Marine Corps Force Innovation Office

Marine Corps Force Integration Plan

Update to
DACOWITS

Col Anne Weinberg, USMC
18 September 2014

20140903 v. 1

CMC Guidance

CMC White Letter 1-14 (12 March 2014)

"In reviewing the requirements of every closed MOS and unit as well as the outstanding, and in many cases heroic, performance of female Marines during the course of our Nation's longest conflict, I am confident in their ability to serve in a greater capacity than the previous policy allowed.

As we continue to broaden opportunities for female Marines, <u>we will not lower standards</u> and <u>we will not sacrifice the high combat readiness that America demands of her Marines</u>.

Should our research efforts conclude that we should not open a particular MOS or occupational field, we will pursue an exception to the current policy with the Secretary of the Navy and the Secretary of Defense."

TALENT MANAGEMENT 2045

ADVOCACY & SPONSORSHIP

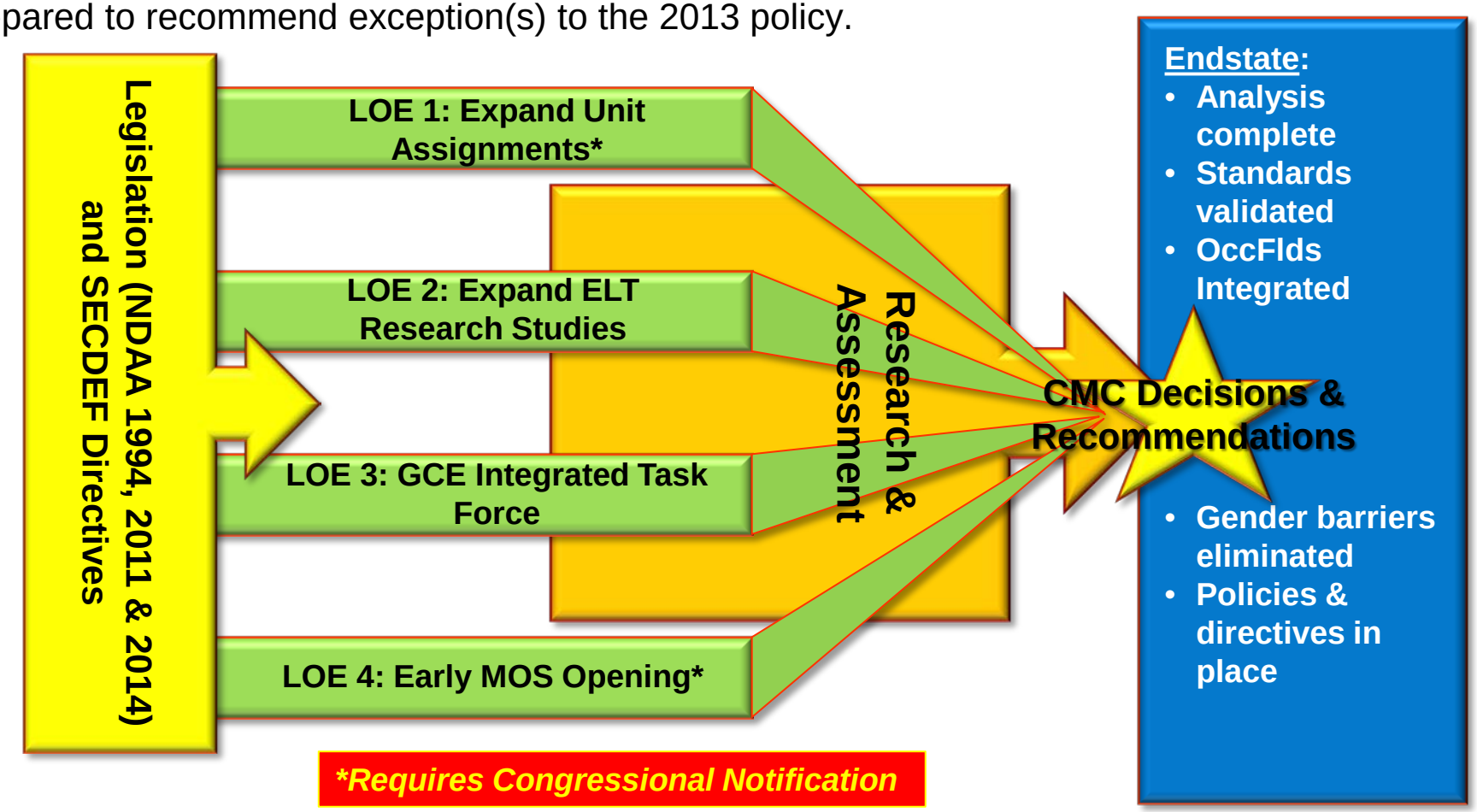
Expand Unit Assignments Expand Entry-level training GCE Occupational Standards Open 11 MOSs **GENDER INTEGRA-TION**	Candidate Selection Marine Officer Narrative OCS/TBS Preparation Occupational Screening **ATTRACT, RECRUIT, PREPARE**	Improved Evaluation & Counseling Balance Assignments Diversity Education **TRAIN, EDUCATE, DEVELOP**	Work Life Balance Mentoring Retention **GROW, MENTOR, RETAIN**

MARINE CORPS FORCE INNOVATION OFFICE

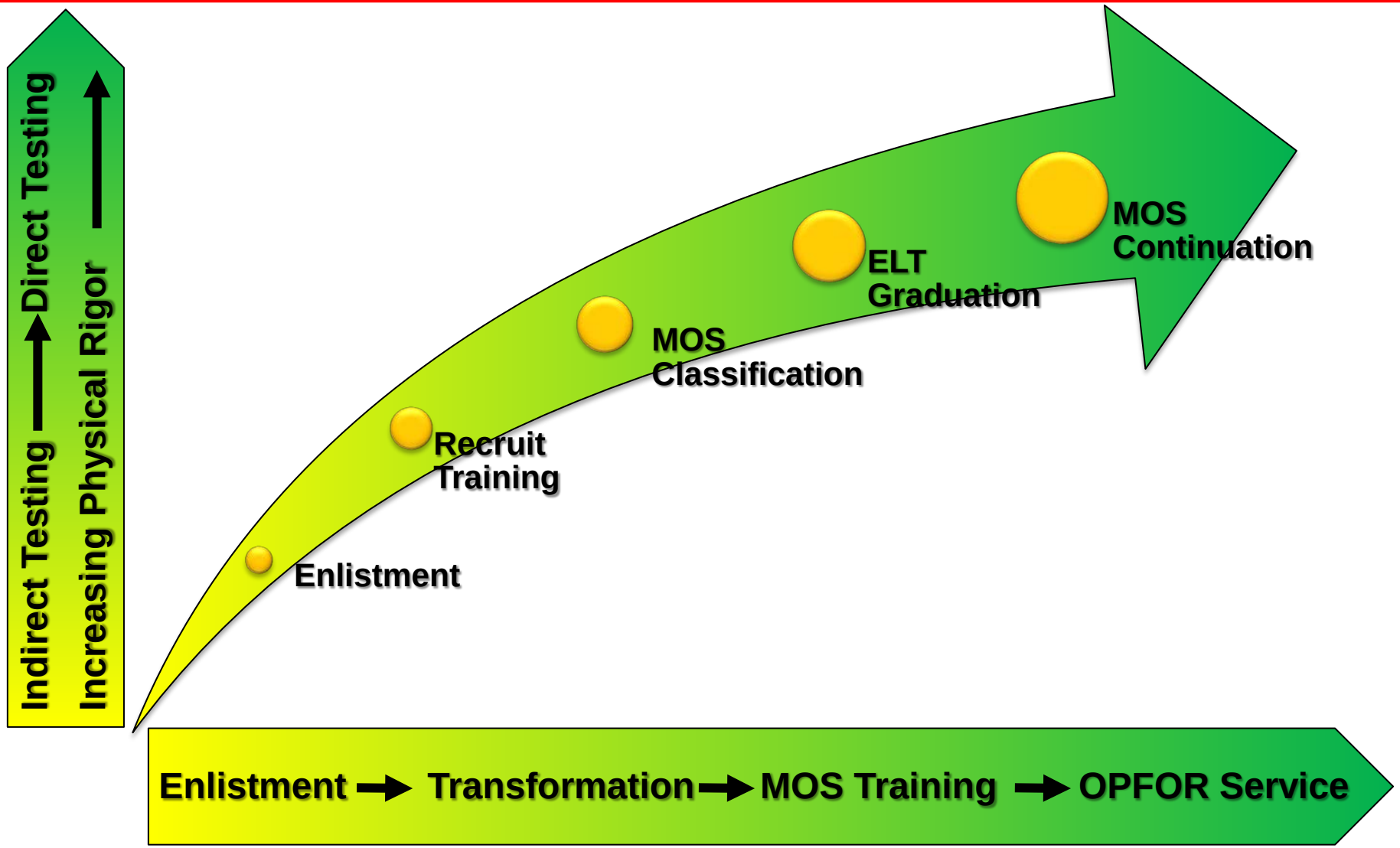
LEADERSHIP & ACCOUNTABILITY

Campaign Design – A Deliberate, Measured, and Responsible Approach

Mission: No later than 1 Jan 2016, the US Marine Corps integrates female Marines into previously closed occupational fields and units to the maximum extent possible IOT maintain the highest levels of combat readiness by capitalizing on the full potential of every Marine. Be prepared to recommend exception(s) to the 2013 policy.



The Future of Occupational Standards and MOS Specific Physical Assessments



LOE 1: Expand Unit Assignments

Unit Type	Artillery	Air Naval Gunfire Liaison Company	Tanks	Assault Amphibious Vehicles	Combat Engineers	Low Altitude Air Defense
Active						LAAD LAAD tification pen 7204 212 mitted to gress
Reserve	2nd Bn 14th Marines 3rd Bn 14th Marines 5th Bn 14th Marines	3rd ANGLICO 4th ANGLICO 6th ANGLICO	4th Tanks	4th AAV	4th CEB	

LOE 1 Implementation Timeline

- NDAA mandated congressional notification complete

1Qtr FY 15	Orders finalized and issued
1Qtr FY 15	Marines with PCA orders report to gaining commands
2Qtr FY15	Marines with PCS orders report to gaining commands

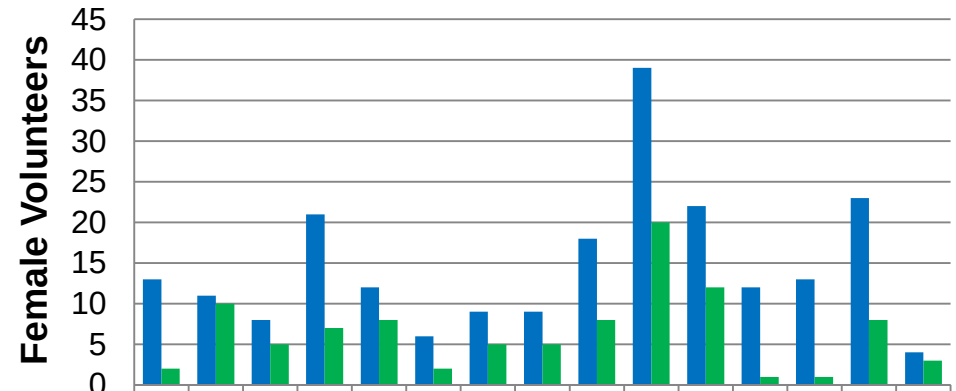
Previously, the Marine Corps has assigned female Marine officers and Staff NCOs to the above units' headquarters. Under expanded unit assignment, we will assign additional female officers and Staff NCOs to these units. Further, we will assign female NCOs to these commands. Finally, we will expand assignment of female Marines down to the maneuver company and firing battery level.

LOE 2: Expand ELT Research
(as of 3 Sept 14)

Propensity to Volunteer	
Cumulative female Marine MCRD graduates	1902
Cumulative female Marines eligible to volunteer*	862
Cumulative ITB female volunteers at MCRD	268
Female DORs at SOI-E Check-in	31
Cumulative female volunteers toward research study	222
Female volunteers in the training pipeline	2

*ITB Prerequisite is a 3rd Class PFT/CFT on the male age 17-26 scoring chart.

Female Marine Volunteers at ITB



ITB Company	D	E	A	B	C	D	E	A	B	C	D	A	B	C	D
Female Marines Trained**	13	11	8	21	12	6	9	9	18	39	22	12	13	23	4
Female Marines Graduated	2	10	5	7	8	2	5	5	8	20	12	1	1	8	3

**All companies subsequent to the initial D Co include a number of recycled students

- ITB research: 97 female grads to date, cumulative grad rate = 44.1%
- IOC research: 20 female volunteers to date, zero grads; expanded research will include 3 OPFOR-SE company grade female officer volunteers for IOC 1-15 (2 Oct)

LOE 3: Ground Combat Element Integrated Task-Force (GCEITF)

- Purpose-Built, Integrated Ground Combat Arms Unit
- Research study hypothesis: an integrated unit under gender-neutral standards will perform equally as well as a gender restricted unit; hypothesis will be tested via operational evaluations
- Review and refine gender-neutral occupational standards in the execution of individual and collective tasks
- Quantify tasks, conditions, and standards that have previously been largely qualitative

Significant Events:

Jun 2014	Screen and recruit volunteers
Jul - Oct 2014	Marines trained at Formal Learning Centers (FLCs)
Nov 2014 - Feb 2015	Unit level training at Camp Lejeune
Mar - Jun 2015	GCEITF Operational Evaluation at MCAGCC, MWTC, and CPEN
Aug 2015	Research study report complete
Sep 2015	CMC Decision / Recommendations

0311 Task Sheet

MOS	Unit / Weapon or System	Task	Sub-task	Measurements (Collective = C, Individual = I)							Task Parameter Estimates					
				Elapsed Time	Rate of Movement	Percentage	Distance	Quantity	Fatigue	Workload	# Persons	Worn Load (lbs)	Carried/Moved Load (lbs)	Distance Moved (m)	Movement Rate (km/h)	Live Fire (Y/N)
0311, 1371, & PI	Squad / M16A4, M4, M27, & M249	Conduct Ground Attack	Move from Assembly Area to Assault Position [INF-MAN-4001/3002]		C,I				I	I	12	97		1000	4.8	N
			Move from Assault Position to Attack Position [INF-MAN-4001/3002]		C,I				I	I	12	81		100	6.4	N
			Negotiate Wall & Window Obstacles [0300-MOUT-1001/1002]		C,I				I	I	12	81			6.4	N
			Fire and Movement to Objective [INF-MAN-4001/3002]	C		C,I		C	I	I	12	81		300	6.4	Y
			Move Casualty to Casualty Collection Point [INF-MAN-4208]		C				I	I	12	97	663	100	6.4	N

Infantry Day 1: Squad (Rein) Attack Example

UNIT: Squad (Reinforced)

SITUATION:
Friendly squad is about to be overrun. Squad (+) moves to reinforce and conduct supported attack.

SCHEME OF MANEUVER:

STAGE 1: Movement
1. AA-AP: 1 km w/ Assault Load and crew weapons

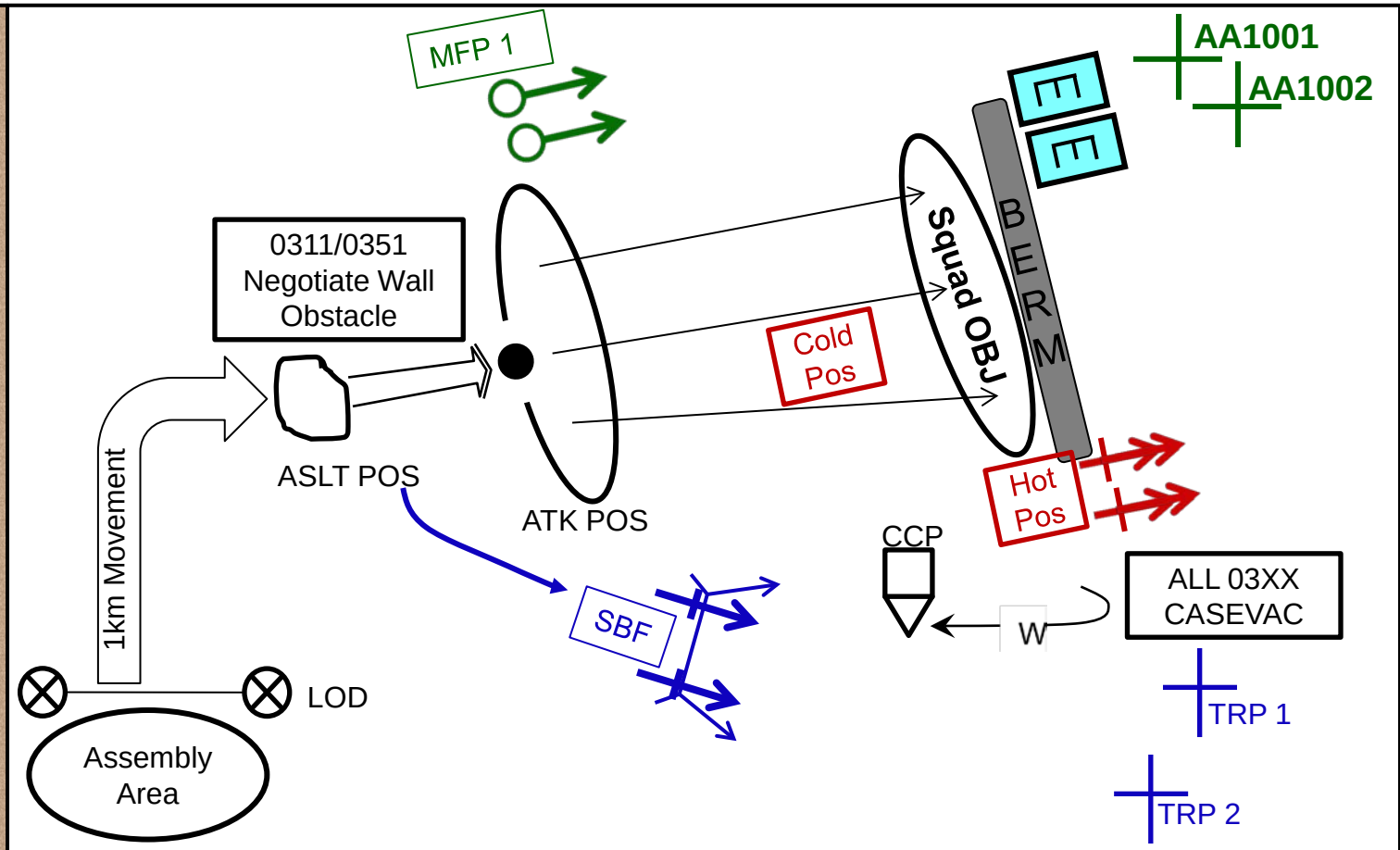
STAGE 2: Engagement

STAGE 2A: 0331
1. **Move to SBF & Engage**
2. **Shift/Cease/Displace**

STAGE 2B: 0341
1. **FAM/Hip Shoot**

STAGE 2C: 0311/0351
1. Negotiate Wall Obstacle
2. 300m Fire-n-Mvnt to OBJ
3. Repel Counterattack w/ **SMAW Engagement**
4. **Engr Bangalore Breach**

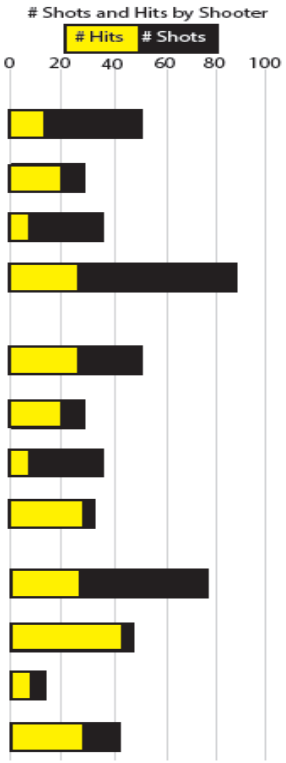
STAGE 3: Casualty Evacuation (CASEVAC)
1. Each Fire team conduct 100m CASEVAC to CCP

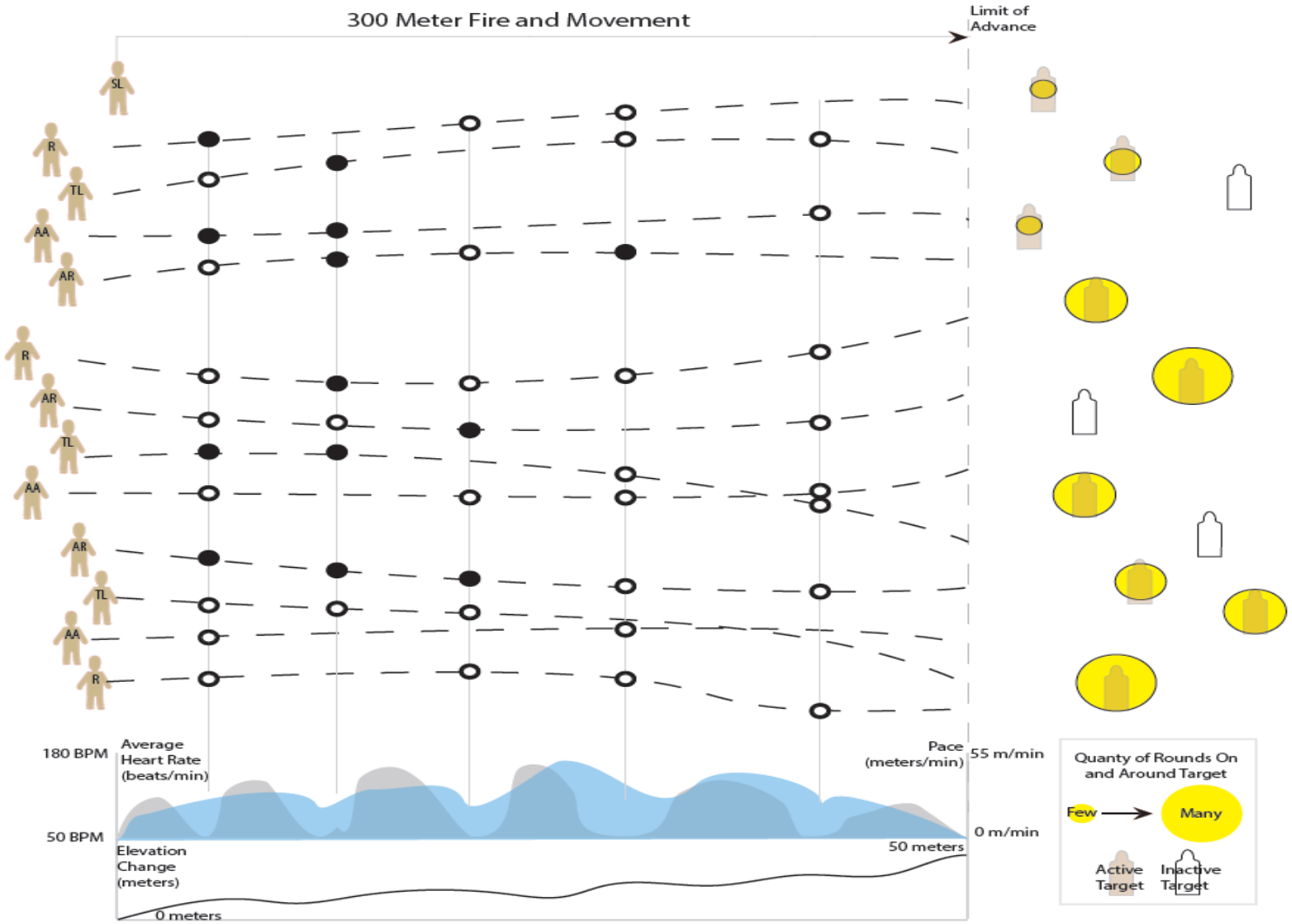


Notes:
1. Range 210 or Range 107, 29 Palms (TBD).
2. Life-fire from 2 March – 21 April 2015. 6 days on; 1 day off.
3. Geometry of fires will be offset so that each component of Stage 2 may occur simultaneously, without interfering with the other elements.
4. Evaluate four MOSs simultaneously in an **operationally realistic scenario**.

Loads
- Fighting Load – 81 lbs
- Assault Load – 97 lbs
- 0331 (M240G) – 149 lbs
- 0341 (60mm) – 143 lbs
- 0352 (SMAW) – 86 lbs

Firing Data Collection

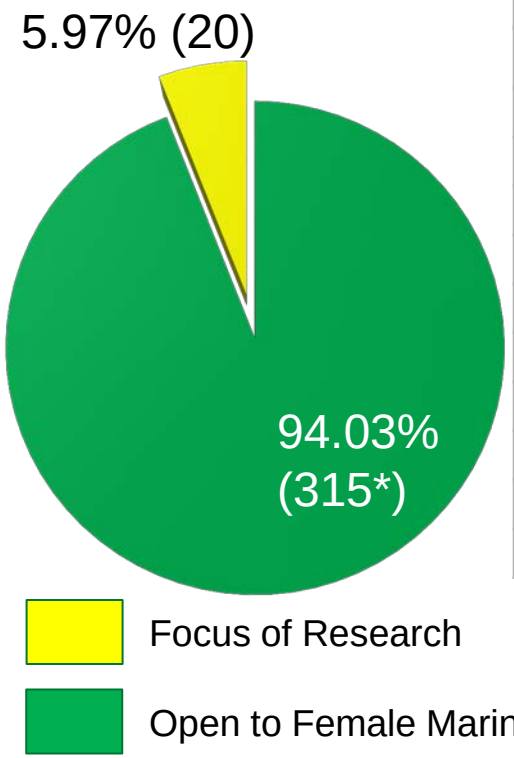




LOE 4: USMC Primary MOSs (Officer/Enlisted)

Focus of Research	
0302	Infantry Officer
0306	Infantry Weapons Officer
0311	Rifleman
0313	LAV Crewman
0321	Reconnaissance Man
0331	Machine Gunner
0341	Mortarman
0351	Infantry Assaultman
0352	Antitank Missileman
0369	Infantry Unit Leader
0372	Critical Skills Operator
0802	Field Artillery Officer
0811	Field Artillery Cannoneer
0844	Field Artillery Fire Control Man
0848	Field Artillery Operations Man
0861	Fire Support Man
1802	Tank Officer
1803	Assault Amphibian Vehicle (AAV) Officer
1812	M1A1 Tank Crewman
1833	AAV Crewman

Non-Entry Level MOS



Opened to Female Marines 16 Jul	
0803	Targeting Acquisition Officer
0842	Field Artillery Radar Operator
0847	Field Artillery Sensor Marine
2110	Ordnance Vehicle Maint Officer*
2131	Towed Artillery Repairman/Tech*
2141	Assault Amphibious Vehicle Repair*
2146	Main Battle Tank Repair*
2147	Light Armored Vehicle Repair/Tech*
2149	Ordnance Vehicle Maint Chief*
7204	Low Altitude Air Defense Officer
7212	Low Altitude Air Defense Gunner

*Assignment restricted to non-GCE units (e.g. MLG) until GCE units are formally opened.

LOE 4 Significant Events

- NDAA mandated congressional notification complete
- MCRC is prepared to begin contracting 1Qtr FY15 with a projected shipping date 2Qtr FY15

Research Organizations

Ops Analysis Division
- Overall Research Integration
- Lead for Expand Unit Assignments
- Long-term longitudinal study

Center for Naval Analyses
- Analytical backbone
- Study of historical USMC integration efforts
- Current force research: deployability rates, physical performance

- Peer review of GCEITF research plan

Marine Corps Recruiting Command
- Propensity Studies

Research and Development Corp
- Allied Nations integration efforts
- Long-term longitudinal study

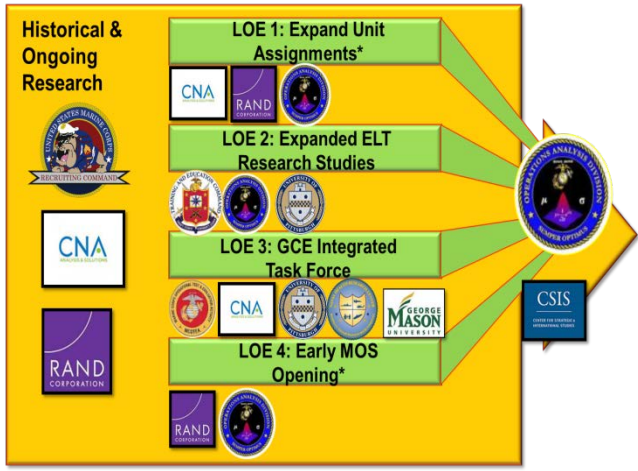
Red Team
- Evaluate all Research and Assessment

Training & Education Command
- Lead for Expand ELT Research Studies

Naval Health Research Center
- Stress indicators study

Marine Corps Operational Test & Evaluation Activity
- Lead for GCEITF

University of Pittsburgh
- GCEITF Focus
- Develop physical, physiological, and performance predictors of MOS success



Questions