USSOCOM WISR Update

Number & Types of Positions Integrated / Still Closed

- **Positions Integrated: 7,041**
  - 160th SOAR at all levels
  - SF Battalions HQs
  - TPTs
  - More than 2/3rd of SOF open to women
- **Positions Still Closed: 25,750**
  - 16,000 in Special Forces, SEAL, SWCC, Marine Raiders, SOF Battlefield Airmen
  - 2600 Service Controlled in SOF units
  - 7,000 Enablers

Ongoing Reviews / Studies

- RAND study of unit cohesion - survey/focus groups of male SOF operators; completed
- JSOU study of elite team performance - literature review/interviews; completed
- KU study of cohesion/impacts- survey/focus groups of male and female Army SOF; completed
- DOTMLPF-P Review: Complete

Standards Validation Methodology

- Third Party review of standards validation using RAND six-step process
- NHRC and OPM– third-party researchers
- SME inputs/LLs
- Standards linked to Operational Requirements
- Linked to Industry Best Practices

Informing and Educating the Force

- **Commander's Priority**
  - Direct communication to Commanders
  - Commander's SOCOM All
  - Inform on standards validation

RAND Six-Step Process to Establish Validated Minimum Physical Requirements

- Step 1 • Identify physical demands of the job
- Step 2 • Identify potential screening tools
- Step 3 • Validate the tools
- Step 4 • Establish minimum scores
- Step 5 • Implement screening
- Step 6 • Confirm tools are working as intended

- ***Process based on 50+ years of personnel selection research in military and non-military organizations***
- ***Similar framework proposed in other related RAND projects for OSD and Air Force***