



DACOWITS Quarterly Business Meeting

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RFI #2: USMC Integration Implementation Plan (MCIIP)

Plan for the next 18 months to implement remaining integration.

- All MCIIP tasks are either complete or put into action as enduring efforts
- The Long-Term Marine Corps Integration Implementation Research and Assessment effort commenced in April with initial results expected by year's end
 - The Marine Corps looks forward to sharing results in the future



RFI #2: USMC Integration Implementation Plan (MCIIP)

How is this plan being released, promoted, and available for review among leadership, personnel, and the public?

- CMC approved the MCIIP on 8 February 2016
- MCIIP is available online at:
https://www.defense.gov/Portals/1/Documents/pubs/WISR_Implementation_Plan_USMC.pdf
- Marine Corps PAO released several public news feeds
 - Marine Corps Releases Integration Implementation Plan dtd March 2016 which can be viewed at: <http://www.marines.mil/News/News-Display/Article/691100/marine-corps-releases-force-integration-implementation-plan/>
 - Marine commanders prepare for integration dtd Jun 2016 which can be viewed at: <http://www.marines.mil/News/News-Display/Article/797907/marine-commanders-prepare-for-integration/>
 - Issuance of Additional Military Occupational Specialty (AMOS) and lateral move opportunities for female Marines in support of the MCIIP which can be viewed at: <http://www.marines.mil/News/Press-Releases/Press-Release-Display/Article/642799/issuance-of-additional-military-occupational-specialty-amos-and-lateral-move-op/>
- Marines were educated via 2016 Mobile Training Teams and various administrative documents (FRAGO, MARADMIN, Campaign Plan)
- Briefings to the Marine Corps Executive Off-Site (EOS), General Officer Symposium (GOS), SGTMAJ Symposium, Commanders Course, et al.



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Has your Service branch discovered any known limitations that may stall integration?

- The Marine Corps requires (2) female leaders at each previously closed unit 90-days prior to the arrival of any junior enlisted female Marine (PVT/E1 – SGT/E5)
 - At least (1) female leader must be an Officer from USMC or USN
- Availability of assignable leaders limits the total amount of open units ready to receive junior enlisted female Marines
- The Marine Corps is working to increase female Marine representation



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Service branch specialty schools, including graduations/completions that have occurred since March 2016.

What schools, training, and/or advanced training have not seen women accession, graduation, or completion?

Females Enlisted in Entry Level Training Pipeline FY16/17 (As of May 2017)

MOS Classifications		Currently at MOS School	Non MSPS Attrition	Reclass due to MSPS	MOS School Grads
0811 Field Artillery Cannoneer	0 =	0 +	0	0 +	0
1812 M1A1 Tank Crewman	0 =	0 +	0	0 +	0
1833 AAV Crewman	2 =	1 +	0	0 +	1
1834 EFV Crewman	0 ¹ =	0 +	0	0 +	0
7212 LAAD Gunner	28 =	2 +	13	0 +	13
0842 Field Artillery Radar Ops	8 =	1 +	1	0 +	6
0844 Field Artillery Fire Control	0 =	0 +	0	0 +	0
0847 Field Artillery Sensor Support	6 =	0 +	0	0 +	6
0861 Field Artillery Fire Support	1 =	0 +	0	0 +	1
1371 Combat Engineer	45 =	0 +	2	10 +	33
21XX Ground Ordnance Maintenance	10 =	1 +	2	4 +	3
0321 Reconnaissance	0 =	0 +	0	0 +	0
03XX Infantry	3 =	1 +	1	0 +	1
Totals	103	6	19	14	64

Female Officers in Entry Level Training Pipeline FY16/17 (As of May 2017)

MOS Assigned at TBS		Currently at MOS School	MOS Reassigned (Non MSPS*)	MOS Reassigned due to MSPS ²	MOS School Grads
0203 Ground Intelligence	1	0	1	0	0
0302 Infantry	3 =	2 +	1	0 +	0
0802 Field Artillery	8 =	4 +	0	0 +	4
1302 Combat Engineer	8 ³ =	5 +	0	0 +	3
1802 Tank	1 =	0 +	0	0 +	1
1803 Amphibious Assault Vehicle	0 =	0 +	0	0 +	0
7204 Low Altitude Air Defense	1 =	0 +	0	0 +	1
Totals	22	11	2	0	9

Notes:

- (1) Program Terminated – no Marine Corps EFVs
- (2) MSPS – MOS Specific Physical Standards
- (3) Includes only engineers that have taken/ will take the MSPS for 1302



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Historical attrition rates, by gender, from 1 January 2007 to 1 May 2017 of candidates/students in Service branch schools, programs, or specialty courses integrated since 3 December 2015.

- Proper response to RFI will be available once initial Long-Term Assessment data are fully captured and adequately assessed
- The Marine Corps looks forward to sharing results with DACOWITS in the near future