



DACOWITS RFI #7

Army Training and Doctrine Command

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ADCS G-3/5/7



Manning Guidance for Initial Entry Training



Basic Combat Training (BCT)/One Station Unit Training (OSUT) Drill Sergeants:

- 1x female DS per platoon.
- 4x female DS per training company.

Advanced Individual Training (AIT) Drill Sergeants:

- 2x female DS per training company.

Instructors:

- The Army does not have manning guidance for female instructor ratios.
- HRC fills TRADOC requirements based on qualified available NCO population.



Drill Sergeant Fills



BCT/OSUT Drill Sergeants:

- **~92%** average fill of authorized DS in BCT/OSUT (2071 of 2258); this is across all components and all training bases.
 - Project ~103% fill of DS in BCT by 31 JAN 19 (2381 of 2303 authorized).
- **~85%** fill of authorized female DS in BCT/OSUT (504 of 596); this is across all components and all training bases.
 - Project ~94% fill of female DS in BCT by 31 JAN 19 (554 of 590 authorized).

AIT Drill Sergeants:

- **~86%** average fill of authorized DS in AIT (610 of 706); this is across all components and all training bases.
 - Project ~96% fill of DS in AIT by 31 JAN 19 (701 of 729 authorized).
- **~90%** fill of authorized female DS in AIT (154 of 171); this is across all components and all training bases.
 - Project ~99% fill of female DS in AIT by 31 JAN 19 (173 of 175 authorized).

As of 01 OCT 18



Instructor / Trainer Demographics FY18



Reserve Officer Training Corps (ROTC):

- Female Instructors / Trainers: **~9%** (176 of 1,514)
- Female Cadet Population: **~22%** (7,326 of 32,305)

The United States Military Academy at West Point (USMA):

- Female Instructors / Trainers: **~15.5%** (79 of 511)
- Female Cadet Population: **~23%** (1,047 of 3,568)

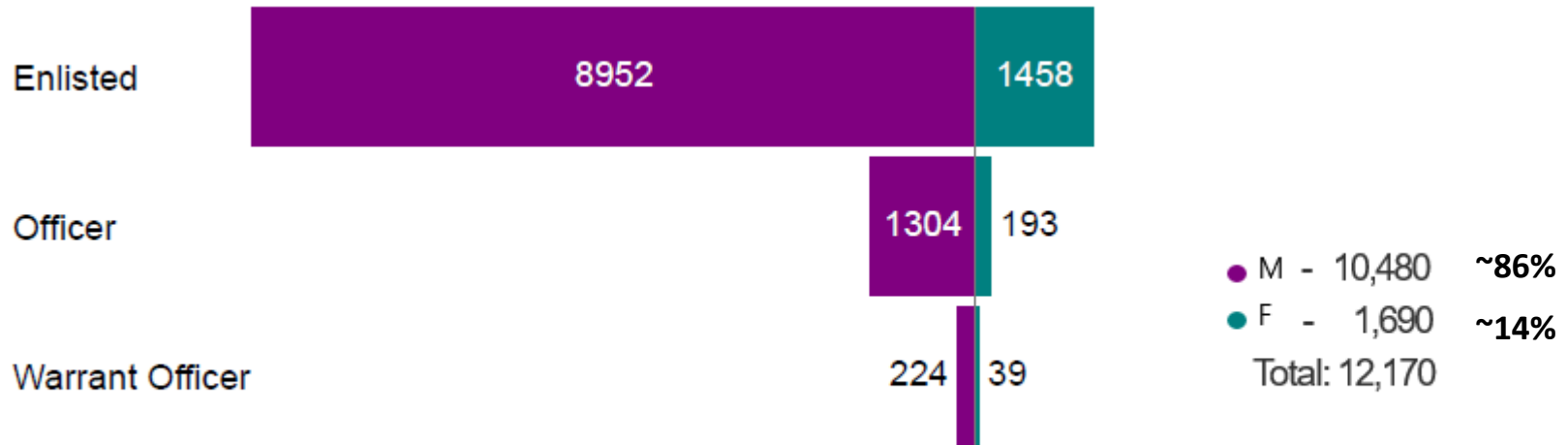
Officer Candidate School (OCS):

- Female Instructors / Trainers: **~9%** (4 of 43)
 - 1x female cadre in each company
- Female Candidates Trained: **~20%** (307 of 1543)

As of 01 DEC 18



TRADOC Personnel Certified as Instructors



- Graphic depicts the number of TRADOC personnel with an instructor skill identifies; including U.S. Army Recruiting Command and U.S. Army Cadet Command.
- % of female instructors near proportional to women in the service.

As of 30 OCT 18



Career Tracking Mechanisms



Drill Sergeants:

- DS are awarded Special Qualifications Identifier (SQI) of “X” upon graduation from Drill Sergeant Academy and maintain throughout DS tour (~24 months).
- SQI “X” remains in the NCO Enlisted Record Brief.
- This SQI can be queried through Army human resources systems.

Instructors:

- Enlisted and Warrant Officers are awarded SQI of “8” upon completion of Instructor Certification Program/Course.
- Officers are awarded additional skill identifier (ASI) “5K”.
- Both SQIs/ASIs remain in the NCO/officer Record Briefs and can be queried through Army human resources systems.



Female Trainers & Specialty Instructors



- TRADOC and the Army have normalized gender integration in the training base.
- Women have served as trainers and specialty instructors since the beginning of gender integrated career fields.
- The Army wants every Trainee to experience a gender integrated training environment.
 - Currently qualified female DS/instructors in every career field except infantry and armor.
 - For infantry/armor career fields TRADOC assigns and trains female drill sergeants and AIT platoon sergeants of other occupations to serve in newly integrated OSUTs/AITs; this ensures presence of integrated cadre and leadership.
- It will take time for natural growth and development of female Soldiers in previously closed occupations to meet selection criteria for trainers/specialty instructors.
- Because trainers and specialty instructors are positions of significant trust and authority (POSTA), only the few fully qualified women and men are assigned.