



# ***US Special Operations Command***

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## **USSOCOM IMPLEMENTATION PLAN PROGRESS**

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The overall classification of this briefing is:

**UNCLASSIFIED**



# USSOCOM Implementation Plan

## Phase I- Preparation

## Phase II- Training

## Phase III- Operational Assignment

LOE 1: ACCESSION – Work closely with the Services to recruit best qualified candidates.

LOE 2: TALENT MANAGEMENT – Work closely with Service assignment and personnel systems to assign SOF personnel for operational requirements and individual success. Frequent, long-term monitoring and review required.

LOE 3: COMMUNICATE – SOF Leaders brief implementation plans to training staff and operational force. Components establish Public Affairs postures and plans in cooperation with parent Service and USSOCOM.

LOE 4: ASSESSMENT – Components coordinate with Service research organizations to collect, organize, and report data needed for Longitudinal Implementation Plan Assessment. Identify effective practices, areas of concerns, and potential adjustments.

- **Transparent Standards**
- **Physical Demands**
- **Physiological Differences**
- **Population Size**

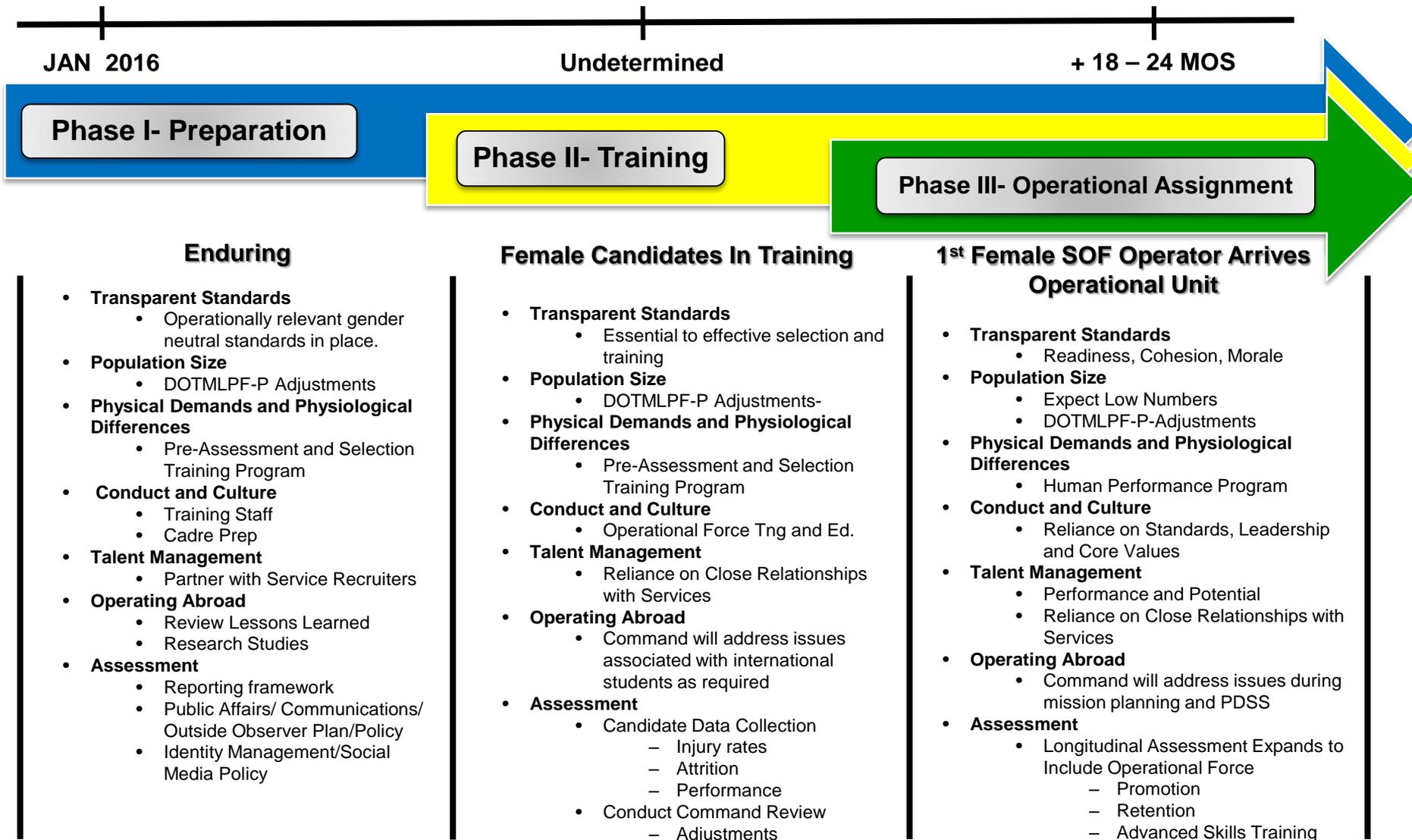
- **Talent Management**
- **Population Size**

- **Operating Abroad**
- **Population Size**
- **Conduct and Culture**

- **Assessment and Adjustment**



# USSOCOM Implementation Plan





# USSOCOM Implementation

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- **Limitations: None encountered**
- **Graduations/Completions**
  - **Dec 2016- Military Intelligence 1LT completed RASP II, selected to join the Regiment, arrived Mar 2017**
  - **Mar 2017- 1LT attended SFAS course, was not selected to attend SFQC**
- **No accession/completion- BUD/S, SWCC, RASP I, CCT, SOWT, SFQC, ITC, STO**



# SOF Training Attrition

## US Army Special Operations Command

CY	RASP 1							
	Male				Female			
	Entered	Grad	Dropped	Attrition	Entered	Grad	Dropped	Attrition
2009	1631	605	1026	63%				
2010	942	587	355	38%				
2011	1219	682	537	44%				
2012	1331	465	866	65%				
2013	1345	508	837	62%				
2014	1432	567	865	60%				
2015	1343	589	754	56%				
2016	1434	812	622	43%	N/A	N/A	N/A	N/A
2017	747	481	266	35%	N/A	N/A	N/A	N/A
Total	11424	5296	6128	53				

CY	RASP 2							
	Male				Female			
	Entered	Grad	Dropped	Attrition	Entered	Grad	Dropped	Attrition
2009	170	30	140	82%				
2010	190	36	154	81%				
2011	222	53	169	76%				
2012	224	60	164	73%				
2013	222	63	159	72%				
2014	253	64	189	75%				
2015	237	67	170	72%				
2016	272	88	184	68%	4	1	3	75%
2017	153	39	114	75%	0	0	0	0%
Total	1943	500	1443	74%	4	1	3	75%



# SOF Training Attrition

## US Army Special Operations Command

CY	SFAS											
	Male Enlisted				Male Officer				Female			
	Entered	Grad	Dropped	Attrition	Entered	Grad	Dropped	Attrition	Entered	Grad	Dropped	Attrition
2012	2456	1052	1404	57%	338	209	129	38%				
2013	2614	1097	1517	58%	279	146	133	48%				
2014	2606	1031	1575	60%	296	133	163	55%				
2015	2146	697	1449	68%	299	137	162	54%				
2016	1799	448	1351	75%	295	128	167	53%	1	0	1	100%
2017	1327	330	997	75%	231	104	127	55%	2	0	2	100%
Total	12948	4655	8293	64%	1738	857	881	51%	3	0	3	100%

CY	SFQC											
	Male Enlisted				Male Officer				Female			
	Entered	Grad	Dropped	Attrition	Entered	Grad	Dropped	Attrition	Entered	Dropped	Grad	Attrition
2012	974	584	390	40%	246	185	61	25%				
2013	735	603	132	23%	227	171	56	25%				
2014	866	574	292	33%	219	159	60	27%				
2015	849	561	288	33%	142	118	24	17%				
2016	848	426	422	50%	146	100	46	32%	N/A	N/A	N/A	N/A
2017	278	214	64	23%	106	65	41	39%	N/A	N/A	N/A	N/A
Total	4550	2962	1588	35%	1086	798	288	27%				



# SOF Training Attrition

## Naval Special Warfare Command

SEAL Qualification				
Male				
FY	Entered	Grad	Dropped	Attrition %
2007	1279	257	1022	79%
2008	879	177	702	80%
2009	947	264	683	72%
2010	1141	437	704	62%
2011	1192	427	765	64%
2012	887	294	593	67%
2013	764	171	593	78%
2014	763	197	566	74%
2015	778	197	581	75%
2016	958	187	771	80%
2017	329	64	265	81%
Total	9917	2672	7245	73%

SWCC Qualification				
Male				
FY	Entered	Grad	Dropped	Attrition %
2007	285	124	161	56%
2008	251	105	146	58%
2009	221	83	138	62%
2010	270	67	203	75%
2011	269	73	196	73%
2012	218	83	135	62%
2013	164	74	135	82%
2014	152	68	84	55%
2015	149	70	79	53%
2016	154	57	97	63%
2017	60	15	45	75%
Total	2193	819	1419	65%



# SOF Training Attrition

## Marine Corps Forces Special Operations Command

**MARSOC A&S Attrition Rate**

FY	Female				Male			
	Entered	Grad	Dropped	Attrition%	Entered	Grad	Dropped	Attrition%
2007					76	27	49	64%
2008					59	32	27	46%
2009					379	178	201	53%
2010					225	129	96	43%
2011					320	207	113	35%
2012					445	281	164	37%
2013					223	108	115	52%
2014					265	128	137	52%
2015					329	184	145	44%
2016	2	0	2	100%	369	178	191	52%
Total	2	0	2	100%	2690	1452	1238	46%

**ITC Attrition Rate**

FY	Entered	Grad	Dropped	Attrition %
2009	111	90	21	19%
2010	96	73	23	24%
2011	189	130	59	31%
2012	154	105	45	29%
2013	165	96	69	42%
2014	153	111	42	27%
2015	142	104	38	27%
2016	172	142	30	17%
Total	1182	851	327	28%



# SOF Training Attrition

## Air Force Special Operations Command

Special Tactics Officer Assessment and Selection								
FY	Female				Male			
	Entered	Grad	Dropped	Attrition %	Entered	Grad	Dropped	Attrition %
2007					34	7	27	79%
2008					35	10	25	71%
2009					35	12	23	66%
2010					45	7	38	84%
2011					30	5	25	83%
2012					56	16	40	71%
2013					77	15	62	81%
2014					65	15	50	77%
2015					76	14	62	82%
2016	0	0	0		76	12	64	84%
2017	3	0	3	100%	64	13	51	80%
Total	3	0	3	100%	593	126	467	79%

Special Tactics Officer Qualification Course				
FY	Male			
	Entered	Grad	Dropped	Attrition %
2007	7	7	0	0%
2008	2	2	0	0%
2008	2	0	0	0%
2009	7	6	1	14%
2010	8	7	1	12%
2011	12	11	1	8%
2012	7	4	1	14%
2013	11	10	1	9%
2014	13	8	5	38%
2015	14	11	3	21%
2016	6	5	1	16%
2016	7	4	3	43%
2017	7	6	1	14%
Total	103	81	18	17%



# SOF Training Attrition

## Air Force Special Operations Command

CCT Selection Course				
Male				
FY	Entered	Grad	Dropped	Attrition %
2007	214	111	103	49%
2008	242	121	121	50%
2009	337	185	152	45%
2010	407	253	154	38%
2011	341	177	164	48%
2012	324	112	212	65%
2013	369	220	149	40%
2014	371	201	170	46%
2015	306	133	173	57%
2016	280	120	160	57%
2017	134	43	91	68%
<b>Total</b>	<b>2,532</b>	<b>1,259</b>	<b>1,273</b>	<b>50%</b>

CCT Qualification Course				
Male				
FY	Entered	Grad	Dropped	Attrition %
2007	45	30	19	42%
2008	51	36	12	23%
2009	79	58	8	10%
2010	122	99	26	21%
2011	121	101	16	13%
2012	77	79	8	10%
2013	85	68	10	12%
2014	113	91	28	25%
2015	102	66	40	39%
2016	106	32	71	67%
2017	37	16	16	43%
<b>Total</b>	<b>938</b>	<b>676</b>	<b>254</b>	<b>27%</b>



# SOF Training Attrition

## Air Force Special Operations Command

Special Operations Weather Selection				
Male				
FY	Entered	Grad	Dropped	Attrition %
2009	4	2	2	50%
2010	49	22	27	55%
2011	50	24	26	52%
2012	124	52	72	58%
2013	77	50	27	35%
2014	37	22	15	41%
2015	48	15	32	67%
2016	41	20	21	51%
2017	35	6	29	82%
Total	465	213	251	54%

Special Ops Weather Qualification Course				
Male				
FY	Entered	Grad	Dropped	Attrition %
2011	5	4	1	20%
2012	22	13	2	9%
2013	24	18	8	33%
2014	27	20	8	30%
2015	21	10	15	71%
2016	13	3	8	62%
2017	9	2	6	67%
Total	121	70	48	40%