

# Gender Integration Implementation Plan for Recruit Training (RFI #3)



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# Question #3

## Entry Level Recruit Training

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- On Jan 1, 2016, the Secretary of the Navy sent a memo to the Marine Corps Commandant requesting a detailed plan for integrating genders in the branch's entry-level recruit training, to include the specific steps that the Marine Corps will take to fully integrate. Recently the Secretary of Navy indicated that the recruit training integration would be done incrementally. The Committee requests a written response and briefing which includes details on the plan and timeline to incrementally integrate enlisted recruit training. If the Marine Corps does not intend to fully integrate recruit training, the Committee requests that the rationale and supporting research be provided.



# Entry Level Recruit Training

- Overall, 61% of MCRD Parris Island training is conducted with male and female recruits in the same location, at the same time
- Exceptions are driven by:
  - A single open squad bay provides the foundational platform in which recruits spend ~1500 hours living, working, and training together
  - Physical fitness events that highlight the differences in male and female capabilities and adversely impact confidence building
  - Specialized services such as the Well Women's Clinic
- The remainder of Entry Level Training is fully gender integrated
- The Marine Corps Force Integration Implementation Plan (MCFIIP) includes assessments designed to examine our processes and to measure the progress and success of implementation
  - 29 Jan 2016 SECNAV memo to CMC approved a recruit training/ELT assessment as part of the MCFIIP
  - The Center for Naval Analysis is conducting the study



# Center for Naval Analysis: Entry Level Training Study

*The mission of recruit training will remain the same:*

...make Marines by recruiting quality young men and women and transforming them through the foundations of rigorous basic training, our shared legacy, and a commitment to our core values, preparing them to win our nation's battles in service to the country

## Study Objectives:

- Examine the current extent and effectiveness of men and women training together gender during entry level training
- Assess the degree to which current Marine Corps recruit training is balanced between a focus on transformation of individuals into basic Marines AND preparation of Marines to readily develop task cohesion in subsequent assignments
- Determine what changes, if any, are needed to entry level training to ensure that all Marines are prepared to realize their full potential



# Center for Naval Analysis: Entry Level Training Study

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## ELT Study Focus Areas:

- Establish baseline of how men and women are trained at MCRD PI
  - Document the current ELT approach considering organization, program of instruction, conduct during “whitespace,” role of the drill instructor, current extent of gender-combined training
  - Capture how the intangibles associated with transformation are currently measured
- Examine the implications of small numbers of female Marines
  - Understand how the small population of female Marines (recruits, NCOs/SNCOs, and company/field grade officers) might influence gender-combined training decisions
- Examine other Services’ approach to entry level training