



Development of Occupational Standards

US Army Briefing to DACOWITS

September 2016



Will be moved to Backup

DACOWITS RFI: *The Committee requests briefings from the Military Services and SOCOM* on the methodology behind the development of the new occupational standards and the difference between physical fitness standards and gender neutral occupational standards?*

Physical Fitness Standards vs Gender Neutral Occupational Standards



Physical Fitness Standards

- General fitness
- Age and Gender Normed: Fitness in relation to other Soldiers of the same age and gender
- Cardiovascular and Muscular Endurance
- Army Physical Fitness Test:
 - 2 Minutes Pushups
 - 2 Minutes Situps
 - 2 Mile Run

Normative Reference: Measures how Soldiers perform in comparison to each other, regardless of whether they can execute operational tasks or demonstrate skills.

VS.

Occupational Standards

- Ability to perform critical and recurring job (MOS) functions
- Criterion Referenced: Based on specific job requirements
- Strength, power, speed/agility, cardio / muscular endurance
- Occupational Physical Assessment Test:
 - Standing Long Jump
 - Seated Power Throw
 - Strength Dead Lift
 - Aerobic Run

Criterion Reference: Determines if a Soldier can execute specific tasks or demonstrate specific skills, regardless of gender.



Developing Occupational Standards



Task

Verification:

Identify critical and recurring High Physical Demand Soldier tasks

April-August 2013



Soldier Task

Task

Measurement:

Scientifically determine physical demands of each Soldier task

August 2013-April 2014



Task Simulation

Developing the OPAT:

Occupational Physical Assessment Test: Develop a set of simple and safe predictive tests

May 2014 July 2015



Predictive Test

Scientific study of critical and recurring Soldier tasks to define physical demands and develop a predictive test



Applying Occupational Standards



Soldiers must perform their MOS High Physical Demand Tasks (HPDT) to standard in order graduate from training



11B (Infantryman) High Physical Demand Tasks

11B HPDT Evaluated Tasks (required for Graduation)

- Conduct Tactical Movement
- Employ Hand Grenades
- Prepare a Fighting Position
- Casualty Evacuation
- Maintain 25mm Gun on BFV – Install the Barrel
- Maintain 25 mm Gun on BFV – Remove Feeder Assembly
- Load 25mm H-EIT Tracer Ammunition Can on BFV
- Move Over, Through, or Around Obstacles
- Move Under Direct Fire
- Prepare Dismounted TOW Firing Position
- Engage Targets with a Caliber .50 M2 Machine Gun (Lift and Carry M2.50cal)
- Load TOW Missile Launcher on BFV



11B One Station Unit Training (OSUT) Soldiers Executing HPDT tasks at Ft Benning, Georgia

Task performance standards are gender neutral



Backups



OPAT Test Events



Standing Long Jump



Seated Power Throw



Strength Dead Lift



Aerobic Run (Beep Test)



Applicant OPAT Standards Grouped by Physical Demand (Pre-training level of fitness)

Heavy Physical Demand

Frequently / Constantly lift 41 lbs and above or any Frequent , Constant tasks 100 lbs or more with Occasional tasks over 100 lbs.

BLACK - High Physical Demand

LJ	160cm	5'3"
PT	450cm	14'9"
SD	160lbs	
IR	43 shuttles (6-2)	

- BLACK OPAT levels represent goals that would require significant additional effort/training for applicants seeking placement in MOSs with high physical demands.
- The interval run 6-2 is equivalent to a 9:16 minute mile.
- Ability to meet BLACK High Physical Demand Task (HPDT) standards post-training.

Significant Physical Demand

Frequently / Constantly lifts 41lbs-99lbs; with or without Occasional tasks up to 100 lbs

GRAY – Significant Physical Demand

LJ	140cm	4'7"
PT	400cm	13'1"
SD	140lbs	
IR	40 shuttles (5-8)	

- GRAY OPAT levels represent goals that would require moderate additional effort/training for applicants seeking placement in MOSs with significant physical demands.
- The interval run 5-8 is equivalent to a 9:26 minute mile.
- Ability to meet GRAY HPDT standards post-training.

Moderate Physical Demand

Frequently / Constantly lifts up to 40 lbs or when all physical demands are occasional

GOLD – Moderate Physical Demand

LJ	120cm	3'11"
PT	350cm	11'6"
SD	120lbs	
IR	36 shuttles (5-4)	

- GOLD OPAT levels represent goals that would require some additional effort/training for applicants seeking placement in MOSs that must meet baseline Warrior Task and Battle Drills/Combat Skills Training physical demands.
- The interval run 5-4 is equivalent to a 9:38 minute mile.
- Ability to meet GOLD HPDT standards post-training.



Five Functional Areas of Combat Readiness



Warrior Tasks and Combat Drills require Soldiers to develop muscular strength, power, endurance; aerobic capacity; and agility

Work for Long Periods of Time
(muscular endurance)



Move Quickly Over, Under, Around, Through Obstacles
(speed/agility)



Move for Long Distances
(Uneven Terrain Under Load)
(cardio endurance)



Lift, Carry, Drag Heavy Loads
(muscular strength)



Generate and Apply Force
(explosive power)

