

Marine Corps Integration Implementation Plan Progress Report (RFI #2)



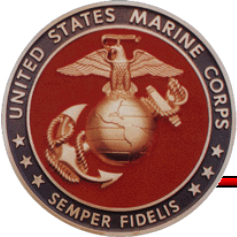
14 June 2016

LtCol L.C. Coleman
Integration Branch Head
Manpower Plans & Policy

LtCol L.C. Coleman
(703) 784-3386

06/07/16
Ver. 1.1

UNCLASSIFIED



Concept of Operations

Deliberate ★ Methodical ★ Evidence-based ★ Expanding Opportunity ★

Phase 1: Setting Conditions

- Develop gender-neutral occupation-specific physical standards
- Update Personnel Assignment Policies
- Update orders and directives pertaining to integration
- Educate commanders and senior enlisted leaders or their representatives (Tier 1)

Phase 2: Recruiting

- Administer ground combat arms Initial Strength Test (IST)
- Begin offering ground combat arms (GCA) occupational fields to qualified female applicants on March 2016
- Ship female ground combat arms applicants to recruit training no earlier than October 2016
- Educate mid-level leaders (Tier 2)

Phase 3: Entry-Level Training

- Administer GCA MOS classification standard at Recruit Training
- Reclassify into non-GCA MOSs as required during recruit training
- Administer GCA MOS classification standard at The Basic School
- Administer MOS-specific physical standards at GCA MOS schools
- Educate Marines (Tier 3)

Phase 4: Assignment

- Offer lateral move opportunities to qualified female Marines
- Screen non-GCA MOS Marines for load-bearing GCA units using unit assignment criteria
- Assign female leaders to GCA units
- Assign junior enlisted female Marines to GCA units (in teams of two)
- Educate Marines (Tier 4)

Phase 5: Sustainment

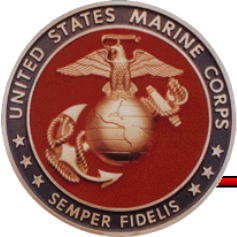
- Implement physical continuation standards
- Develop, promote, & retain best and most fully qualified Marines
- Assess progress and success of implementation
- Make in-stride adjustments
- Recommend policy changes

Long-term Assessment



BLUF

- The Marine Corps is maintaining the timeline as outlined in the Implementation Plan.
- The implementation of the integration policy is on track and there are no foreseeable obstacles to maintaining the timeline outlined in the Implementation Plan.
- Education MTT
 - Finished training sessions at all major bases and stations except Okinawa and Hawaii which will be conducted between 10-29 June.
- Assessment plan baseline data collection has begun.



Implementation Tasks

Phase 1: Setting the Conditions Tasks	Status
Gender Neutral Occupational Standards <ul style="list-style-type: none">Operationally relevant, occupation specific and gender neutral standards have been developed, validated and added to the programs of instruction within the entry level training continuum.	Complete
Update Personnel Assignment Policies <ul style="list-style-type: none">Active and reserve components' personnel assignment policies have been updated and published.	Complete
Education Program <ul style="list-style-type: none">Education Mobile Training Team is delivering the program of instruction the bases and installations across the Marine Corps.Commander's Education Toolkit has been updated and is being disseminated as a part of the overall education plan that is currently underway.	Complete
BIC Gender Code Updates <ul style="list-style-type: none">Gender codes have been updated to remove gender specific designators for the currently published ASR.	Complete
AMOS Assignment <ul style="list-style-type: none">Additional MOSs have been assigned to Female Marines who participated in Integration Research effort.	Complete



Implementation Tasks (cont)

Phase 2: Recruiting Tasks	Status
PEF Conversion Opportunities <ul style="list-style-type: none"> Females in the Delayed Entry Program (DEP) have been offered the opportunity to transition into a newly opened program. 	Complete
Ground Combat Arms (GCA) Initial Screening Test (IST) <ul style="list-style-type: none"> GCA IST has been implemented by Marine Corps Recruiting Command (MCRC) for screening and determining eligibility for newly opened programs. 	Complete
Shipping Female GCA Accessions <ul style="list-style-type: none"> Shipping female applicants with the newly opened programs to recruit training is scheduled to begin on 1 Oct 2017. As of 12 May 2016 no female applicants have accessed into the newly opened GCA MOSs. 	In Progress
Phase 3: Entry Level Training Tasks	Status
Gender Neutral MOS Classification Standards <ul style="list-style-type: none"> Standards are in place and being used at the Formal Learning Centers (FLCs) to classify recruits and Student Officers into GCA MOSs. 	Complete
Gender Neutral MOS Qualification Standards <ul style="list-style-type: none"> Qualification Standards are in place and being used at the MOS producing FLCs for graduation from the school and MOS assignment. 	Complete



Implementation Tasks (cont)

Phase 4: Assignment Tasks	Status
Female Leader Assignments <ul style="list-style-type: none"> Female leaders have been assigned to all newly opened units at least 90 days prior to the assignment of junior enlisted female Marines. Infantry units will have female Marine leaders assigned as necessary to satisfy the 90 day lead time requirement. There have been no females accessions into the infantry MOSs so there are no leaders assigned to those units at this time. 	In Progress
Unit Assignment Criteria (UAC) Implementation <ul style="list-style-type: none"> UACs are being used by Manpower Management (MM) to screen all Marines with non-GCA MOSs prior to assigning them to load bearing units. 	Complete
Update Personnel Assignment Policies <ul style="list-style-type: none"> Assignment policies have been updated. Teaming and cohort assignment requirements are established and implemented by MM. 	Complete
Lateral Move Opportunities <ul style="list-style-type: none"> Lateral move opportunities have been offered to female Marines who have been assigned the GCA MOSs as a result of their participation in the previous research efforts. 	Complete
Phase 5: Sustainment Tasks	Status
Gender Neutral Physical Continuation Standards <ul style="list-style-type: none"> Standards have been developed, validated and published in the respective Training and Readiness (T&R) Manuals. 	Complete
Assessment Plan <ul style="list-style-type: none"> The Integration Implementation Assessment Plan initial data collection is in progress to begin the baseline assessment. 	In Progress



SECDEF Principles (3 Dec 2015)

SECDEF Principle	USMC Criteria
Transparent Standards	<ul style="list-style-type: none"> • Physical Screening • MOS Classification • MOS Specific Physical Standards • Continuation Standards • Unit Assignment Criteria
Population Size	<ul style="list-style-type: none"> • Recruiting • GCA propensity • Female Leadership • Teaming Assignments • Training Cohort Assignments
Physical Demands & Differences	<ul style="list-style-type: none"> • Physical Screening • MOS Specific Training Regimens • Nutrition
Conduct and Culture	<ul style="list-style-type: none"> • Training & Education Plan • Task Cohesion • SAPR Awareness
Talent Management	<ul style="list-style-type: none"> • Merit-Based Promotions • Command • Retention • Separation
Operating Abroad	<ul style="list-style-type: none"> • No Change to Current Practices
Assessment & Adjustment	<ul style="list-style-type: none"> • Recruit • Train • Develop • Deploy • Retain

CMC Interrelated Lenses

1. Combat Effectiveness of Units
2. Health and Welfare of Every Individual Marine
3. Talent Management



Assessment Focus Areas

Recruit the Force

- Policy
- Propensity
- Eligibility
- PEF/QSN contracts
- MOS assignment
- Practices & Procedures
- Quality

Train the Force

- Entry-Level Training
- Screening Standards
- Classification Standards
- Qualification Standards
- Continuation Standards
- Assignment Criteria

Develop the Force

- Career Progression
- Key Billets
- PME completion
- Performance

Deploy the Force

- Duty Readiness
- Physical Readiness
- Hazing/Harassment
- Combat Effectiveness

Retain the Force

- Promotions
- Command
- Retention
- Separation
- Culture & Cohesion