



DEPARTMENT OF THE NAVY  
HEADQUARTERS, UNITED STATES MARINE CORPS  
3280 RUSSELL ROAD  
QUANTICO, VIRGINIA 22134-5103

1000

MPO

5 Jun 18

From: Branch Head, Manpower Military Policy  
To: Chair, Defense Advisory Committee on Women in the Services  
  
Subj: RESPONSE TO GENDER INTEGRATION IMPLEMENTATION REQUEST FOR  
INFORMATION

Ref: (a) DACOWITS RFIs worksheet for June 2018

Encl: (1) Report to the Secretary of Defense, dated 21 Dec 2017:  
Fiscal Year 2017 Assessment of the Marine Corps  
Integration Implementation Plan  
(2) Report to Congress, dated 1 Mar 2018: The Status of  
Marine Corps Integration Implementation

1. The following is provided in response to the reference,  
specifically request for information number two (Gender  
Integration Implementation).

a. Question: What office is responsible for gender  
integration oversight and accountability and what areas are  
specifically covered?

Response: Headquarters Marine Corps, Manpower and Reserve  
Affairs (M&RA) is the office of primary responsibility for  
overseeing Marine Corps integration of previously-restricted  
Military Occupational Specialties (MOS) and units. Marine Corps  
Training and Education Command (TECOM), Marine Corps Recruiting  
Command (MCRC), and Marine Corps Systems Command (MCSC) are also  
offices with coordinating responsibilities. Specifically, M&RA  
covers assignments, retention, promotions, and overall  
integration data collection/reporting; TECOM covers entry level  
training and gender-neutral standards; MCRC covers propensity  
and accessions; and MCSC covers equipment sizing and fit.

b. Question: What policies and regulations are in place to  
ensure long term integration?

Response: The Marine Corps Integration Implementation Plan  
(MCIIP), as approved by Secretary of Defense in March 2016, is  
the current Marine Corps policy.

c. Question: What measures/metrics are used?

Response: The Marine Corps collects the following data, as pertaining to previously-restricted MOS's and units.

- (1) Officer and Enlisted propensity to serve
- (2) Enlisted propensity to request a previously-restricted MOS associated with specific Program Enlisted For (PEF) contracts
- (3) Officer propensity to serve in previously-restricted MOS
- (4) Officer and Enlisted MOS Classification Standards (MCS) pass/fail performance
- (5) Officer and Enlisted MOS Specific Physical Standards (MSPS) performance
- (6) Graduation rates for Officer and Enlisted accessions into a previously-restricted MOS
- (7) Drop-on-Request (DOR) rates for Officer and Enlisted accessions into a previously-restricted MOS
- (8) Recycle rates for Officer and Enlisted accessions into a previously-restricted MOS
- (9) Failure rates for Officers and Enlisted accessions into a previously-restricted MOS
- (10) Reclassification rates for Officer and Enlisted accessions into a previously-restricted MOS
- (11) Officer and Enlisted overall academic failure rates at previously-restricted career progression-level MOS schools
- (12) Officer and Enlisted overall injury data at previously-restricted MOS schools
- (13) Officer and Enlisted assignments to previously-restricted MOSs
- (14) Officer and Enlisted assignments to previously-restricted units
- (15) Officer and Enlisted injury types in a previously-restricted MOS while assigned to a previously-restricted unit
- (16) Officer and Enlisted non-deployability rates in a previously-restricted MOS while assigned to a previously-restricted unit
- (17) Officer and Enlisted promotion rates
- (18) Officer and Enlisted retention rates
- (19) Officer and Enlisted lateral move assignment rates
- (20) Officer and Enlisted separation rates
- (21) Equipment sizing initiatives that accommodate the 2nd percentile female and 98th percentile male

d. Question: What systems are in place to track compliance, success and deficiencies?

Response: M&RA, in coordination with TECOM, MCRC, and MCSC, collects and reviews data on a regularly recurring basis and reports annually on the status of integration to the Secretary of Defense and Congressional Armed Services Committees.

e. Question: What is the timeline for changes?

Response: The Marine Corps is currently reviewing all aspects of the MCIIP to assess if changes are necessary. In conjunction with this review, we are drafting a Marine Corps Order (MCO) to capture enduring MCIIP tasks and incorporate any data-driven changes identified by this review. Any MCO aspects that substantively modify the MCIIP will be coordinated with the Office of the Secretary of Defense. MCO publication is forecast for the third quarter, fiscal year 2019.

f. Question: Who is responsible for measurements and gaps?

Response: M&RA, TECOM, MCRC, and MCSC are responsible for assessing and addressing gaps for the matters within their purview.

g. Question: What is the current data on schools preparing Service members to serve in newly opened positions, including graduation occurring from Mar 16 to present?

Response: Enclosures (1) and (2) provided the latest data available.

h. Question: What military schools have not had women accessions, graduation or completion?

Response: To date, the following schools have not had female Marine students attend: Basic Recon Primer; Towed Artillery Repairer; Tank System Mechanic; Light Armored Vehicle Repairer; and Scout Sniper Unit Leader. The Marine Corps Basic Scout Sniper School and Ground Intelligence Officer School have had female Marines attend, but no graduates yet.

i. Question: What are the areas of success, positive trends or unexpected trends?

Response: The MCIIP is progressing well, with female Marines now represented in all previously-restricted occupational fields and their numbers steadily increasing in almost every MOS and unit. Also, the performance standards in place are working to ensure all Marines possess the requisite ability to perform the critical skills of their chosen MOS. While actually still early in the integration process, the Marine Corps is committed to long-term success.

2. The Marine Corps point of contact is Major Amanda Brannon who can be reached at Comm: (703)784-3357, Email: amanda.brannon@usmc.mil.



D. S. MAYER



DEPARTMENT OF THE NAVY  
HEADQUARTERS, UNITED STATES MARINE CORPS  
3000 MARINE CORPS PENTAGON  
WASHINGTON, DC 20350-3000

IN REPLY REFER TO:  
1000  
MRA  
DEC 21 2017

From: Commandant of the Marine Corps  
To: Secretary of the Navy

SUBJ: FISCAL YEAR 2017 (FY17) ASSESSMENT OF THE MARINE CORPS  
INTEGRATION IMPLEMENTATION PLAN

Encl: (1) Previously Restricted Military Occupational Specialty  
(MOS) Population Sizes  
(2) Previously Restricted Units Population Sizes

1. Executive Summary. This report is submitted in support of the Secretary of Defense (SECDEF) Annual Assessment of Women in the Armed Forces and focuses on the assessment topics specified in the SECDEF Implementation Guidance for the Full Integration of Women in the Armed Forces memo dated 3 December, 2015. The Marine Corps Integration Plan (MCIIP) is proceeding without any significant issues. The Marine Corps now has female Marine representation in every occupational field and female numbers are increasing in the previously-restricted MOSs and units. While we remain early in the MCIIP process, the Marine Corps is committed to long-term success.

2. Assessment Topics

a. Transparent Standards

(1) Operationally-relevant, occupationally-specific, and gender-neutral standards remain in place for all MOSs and are in use at all MOS schools.

(2) The Inspector General of the Marine Corps assessed that the Marine Corps implemented SECDEF integration guidance in full compliance with the Public Laws governing the integration of women into previously-restricted MOSs and units.

b. Population Size

ENCLOSURE (1)

SUBJ: FISCAL YEAR 2017 (FY17) ASSESSMENT OF THE MARINE CORPS  
INTEGRATION IMPLEMENTATION PLAN

(1) The MCIIP was developed understanding the potential for initially small numbers of women in newly opened career fields and associated education and assignment efforts mitigate any challenges.

(2) The Marine Corps established standard fit attributes for individual clothing, equipment, and weapons based on 2d percentile female to 98th percentile male Marine anthropometry.

(a) In collaboration with the U.S. Army, the Marine Corps is developing the Plate Carrier (PC) GEN III which is 1.5 inches shorter than the current PC. PC GEN III is designed to accommodate the second percentile female and is 23 percent lighter than the current PC. PC GEN III offers equal protection and improved mobility with a greater shoulder and weapon stock weld, and graded shoulder strap lengths that better accommodate smaller statured Marines.

(b) Adjustable Pack Frame (APF). The APF provides a better fit for the 2nd percentile female and 98th percentile male. The APF has a vertically adjustable hip belt, various hip belt sizes, and an additional option for shoulder harness sizing. User evaluations continue in the operational force, supporting establishment, and entry level training (ELT) with final fielding projected by the end of FY20.

(3) All identified facility and infrastructure modifications are either complete or satisfactorily underway.

c. Physical Demands and Physiological Differences

(1) Currently, injury data sources are incomplete and not automated. Data are received via multiple means and require further detailed in-depth analysis to ensure accuracy. Continued coordination with the Navy and Marine Corps Public Health Center and other data sources is on-going to enable accurate assessments and long-term tracking.

(2) The Marine Corps administers MOS Specific Physical Standards (MSPS) within the programs of instruction at MOS schools. Also, we administer gender-neutral MOS Classification

SUBJ: FISCAL YEAR 2017 (FY17) ASSESSMENT OF THE MARINE CORPS  
INTEGRATION IMPLEMENTATION PLAN

Standards (MCS) to ensure officers and recruits possess the requisite physical ability to meet MSPS requirements.

(a) FY17 MSPS pass rates at the MOS schools are approximately 99.4% for male Marines and 91.4% for female Marines. During this reporting period 73 males and 3 females were reclassified into less physically demanding MOSs, based on an inability to meet physical standards.

(b) FY17 MCS Pass rates at the recruit depots are approximately 96.7% for male recruits and 32.9% for female recruits. During this reporting period 367 males and 53 females were reclassified into less physically demanding MOSs, based on an inability to meet physical standards.

d. Conduct and Culture

(1) Per the MCIIP, the Marine Corps assigns at least two female officer/staff non-commissioned officers to previously-restricted units 90 days prior to the arrival of junior female Marines. The placement of female leaders serves to acculturate the previously-restricted unit to the presence of female Marines and is a proven best-practice.

(2) MOS schools, Professional Military Education curriculum, and multiple leadership forums provide MCIIP briefs and information.

(3) During the past year, the Marine Corps established a Task Force dedicated towards reviewing our culture in the light of the "Marines United" social media controversy. Although Task Force initiatives are broader in scope than the integration of females into previously-restricted MOSs and units, these efforts will help ensure we recruit, retain, and develop those Marines necessary for the success of the MCIIP.

e. Talent Management

(1) The Marine Corps has increased the amount of female-inclusive and female-specific advertising to generate awareness about the opportunities for females in all occupations. We have

SUBJ: FISCAL YEAR 2017 (FY17) ASSESSMENT OF THE MARINE CORPS  
INTEGRATION IMPLEMENTATION PLAN

also increased female Marine representation in on-line content and other media for electronic distribution.

(2) MOS populations within previously-restricted MOSs are developing based on the needs of the Marine Corps and the propensity of applicants to volunteer for them, regardless of gender. Enclosure (1) provides population sizes for those MOSs in FY16 and FY 17.

(3) Enclosure (2) provides male and female representation in previously-restricted units in FY16 and FY17.

f. Operating Abroad. Nothing significant to report.

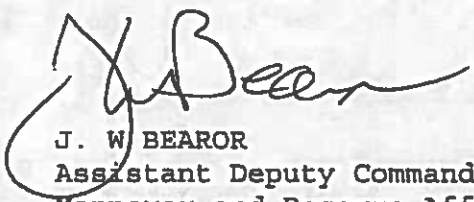
g. Assessment and Adjustment

(1) The Marine Corps continues to collect both male and female data on propensity, performance, and injuries for applicants, recruits, and Marines.

(2) The Marine Corps is longitudinally assessing MCIIP impacts on unit combat effectiveness, individual Marines' health and welfare, and overall Service talent management.

3. Summary. The MCIIP is proceeding without any significant issues. The Marine Corps now has female Marine representation in every occupational field and female numbers are increasing in the previously-restricted MOSs and units. While we remain early in the MCIIP process, the Marine Corps is committed to long-term success.

4. Point of Contact. Maj Amanda M. H. Brannon, (703)784-9388, amanda.brannon@usmc.mil.



J. W. BEAROR  
Assistant Deputy Commandant for  
Manpower and Reserve Affairs

Previously Restricted Military Occupational Specialty

	Population Size FY 2017				Population Size FY 2016			
	Officer		Enlisted		Officer		Enlisted	
	Male	Female	Male	Female	Male	Female	Male	Female
0302, Infantry Officer	1,980	1			1,939	-		
0370, Special Operations Officer	178	-			172	-		
0802, Field Artillery Officer	828	5			832	1		
1802, Tank Officer	167	1			166	-		
1803, Assault Amphibian Vehicle Officer	143	-			147	-		
7204, Low Altitude Air Defense Officer	52	1			46	1		
0311, Rifleman			13,319	5			13,810	1
0313, Light Armored Vehicle Marine			618	-			716	-
0321, Reconnaissance Marine			879	-			904	-
0331, Machine Gunner			2,657	1			2,540	1
0341, Mortarman			2,735	2			2,661	1
0351, Infantry Assault Marine			1,181	-			1,098	-
0352, Antitank Missile Gunner			1,165	-			1,150	-
0372, Critical Skills Operator			839	-			787	-
0811, Field Artillery Cannoneer			1,843	1			1,925	-
0842, Field Artillery Radar Operator			224	6			211	6
0844, Field Artillery Fire Control Marine			432	-			414	-
0847, Field Artillery Sensor Support Marine			152	6			150	5
0861, Fire Support Marine			722	1			691	-
1812, Armor Marine			460	1			497	-
1833, Assault Amphibious Vehicle Marine			1,272	3			1,314	-
2131, Towed Artillery Systems Tech			175	-			177	-
2141, Assault Amphibious Vehicle Repairer/Tech			459	4			463	1
2146, Main Battle Tank, Repairer/Tech			343	-			384	-
2147, Light Armored Vehicle Repairer/Tech			391	-			372	-
7212, Low Altitude Air Defense Gunner			328	14			368	12

Encl 1

ENCLOSURE (1)

Previously Restricted Units  
(30 September 2017)

Load Bearing Units	Population Size FY 2017				Population Size FY 2016			
	Male Officers	Female Officers	Male Enlisted	Female Enlisted	Male Officers	Female Officers	Male Enlisted	Female Enlisted
<b>Infantry Regiments</b>	<b>253</b>	<b>3</b>	<b>1,760</b>	<b>-</b>	<b>259</b>	<b>-</b>	<b>1,741</b>	<b>-</b>
HQ CO 3DMAR 3D MARDIV	41	-	348	-	42	-	341	-
HQ CO 7THMAR 1ST MARDIV	39	1	268	-	33	-	246	-
HQ CO 1ST MAR REGT 1ST MARDIV	32	-	205	-	27	-	192	-
HQ CO 2DMAR REGT 2D MARDIV	25	1	186	-	32	-	186	-
HQ CO 5THMAR 1ST MARDIV	30	-	199	-	34	-	185	-
HQ CO 6THMAR REGT 2D MARDIV	30	1	179	-	32	-	198	-
HQ CO 8THMAR 2D MARDIV	28	-	185	-	32	-	192	-
HQ CO 4THMAR 3D MARDIV	28	-	190	-	27	-	201	-
<b>Infantry Battalions</b>	<b>1,218</b>	<b>9</b>	<b>21,049</b>	<b>14</b>	<b>1,161</b>	<b>1</b>	<b>21,160</b>	<b>-</b>
1STBN 1STMAR 1ST MARDIV	45	-	859	-	60	-	775	-
1STBN 2DMAR 2D MARDIV	63	-	786	-	43	-	1,028	-
1STBN 3DMAR 3D MARDIV	47	-	758	-	49	-	918	-
1STBN 4THMAR 1ST MARDIV	47	-	867	-	44	-	877	-
1STBN 5THMAR 1ST MARDIV	47	-	814	-	49	-	894	-
1STBN 6THMAR 2D MARDIV	52	-	996	-	46	-	863	-
1STBN 7THMAR 1ST MARDIV	51	-	805	-	46	-	1,079	-
1STBN 8THMAR 2D MARDIV	43	2	864	6	47	1	817	-

Previously Restricted Units  
(30 September 2017)

	Population Size FY 2017				Population Size FY 2016			
	Male Officers	Female Officers	Male Enlisted	Female Enlisted	Male Officers	Female Officers	Male Enlisted	Female Enlisted
2DBN 1STMAR 1ST MARDIV	48	-	849	-	62	-	858	-
2DBN 2DMAR 2D MARDIV	48	-	893	-	61	-	930	-
2DBN 3DMAR 3D MARDIV	55	-	913	-	45	-	953	-
2DBN 4THMAR 1ST MARDIV	51	4	869	6	46	-	829	-
2DBN 5THMAR 1ST MARDIV	49	-	927	-	45	-	892	-
2DBN 6THMAR 2D MARDIV	49	-	918	-	43	-	616	-
2DBN 7THMAR 1ST MARDIV	46	-	890	-	61	-	791	-
2DBN 8THMAR 2D MARDIV	50	-	902	-	44	-	865	-
3DBN 1STMAR 1ST MARDIV	50	-	892	-	45	-	911	-
3DBN 2DMAR 2D MARDIV	49	-	898	-	45	-	857	-
3DBN 3DMAR 3D MARDIV	51	1	909	1	45	-	877	-
3DBN 4THMAR 1ST MARDIV	56	-	795	-	47	-	776	-
3DBN 5THMAR 1ST MARDIV	51	-	951	-	47	-	1,008	-
3DBN 6THMAR 2D MARDIV	63	1	813	1	49	-	976	-
3DBN 7THMAR 1ST MARDIV	51	1	1,009	-	47	-	850	-
3DBN 8THMAR 2D MARDIV	56	-	872	-	45	-	920	-
Recon Battalions	98	-	1,111	-	102	-	1,116	-
1ST RECON BN 1ST MARDIV	29	-	328	-	32	-	339	-
H&S CO 2D RECON BN 2D MARDIV	30	-	304	-	27	-	310	-
3D RECON BN 3D MARDIV	20	-	259	-	19	-	236	-
FORCE RECON CO 1ST RECON BN 1ST MARDIV I MEF	8	-	62	-	10	-	78	-
FORCE RECON CO 2D RECON BN 2D MARDIV II MEF	4	-	82	-	5	-	67	-
FORCE RECON CO 3D RECON BN 3D MARDIV III MEF	7	-	76	-	9	-	86	-

Encl 2  
ENCLOSURE (1)

Previously Restricted Units  
(30 September 2017)

	Population Size FY 2017				Population Size FY 2016			
	Male Officers	Female Officers	Male Enlisted	Female Enlisted	Male Officers	Female Officers	Male Enlisted	Female Enlisted
<b>Combat Engineer Battalions</b>	<b>91</b>	<b>6</b>	<b>1,675</b>	<b>6</b>	<b>99</b>	<b>3</b>	<b>1,760</b>	<b>3</b>
1ST CEB 1ST MARDIV	42	3	852	4	51	1	893	2
2D CEB 2D MARDIV	49	3	823	2	48	2	867	1
<b>Combat Assault Battalion</b>	<b>33</b>	<b>3</b>	<b>492</b>	<b>-</b>	<b>33</b>	<b>1</b>	<b>504</b>	<b>-</b>
3D CAB 3D MARDIV	33	3	492	-	33	1	504	-
<b>Raider Battalions</b>	<b>149</b>	<b>4</b>	<b>982</b>	<b>14</b>	<b>149</b>	<b>2</b>	<b>964</b>	<b>10</b>
2D MAR RDR BN MRR MARFORSOC	49	1	320	3	53	-	325	4
1ST MAR RDR BN MRR MARFORSOC	51	2	339	6	49	1	320	4
HQTRS 3D MAR RDR BN MRR MARFORSOC	49	1	323	5	47	1	319	2
<b>Non-Load Bearing Units</b>								
<b>Artillery Battalions</b>	<b>509</b>	<b>25</b>	<b>5,725</b>	<b>92</b>	<b>475</b>	<b>81</b>	<b>5,794</b>	<b>77</b>
1STBN 10THMAR 2D MARDIV	63	3	643	7	73	3	818	2
2D8N 10THMAR 2D MARDIV	61	2	733	3	54	1	602	2
1STBN 11THMAR 1ST MARDIV	59	2	723	4	64	3	704	6
2D8N 11THMAR 1ST MARDIV	57	2	581	6	61	1	606	4
3D8N 11THMAR 1ST MARDIV	61	1	625	2	63	-	604	2
5THBN 11THMAR 1ST MARDIV	56	1	606	5	1	62	625	2
1STBN 12THMAR 3D MARDIV	48	2	581	5	52	1	598	3
3D8N 12THMAR 3D MARDIV	18	1	144	4	20	1	145	3
HQ BTRY 12TH MAR 3D MARDIV	23	4	320	6	23	2	308	8
HQ BTRY 11THMAR REGT 1ST MARDIV	27	5	387	28	27	5	394	25
HQ BTRY 10THMAR REGT 2D MARDIV	36	2	382	22	37	2	390	20

Previously Restricted Units  
(30 September 2017)

	Population Size FY 2017				Population Size FY 2016			
	Male Officers	Female Officers	Male Enlisted	Female Enlisted	Male Officers	Female Officers	Male Enlisted	Female Enlisted
Tank Battalions	89	7	1,059	10	93	6	1,151	6
2D TANK BN 2D MARDIV	38	5	419	4	38	4	446	3
1ST TANK BN 1ST MARDIV	51	2	640	6	55	2	705	3
AAV Battalions	90	4	1,544	12	86	2	1,637	9
AAV CO D 3D AAV BN 1ST MARDIV	8	-	195	-	9	-	199	-
3D AAV BN 1ST MARDIV	44	3	805	7	44	1	879	7
2D AAV BN 2D MARDIV	38	1	544	5	33	1	559	2
ANGILICO	81	3	344	8	80	2	320	6
2D ANGILICO II MEF	27	1	118	1	27	1	104	2
5TH ANGILICO III MEF	27	-	107	3	27	-	107	3
1ST ANGILICO MHG I MEF	27	2	119	4	26	1	109	1
LAR	137	1	2,239	15	138	1	2,469	5
1ST LAR BN 1ST MARDIV	47	-	783	3	45	1	848	2
2D LAR BN 2D MARDIV	46	-	709	4	47	-	792	2
3D LAR BN 1ST MARDIV	44	1	747	8	46	-	829	1
LAAD	44	2	468	28	41	2	512	20
3D LAAD BN MACG-38 3D MAW	21	1	235	18	21	1	257	11
HQ 2D LAAD BN MACG-28 2D MAW	23	1	233	10	20	1	255	9

Encl 2  
ENCLOSURE (1)





**DEPARTMENT OF THE NAVY  
HEADQUARTERS UNITED STATES MARINE CORPS  
3000 MARINE CORPS PENTAGON  
WASHINGTON, DC 20350-3000**

**The Honorable John McCain  
Chairman, Committee on  
Armed Services  
United States Senate  
Washington, DC 20510-6050**

**Dear Mr. Chairman:**

**The Senate Report 2943, Section 593 of H.R. 4909, the National Defense Authorization Act for Fiscal Year 2017, directs the Commandant of the Marine Corps to provide a report to the Senate and House Committees on Armed Services on the current status of the implementation of the policy of the Secretary of Defense to open all military occupations and units to women.**

**The enclosed report describes the current status of Marine Corps integration implementation as requested. A similar letter has been sent to Chairman Thornberry. As always, if I can be of further assistance, please let me know.**

**Sincerely,**

A handwritten signature in black ink, which appears to read "Robert B. Neller", is placed below the word "Sincerely".

**Robert B. Neller  
Commandant, U.S. Marine Corps**

**Enclosure:  
Marine Corps Integration Implementation Status Report**

**Copy to:  
The Honorable Jack Reed  
Ranking Minority Member**

**ENCLOSURE (2)**



**DEPARTMENT OF THE NAVY  
HEADQUARTERS UNITED STATES MARINE CORPS  
3000 MARINE CORPS PENTAGON  
WASHINGTON, DC 20350-3000**

**The Honorable William M. "Mac" Thornberry  
Chairman, Committee on  
Armed Services  
House of Representatives  
Washington, DC 20510**

**Dear Mr. Chairman:**

**The Senate Report 2943, Section 593 of H.R. 4909, the National Defense Authorization Act for Fiscal Year 2017, directs the Commandant of the Marine Corps to provide a report to the Senate and House Committees on Armed Services on the current status of the implementation of the policy of the Secretary of Defense to open all military occupations and units to women.**

**The enclosed report describes the current status of Marine Corps integration implementation as requested. A similar letter has been sent to Chairman McCain. As always, if I can be of further assistance, please let me know.**

**Sincerely,**

**Robert B. Neller  
Commandant, U.S. Marine Corps**

**Enclosure:  
Marine Corps Integration Implementation Status Report**

**Copy to:  
The Honorable Adam Smith  
Ranking Minority Member**

**ENCLOSURE (2)**

**REPORT TO CONGRESS**  
**on**  
**The Status of Marine Corps Integration Implementation**

**1 March 2018**

**Prepared By:**

**Office of the Commandant of the Marine Corps  
3000 Marine Corps Pentagon  
Washington, DC 20350-3000**

**IN COMPLIANCE WITH SECTION 593, THE NATIONAL DEFENSE AUTHORIZATION ACT  
FOR FISCAL YEAR 2017**

**The estimated cost of this report or study for the Department of Defense is approximately \$993,100 in Fiscal Years 2017 - 2018. This includes \$100 in expenses and \$993,000 in DoD labor.  
Generated on 2018Jan30 RefID: B-6D3590C**

**ENCLOSURE (2)**

## **I. Reporting Requirement**

Section 593, National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2017, directed the following report to Congress:

*No later than April 1, 2017, and each year thereafter through 2020, the Chief of Staff of the Army and the Commandant of the Marine Corps shall each submit to the Committees on Armed Services of the Senate and the House Representatives a report on the current status of the implementation by the Army and the Marine Corps, respectively, of the policy of Secretary of Defense dated March 9, 2016, to open to women military occupational specialties and units previously closed to women.*

**ELEMENTS.** *Each report shall include, current as of the date of such report and for the Armed Force covered by such report, the following:*

- (1) The status of gender-neutral standards throughout the Entry Level Training continuum.*
- (2) The propensity of applicants to apply for and access into newly-opened ground combat programs, by gender and by program.*
- (3) Success rates in Initial Screening Tests and Military Occupational Specialty (MOS) Classification Standards for newly-opened ground combat military occupational specialties, by gender.*
- (4) Attrition rates and the top three causes of attrition throughout the Entry Level Training continuum, by gender and military occupational specialty.*
- (5) Reclassification rates and the top three causes of reclassification throughout the Entry Level Training continuum, by gender and military occupational specialty.*
- (6) Injury rates and the top five causes of injury throughout the Entry Level Training continuum, by gender and military occupational specialty.*
- (7) Injury rates and non-deployability rates in newly-opened ground combat military occupational specialties, by gender and military occupational specialty.*
- (8) Lateral move approval rates into newly-opened military occupational specialties, by gender and military occupational specialty.*
- (9) Reenlistment and retention rates in newly-opened ground combat military occupational specialties, by gender and military occupational specialty.*
- (10) Promotion rates in newly-opened ground combat military occupational specialties, by gender and military occupational specialty.*
- (11) Actions taken to address matters relating to equipment sizing and supply, and facilities, in connection with the implementation by such Armed Force of the policy referred to in paragraph (1).*

## 2) Propensity: Element (2).

In 2017, Joint Advertising, Market Research and Studies (JAMRS) updated a 2015 study on the Woman in Combat Policy Change, reporting that interest in combat roles and propensity to serve in the Armed Forces has changed little since the December 2015 policy change. Figure 1 illustrates the effect, by gender.

Figure 4. Effect of the Policy Change on Likelihood of Joining by Gender  
Youth Ages 16-24<sup>1</sup>



Figure 1: JAMRS Gender Propensity to Serve Snapshot (published Feb 2017)

Accessions for male applicants in the previously-restricted MOS program codes has remained relatively consistent since the policy change in December 2015. Female accession into these programs is growing, but remains relatively small. Table 3 reflects the number of individuals accessed into previously-restricted MOSs.

Program	FY 16		FY 17		FY 18 (through Feb)	
	Male	Female	Male	Female	Male	Female
Combat Support	793 (2.9%)	25 (0.8%)	1,051 (3.6%)	38 (1.2%)	939 (3.4%)	26 (0.8%)
Fire Direction & Control Specialists	393 (1.4%)	11 (0.4%)	496 (1.7%)	8 (0.2%)	250 (0.9%)	5 (0.2%)
Combat Engineer & Ordnance Repair	720 (2.6%)	14 (0.5%)	1,112 (3.9%)	12 (0.4%)	747 (2.7%)	2 (0.1%)
Reconnaissance	679 (2.5%)	0 (0.0%)	831 (2.9%)	0 (0.0%)	364 (1.3%)	0 (0.0%)
Infantry	6,186 (22.6%)	0 (0.0%)	5,966 (20.7%)	38 (1.2%)	4,994 (17.9%)	23 (0.7%)

Table 3: Accessions for Previously-Restricted MOS programs

## 3) Entry Level Training (ELT) Attrition and Reclassification: Elements (4) and (5).

Tables 4 and 5 summarize graduation and attrition rates at the previously-restricted MOS FLCs, as well as the primary sources for attrition. The officer graduation rate in the previously restricted MOSs was 86 percent overall, 86 percent for males and 80 percent for females. The enlisted graduation rate was 89 percent overall, 89 percent for males and 67 percent for females. The top three attrition reasons were academic, administrative, and medical.

MOS	Course Name	Total Students	Graduation (#) Rate (%)	Recycle (#) Rate (%)	Reclassification (#) Rate (%)	Attrition Sources
<b>Marine Officers</b>						
0302	Infantry Officer	433	338 78.1%	74 17.1%	21 4.8%	1
	Male	428	337 78.7%	71 16.6%	20 4.7%	
	Female	5	1 20%	3 60%	1 20%	
0802	Marine Artillery Officer Basic	15	15 100%	0 0%	0 0%	N/A
	Male	14	14 100%	0 0%	0 0%	
	Female	1	1 100%	0 0%	0 0%	
0802	FA Basic Officer	77	77 100%	0 0%	0 0%	N/A
	Male	73	73 100%	0 0%	0 0%	
	Female	4	4 100%	0 0%	0 0%	
0802	FA Basic Officer Leader Branch	93	87 91.6%	3 3.2%	5 5.3%	1
	Male	91	83 91.2%	3 3.3%	5 5.5%	
	Female	4	4 100%	0 0%	0 0%	
0802	Joint Fires Observer	77	75 97.4%	0 0%	2 2.6%	1
	Male	73	71 97.3%	0 0%	2 2.7%	
	Female	4	4 100%	0 0%	0 0%	
1802	Armored Tank Officer	21	19 90.5%	0 0%	2 9.5%	2
	Male	20	18 90.0%	0 0%	2 10%	
	Female	1	1 100%	0 0%	0 0%	
1803	Assault Amphibious Officer	13	13 100%	0 0%	0 0%	N/A
	Male	12	12 100%	0 0%	0 0%	
	Female	1	1 100%	0 0%	0 0%	
7304	LAAD Basic Officer	10	10 100%	0 0%	0 0%	N/A
	Male	10	10 100%	0 0%	0 0%	
	Female	0	0 N/A	0 N/A	0 N/A	

Table 4: FY 2017 Officer Reclassification, Recycle, and Graduation Rates for Entry Level Primary MOS Schools

## II. Executive Summary

This report is submitted to the Committees on Armed Services of the Senate and the House of Representatives in support of §2943, Section 593ab, Page 154, of the NDAA Act for FY 2017.

The Marine Corps is fully committed to sustaining the most combat effective force by capitalizing on the knowledge, skills, abilities, demonstrated performance, and potential of every Marine. In March 2016, the Secretary of Defense (SECDEF) approved, and the Marine Corps initiated the Marine Corps Integration Implementation Plan (MCIIP). The MCIIP addresses both short-term and long-term tasks intended to ensure the efficient and effective integration of female Marines into previously-restricted MOSs and units. These tasks have either been completed or put into action as enduring efforts.

The MCIIP is progressing well, without any significant issues. While propensity to volunteer does not occur equally across all Military Occupational Specialties (MOSs), female Marines are now represented in all previously-restricted occupational fields, with numbers steadily increasing in the previously-restricted MOSs and units. Performance standards in place for physically demanding MOSs are working to ensure all Marines possess the requisite ability to successfully perform the critical skills of their chosen MOS. While we remain early in the MCIIP process, the Marine Corps is committed to long-term success, evaluating the progress of all integration efforts through the lenses of 1) Combat Effectiveness; 2) Health and Welfare of Individual Marines; and 3) Talent Management.

## III. Report

### 1) Gender Neutral Standards: Elements (1) and (3).

The Marine Corps employs gender neutral standards to determine eligibility for accession, classification and continuation in physically demanding MOSs. Physical standards are in place to ensure that any applicant, recruit, officer, or Marine who achieves the minimum requirements can compete for the MOS for which they qualify, regardless of gender. These physical standards are reviewed regularly for operational relevance.

Operationally-relevant, occupation-specific, and gender-neutral MOS Specific Physical Standards (MSPS) provide reasonable assurance of a Marine's ability to successfully perform the critical tasks of an MOS. Tasks, conditions, and standards are delineated in the associated Training and Readiness manuals and must be successfully performed as a part of an MOS's Formal Learning Center (FLC) Program of Instruction (POI) to earn an entry-level primary MOS. MSPS are administered at various points during the POI and are synchronized with the training events necessary to teach the specific tasks. Table 1 presents FY17 data for MSPS performance. The overall MSPS pass rate was 99 percent, with males passing at a rate of 99 percent and females passing at a rate of 91 percent.

MOS Specific Physical Standards (MSPS)				
Gender	Total	Pass	Reclassification	Pass Rate
Male	11,596	11,623	73	99.4%
Female	35	32	3	91.4%
Total	11,731	11,655	76	99.4%

Table 1: FY 2017 MSPS Performance

Marine Corps Recruiting Command (MCRC) administers a Ground Combat Arms Initial Strength Test (GCA IST) to all applicants prior to their shipping to recruit training. Meeting GCS IST standards is a prerequisite for all applicants accessing into these programs. Both Marine Corps Recruit Depots employ the MOS Classification Standards (MCSs), which require these recruits to achieve minimum performance criteria on specific events of the Physical and Combat Fitness Tests (PFT/CFT) to advance to their formal MOS school. Table 2 presents FY17 data for MCS performance. The overall MCS pass rate was 96 percent, with males passing at a rate of 97 percent and females passing at a rate of 33 percent.

MOS Classification Standards (MCS)				
Gender	Total	Pass	Reclassification	Pass Rate
Male	11,097	10,730	367	96.7%
Female	79	26	53	32.9%
Total	11,176	10,756	420	96.2%

Table 2: FY 2017 MCS Performance

#### 4) Injury Rates and Non-deployability: Elements (6) & (7).

Currently, injury data sources are incomplete and not automated. Data are received via multiple means and require further detailed in-depth analysis to ensure accuracy. Continuing coordination with the Navy and Marine Corps Public Health Center and other data sources is on-going to enable accurate assessments and long-term tracking. Table 6 provides the available injury rates for ELT and the Operational Forces.

Previously-Restricted MOS	Males		Females	
	Initial Qual Trng	Performance of Duties	Initial Qual Trng	Performance of Duties
<b>Marine Officers</b>				
0302 Infantry Officer	41.39%	16.27%	N/A	N/A
0802 Field Artillery Officer	38.34%	13.29%	100%	N/A
1802 Tank Officer	27.27%	20.24%	N/A	N/A
1803 Assault Amphibian Vehicle Officer	N/A	10.2%	N/A	N/A
7204 Low Altitude Air Defense Officer	29.63%	16%	N/A	N/A
<b>Marine Marines</b>				
0300 Infantry Marine - Unassigned	3.31%	N/A	N/A	N/A
0311 Infantry Marine	N/A	19.79%	N/A	N/A
0313 Light Armored Vehicle Marine	N/A	24.27%	N/A	N/A
0321 Reconnaissance Marine	3.32%	21.45%	N/A	N/A
0331 Machine Gunner	N/A	20.54%	N/A	N/A
0341 Mortarman	N/A	17.73%	N/A	N/A
0351 Infantry Assault Marine	N/A	25.5%	N/A	N/A
0352 Antitank Missile Gunner	N/A	18.69%	N/A	N/A
0811 Field Artillery Cannoneer	N/A	25.31%	N/A	N/A
0842 Field Artillery Radar Operator	N/A	21.86%	N/A	N/A
0844 Field Artillery Fire Control Marine	N/A	16.92%	N/A	N/A
0847 Field Artillery Sensor Support Marine	N/A	15.82%	N/A	N/A
0861 Fire Support Marine	N/A	18.97%	N/A	N/A
1812 Armor Marine	N/A	26.04%	N/A	N/A
1833 Assault Amphibian Vehicle (AAV) Marine	N/A	24.44%	N/A	N/A
2131 Toward Artillery System Technician	N/A	19.3%	N/A	N/A
2141 Amphibian Vehicle Repairer Technician	N/A	29.55%	N/A	N/A
2146 Main Battle Tank Repairer Technician	N/A	37.6%	N/A	N/A
2147 Light Armored Vehicle Repairer Technician	N/A	37.57%	N/A	N/A
7212 Low Altitude Air Defense Gunner	N/A	16.57%	N/A	N/A

Notes: Currently, injury data sources are not automated, are received via multiple means, and require detailed in-depth analysis to ensure accuracy. This table represents the best data available from the Navy and Marine Corps Public Health Center, but is incomplete and lacks full validation.

Table 6: FY 2017 Injury Statistics

Table 7 summarizes FY17 non-deployability rates, as determined by codes other than "on duty." These codes reflect all reasons for non-deployability to include transient (movement between duty stations), training, medical, or legal confinement. Overall, the Marine Corps has not observed significant non-deployability changes. Data reflects monthly average non-deployable numbers and rates, however most female data is non-applicable since the MCIIP remains early in the execution.

Previously-Restricted MOS	Total Population	Non-Deployable Population			
		Male		Female	
		Qty	Rate	Qty	Rate
<b>Marine Officers</b>					
0302 Infantry Officer	3,078	84	2.71%	0	N/A
0802 Field Artillery Officer	1,264	35	2.8%	2	0.16%
1802 Tank Officer	230	5	2.21%	0	N/A
1803 Assault Amphibian Vehicle Officer	207	5	2.33%	0	N/A
7204 Low Altitude Air Defense Officer	86	3	2.91%	1	1.16%
<b>Marine Marines</b>					
0311 Rifleman	26,514	858	3.24%	4	0.02%
0313 Light Armored Vehicle Marine	1,200	41	3.39%	0	N/A
0321 Reconnaissance Marine	1,183	27	2.28%	0	N/A
0331 Machine Gunner	5,156	172	3.34%	1	0.02%
0341 Mortarman	5,308	177	3.34%	1	0.02%
0351 Infantry Assault Marine	2,234	70	3.13%	0	N/A
0352 Antitank Missile Gunner	2,345	77	3.28%	0	N/A
0811 Field Artillery Cannoneer	3,456	113	3.27%	8	N/A
0842 Field Artillery Radar Operator	332	6	1.66%	1	0.30%
0844 Field Artillery Fire Control Marine	764	22	2.83%	8	N/A
0847 Field Artillery Sensor Support Marine	244	5	1.91%	2	0.82%
0861 Fire Support Marine	1,319	39	3.21%	0	N/A
1812 Armor Marine	740	18	2.4%	0	N/A
1833 Assault Amphibian Vehicle (AAV) Marine	2,336	78	3.35%	0	N/A
2131 Toward Artillery System Technician	277	7	2.41%	0	N/A
2141 Amphibian Vehicle Repairer Technician	734	19	2.54%	1	0.14%
2146 Main Battle Tank Repairer Technician	537	11	2.11%	0	N/A
2147 Light Armored Vehicle Repairer Technician	601	14	2.33%	0	N/A
7212 Low Altitude Air Defense Gunner	699	23	3.24%	11	1.57%

Table 7: FY 2017 Non-Deployability Rates

Attrition Source Codes for Table 4 and Table 5			
1: Academic	2: Administrative	3: Drop on Request	4: Medical

MOS	Course Name	Total Students	Graduation (#) Rate (%)	Recycle (#) Rate (%)	Reclassification (#) Rate (%)	Attrition Sources
Marine 3 initial						
0300	Basic Infantry Marine	8,357	7,838 93.8%	346 4.1%	173 2.1%	1,4
	Male	8,346	7,814 93.9%	341 4.1%	171 2%	
	Female	11	4 36.4%	5 45.5%	2 18.2%	
0311 0313 0321	Infantry Rifleman	4,592	4,484 97.6%	72 1.6%	36 0.8%	1,4
	Male	4,586	4,479 97.7%	71 1.5%	36 0.8%	
	Female	6	5 83.3%	1 16.7%	0 0%	
0313	Light Armored Reconnaissance Marine	254	221 87%	6 2.4%	27 10.6%	1
	Male	254	221 87%	6 2.4%	27 10.7%	
	Female	2	2 100%	0 0%	0 0%	
0321	Basic Reconnaissance Pioneer	1,198	224 18.7%	259 21.6%	715 59.7%	3
	Male	1,198	224 18.7%	259 21.6%	715 59.7%	
	Female	0	0 N/A	N/A	N/A	
0321	Basic Reconnaissance	345	201 58.3%	83 24.1%	61 17.7%	1
	Male	345	201 58.3%	83 24.1%	61 17.7%	
	Female	0	0 N/A	N/A	N/A	
0331	Infantry Machine Gunner	977	945 96.7%	25 2.6%	7 0.7%	1
	Male	977	945 96.7%	25 2.6%	7 0.7%	
	Female	0	0 N/A	N/A	N/A	
0341	Infantry Mortarman	988	948 96%	33 3.3%	7 0.7%	1
	Male	987	947 95.9%	33 3.3%	7 0.7%	
	Female	1	1 100%	0 0%	0 0%	
0351	Infantry Assault Marine	446	437 98%	6 1.3%	3 0.7%	1
	Male	446	437 98%	6 1.3%	3 0.7%	
	Female	0	0 N/A	N/A	N/A	
0352	Infantry Anti-Tank Missile Gunner	471	449 95.3%	20 4.2%	2 0.4%	1
	Male	471	449 95.3%	20 4.2%	2 0.4%	
	Female	0	0 N/A	N/A	N/A	
0811	Marine Corps Cannoneer	628	548 87.3%	56 8.9%	24 3.8%	1
	Male	625	545 87.2%	56 9%	24 3.8%	
	Female	3	3 100%	0 0%	0 0%	
0842	Marine Artillery Radar Operator	81	77 95.1%	3 3.7%	1 1.2%	1
	Male	80	76 95.0%	3 3.8%	1 1.3%	
	Female	1	1 100%	0 0%	0 0%	
0844	Field Artillery Fire Control Marine	194	178 91.8%	5 3.1%	10 5.2%	1
	Male	193	177 91.7%	6 3.1%	10 5.2%	
	Female	1	1 100%	0 0%	0 0%	
0847	Artillery Sensor Support Marine	63	63 100%	0 0%	0 0%	N/A
	Male	63	63 100%	0 0%	0 0%	
	Female	0	0 N/A	N/A	N/A	
0861	Artillery Scout Observer	216	205 95.4%	0 0%	10 4.6%	1
	Male	215	205 95.3%	0 0%	10 4.6%	
	Female	1	1 100%	0 0%	0 0%	
1812	Marine Armor Crewmember	204	150 73.5%	41 20.1%	13 6.4%	1
	Male	204	150 73.5%	41 20.1%	13 6.4%	
	Female	0	0 N/A	N/A	N/A	
1833	Assault Amphibious Marine	464	319 68.8%	80 17.2%	65 14%	1,3
	Male	460	316 68.7%	79 17.2%	65 14.1%	
	Female	4	3 75%	1 25%	0 0%	
2131	Towed Artillery Repairer	47	47 100%	0 0%	0 0%	N/A
	Male	47	47 100%	0 0%	0 0%	
	Female	0	0 N/A	N/A	N/A	
2141	Assault Amphibious Vehicle Repairer Basic	173	162 93.6%	5 2.9%	6 3.5%	1
	Male	170	159 93.5%	5 2.9%	6 3.5%	
	Female	3	3 100%	0 0%	0 0%	
2146	Tank System Repairer Basic	128	108 84.4%	14 10.9%	6 4.7%	2
	Male	127	108 85%	14 11%	5 3.9%	
	Female	1	0 0%	0 0%	1 100%	
2147	Light Armored Vehicle Repairer Basic	121	106 87.6%	6 5%	9 7.4%	2
	Male	121	106 87.6%	6 5%	9 7.4%	
	Female	0	0 N/A	N/A	N/A	
7212	LAAD Basic Gunner	114	100 87.7%	4 3.5%	10 8.8%	
	Male	108	97 89.8%	2 1.9%	9 8.3%	1,4
	Female	6	3 50%	2 33.3%	1 16.7%	

Table 5: FY 2017 Enlisted Reclassification, Recycle, and Graduation Rates for Entry Level Primary MOS Schools

### 5) Lateral Moves, Retention, and Promotions: Elements (8), (9), and (10).

Table 8 summarizes FY17 lateral move requests and approvals for previously-restricted MOSs. Two lateral move requests were submitted by male Marine officers; neither were approved. No female Marine officers requested a lateral move. During the same period, 44 male enlisted Marines requested lateral moves; 40 were approved. Seven lateral move requests were submitted by female enlisted Marines with four approved.

Previously-Restricted MOS		Submitted		Approved (#)		% Approved (%)	
		Male	Female	Male	Female	Male	Female
<b>Marine Officers</b>							
0302	Infantry Officer	2	0	0	N/A	0%	N/A
0402	Field Artillery Officer	0	0	N/A	N/A	N/A	N/A
1802	Tank Officer	0	0	N/A	N/A	N/A	N/A
1803	Assault Amphibious Vehicle Officer	0	0	N/A	N/A	N/A	N/A
7204	Low Altitude Air Defense Officer	0	0	N/A	N/A	N/A	N/A
<b>Marine Enlisted</b>							
0311	Rifleman	2	1	2	0	100%	0%
0313	Light Armored Vehicle Marine	0	0	0	N/A	N/A	N/A
0321	Reconnaissance Marine	37	0	33	N/A	89%	N/A
0331	Machine Gunner	0	2	0	1	N/A	50%
0341	Mortarman	0	2	0	1	N/A	50%
0351	Infantry Assault Marine	0	0	0	N/A	N/A	N/A
0352	Anti-tank Missile Gunner	0	0	0	N/A	N/A	N/A
0811	Field Artillery Cannoneer	0	0	0	N/A	N/A	N/A
0842	Field Artillery Radar Operator	0	0	0	N/A	N/A	N/A
0844	Field Artillery Fire Control Marine	0	0	0	N/A	N/A	N/A
0847	Field Artillery Sensor Support Marine	0	0	0	N/A	N/A	N/A
0861	Fire Support Marine	3	0	3	N/A	100%	N/A
1812	Armor Marine	0	1	0	1	N/A	100%
1833	Assault Amphibious Vehicle (AAV) Marine	0	1	0	1	N/A	100%
2131	Towed Artillery System Technician	0	0	0	N/A	N/A	N/A
2141	Amphibious Vehicle Repairer/Technician	0	0	0	N/A	N/A	N/A
2146	Main Battle Tank Repairer/Technician	0	0	0	N/A	N/A	N/A
2147	Light Armored Vehicle Repairer/Technician	0	0	0	N/A	N/A	N/A
7212	Low Altitude Air Defense Gunner	0	0	0	N/A	N/A	N/A

Table 8: FY 2017 Lateral Move Approval Rates.

Table 9 summarizes FY17 promotions for junior female officers and enlisted within previously-restricted MOSs. Promotions from O-1 are automatic for Marine Officers with the minimum time in service and time in grade (TIS/TIG); there were eight regular officer promotions. Local commanders authorize promotions to E2 and E3 for Marines who satisfactory meet minimum TIS/TIG. Promotions for E-4 and E-5 are predicated by vacancies created at higher grades within an MOS, are competitive, and require a minimum composite score. For enlisted Marines, there were four meritorious promotions, fifty regular promotions, and one regular SMCR promotion. All female Marines in the previously-restricted MOSs who met TIS/TIG requirements were promoted with their peers.

Previously-Restricted MOS	Rank	Qty	Type	Location	
Marine Officers					
0302	Infantry Officer	O2	1	Regular	Schoolhouse
0402	Field Artillery Officer	O2	3	Regular	Schoolhouse
1802	Tank Officer	O2	1	Regular	Fleet
7204	Low Altitude Air Defense Officer	O2	1	Regular	Fleet
Marine Enlisted					
0311	Rifleman	E2	2	Regular	Fleet
0311	Rifleman	E2	3	Regular	Schoolhouse
0311	Rifleman	E3	1	Regular	Schoolhouse
0311	Rifleman	E3	1	Regular	Fleet
0313	Light Armored Vehicle Marine	E3	1	Regular	Fleet
0331	Machine Gunner	E4	1	Regular	Fleet
0341	Mortarman	E2	1	Regular	Schoolhouse
0341	Mortarman	E3	1	Regular	Schoolhouse
0811	Field Artillery Cannoneer	E2	1	Regular	Schoolhouse
0811	Field Artillery Cannoneer	E3	2	Regular	Fleet
0811	Field Artillery Cannoneer	E3	1	Meritorious	Fleet
0842	Field Artillery Radar Operator	E3	4	Regular	Fleet
0842	Field Artillery Radar Operator	E4	3	Regular	Fleet
0844	Field Artillery Fire Control Marine	E3	1	Regular	Fleet
0847	Field Artillery Sensor Support Marine	E3	1	Regular	Schoolhouse
0847	Field Artillery Sensor Support Marine	E3	3	Regular	Fleet
0847	Field Artillery Sensor Support Marine	E4	1	Meritorious	Fleet
0861	Fire Support Marine	E3	1	Regular	Fleet
1812	Armor Marine	E2	1	Regular	Schoolhouse
1812	Armor Marine	E4	1	Regular	Fleet
1833	Assault Amphibious Vehicle (AAV) Marine	E2	1	Regular	Schoolhouse
1833	Assault Amphibious Vehicle (AAV) Marine	E3	2	Regular	Fleet
1833	Assault Amphibious Vehicle (AAV) Marine	E3	1	Regular	Fleet
2141	Amphibious Vehicle Repairer/ Technician	E4	1	Meritorious	Schoolhouse
2141	Amphibious Vehicle Repairer/ Technician	E3	1	Regular	Schoolhouse
2141	Amphibious Vehicle Repairer/ Technician	E4	2	Regular	Fleet
7212	Low Altitude Air Defense Gunner	E3	1	Regular	Schoolhouse

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Previously-Restricted MOS		Rank	Qty	Type	Location
Previously-Restricted MOS					
7212	Low Altitude Air Defense Gunner	E3	1	Regular	Fleet
7212	Low Altitude Air Defense Gunner	E4	9	Regular	Fleet
7212	Low Altitude Air Defense Gunner	E5	1	Meritorious	Fleet

Table 9: Promotion Data for Junior Female Officers and Enlisted Marines in Previously-Restricted MOS

Enlisted selection to ranks above E-5 and officer selection above O-2 are determined by promotion boards. Tables 10 and 11 summarizes officer and staff non-commissioned officer promotion rates by gender. As with retention data, female promotion data within the previously-restricted MOSs will develop over the coming years.

Newly Opened MOS	O3					O4					O5					O6					
	M		F		Sci Rate	M		F		Sci Rate	M		F		Sci Rate	M		F		Sci Rate	
	Elig	Sci	Elig	Sci	Rate	Elig	Sci	Elig	Sci	Rate	Elig	Sci	Elig	Sci	Rate	Elig	Sci	Elig	Sci	Rate	
Marine Officers																					
0302	Infantry Officer	139	139	N/A	N/A	87.4%	113	100	N/A	N/A	73.2%	96	41	N/A	N/A	41.8%	99	20	N/A	N/A	11.9%
0802	Field Artillery Officer	82	76	N/A	N/A	92.7%	46	33	N/A	N/A	71.7%	40	19	N/A	N/A	47.5%	23	7	N/A	N/A	28%
1802	Tank Officer	29	21	N/A	N/A	72.4%	18	13	N/A	N/A	72.2%	18	10	N/A	N/A	55.6%	4	0	N/A	N/A	0%
1803	Assault Amphibious Vehicle Officer																				
7204	Low Altitude Air Defense Officer	71	56	N/A	N/A	78.9%	38	20	N/A	N/A	52.6%	29	12	N/A	N/A	41.4%	11	1	N/A	N/A	9.1%

Table 10: FY 2017 Officer Promotion Board Selection Rates (O3-O6)

Newly Opened MOS			E6					E7					E8					E9					
			M	F	Elig	Rate	Rate	M	F	Elig	Rate	Rate	M	F	Elig	Rate	Rate	M	F	Elig	Rate	Rate	
Marine Staff (a)																							
0311	Rifleman																						
0331	Machine Gunner	a 3 6 9	Infantry Unit Leader																				
0331	Infantry Assault																						
0352	Anti-tank Missile Gunner																						
0313	Light Armored Vehicle Marine			669	281	N/A	N/A	42%	452	129	N/A	N/A	28.3%	96	34	N/A	N/A	34.7%	33	13	N/A	N/A	23.8%
0321	Reconnaissance Marine			23	3	N/A	N/A	22%	23	8	N/A	N/A	22%	14	4	N/A	N/A	28.6%	3	3	N/A	N/A	66.7%
0331	Reconnaissance Marine			81	31	N/A	N/A	38.3%	42	13	N/A	N/A	31%	14	3	N/A	N/A	33.3%	3	3	N/A	N/A	33.3%
0811	Field Artillery Cannon			133	32	N/A	N/A	24.1%	79	25	N/A	N/A	31.1%	16	8	N/A	N/A	50%	8	2	N/A	N/A	25%
0842	Field Artillery Radar Operator	a 3 6 9	Field Artillery Operations Chief																				
0844	Field Artillery Fire Control Marine																						
0847	Field Artillery Senior Support Marine																						
0841	Fire Support Marine			23	17	N/A	N/A	66%	41	14	N/A	N/A	33.3%	31	5	N/A	N/A	23.8%	8	2	N/A	N/A	25%
1812	Assault Marine			19	12	N/A	N/A	63.2%	35	11	N/A	N/A	31.4%	8	3	N/A	N/A	28.6%	3	1	N/A	N/A	20%
1833	Assault Amphibious Vehicle Marine			68	36	N/A	N/A	52.9%	97	27	N/A	N/A	27.3%	20	7	N/A	N/A	33%	18	4	N/A	N/A	23%
2131	Towed Artillery System Technician			13	5	N/A	N/A	38.5%	7	3	N/A	N/A	42.9%										
2141	Assault Amphibious Vehicle Technician			80	24	N/A	N/A	30%	40	12	N/A	N/A	30%										
2146	Main Battle Tank Repair Technician			29	8	N/A	N/A	27.6%	19	8	N/A	N/A	31.6%										
2147	Light Armored Vehicle Repair Technician			11	12	N/A	N/A	38.1%	13	3	N/A	N/A	23.1%										
7212	Low Altitude Air Defense Gunner			19	8	N/A	N/A	42.1%	21	6	N/A	N/A	28.6%	2	1	N/A	N/A	50%	4	3	N/A	N/A	50%

Table 11: FY 2017 SNCO Promotion Board Selection Rates (E6-E9)

Retention is driven by service requirements each fiscal year, and varies by grade and MOS. Table 12 summarizes retention rates for male Marines who continued service during FY17 within the previously-restricted MOSs. Females in these MOSs have yet to reach retention decision points, as we remain early in MCIIP execution. Data for these populations will develop.

FY17 Previously-Restricted MOS		POPULATION SIZE		RETENTION RATES	
		Male	Female	Male	Female
Marine Officers					
0302	Infantry Officer	1,960	1	92%	N/A
0802	Field Artillery Officer	828	3	92%	N/A
1802	Tank Officer	187	1	91%	N/A
1803	Assault Amphibious Vehicle Officer	143	0	92%	N/A
7204	Low Altitude Air Defense Officer	52	1	91%	N/A
Marine Staff					
0311	Rifleman	13,319	5	78%	N/A
0313	Light Armored Vehicle Marine	618	0	79%	N/A
0321	Reconnaissance Marine	879	0	86%	N/A
0331	Machine Gunner	2,657	1	81%	N/A
0341	Mountain Gunner	2,715	2	80%	N/A
0351	Infantry Assault Marine	1,181	0	81%	N/A
0352	Anti-tank Missile Gunner	1,165	0	79%	N/A
0811	Field Artillery Cannon	1,343	1	81%	N/A
0842	Field Artillery Radar Operator	224	6	82%	N/A
0844	Field Artillery Fire Control Marine	432	0	82%	N/A
0847	Field Artillery Senior Support Marine	152	6	82%	N/A
0841	Fire Support Marine	722	1	88%	N/A
1812	Assault Marine	460	1	79%	N/A
1833	Assault Amphibious Vehicle (AAV) Marine	1,772	3	79%	N/A
2131	Towed Artillery System Technician	175	0	81%	N/A
2141	Assault Amphibious Vehicle Technician	439	4	83%	N/A
2146	Main Battle Tank Repair Technician	343	0	80%	N/A
2147	Light Armored Vehicle Repair Technician	391	0	84%	N/A
7212	Low Altitude Air Defense Gunner	323	14	77%	N/A

Table 12: FY 2017 Retention/Continuation Rates

#### **6) Equipment and Facilities: Element (11)**

In 2016 the Marine Corps established standard fit attributes for individual clothing, equipment, and weapons based on 2d percentile female to 98th percentile male Marine anthropometry. The Marine Corps is collaborating with the U.S. Army in developing the Plate Carrier (PC) Generation III (GEN III) body armor which offers equal protection and improved mobility, is 1.5 inches shorter, and 23 percent lighter than the current PC. PC GEN III, designed to accommodate smaller statured Marines, has a greater shoulder and weapon stock weld and graded shoulder strap lengths. The Adjustable Pack Frame has a vertically adjustable hip belt, various hip belt sizes, and an additional option for shoulder harness sizing, providing a better fit for the 2nd percentile females through 98th percentile males. User evaluations continue in the operational force, supporting establishment, and ELT with final fielding projected by the end of FY20.

All major facility modifications are complete. Regional managers will continue to perform minor facility modifications as needs arise to accommodate integration efforts.

#### **IV. Summary**

The MCIIP is progressing well, without any significant issues. Female Marines are now represented in all previously-restricted occupational fields with numbers steadily increasing. Performance standards in place for physically demanding MOSs are working to ensure all Marines possess the requisite ability to successfully perform the critical skills of their chosen MOS. While we remain early in the MCIIP process, the Marine Corps is committed to long-term success.

