



# ***US Special Operations Command***

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## **USSOCOM IMPLEMENTATION PLAN FOR THE INTEGRATION OF WOMEN INTO SOF**

**Force Management and Development  
Directorate  
HQ USSOCOM**

The overall classification of this briefing is:

**UNCLASSIFIED**



# USSOCOM Implementation Plan

Phase I- Preparation

Phase II- Training

Phase III- Operational Assignment

**LOE 1: ACCESSION** – Work closely with the Services to recruit best qualified candidates.

**LOE 2: TALENT MANAGEMENT** - Work closely with Service assignment and personnel systems to assign SOF personnel for operational requirements and individual success. Frequent, long-term monitoring and review required

**LOE 3: COMMUNICATE** - SOF Leaders brief implementation plans to training staff and operational force. Components establish Public Affairs postures and plans in cooperation with parent Service and USSOCOM

**LOE 4: ASSESSMENT** – Components coordinate with Service research organizations to collect, organize, and report data needed for Longitudinal Implementation Plan Assessment. Identify effective practices, areas of concerns, and potential adjustments.

- Transparent Standards
- Physical Demands
- Physiological Differences
- Population Size

- Talent Management
- Population Size

- Operating Abroad
- Population Size
- Conduct and Culture

- Assessment and Adjustment



# USSOCOM Implementation Plan

JAN | 2016

APRIL | 2016

July | 2017

## Phase I- Preparation

**Now**

- **Transparent Standards**
  - Operationally relevant gender neutral standards in place.
- **Population Size**
  - DOTMLPF-P Adjustments
- **Physical Demands and Physiological Differences**
  - Pre-Assessment and Selection Training Program
- **Conduct and Culture**
  - Training Staff
  - Female Cadre Prep
- **Talent Management**
  - Partner with Service Recruiters
- **Operating Abroad**
  - Review Lessons Learned
  - Research Studies
- **Assessment**
  - Institute reporting framework
  - Public Affairs/ Communications/ Outside Observer Plan/Policy
  - Identity Management/Social Media Policy

## Phase II- Training

**1<sup>st</sup> Female Candidate Arrives A&S**

- **Transparent Standards**
  - Essential to effective selection and training
- **Population Size**
  - DOTMLPF-P Adjustments-
- **Physical Demands and Physiological Differences**
  - Pre-Assessment and Selection Training Program
- **Conduct and Culture**
  - Operational Force Tng and Ed.
- **Talent Management**
  - Reliance on Close Relationships with Services
- **Operating Abroad**
  - Command will address issues associated with international students as required
- **Assessment**
  - Candidate Data Collection
    - Injury rates
    - Attrition
    - Performance
  - Conduct Command Review (Qtrly)
    - Adjustments

## Phase III- Operational Assignment

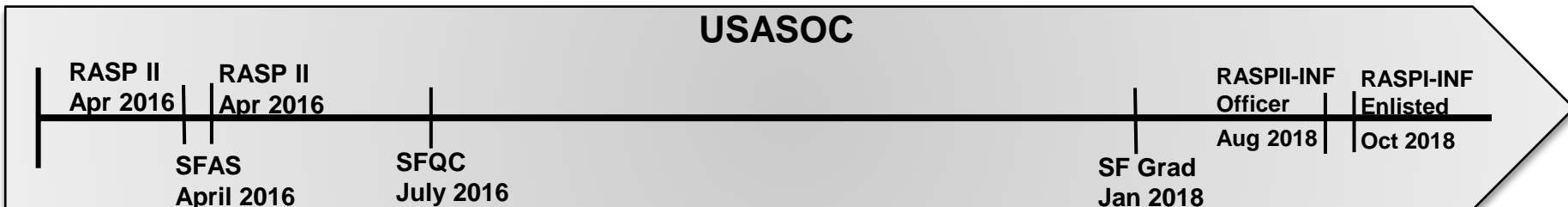
**1<sup>st</sup> Female SOF Operator Arrives Operational Unit**

- **Transparent Standards**
  - Readiness, Cohesion, Morale
- **Population Size**
  - Expect Low Numbers
  - DOTMLPF-P-Adjustments
- **Physical Demands and Physiological Differences**
  - Human Performance Program
- **Conduct and Culture**
  - Reliance on Standards, Leadership and Core Values
- **Talent Management**
  - Performance and Potential
  - Reliance on Close Relationships with Services
- **Operating Abroad**
  - Command will address issues during mission planning and PDSS
- **Assessment**
  - Longitudinal Assessment Expands to Include Operational Force
    - Promotion
    - Retention
    - Advanced Skills Training

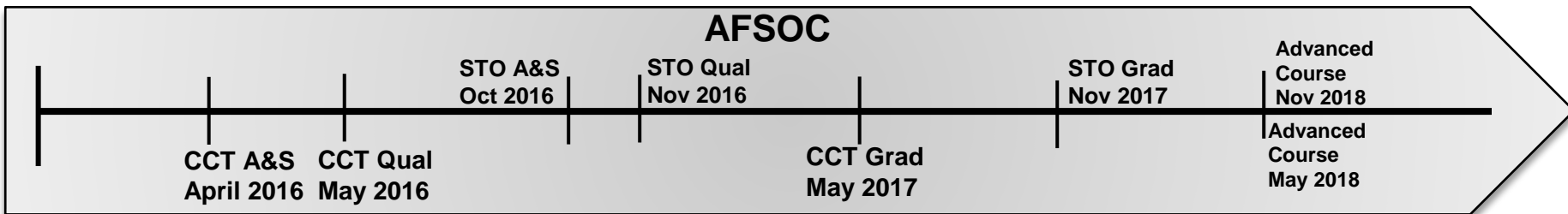


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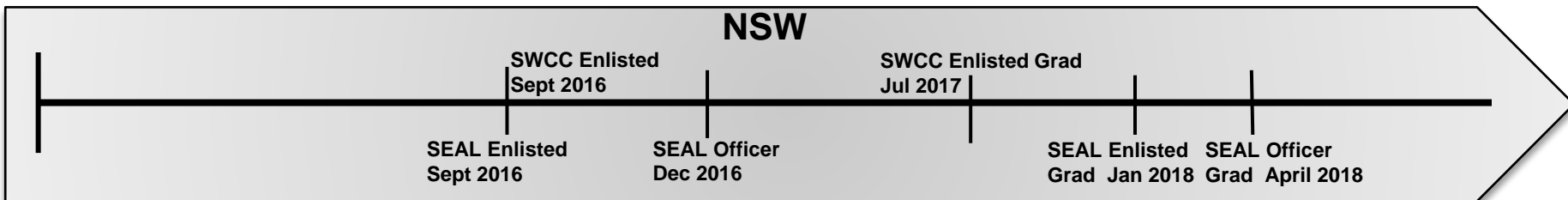
## USASOC



## AFSOC



## NSW



## MARSOC

