



USASOC WOMEN IN ARSOF

DACOWITS UPDATE 21MAR23

RFI 6 GENDER INTEGRATION



ARSOF Recruitment

U.S. ARMY SPECIAL OPERATIONS COMMAND

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- Pending Human Resource Command (HRC), SF Proponent requested USAREC conduct an 18-to-24-month pilot to accepting Lawful Permanent Residents (LPR) as candidate into the 18X pipeline provided they meet citizenship requirements at the time of arrival at Fort Bragg to begin SF Preparatory Course. The main barrier that excludes LPRs from applying for 18X is the timeline between enlistment and obtaining citizenship.
- Civil Affairs Proponent requested USAREC to develop a target language recruiting email designed to recruit in-service personnel who retain an ARSOF priority language capability.
 - Over 23,000 emails were sent with 4087 going to female service members resulting in 47 responses and two applications submitted. Female service members responded at a rate nearly 10 times higher than males.
- Commanding General United States Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) has extended its General Technical (GT) pilot an additional year. This pilot will continue to run through the last assessment and selection class of FY23. The pilot will continue to afford both the Special Operations Recruiting Battalion (SORB) and USAJFKSWCS an expanded market to eligible candidates and allow us the opportunity to evaluate selection criteria.
- There is no established recruitment LOE focused on women.



Mentorship and Outreach

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- USASOC Women in ARSOF Initiative, LOE 2- Mentorship and Sponsorship.
- Bi-Annual USASOC Low Density Slating Board where all Soldiers are afforded the opportunity to submit a packet to potentially come to SOF.
- In conjunction with the Special Operations Recruiting Battalion, SWCS has an initiative in the initial stages of conceptual development to demystify assessment and selection and provide accurate, factual information about the assessment and selection process and show that it is achievable for female Soldiers to be successful and meet the established standards.
- 10SFG(A) has a Female Mentorship Program, with each BN having two representatives.
 - Quarterly events
 - Units on boarding
- 3SFG (A) is actively working to set up women's mentorship teams at each BN HQ level.
 - One designated female representative per battalion, regardless of MOS, who is educated on the SOF selection process and able to answer RFIs from female Soldiers within the formation looking to assess for SF, CA, or PSYOP.
- 528th Sustainment Brigade Women's Mentorship Program
 - Monthly engagements with not only females Soldiers in this Brigade, but also have opened it to everyone on the greater Fort Bragg.



ARSOF Selection Process

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- There are multiple pathways by which both male and female aspiring Special Forces, Civil Affairs, and Psychological operations Soldiers are assessed and selected. **ARSOF selection, assessment, and training were validated through a rigorous third-party review that determined those activities to be gender neutral. Unbiased training standards are key to the selection and development of the most qualified and combat effective candidates capable of preserving unit readiness, cohesion, and morale.**
- Initial Entry
 - Both Special Forces and Psychological Operations offer opportunities for men and women to volunteer for training at time of enlistment if they meet established standards. Aspiring Active Duty and National Guard Special Forces Soldiers (18X) attend Infantry One Station Unit Training and Airborne School before reporting to Fort Bragg. Upon arrival, they attend the Special Forces Preparatory Course and then the Special Forces Assessment and Selection (SFAS) where each candidate undergoes a variety of individual and team assessments. Selected candidates then begin the Special Forces Qualification Course.
 - Aspiring Psychological Operations Soldiers (37F) attend Military Police One Station Unit Training and Airborne School before reporting to Fort Bragg. Upon arrival, they attend the Psychological Operations Preparation and Conditioning Course and then the Psychological Operations Assessment and Selection (POAS) where each candidate undergoes a variety of individual and team assessments. Selected candidates then begin the Psychological Operations Qualification Course.
- In-Service
 - Special Forces, Psychological Operations, and Civil Affairs all recruit amongst Active Duty and National Guard (Special Forces only) enlisted Soldiers and officers. Officers submit application packets which are screened by the Proponency offices at Fort Bragg. Enlisted Soldiers who meet established standards and select officers are programmed to attend the Assessment and Selection of the branch for which they are volunteering (Special Forces, Psychological Operations, or Civil Affairs) where they undergo a variety of individual and team assessments. Selected candidates then begin their respective Qualification Course.



ARSOF Selection Preparation

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- ARSOF has a long history of female Soldiers serving in our Civil Affairs and Psychological Operations units which provides an established physical screening process and candidate physical preparation baseline for female Soldiers entering Special Forces.
- USAJFKSWCS does not conduct any preparation specifically for women. All aspiring Special Forces, Psychological Operations, and Civil Affairs Soldiers are given equal information and opportunity to prepare to be successful at assessment and selection.
- Initial Entry
 - Initial entry Special Forces and Psychological Operations Soldiers attend their respective Preparatory Courses before attending Assessment and Selection. The preparatory courses are designed to mentally and physically prepare students to attend Assessment and Selection.
- In-Service
 - Regardless of gender, in-service Soldiers, through their servicing Special Operations Recruiting Battalion station, are provided with a number of tools to successfully prepare for assessment and selection.
 - All aspiring candidates must meet minimum physical fitness standards prior to attending assessment and selection.
 - USAJFKSWCS has also disseminated physical training programs specifically designed to prepare for assessment and selection as well as an introduction letter highlighting how successful candidates should prepare.



ARSOF Selection Entry

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- 982 female volunteers have attended ARSOF A&S courses since FY16.
 - 41 attended Special Forces Assessment and Selection (SFAS).
 - 348 attended the Psychological Operations Assessment and Selection (POAS).
 - 593 attended Civil Affairs Assessment and Selection (CAAS).
 - Three female Soldiers graduated from the Special Forces Qualification Course (SFQC) and are assigned to Special Forces Groups. One female is currently in SFQC.
- *5,242 men assessed through Special Forces Assessment and Selection (SFAS)/ 4,392 completed the Special Forces Qualification Course (SFQC)*

Females Attending ARSOF A&S Courses

FY	SFAS		POAS		CAAS	
	Enrolled	Completed	Enrolled	Completed	Enrolled	Completed
FY16	1	0	47	11	88	39
FY17	2	0	47	18	84	38
FY18	3	0	26	12	87	38
FY19	12	3	45	13	104	57
FY20	8	1	43	17	68	30
FY21	5	0	55	21	95	44
FY22	7	1	60	14	55	20
FY23	3	0	25	4	12	4
Total	41	5	348	110	593	270



Talent Management

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- USASOC is attuned to managing the talents and careers of male and female personnel in Career Management Fields (CMF) [Special Forces (SF), Psychological Operations (PSYOP) and Civil Affairs (CA)]. We rely on knowledge, skills, and attributes (KSAs) required of a particular position to drive the assignments and assign those assignments based on KSAs and not any bias or pedigree.

Current ARSOF Enlisted a/o 10 Nov 22

SF		PSYOP		CA	
Female	Male	Female	Male	Female	Male
3	5678	62	1067	60	863

Current ARSOF Officers a/o 10 Nov 22

Rank	SF		PSYOP		CA	
	Female	Male	Female	Male	Female	Male
COL	0	107	2	19	0	23
LTC	0	286	6	72	10	90
MAJ	1	383	16	114	24	204
CPT	1	538	22	171	60	331
Total	2	1316	46	376	94	648

Note: Army personnel systems transitioned to IPPS-A. Currently 10 Nov is the 100% accurate data.

Support Systems and Lessons Learned



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- Army and USSOCOM continues longitudinal assessments measuring and tracking male and female candidates and operator physical and academic performance, injury rates, health, promotion, qualifications, and retention.
- Data from these assessments benefit ARSOF by identifying demographic trends leading to possible mitigating strategies.
- There are no female specific programs of instruction since all candidates must meet the same standard regardless of gender. SF and PO both have preparation courses for initial entry Soldier to prepare physically and mentally for the assessment and selection courses.
- THOR and Human Development programs are centered around improving Soldier performance, regardless of gender. The support systems in place to train, coach and mentor Soldiers is adapted to their specific needs.