



**DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE  
SERVICE (DACOWITS)**

**RFI #4 - USMC Gender Integrated Recruit Training Study**

21 Nov 2022



# Agenda

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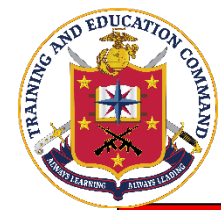
- National Defense Authorization Act (NDAA) FY20 Compliance (RFI 4.b and 4.c)
- Marine Corps Recruit Depot (MCRD) Integration Plan (RFI 4.c)
- Gender Integration Efforts Since FY21 (RFI 4.a)
- University of Pittsburg (UPitt) Study (RFI 4.d)
- Future Plans (RFI 4.e)
- Platoon Integration (RFI 4.f)



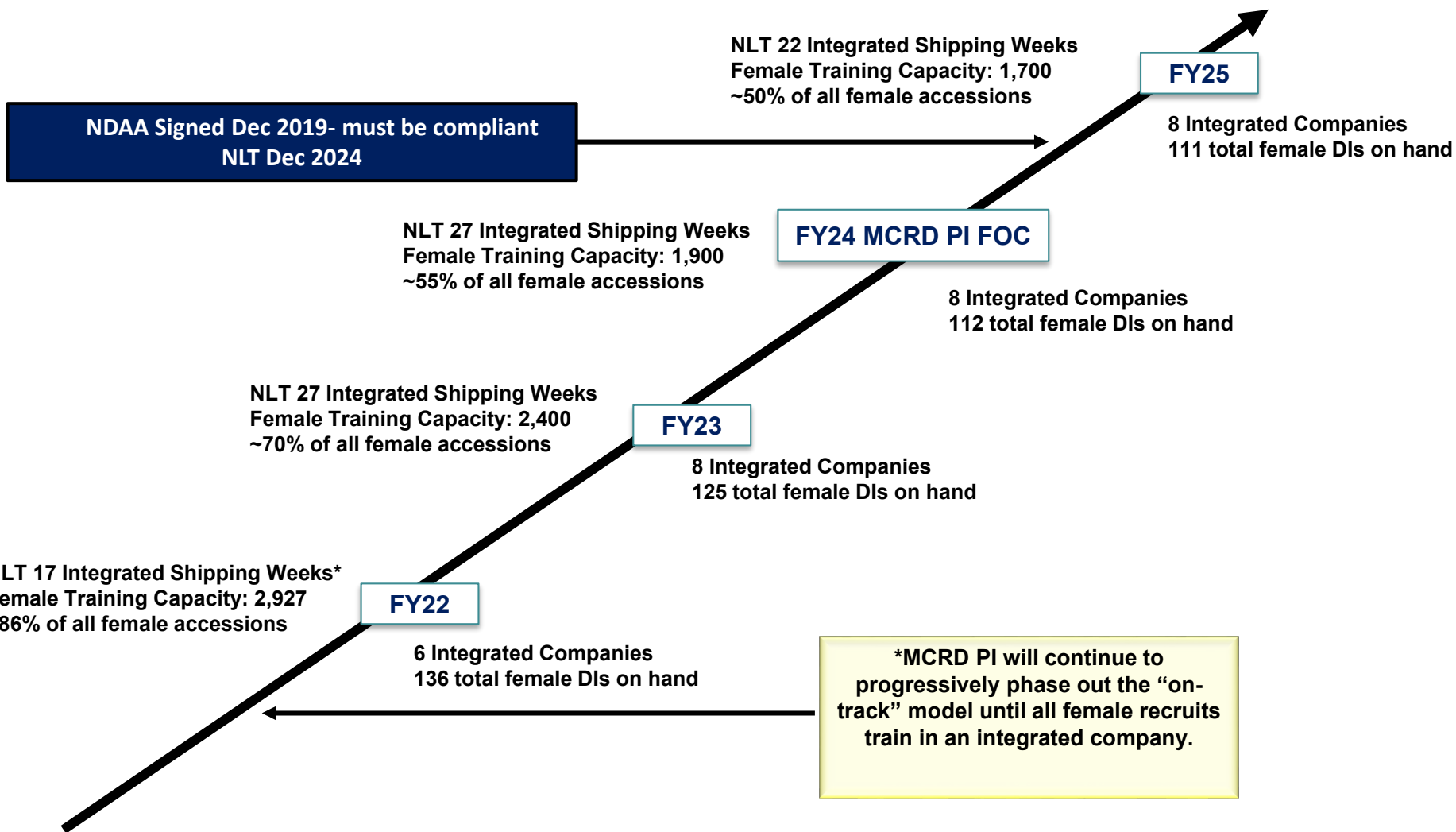
# NDAA Compliance

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- The Marine Corps is on track to gender-integrate training at both MCRD Parris Island and MCRD San Diego within the specified timelines
- The Marine Corps will comply with FY20 NDAA through the implementation of integrated companies at both our recruit depots
- From FY23 onward, all female recruits will train in an integrated company
- MCRD San Diego is currently building capacity to house and train female recruits
  - Expected to achieve an even distribution of female recruits and drill instructors (DI) by FY26



# MCRD PI Integration Plan





# MCRD SD Integration Plan

NDA signed Dec 2019- must be compliant NLT Dec 2027  
Current model will yield FOC NLT Dec 2026

**FY27 MCRD SD FOC**

FY25 MCRD SD has organically produced requisite EDI and SDI billets. Shortfalls remain Support Bn/staff billets.

NLT 27 Shipping Weeks  
Female Training Capacity:  
1,620 – 2,565

**FY26**

9 Working Teams  
30 DI School Graduates  
0x Experienced DIs

**FY25**

9 Working Teams  
30 DI School Graduates  
5x Experienced DIs

**FY24 IOC**

8 Working Teams  
27 DI School Graduates  
5x Experienced DIs

NLT 24 Shipping Weeks  
Female Training Capacity:  
1,440 – 2,280

MCRD SD meets capacity to train all WRR accessions

**FY23**

4 Working Teams  
24 DI School Graduates  
8x Experienced DIs

NLT 12 Shipping Weeks  
Female Training Capacity:  
720-1,140

**FY22**

1 Working Team  
8 DI School Graduates  
3x Experienced DIs

NLT 3 Shipping Weeks  
Female Training Capacity:  
180-285

**FY21 Proof of Concept**

1 Working Team  
3 DI School Graduates  
2x Experienced DIs

- Minimum requirements to build MCRD SD female DI experience
- Items in red are current projections and will continue to be refined



# Gender Integration Since FY21

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- In 2019, the Marine Corps began replacing its legacy “on track model” with a new "integrated company plus" model
- In 2020, the Marine Corps awarded a contract to UPitt to conduct an academic study analyzing approaches to gender integration at recruit training
  - Study Objective: Determine alternatives to the Marine Corps recruit training approaches executed at the time (2021): on track and company integrated
- In Dec 2020, the first female DIs graduated from MCRD San Diego, DI School
- In early 2021, the first female Marines graduated from MCRD San Diego as part of an integrated company
- On Oct 14, 2022, the Marine Corps graduated its last “on track” series



# UPitt Study Recommendations

- The study team designed three alternative models and provided 18 secondary recommendations to support and improve current and future recruit training optimization efforts
  
- Alternative Models
  - (1) Integrated Company model currently executed with addition of mixed-gender drill instructor teams
  - (2) Integrated Company model currently executed with increased number and types of gender-integrated training events at or below the platoon level ("Integrated Company Plus" model)
  - (3) Integrated platoon model, in which recruits fall out into integrated training platoons after morning basic daily routine

“The study team recommends the combined execution of alternate models 1 and 2, which would provide Marine Corps recruits increased exposure to direct, sustained training from opposite-gender drill instructors and deliver intentional training opportunities for male and female recruits to work together and interact in meaningful ways.” (UPitt Final Report-Brief Package, p.15)



# UPitt Study Recommendations

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- Eighteen (18) “secondary” recommendations were provided.
  - Recommendations were separated into the following focus categories:
    - Strategic vision
    - Evaluation and working Groups
    - Curriculum and education
    - Culture and social norms
    - Recruit experience
    - Female population
    - Physical and human performance
- Twelve (12) recommendations have been or are being implemented
- Six (6) require further analysis and follow-on decision
  - The USMC has plans to address and analyze the remaining recommendations
  - The USMC has established the Entry-Level Training (ELT) Advisory Council, chaired by CG TECOM, to develop and implement enterprise-wide improvements to the ELT continuum
    - In addition to TECOM, this council is comprised of the SMMC; senior representatives from M&RA, PP&O, MCRC, OLA, CD; and others as required





# Platoon Integration

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- Currently, the Marine Corps has nineteen events within the recruit training program of instruction that are integrated at, or below, the platoon level
- Recruits are housed in squad bays at the platoon level in accordance with U.S. Code: Title 10
- Unlike the other services, the Marine Corps recruit training experience is a 24-hour event with training events taking place in the squad bay



# Future Plans

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- The Marine Corps will continue our efforts to meet FY20 NDAA requirements for gender integration
- An advisory council was chartered in July 2022 to ensure milestone achievement and recommend additional actions to enhance recruit training
- An operational planning team was established in Aug. 2022 and tasked with ensuring the optimization of the integrated company plus model and providing recommendations to enhance the recruit training program of instruction to meet Marine Corps "Force Design 2030" concept



# Questions

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