INFORMATION PAPER

DAPE-MPC
31 Oct 2014

SUBJECT: WISR Response to DACOWITS RFI #A2

1. Purpose: To Respond to the Implementation Plan Question from DACOWITS

2. Question: "The Committee requests a written response IRT the current glide path to opening closed occupations to women."

3. Response: At present, there are 14 remaining closed occupations: Engineer (12B enlisted), Field Artillery (13B/D/F enlisted), Infantry (11A/B/C/Z)/Armor (19A/B/C/D/K/Z) and the associated skill identifiers. The next decision point for the Army is 12B, Enlisted Combat Engineer. The subsequent decision points identified for the FA/IN/AR occupations will occur once TRADOC has completed its validation of gender neutral physical demands ICW US Army Research Institute of Environmental Medicine and FORSCOM and the gender integration study. TRADOC will provide recommendations to Army leaders in Spring and Summer 2015. Based on the outcome, the SecArmy will then make a recommendation to the SecDef, as required.

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DECEMBER 2014- USMC Responses to DACOWITS Quarterly Meeting RFIs

A2 (part I). The Committee continues to be interested in the overall progress of the Women in the Service Review (WISR) Implementation Plan. The Committee requests a written response from the Army, Navy, and Marine Corps on the current path to opening the following occupations to servicewomen and/or integrating servicewomen into the following occupations: Rangers, enlisted women in submarines, and infantry.

Nov 2014: 0311 Infantry Training Battalion (ITB) data collection complete; remaining Entry Level Training (ELT) research studies underway; gender integration education curriculum established

Nov 2014: Ground Combat Element Integrated Task Force (GCEITF) female volunteer ELT complete; Center for Naval Analyses (CNA) survey 1 from Line of Effort (LOE) 1 and LOE 3; Naval Health Research Center (NHRC) initial stress and survey results; Training and Education Command (TECOM) Task Criticality Assessments (TCAs) complete

Feb 2015: GCEITF pre-deployment training complete; interim University of Pittsburg (U Pitt) results

Mar 2015: GCEITF deploys to 29 Palms, Marine Corps Operational Test and Evaluation Activity (MCOTEA) GCEITF data collection begins; TECOM, NHRC, and U Pitt use MCOTEA data collection to develop validated, quantifiable standards

Apr 2015: GCEITF interim 29 Palms results, CNA survey 2, LOE 1 and Focus Groups, Survey 2 for LOE 3; NHRC 2nd stress results

May 2015: GCEITF 29 Palms deployment results; GCEITF deploys to Camp Pendleton and Mountain Warfare Training Center (MWTC) Bridgeport

Jun 2015: GCEITF redeploys to Camp Lejeune from Camp Pendleton and MWTC; CNA survey 3 LOE 3 and Focus Groups complete

Jul 2015: Final ELT and GCEITF results complete; CNA reports for LOE1 and 3 complete

Aug 2015: Validated gender-neutral standards, gender-neutral/operationally-relevant Military Occupational Specialty (MOS) specific physical assessments, policy, and policy recommendations (and recommendations for ETP – if any) submitted to CMC

Sep 2015: CMC submits all notifications for MOS/unit opening and ETP recommendations (if any) to the Secretary of Defense through the chain of command

A2 (part II). The Committee asks that the Marine Corps also provide an update on the standards for any infantry officer course (IOC) student that have to be met in order to pass the hike/march portion of the course?

A student must not drop from more than (1) tactical movement as a student in the Infantry Officer Course. Below is a detailed description of the planning and execution of a tactical movement at the Infantry Officer Course.

Student leadership of training events is a consistent component of the entire IOC program of instruction. Student leadership is conducted under the close supervision of IOC staff to ensure that events are planned and conducted according to training standards, and to ensure the safe execution of training. Typically, in these events, the students are given a mission, for example, "No earlier than 1800 and no later than 2100 seize TH 792 713 in order to facilitate the conduct of follow on operations." The designated student platoon commander then writes an order under the guidance and supervision of an instructor, and then provides that order to the platoon. When the unit leader conducts mission planning, determines the route and sees that based on time/distance that the unit has to move 9 miles in 3 hours, the student leaders plan for and attempt to maintain a rate of march of 3 MPH. This is validated by the instructor. As the Infantry Officer Course is charged with developing unit leaders and decision makers, the student officers who are designated for leadership billets for these tactical movements determine the rate of march and stopping points for the movement as part of their mission planning, with close staff supervision to keep event planning aligned with training standards. At no time are IOC instructors leading these movements. The instructors (typically no more than 3) place themselves in the middle of the movement formation and at the end of the formation. In the event that the student pace begins to increase and has a negative effect on the unit, an instructor will move to the location of the unit leader and provide corrective action.
If a Marine fails to maintain the pace with the unit and drops to 100 meters behind the last instructor, that Marine is considered a drop for that event. Students are briefed on the tactical movement standard prior to execution of the first tactical movement at IOC and upon dropping from a movement, every student is counseled and advised that future poor performance will result in being dropped from the course for recycle or MOS re-designation.

A2 (part III). Additionally, what instruction covers the standards set forth and evaluated at IOC for eventual award of the infantry MOS?

The standards by which IOC conducts its Program of Instruction (POI) were last validated in June 2012 against the Infantry Training and Readiness Manual. The next IOC POI Course Content Review Board (CCRB) will be conducted in December 2014.

RFI Category and Number:

Assignments Working Group RFI #2

RFI Question:

The Committee continues to be interested in the overall progress of the Women in the Service Review (WISR) Implementation Plan. The Committee requests a written response from the Army, Navy, and Marine Corps on the current path to opening the following occupations to servicewomen and/or integrating servicewomen into the following occupations: Rangers, enlisted women in submarines, and infantry. The Committee asks that the Marine Corps also provide an update on the standards for any infantry officer course (IOC) student that have to be met in order to pass the hike/march portion of the course? Additionally, what instruction covers the standards set forth and evaluated at IOC for eventual award of the infantry MOS?

RFI Response:

1) Current path to opening submarine enlisted occupations

Female enlisted are currently restricted from occupations solely associated with duty on submarines. Congressional notification to open all submarine enlisted occupations (ratings) and submarine Navy Enlisted Classifications (NECs) is expected to be completed in Dec 2014.

POC or office responsible:

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