



DACOWITS RFI #4

**“Physiological Gender Differences – Tests,
Standards, and Physical Training”**

**US Army Briefing to DACOWITS
12 September 2017**

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Pre-Accession Fitness Tests and Standards



“What criterion based (gender neutral) fitness tests and standards has the Army established for military occupations pre-accession?”

The Army formally implemented the Occupational Physical Assessment Test (OPAT) on 3 JAN 2017

What is the OPAT?

- Pre-accessions
- Assesses recruit's fitness
- Four events
 - Standing Long Jump
 - Seated Power Throw
 - Strength Deadlift
 - Interval Aerobic Run

OPAT PD Categories:

Heavy:

- Frequently/constantly lifts 41-100 lbs. occasional tasks over 100 lbs.

Significant:

- Frequently lifts 41-99 lbs.

Moderate:

- Frequently/constantly lifts up to 40lbs or when all physical demands are performed occasionally

Definitions:

- Occasionally: 1-19% of the time
- Frequently: 20-80% of the time
- Constant: 81-100% of the time

(DA PAM 611-21)

OPAT assesses applicant strength, endurance, power, speed/agility, and cardiovascular capacity.



OPAT Test Events



“Revalidate standards and predictive value of assessment tools as the Army innovates, improves and evolves to the force of 2025 and beyond.” (HQDA EXORD 097-16)

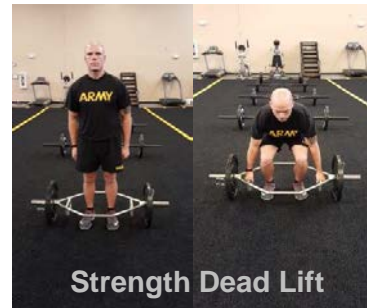
Way Ahead:

- Correlate and assess initial OPAT scoring PD categories against injury and attrition by gender (Data collection and reporting IAW NDAA 2017)
- Identify trends and opportunities for increased recruit/Soldier success

OPAT Events

- Standing Long Jump
- Seated Power Throw
- Strength Deadlift
- Interval Aerobic Run

Seated Power Throw



Strength Dead Lift



Interval Aerobic Run
(Beep Test)



Standing Long Jump



Basic Combat Training

Physical Standards and Tasks



What criterion based fitness tests, physical demands tasks and tests has the Army established for military occupations – during **basic training**?

All Soldiers must meet warrior task and battle drill standards during Basic Combat Training

Warrior Tasks (WTs):

Individual Soldier Skills critical to a Soldier's survival

Battle Drills (BDs):

A group of warrior tasks designed for a unit to react and survive in common combat situations



Battle drills consist of warrior tasks

Example: React to contact

- Move under Direct Fire
- Engage Targets with M4
- Use Visual Signaling Techniques
- Perform Voice Communications
- Move over, Through, or Around Obstacles
- React to Indirect Fire while dismounted
- Select Hasty Fighting Positions
- Move as a member of a Fire Team
- Employ Hand Grenades

Way Ahead: Maintain Gender Integration Organizing Principles

- Identify trends and opportunities for increased Soldier success



Advanced Individual Training (AIT)

Physical Demands Tasks, Standards and Tests



“What criterion based (gender neutral) fitness tests and standards has the Army established for military occupations **Advanced Training?**”

As per NDAA Requirements, the Army completed implementation of high physical demand task (HPDT) tests for every Army occupation winter (CY 2016/2017)

Branch Proponents identify AOC /MOS HPDT based on:

- Critical Tasks List (CTL)
- Doctrine
- Interviews of deployed/recently deployed Brigade, Battalion, and Company level leadership and Soldiers
- Panel of experts (2 COL, 2 CSM, 2 CW5) review and update AOC/MOS occupational tasks
- Commandant approval

HPDT Test instructions depict:

- The item or activity each weight represents
- Lifting, lowering, carrying, pushing, pulling, climbing, descending distances
- Wearing/carrying weight while conducting physical tasks
- Task repetition/duration required
- Prorated requirements

Standards dissemination and reinforcement:

- Branch Commandants publish qualification standards on branch websites
- Course instructors teach and train to these standards

High Physical Demand Tasks and OPAT Inter-relationships



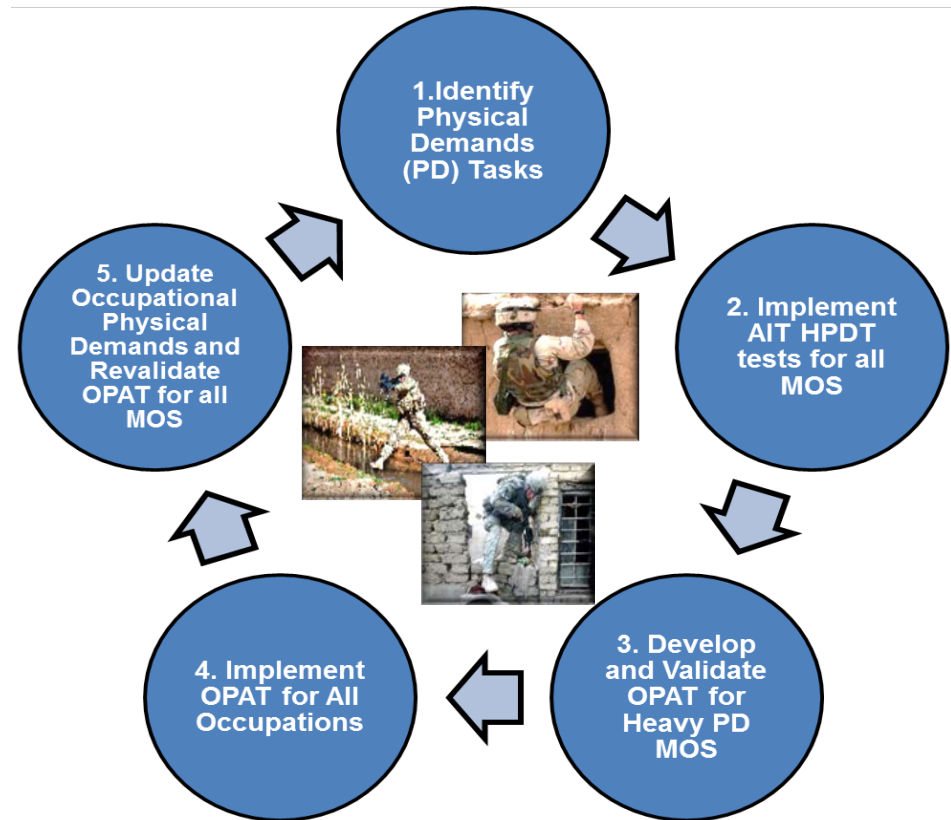
HPDT Update Methodology

Branch proponents initiate physical demand task list change based on:

- New/phased out equipment
- New/deleted/merged AOC/ MOS
- Changes to task/physical demands
- Risk assessments
- Critical Task Site Selection Board revisions.
- Changes vetted through panel of AOC/MOS experts
- Commandant approves change

PD Updates Since June 2016

- **Thirteen (13) HPDT updates submitted:** AG (4 MOS), AR (3), FM (2), OD (2), FA (1), and USAREC (1)
- **Three occupations changed OPAT PD categories (now in BLACK/ Heavy)**



**OPAT, HPDT, and occupation award standards focus on increased readiness
The Army dynamically adapts standards as the environment changes**



Operational Units

Training to meet MOS requirements



What criterion based and gender neutral fitness standards, tasks, and tests has the Army established for military occupations within **operational units**?

The Army is shifting to a holistic health and fitness model (H2F) to give units individualized training to best train each Soldier to their maximum physical potential

Redesign of Assessments:

- New assessment is focused on what does it take to do the job, not a comparison with performance of others.
- What tasks are required of the job, what performance level is needed to meet those tasks, can the individual meet that level?
- If “no” how do we train them to meet that level?

Holistic Health and Fitness Principles:

- Governance – Surveillance, Metrics, Tracking, Standards; we only do well what we track.
- Personnel – Coaches, Trainers, Therapists; we need experts to train experts.
- Programs – Periodized, Heath, Diet, Nutrition, Sleep, Mental Skills; the mind and the body – both!
- Facilities and Equipment – Strength and Conditioning Centers; we need World Class facilities.
- Leadership Education – Professional Education and Learning, Civilian Certifications; we become experts.

SURVEILLANCE (Governance)

PEOPLE



PROGRAMS



LEADERSHIP



FACILITIES & EQUIPMENT



Way Ahead: Develop Holistic Health and Fitness-based training and tests