



# MARFORSOC DACOWITS RFI #6 Response



# Agenda



- MARFORSOC Selection Process Overview
- Recruiting
- Selection Process Preparation/Lessons Learned
- Outreach, Mentorship, Established Support
- Selection Process Data



# MARFORSOC Accessions Process Overview

## Special Operations Officer (SOO) & Critical Skills Operator (CSO) Training

- Assessment & Selection Phase I  
24 Days
- Assessment & Selection Phase II  
22 Days



Recruited  
Well trained, mature Marines



Recruit/Assign



All MOSs return to FMF – Monitors track 8071 for follow on assignments & education



Avg. candidate is a 2<sup>nd</sup> term Marine

## Special Operations Capabilities Specialist (SOCS) Training

- SOF Fundamentals – 3 weeks
- SERE – (LVL C) – 3 weeks

- JTAC – 4 weeks
- MDLOC – 4 weeks
- MDIOC – 14-17 weeks
- MNOC – 14 weeks
- SOF EOD (LVL 1) – 10 weeks
- Multi-Purpose Canine – 14 weeks

8071 NMOS Awarded

Phase 0 - 9 Weeks			
In Process & Intro	Medical	Communications	Survive Escape Resist Evade
Phase I - 11 Weeks			
Basic Skills	Fires	Amphib	Tactics
		Weapons (Over Serve Vigor)	Patrolling & Raids EX (Raider Spirit)
Phase II - 8 Weeks			
Combat Marksmanship	Close Quarters Battle	Urban Combat	Direct Action Exercise (Guile Strike)
Phase III - 6 Weeks			
Special Reconnaissance	Recon Exercise	Special Reconnaissance Exercise (Stingray Fury)	
Phase IV - 5 Weeks			
Irregular Warfare	Derna Bridge (Foreign Internal Defense/Unconventional Warfare Exercise)		Out Process
Tm Cmdr Seminar - 4 Weeks			
Authorities – SOCS Integration – Concise Writing/ Speaking – Considerations for Team Command			

037x MOS Awarded

### SOO/CSO

- Close loop MOS
- Attend Career level PME
- Command selected by HQMC Board
- Fill Joint & HQMC billets external to MARSOC



**SOCS**

- Up to 60 month tour length
- Provides critical 'reinforced' capability to MSOC in theater
- 8071s avg. 3 SOF Deployment Cycles
- Specialists support Team to JSOTF





# Recruiting



- Indirect Engagement:
  - Visual Content
  - Messaging
- Direct Engagement:
  - Contact with monitors for Direct Assigned personnel
  - Special Operations Capable Specialist
    - Engagement with various entry level schools
    - Participation in school panels/speaking events
  - Special Operations Officer/Critical Skills Operator
    - MARFORSOC screens all Marines across the Marine Corps for eligibility - Placed on a recruiting list and assigned to attend a HMST
    - Positive contact - Called all eligible females w/invite to an upcoming A&S
    - Prioritized interested females - for Assessment & Selection





# Selection Preparation Process/Lessons Learned



- All applicants (male and female) receive a copy of the phase one training schedule to prepare for daily requirements.
- Recruiters invite applicants to conduct an initial assessment of their abilities.
- Applicants receive fitness guides and an electronic fitness application from their respective Recruiter to assist with their fitness preparation prior to attending the MARSOC A&S program.
  - All fitness events conducted are gender neutral and in compliance with USMC standards.
  - The application links to a trackable program with coach assistance.
- Both male and female receive kneecap to kneecap guidance from their Recruiter on all issue regarding mind body and spirit preparation for A&S.
- Recruiters conduct monthly calls to assist the applicant in their development of skills required to complete at A&S.
- MARFORSOC has explored several lessons learned to include:
  - Women at the point of entry
  - Assigning female training cadre to A&S
  - Buddy program





# Outreach, Mentorship, and Established Support



- MARFORSOC has several female service members and civilians throughout the organization
  - Marine Raider Regiment 104 women (20 Officers, 55 Enlisted, 29 Civilian)
  - Marine Raider Support Group - 53 women (10 Officers, 37 Enlisted, 6 Civilian)
  - Marine Raider Training Center - 10 women (1 Officer, 6 Enlisted, 3 Civilian)
  - Women augments – temporary cadre at A&S
- Hosted Women's Town Hall
- Woman Raiders Mentorship Luncheon – informal event to discuss relevant topics
- Host United States Naval Academy (USNA) Midshipman - two weeks in summer for the USNA Marine Air Ground Task Force Program.
  - Affords female students the opportunity to make informed decisions regarding service selection.
  - Students shadow Marine Officers who provide a broader perspective of the Service and MARFORSOC.
- Informing the available eligible population of opportunities to achieve the 8071 MOS, Special Operations Capable Specialists.



# FY Selection Process Data



Male

Special Operations Capable Specialist					
	FY 18	FY 19	FY 20	FY 21	FY 22
E1-3				67	28
E4				17	12
E5	Data Not Available			51	53
E6				45	31
E7				7	11

Female

Special Operations Capable Specialist					
	FY 18	FY 19	FY 20	FY 21	FY 22
E1-3				3	
E4				1	
E5	Data Not Available			3	6
E6				1	1
E7					

Male

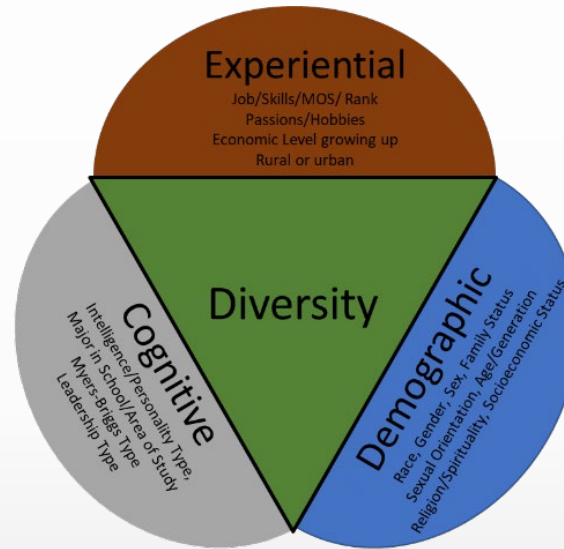
Special Operations Officer/Critical Skills Operator					
	FY 18	FY 19	FY 20	FY 21	FY 22
E3	17	19	35	30	37
E4	212	241	209	246	219
E5	207	200	116	78	102
O2	42	67	69	85	77
O3	19	21	17	19	18

Female

Special Operations Officer/Critical Skills Operator					
	FY 18	FY 19	FY 20	FY 21	FY 22
E3					
E4		1	1		
E5	3	1			1
O2			1		2
O3				1	



# Questions



# Questions