed in any Reserve Component
19A	M	98	20	78	20.40%	Failure to meet military education requirements, Medical/Physical/Mental retention, Failure to be selected for promotion to 1LT
	F	11	1	10	9%	No loss reason identified
19D	M	745	120	625	16.10%	Trainee Discharge Program Release from IADT, Pre-IADT Discharge Program, Medically Unfit at Time of Appointment
	F	0	0	0	N/A	N/A
19K	M	163	39	124	23.90%	Trainee Discharge Program Release from IADT, Medically Unfit at Time of Appointment, Pre-IADT Discharge Program
	F	0	0	0	N/A	N/A
91A	M	14	11	9	35.70%	Trainee Discharge Program Release from IADT, Pre-IADT Discharge Program
	F	8	2	6	25%	Other (not annotated)
91M	M	25	5	20	20%	Trainee Discharge Program Release from IADT, Pre-IADT Discharge Program, Medically Unfit at Time of Appointment
	F	2	0	2	0%	N/A
91P	M	10	2	8	20%	Trainee Discharge Program Release from IADT, Separation, Administrative
	F	5	2	3	40%	Expiration Term of Service, Gained to Another State or USAR