

Air Force response to DACOWITS RFI#3

The Committee requests a **written response** from the **Air Force, Army, Navy, and Marine Corps** on their newly developed gender neutral standards.

Request the Services provide two examples of gender neutral occupational standards: one from a MOS/rating that was already integrated prior to 2013, and one from a MOS/rating that has been recently (or will be) integrated in the near future (e.g., FY2016). (Example: Special Warfare Operator)

Examples of gender neutral occupational standards:

1. From MOS/rating that was already integrated prior to 2013

PERSONNEL (3S0XX)

Description: Supervises and performs personnel activities and functions, including personnel action requests; source documents; unit, field, and master personnel records; and Commander's Support Staff (CSS) tasks. Interviews and classifies airmen and officers. Advises on career progression. Updates military personnel data system (PDS) records. Manages Air Force retention programs, assists military personnel in making career decisions, and advises on benefit programs. Ensures compliance with personnel policies, directives, and procedures.

- Knowledge is mandatory of: officer and airman classification systems and procedures; preparing and maintaining personnel records; assignment, promotion, testing, customer service, quality force, personnel readiness, PERSCO and deployment/mobilization procedures; interviewing and counseling techniques; policies and procedures relating to administrative communications, correspondence, messages, and general office management; overall organizational structure and its interrelationship with the mission; terminology and procedures employed within functional areas assigned; policies, programs, and procedures of agencies administering and providing benefits to military personnel, retirees, and family members; PDS capabilities and applications; occupational survey procedures; benefit programs; and principles, policies, and concepts of personnel management.

- Experience in functions such as maintaining personnel records, counseling, or classification and assignments. Also, experience performing or supervising one or more of the functions associated with preparing and maintaining PDS and manual records, personnel classification or usage, quality force management, auditing personnel records and reports, or career progression counseling.

-Ability to operate a keyboard at a minimum rate of 25 words per minute (wpm).

2. From MOS/rating that has been recently (or will be) integrated in the near future (e.g., FY2016)

TACTICAL AIR CONTROL PARTY (TACP) (1C4XX)

Description: Finds, fixes, tracks, targets, and engages enemy forces in close proximity to friendly forces and assesses strike results. Plans, coordinates and directs manned and unmanned, lethal and non-lethal air power utilizing advanced command, control communications (C3) technologies and weapon systems. Controls and executes air and space power across the full spectrum of military operations. Provides airspace deconfliction, artillery, naval gunfire, intelligence, surveillance, and reconnaissance (ISR) and terminal control of close air support to shape the battlefield. Operates in austere combat environments independent of an established airbase or its perimeter defenses. Employed as part of a joint, interagency or coalition force, aligned with conventional or special operations combat maneuver units to support Combatant Commander objectives. Primarily assigned to U.S. Army Installations. Member of Battlefield Airman grouping. IAW AFPD 10-35, Battlefield Airmen.

Physical Requirements and Occupational Standards for Award and Continuation of 1C4XX

Tasks: All personnel must be physically able to perform the following tasks in all environments (woodland, jungle/swamp, desert, mountain, arctic, urban).

Note:

- **Personal equipment** - average weight 45 pounds (helmet, goggles, load bearing vest, body armor with plates, fluid, ammunition, and weapon).
- **Rucksack** - average weight 65 pounds

1. Load and Don Equipment. While wearing personal equipment, be able to lift and carry rucksack.
2. While wearing personal equipment and rucksack, complete a 20 kilometer foot movement and then immediately conduct offensive and defensive actions.
3. Move tactically as a member of a team under direct fire, react to indirect fire while dismounted, move in an urban environment and select hasty fighting positions while wearing personal equipment and rucksack. Execute low crawl, high crawl, posture transitions from prone to kneeling to standing and then perform offensive actions to secure an objective.
4. Move over, through and around obstacles, cast equipment over obstacles, and assist others over obstacles. Maneuver over 2 foot to 8 foot obstacles while wearing personal equipment and rucksack.

5. Manually breach entry with the ability to swing a 20 pound sledgehammer and 60 pound battering ram, with one team member, while wearing personal equipment.
6. Attack, defend, and grapple with an enemy combatant while wearing personal equipment.
7. Extract a 175 pound casualty and 45 pounds of equipment from a combat disabled vehicle to an operational vehicle while wearing personal equipment.
8. Transport a 175 pound casualty and 65 pound rucksack while wearing personal equipment using a fireman's carry, a total of 300 meters over adverse terrain in stages with another team member.
9. With one team member, load a 220 pound casualty and 65 pound rucksack onto a sled and drag 500 meters while wearing personal equipment.
10. Lift and carry a 110 pound load as part of a two-person litter team with a 220 pound casualty while wearing personal equipment 50 meters up a C-17 and CH-47 ramp.
11. Disembark from a helicopter via fast rope while wearing personal equipment and rucksack.
12. Ascend a 20-foot rope ladder while wearing personal equipment and rucksack.
13. Perform water crossing and combat water survival while wearing personal equipment and rucksack.
14. Execute parachute operations while wearing personal equipment and rucksack.
15. Dig, lift, and shovel 11 pound scoops of dirt in bent, stooped or kneeling position while wearing personal equipment for the purpose of digging deliberate fighting position, filling and transporting 50 pound sandbags, filling Hesco Barriers with sand, and constructing walls with 50 pound sandbags.
16. Maneuver out of an overturned or submerged vehicle, react to mines and improvised explosive devices while mounted and recover disabled vehicles by attaching 300 pound tow bar or cables as part of a two-person team while wearing personal equipment.
17. Assemble, disassemble, and move a 308 pound radio pallet through tight spaces as part of a two-person team.
18. Route and bury fiber optic and antenna cables while unspooling a 61 pound cable reel and wearing personal equipment.