



# ***Army Accessions of Female Soldiers Into Previously Closed Combat Positions***

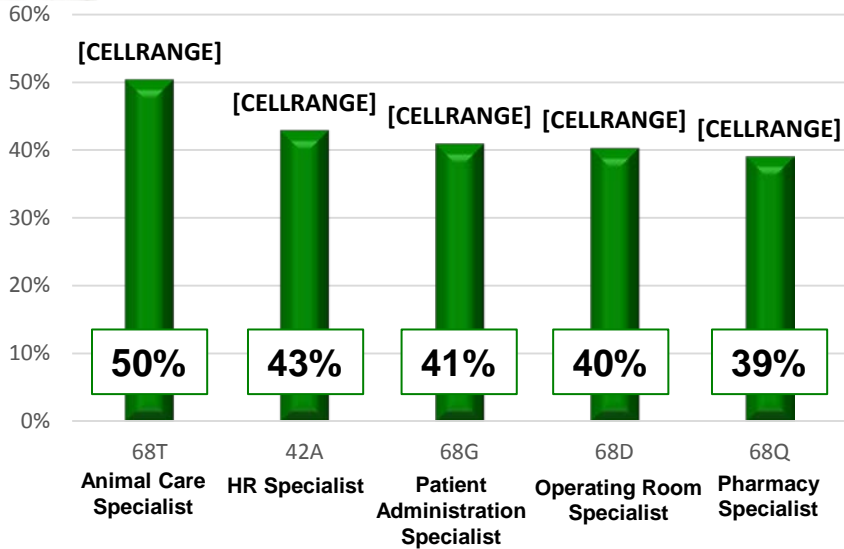
Mr. Paul Aswell



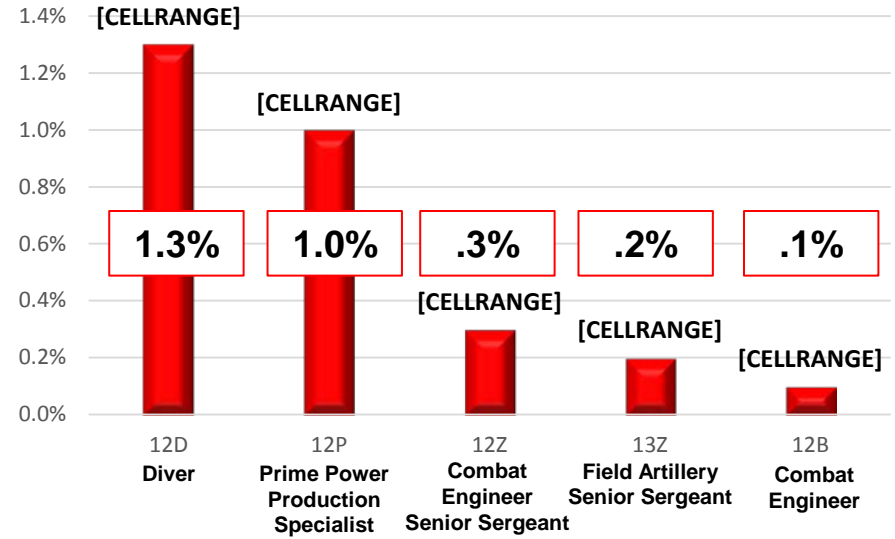
U.S. ARMY

# Progress of Integrating Women into Previously Closed MOS

## Highest Five Percentage of Female MOS

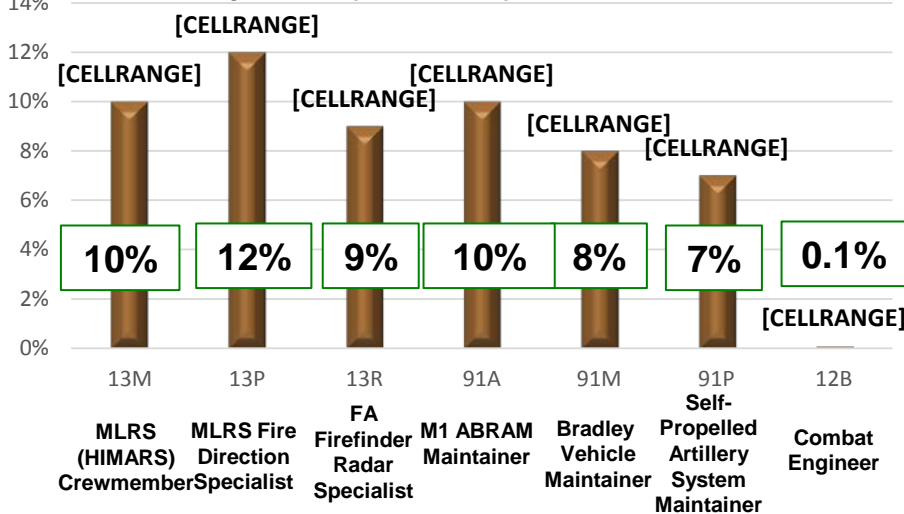


## Lowest Five Percentage of Female MOS



## MOS Opened to Females (2012-Today)

Regular Army is currently 14.4% Women overall



- Integration priorities were Army readiness and offering viable Soldier career paths
- “Leaders First”--assign Officers and/or NCOs from the same branch to combat units before assigning junior Enlisted Soldiers in that branch to the unit
- Female Officers were already branched in the same career fields as the 9 enlisted MOS recently opened to women

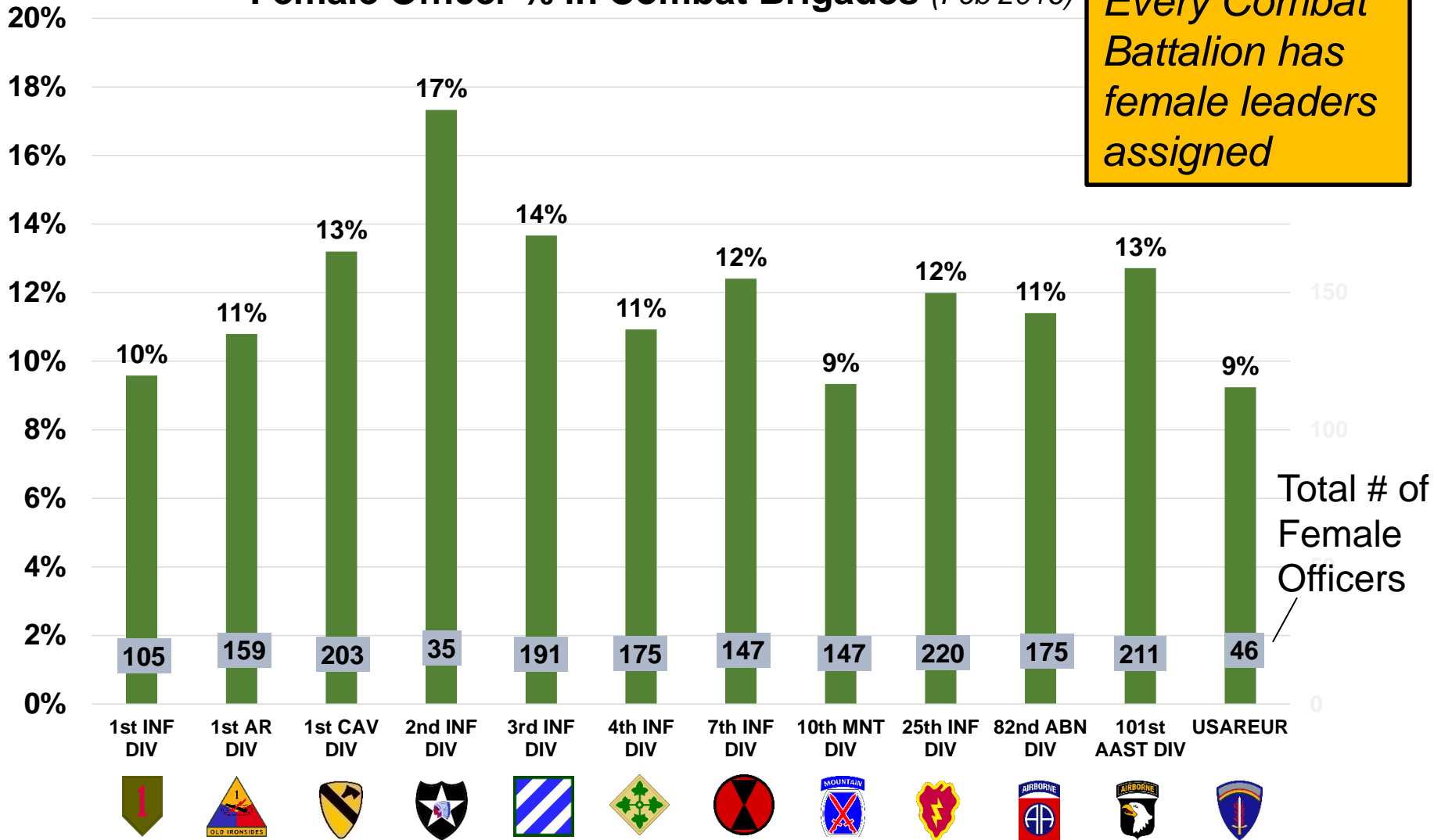


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# Regular Army Female Officer Assignments

## Female Officer % in Combat Brigades (Feb 2016)

*Every Combat Battalion has female leaders assigned*



1,814 Female Officers currently assigned to Combat Brigades (12% of Officers)



# Status of Newly Opened MOS

MOS	Title	FY13/14 Soldiers Shipped	FY13/14 Females Shipped	% Female	FY15 Soldiers Shipped	FY15 Females Shipped	FY15 % Females	FY16 Accession Target	FY16 Females Contracted	% Females Contracted
12B	Combat Engineer	N/A - Not open to Females			1991	50	3%	2020	263	18%
13B	Cannon Crewmember	N/A - Not open to Females			N/A - Not open to Females			1393	56	8%
13D	FA Tactical Data SYS Specialist	N/A - Not open to Females			N/A - Not open to Females			566	38	13%
13M	MLRS Crewmember	367	88	24%	271	79	29%	273	25	16%
13P	MLRS Operations/Fire Detection Specialist	245	81	33%	184	50	27%	119	11	18%
13R	Field Artillery Firefinder Radar Operator Specialist	395	71	18%	134	35	26%	233	19	19%
91A	M1 Abrams Tank System Maintainer	377	93	25%	231	57	25%	271	16	9%
91M	Bradley Fighting Vehicle System Maintainer	526	115	22%	252	56	22%	204	4	3%
91P	Artillery Mechanic	111	32	29%	42	11	26%	64	3	10%



# Integration Lessons Learned

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- **Develop gender neutral physical standards for award of all specialties**
- **Develop an Occupational Physical Requirements Test for all specialties**
- **“Leaders First” but subsequently assign junior female Soldiers in groups of 3 or more if possible; otherwise assign them to units that have assigned females from other branches**
- **With opening of previously closed MOSs the Army experienced redistribution of female specialty selection but not an increase in female volume**
- **Army is on track to open all occupations to women pending the SecDef’s approval of the Army’s implementation plan—currently 132 of 137 enlisted accession specialties are open to women**