



Criterion-Based Training and Occupation Standards

*Integrating Women into Previously
Closed Occupations*

***US Army Briefing to DACOWITS
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Key Findings: Soldier 2020 Studies



Physical Demands Study

- Validated physical performance criteria for Combat Arms MOSs
- Developed criterion-based physical screening test

Injury Rates and Attrition Studies

- Low fitness levels are associated with higher injury rates
- Women tend to arrive at training with lower fitness levels
- Iron deficiencies unique to women adversely impact their performance

Gender Integration Study

Maintaining operationally-grounded physical standards for all Soldiers regardless of gender is the most important factor for gender integration success

Army studies identified methods for reducing injuries, lowering attrition and improving Soldier performance



Physical Fitness Standards vs Gender Neutral (Physical) Occupational Standards



Physical Fitness (Normed) Standards

- General fitness
- **Age and Gender Normed:** Fitness (and health) assessed in relation to other Soldiers of the same age and gender. Does not predict capability to do a job.
- Cardiovascular and Muscular Endurance
- **Army Physical Fitness Test:**
 - 2 Minutes Pushups
 - 2 Minutes Sit-ups
 - 2 Mile Run

Normative-referenced: Measures how Soldiers perform in comparison to each other, regardless of whether they can execute (physical) tasks or skills.

VS.

Physical (Criterion-based) Occupational Standards

- Ability to perform critical and recurring job (MOS) function
- **Criteria-referenced:** Based on specific (physical) job requirements
- Strength, power, speed/agility, cardio/muscular endurance
- **Occupational Physical Assessment Test (OPAT):**
 - Standing Long Jump
 - Seated Power Throw
 - Strength Dead Lift
 - Interval Aerobic Run

Criteria-referenced: Determines if a Soldier can execute specific tasks or perform specific skills, regardless of gender, age, height, body mass, or other physical attributes



Training and Preparation Initiatives

Occupational Physical Assessment Test (OPAT)

- Ensures applicants have physical capacity to perform MOS tasks
- Raises new Soldier fitness levels prior to shipping to Initial Entry Training (IET)

Initial Entry Physical Resiliency Enhancement Program (IPREP)

- Screens New Soldiers prior to starting Infantry/Armor OSUT
- Provides three weeks of movement and fitness training prior to OSUT
- Shown to reduce injuries and increase probability of successful OSUT graduation

Performance and Recovery Nutrition Bar

- Lowers the risk of stress fractures (calcium), heat injury and hyponatremia
- Increases early morning physical performance

Iron Supplements for Female Soldiers

- Low fitness levels are associated with higher injury rates
- Meals and MREs designed for male nutritional needs to prevent iron-linked illness (hemochromatosis)
- Iron deficiencies adversely impact women's physical performance



Applied Soldier 2020 Science



Science and Technology to Improve Training

Improved Outer Tactical Vest

- Added sizing optimized for female Soldiers
- Increases range of motion and mobility

Female Drill Sergeants in Infantry and Armor OSUT

- Experienced female mentors and trainers for male and female Soldiers
- Provides role models for newly enlisted female Soldiers

Soldier's Load Taskforce Initial Entry Training (IET)/Initial Military Training (IMT)

- Reduces impact of a Soldier's physical load through improved risk assessment and decision making while assisting the Army in developing lighter equipment
- Assists Soldiers in tailoring personal protective equipment to mission
- Improves Soldier performance under load

Red Phase Optimization (OSUT)

- Reduces injury during the first three weeks of training through run and ruck gait improvement, nutrition, sleep optimization and by limiting lower extremity stress

Enhance Leader Decision-Making

- Develop objective measures of leader interpersonal skill and related competencies (tact, perspective-taking, judgement)