



DACOWITS Quarterly Business Meeting

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RFI #6: Gender Neutral Occupational Standards

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RFI #6

MOS Specific Physical Standards Methodology Fitness v. Occupational Standards

- BLUF
- MSPS Development Process
- MSPS Execution
- MSPS Assessment
- Fitness v. Occupational Standards
- Summary

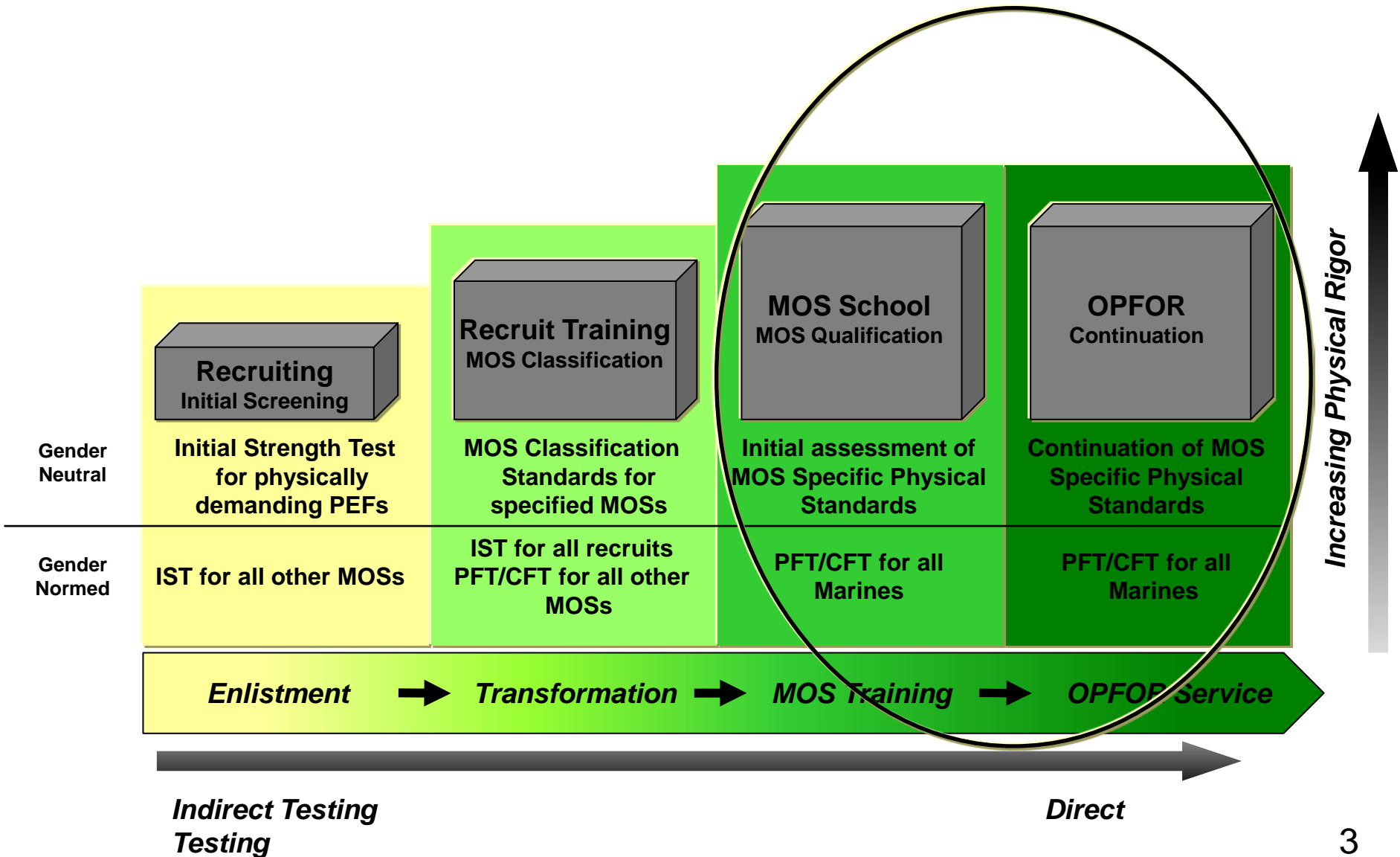


BLUF

- 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

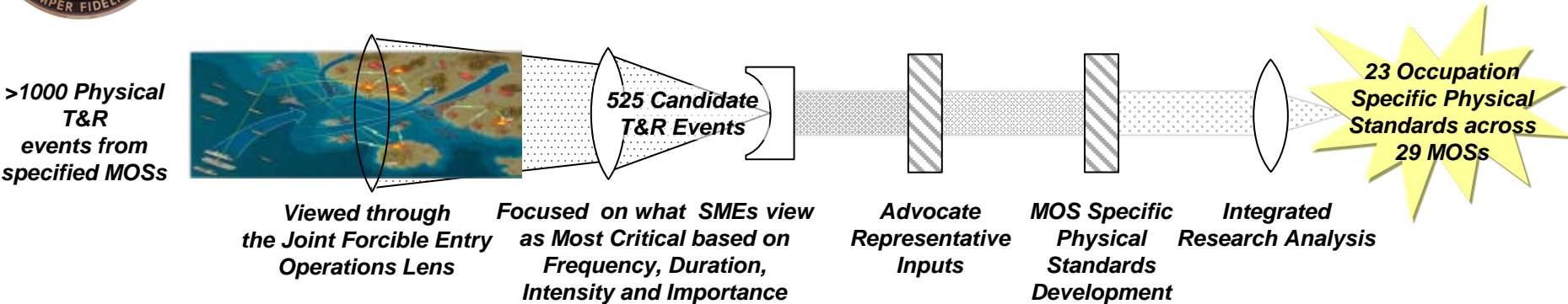


Physical Standards Screening and Testing





MSPS Development



- 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, XO, 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



MSPS Development

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

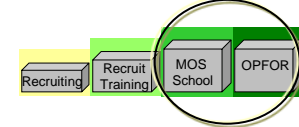
- MSPS development was based on focused research, scientific analysis, and MOS Subject Matter Expertise inputs
- The process has helped clarify and refine individual performance standards, particularly those derived from collective tasks
- MSPS are designed to sustain the quality of the force going forward; 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)

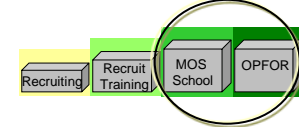


Task	MOS	Task Description	Standard
Casualty Evacuation	All GCE MOSs & LAAD	While wearing a fighting load and carrying a service rifle, sprint 25 meters to a simulated casualty, evacuate the casualty 25 meters	54 sec*
MK-19 Lift	All GCE MOSs & LAAD	Lift the MK-19 heavy machinegun from the deck to overhead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

- * New Event with Time Standard
- ** New Pass/Fail Event
- *** Existing Event & Standard



MSPS (2 of 4)

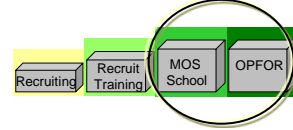


Task	MOS	Task Description	Standard
Disassemble/ Assemble M242 25mm Gun	0303 0313	Disassemble/Assemble the M242 25mm automatic gun by manipulating the receiver and feeder	3 min 21 sec*
LAV CASEVAC	0303, 0313, 2147	Clean & press Olympic bar with total weight of 115 lbs. (Surrogate)	Pass**
Lift LAV Towbar	0303, 0313, 2147	Deadlift & hold Olympic bar with total weight of 150 lbs. at knuckle height for 30 seconds (Surrogate)	Pass**
Recon 20km Ruck run	0307 0321	Run 20 km with a service rifle while wearing the reconnaissance load	3 hours***
Recon 2K yd Fin	0307 0321	Fin 2,000 yards with a service rifle while wearing & pulling/pushing the reconnaissance load	1 hour***
100m Movement w/ Breaching Equipment	0307 0321	While carrying a service rifle, breaching equipment, and wearing the reconnaissance load, run/rush for 100 meters through a course with an agility network	44 sec*
Climb Caving Ladder	0307 0321	While wearing the reconnaissance load and carrying a service rifle, climb a caving ladder to a 10 meter platform	2 min 27 sec*

- * New Event with Time Standard
- ** New Pass/Fail Event
- *** Existing Event & Standard



MSPS (3 of 4)

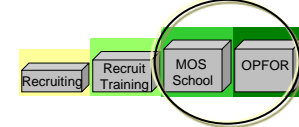


Task	MOS	Task Description	Standard
Lift & Carry 5 x Artillery Rounds 50m to 7 Ton	0802 0811	Lift artillery round from deck to shoulder height and carry 50 meters - press overhead to handoff to Marine receiving round from bed of 7-ton truck. Perform five times	4 min 56 sec*
MTVR CASEVAC	0802, 0811, 2131	Clean & press Olympic bar with total weight of 115 lbs. (Surrogate)	Pass**
Load 5x 155mm Rounds on Feed Tray	0802 0811	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	1 min 15 sec***
Breach Door w/ Battering Ram	1302 1371	While wearing a fighting load and carrying a service rifle, breach a door with a battering ram	14 sec*
HESCO Lift	1302 1371	Clean & press Olympic bar with total weight of 100 lbs. (Surrogate)	Pass**
150m Movement w/ APOBS	1302 1371	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	1 min 12 sec*
Open & secure ABV VC hatch	1372	One handed over head press to open and secure VC hatch.	30 sec*
Lift 3x ABV batteries to back deck	1372	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	1 min 50 sec*
ABV CASEVAC	1372	Clean & press Olympic bar with total weight of 115 lbs. (Surrogate)	Pass**

- * New Event with Time Standard
- ** New Pass/Fail Event
- *** Existing Event & Standard



MSPS (4 of 4)



Task	MOS	Task Description	Standard
Lift 3x Tank batteries to back deck	1802, 1812, 2146	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	1 min 50 sec*
Open & secure Tank TC hatch	1802, 1812, 2146	One handed over head press to open and secure TC hatch.	30 sec*
Tank CASEVAC	1802 1812	Clean & press Olympic bar with total weight of 115 lbs. (Surrogate)	Pass**
Tank Towbar Lift	1802 1812	Deadlift & hold Olympic bar with total weight of 150 lbs. at knuckle height for 30 seconds (Surrogate)	Pass**
Load 120mm Round	1802 1812	Perform the actions of a loader in an M1A1 Tank crew by transitioning 120mm rounds from the stowed position to the main gun breach	7 secs***
M88 CASEVAC	2146	Clean & press Olympic bar with total weight of 115 lbs. (Surrogate)	Pass**
M88 Towbar Lift	2146	Deadlift & hold Olympic bar with total weight of 150 lbs. at knuckle height for 30 seconds (Surrogate)	Pass**
AAV CASEVAC	1803 1833	Clean & press Olympic bar with total weight of 115 lbs. (Surrogate)	Pass**
AAV Towbar Lift	1803, 1833, 2141	Deadlift & hold Olympic bar with total weight of 150 lbs. at knuckle height for 30 seconds (Surrogate)	Pass**
AAV-R7 CASEVAC	2141	Clean & press Olympic bar with total weight of 115 lbs. (Surrogate)	Pass**

- * New Event with Time Standard
- ** New Pass/Fail Event
- *** Existing Event & Standard