

# DACOWITS RFI #4

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**Human Performance Program Manager**

**Naval Special Warfare**

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**12 September 2017**



# Physiological Gender Differences

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DACOWITS recognizes the work the Services are accomplishing to develop the knowledge of science based gender differences in human anatomy and physiology in the process of integrating women into previously closed positions/occupations. Public Law and SecDef directives require operationally relevant gender neutral physical fitness tests and standards for physically demanding military occupations from recruiting through basic and advanced training to operational units. These tests and standards influence physical training behavior. Research studies show that women who undergo muscular strength and cardiorespiratory endurance training can increase their performance on combat-related tasks. Research also indicates that traditional military physical training of the mass unit-level style cannot produce the same performance gains as more customized programs tailored for specific MOS requirements.

- **Naval Special Warfare (NSW) has only ONE set of operationally validated performance standards, as confirmed through 3<sup>rd</sup> party studies in preparation for opening Sea Air Land (SEAL) and Special Warfare Combatant-Craft Crewman (SWCC) occupations to females**
  - As briefed previously to the committee by Naval Health Research Center (NHRC) and Navy Manpower Analysis Center (NAVMAC)
- **No new tests or standards are being changed or implemented for female integration**
- **NSW has a codified/published set of minimum physical fitness standards for accession and continuation in program along pipeline milestones to ensure progressive development prior to warfare qualification**
- **Minimum standards for accession are well below “competitive” scores**



# NSW Physical Fitness Tests & Standards

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## SEAL Entry Optimum & Minimum Physical Screening Test (PST) Scores

Exercise	Optimum	Minimum
Swim 500 yards - Breast or Side Stroke	9:30 E (8:25 O)	12:30
Push-up	75 E (98 O)	50
Curl-up	75 E (91 O)	50
Pull-up	15 E (21 O)	10
1.5-Mile Run	9:30 E (8:59 O)	10:30

## SWCC Entry Optimum & Minimum Physical Screening Test (PST) Scores

Exercise	Optimum	Minimum
Swim 500 yards - Breast or Side Stroke	10:00	13:00
Push-up	70	50
Curl-up	70	50
Pull-up	10	06
1.5-Mile Run	10:00	12:00

**Candidates compete for selection, then progress based on performance**

E = enlisted, O = officer

Source: [www.sealswcc.com](http://www.sealswcc.com)



# Human Performance Program

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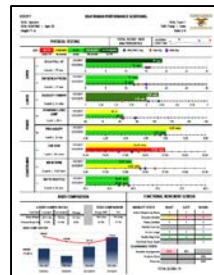
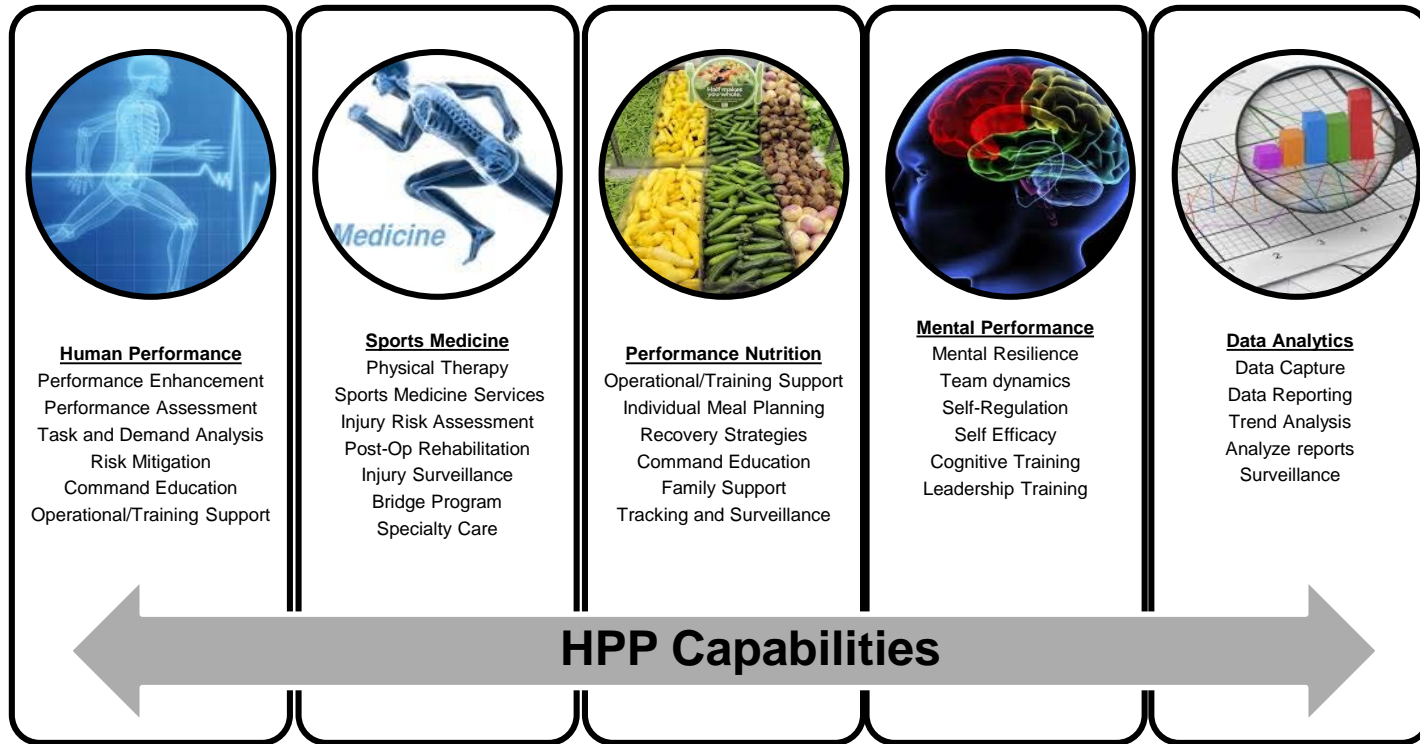
- **NSW has a 15-year track record with its Human Performance Program (HPP) to individualize training, rehab, and care for all service members, female and male**
- **HPP is available to all NSW service members (female and male), and includes the following *individualized, tailored support*:**
  - Senior Medical Officer, Orthopedic Surgeon Consultants, Physical Therapists, Certified Athletic Trainers, Strength & Conditioning Specialists, Nutritionists, Sports Psychologists, and others – focused on the needs of each individual
  - Members also remain subject to gender-normed Navy Physical Fitness Assessment guidelines
- **HPP permeates the accession, preparation and training pipelines as well as the lifetime of the service member in NSW**

*Data current as of 08 2017*



# Human Performance Program

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Click for example of Human Performance Screening