DACOWITS Quarterly Business Meeting
13-14 September 2016

RFI #6: Gender Neutral Occupational Standards

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Force Fitness Branch Head
RFI #6
MOS Specific Physical Standards Methodology
Fitness v. Occupational Standards

• BLUF
• MSPS Development Process
• MSPS Execution
• MSPS Assessment
• Fitness v. Occupational Standards
• Summary
• NDAA FY15: “Secretaries of the military departments should develop gender-neutral occupational standards that...accurately predict performance of actual, regular, and recurring duties of a military occupation; and are applied equitably to measure individual capabilities.....validated occupational standards will be in use by Sept 30th, 2015 at MOS schools.”

• MOS standards have been clarified, refined, and validated for the following specified MOSs based on the physical skills required:

0302, 0303, 0307, 0311, 0313, 0321, 0331, 0341, 0351, 0352, 0802, 0811, 0842, 0844, 0847, 0861, 1302, 1371, 1372, 1802, 1803, 1812, 1833, 2131, 2141, 2146, 2147, 7204, 7212

• MSPS are gender-neutral, operationally relevant, and occupation specific:
  • Comply with DoD guidance and related statutes
  • Maintain combat readiness
  • Better capitalize on the full potential of every Marine
  • Sustain the quality of the Force going forward
Physical Standards Screening and Testing

- Recruiting
  - Initial Screening
    - Initial Strength Test for physically demanding PEFs
  - Recruit Training
    - MOS Classification Standards for specified MOSs
  - MOS School
    - Initial assessment of MOS Specific Physical Standards
  - OPFOR
    - Continuation of MOS Specific Physical Standards

- Gender Neutral
  - IST for all other MOSs
  - PFT/CFT for all other MOSs

- Gender Normed
  - IST for all recruits
  - PFT/CFT for all other MOSs
  - PFT/CFT for all Marines

Enlistment ➔ Transformation ➔ MOS Training ➔ OPFOR Service

Indirect Testing ➔ Direct Testing

Increasing Physical Rigor
MSPS Development

>1000 Physical T&R events from specified MOSs

Viewed through the Joint Forcible Entry Operations Lens

Focused on what SMEs view as Most Critical based on Frequency, Duration, Intensity and Importance

Advocate Representative Inputs

MOS Specific Physical Standards Development

Integrated Research Analysis

23 Occupation Specific Physical Standards across 29 MOSs

• Who were the SMEs who provided inputs to the MSPS development process?
  – A mix of over 600 officers, SNCOs and NCOs from TECOM (task analysts, schoolhouse instructors, OPSOs/chiefs) and the Operating Forces (Bn COs, XOs, OPSOs/Chiefs, Marines currently serving in the specified MOSs) with an average of 6.1 years MOS time
  – SMEs involved throughout process from Sept 14-Jul 15

• Were the Advocates involved? What levels?
  – Yes; in every phase of MSPS development at the 0-6 level and higher

• What other agencies were involved?
  – Internal: M&RA (MCFIO, MM, MP), CL, MCOTEA
  – External: Naval Health Research Center, RAND, GAO
Standards recognize that the physical capability of today’s Force is sufficient to meet mission demands

- Testing of over 1,000 Marines from I MEF in May 2015 served as the basis for MOS specific physical standards recommendations
  - Statistical analysis of task performance
    - Fastest, Slowest, Average and Standard Deviation
    - Analysis performed with and without outliers
    - Distributions approximated bell shaped curve - but did not yield consistent results across all tasks (eliminated too many Marines on some tasks)
  - Naval Health Research Center supported study design, data collection and development of standards methodology
MSPS Development

• What they are:
  • A means for reasonable assurance of satisfactory physical performance in an MOS
  • Derived from critical and physically demanding MOS T&R tasks
  • Pass/fail requirements to verify & sustain key physical abilities
  • Based on direct individual tasks & surrogate performance for critical crew tasks
  • Easily administered within existing Entry Level Training (ELT) programs of instruction (POIs), with remediation as necessary

• What they are not:
  • The only physical requirements for ELT course completion
  • An assessment of procedural proficiency or fine motor skills
  • A pre-requisite for entering an MOS school
MSPS Execution

- MSPS are administered at various points in Programs of Instruction concurrent with when specific T&R events are conducted
  - MSPS are not administered like a final exam or culminating event

- Recycle / Reclassification policy
  - Marines are recycled for failing a single MSPS 3x
  - Marines are reclassified for failing a single MSPS 6x
MSPS Assessment

• In one year’s time, a full compliment of MSPS performance data will be available for analysis

• Student performance data will inform enhancements to training consistent with the Systems Approach to Training (SAT)

• Operating Forces will provide feedback through Operational Advisory Groups and participation in periodic T&R Manual Working Groups
Differences between Fitness and Occupational Standards

• USMC Fitness Standards:
  - Compliant with DoDI 1308.3
  - Gender and Age normed
  - Assess Service-wide baseline generalized fitness levels and evaluate aerobic / anaerobic capacity, muscular endurance / strength and agility
  - Not intended to represent mission or occupationally specific fitness demands

• USMC MSPS:
  - Compliant with DoD guidance and related statutes
  - Operationally relevant, occupation specific
  - Gender and Age neutral
Summary

• MSPS development was based on focused research, scientific analysis, and MOS Subject Matter Expertise inputs

• The process has helped clarify and refine individual performance standards, particularly those derived from collective tasks

• MSPS are designed to sustain the quality of the force going forward; A deliberate effort to neither raise nor lower “the bar”

• MSPS implementation maintains the highest levels of combat readiness and better capitalizes on the full potential of every Marine

• USMC Fitness and MSPS compliant with DoD guidance and related statutes
BACKUP
## MSPS (1 of 4)

<table>
<thead>
<tr>
<th>Task</th>
<th>MOS</th>
<th>Task Description</th>
<th>Standard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Casualty Evacuation</td>
<td>All GCE MOSs &amp; LAAD</td>
<td>While wearing a fighting load and carrying a service rifle, sprint 25 meters to a simulated casualty, evacuate the casualty 25 meters</td>
<td>54 sec*</td>
</tr>
<tr>
<td>MK-19 Lift</td>
<td>All GCE MOSs &amp; LAAD</td>
<td>Lift the MK-19 heavy machinegun from the deck to overhead height.</td>
<td>Pass**</td>
</tr>
<tr>
<td>Scale a Wall</td>
<td>03xx</td>
<td>Scale a 56” wall unassisted while wearing the Fighting Load and carrying a service rifle</td>
<td>30 sec*</td>
</tr>
<tr>
<td>20km Hike</td>
<td>0302, 0311, 0331, 0341, 0351, 0352</td>
<td>March 20 km with MOS specific weapons &amp; equipment while wearing the fighting load</td>
<td>5 hours***</td>
</tr>
<tr>
<td>Rush 300m to Objective</td>
<td>0302, 0311</td>
<td>While wearing a fighting load and carrying a service rifle, run/rush for 300 meters through a course with an agility network</td>
<td>3 min 56 sec*</td>
</tr>
<tr>
<td>200m Movement as MG Ammo Bearer</td>
<td>0331</td>
<td>While wearing a fighting load and carrying a service rifle, Spare barrel bag and two ammo cans, run/rush for 200 meters through a course with an agility network</td>
<td>2 min 11 sec*</td>
</tr>
<tr>
<td>200m Movement w/ 60mm Mortar</td>
<td>0341</td>
<td>While wearing a fighting load and carrying a service rifle, and a 60mm mortar in hand-held mode, run/rush for 200 meters through a course with an agility network</td>
<td>1 min 45 sec*</td>
</tr>
<tr>
<td>200m Movement w/ SMAW</td>
<td>0351</td>
<td>While wearing a fighting load and carrying a service rifle, and a SMAW, run/rush for 200 meters through a course with an agility network</td>
<td>1 min 40 sec*</td>
</tr>
<tr>
<td>Breach Door w/ Battering Ram</td>
<td>0302, 0351</td>
<td>While wearing a fighting load and carrying a service rifle, breach a door with a battering ram</td>
<td>14 sec*</td>
</tr>
<tr>
<td>200m Movement w/ Javelin</td>
<td>0352</td>
<td>While wearing a fighting load and carrying a service rifle, and a Javelin, run/rush for 200 meters through a course with an agility network</td>
<td>1 min 43 sec*</td>
</tr>
</tbody>
</table>

* New Event with Time Standard
** New Pass/Fail Event
*** Existing Event & Standard
## MSPS (2 of 4)

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<tr>
<td>Disassemble/Assemble M242 25mm Gun</td>
<td>0303, 0313</td>
<td>Disassemble/Assemble the M242 25mm automatic gun by manipulating the receiver and feeder</td>
<td>3 min 21 sec*</td>
</tr>
<tr>
<td>LAV CASEVAC</td>
<td>0303, 0313, 2147</td>
<td>Clean &amp; press Olympic bar with total weight of 115 lbs. (Surrogate)</td>
<td>Pass**</td>
</tr>
<tr>
<td>Lift LAV Towbar</td>
<td>0303, 0313, 2147</td>
<td>Deadlift &amp; hold Olympic bar with total weight of 150 lbs. at knuckle height for 30 seconds (Surrogate)</td>
<td>Pass**</td>
</tr>
<tr>
<td>Recon 20km Ruck run</td>
<td>0307, 0321</td>
<td>Run 20 km with a service rifle while wearing the reconnaissance load</td>
<td>3 hours***</td>
</tr>
<tr>
<td>Recon 2K yd Fin</td>
<td>0307, 0321</td>
<td>Fin 2,000 yards with a service rifle while wearing &amp; pulling/pushing the reconnaissance load</td>
<td>1 hour***</td>
</tr>
<tr>
<td>100m Movement w/ Breaching Equipment</td>
<td>0307, 0321</td>
<td>While carrying a service rifle, breaching equipment, and wearing the reconnaissance load, run/rush for 100 meters through a course with an agility network</td>
<td>44 sec*</td>
</tr>
<tr>
<td>Climb Caving Ladder</td>
<td>0307, 0321</td>
<td>While wearing the reconnaissance load and carrying a service rifle, climb a caving ladder to a 10 meter platform</td>
<td>2 min 27 sec*</td>
</tr>
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<tr>
<td>Lift &amp; Carry 5 x Artillery Rounds 50m to 7 Ton</td>
<td>0802, 0811</td>
<td>Lift artillery round from deck to shoulder height and carry 50 meters - press overhead to handoff to Marine receiving round from bed of 7-ton truck. Perform five times</td>
<td>4 min 56 sec*</td>
</tr>
<tr>
<td>MTVR CASEVAC</td>
<td>0802, 0811, 2131</td>
<td>Clean &amp; press Olympic bar with total weight of 115 lbs. (Surrogate)</td>
<td>Pass**</td>
</tr>
<tr>
<td>Load 5x 155mm Rounds on Feed Tray</td>
<td>0802, 0811</td>
<td>Lift artillery round from deck to waist height and carry 5 meters from ammunition staging point to howitzer, then lift to place on loading tray. Perform five times to simulate maximum rate of fire</td>
<td>1 min 15 sec***</td>
</tr>
<tr>
<td>Breach Door w/ Battering Ram</td>
<td>1302, 1371</td>
<td>While wearing a fighting load and carrying a service rifle, breach a door with a battering ram</td>
<td>14 sec*</td>
</tr>
<tr>
<td>HESCO Lift</td>
<td>1302, 1371</td>
<td>Clean &amp; press Olympic bar with total weight of 100 lbs. (Surrogate)</td>
<td>Pass**</td>
</tr>
<tr>
<td>150m Movement w/ APOBS</td>
<td>1302, 1371</td>
<td>While wearing a fighting load and carrying a service rifle, with an APOBS pack assembly, run/rush 150 meters through a course with a agility network</td>
<td>1 min 12 sec*</td>
</tr>
<tr>
<td>Open &amp; secure ABV VC hatch</td>
<td>1372</td>
<td>One handed over head press to open and secure VC hatch.</td>
<td>30 sec*</td>
</tr>
<tr>
<td>Lift 3x ABV batteries to back deck</td>
<td>1372</td>
<td>Lift ABV battery from the deck and clean to chest height in order to hand off to a Marine receiving battery from ABV rear deck. Perform three times</td>
<td>1 min 50 sec*</td>
</tr>
<tr>
<td>ABV CASEVAC</td>
<td>1372</td>
<td>Clean &amp; press Olympic bar with total weight of 115 lbs. (Surrogate)</td>
<td>Pass**</td>
</tr>
</tbody>
</table>

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# MSPS (4 of 4)

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<tr>
<td>Lift 3x Tank batteries to back deck</td>
<td>1802, 1812, 2146</td>
<td>Lift tank battery from the deck and clean to chest height in order to hand off to a Marine receiving battery from tank rear deck. Perform three times.</td>
<td>1 min 50 sec*</td>
</tr>
<tr>
<td>Open &amp; secure Tank TC hatch</td>
<td>1802, 1812, 2146</td>
<td>One handed over head press to open and secure TC hatch.</td>
<td>30 sec*</td>
</tr>
<tr>
<td>Tank CASEVAC</td>
<td>1802 1812</td>
<td>Clean &amp; press Olympic bar with total weight of 115 lbs. (Surrogate)</td>
<td>Pass**</td>
</tr>
<tr>
<td>Tank Towbar Lift</td>
<td>1802 1812</td>
<td>Deadlift &amp; hold Olympic bar with total weight of 150 lbs. at knuckle height for 30 seconds (Surrogate)</td>
<td>Pass**</td>
</tr>
<tr>
<td>Load 120mm Round</td>
<td>1802 1812</td>
<td>Perform the actions of a loader in an M1A1 Tank crew by transitioning 120mm rounds from the stowed position to the main gun breech.</td>
<td>7 secs***</td>
</tr>
<tr>
<td>M88 CASEVAC</td>
<td>2146</td>
<td>Clean &amp; press Olympic bar with total weight of 115 lbs. (Surrogate)</td>
<td>Pass**</td>
</tr>
<tr>
<td>M88 Towbar Lift</td>
<td>2146</td>
<td>Deadlift &amp; hold Olympic bar with total weight of 150 lbs. at knuckle height for 30 seconds (Surrogate)</td>
<td>Pass**</td>
</tr>
<tr>
<td>AAV CASEVAC</td>
<td>1803 1833</td>
<td>Clean &amp; press Olympic bar with total weight of 115 lbs. (Surrogate)</td>
<td>Pass**</td>
</tr>
<tr>
<td>AAV Towbar Lift</td>
<td>1803, 1833, 2141</td>
<td>Deadlift &amp; hold Olympic bar with total weight of 150 lbs. at knuckle height for 30 seconds (Surrogate)</td>
<td>Pass**</td>
</tr>
<tr>
<td>AAV-R7 CASEVAC</td>
<td>2141</td>
<td>Clean &amp; press Olympic bar with total weight of 115 lbs. (Surrogate)</td>
<td>Pass**</td>
</tr>
</tbody>
</table>

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