DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICE (DACOWITS)

RFI #4 - USMC Gender Integrated Recruit Training Study

21 Nov 2022
Agenda

- 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

- 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 PI will continue to progressively phase out the “on-track” model until all female recruits train in an integrated company.

NLT 27 Integrated Shipping Weeks
Female Training Capacity: 1,900
~55% of all female accessions

FY24 MCRD PI FOC

8 Integrated Companies
112 total female DIs on hand

NLT 27 Integrated Shipping Weeks
Female Training Capacity: 2,400
~70% of all female accessions

FY23

8 Integrated Companies
125 total female DIs on hand

NLT 22 Integrated Shipping Weeks
Female Training Capacity: 1,700
~50% of all female accessions

FY25

8 Integrated Companies
111 total female DIs on hand

NLT 17 Integrated Shipping Weeks*
Female Training Capacity: 2,927
~86% of all female accessions

FY22

6 Integrated Companies
136 total female DIs on hand

*NMCPI will complete the transition to an all-female command by FY25.

NDAA Signed Dec 2019 - must be compliant NLT Dec 2024

NLT 17 Integrated Shipping Weeks
Female Training Capacity: 2,927
~86% of all female accessions
MCRD SD Integration Plan

**FY21 Proof of Concept**
1 Working Team
8 DI School Graduates
3x Experienced DIs

**FY22**
1 Working Team
8 DI School Graduates
3x Experienced DIs

**NY23**
NLT 12 Shipping Weeks
Female Training Capacity:
720-1,140

8 Working Teams
27 DI School Graduates
5x Experienced DIs

**FY24 IOC**
NLT 24 Shipping Weeks
Female Training Capacity:
1,440 – 2,280

4 Working Teams
24 DI School Graduates
8x Experienced DIs

**FY25**
NLT 27 Shipping Weeks
Female Training Capacity:
1,620 – 2,565

9 Working Teams
30 DI School Graduates
5x Experienced DIs

**FY26**
9 Working Teams
30 DI School Graduates
5x Experienced DIs

NDAA Signed Dec 2019- must be compliant NLT Dec 2027
Current model will yield FOC NLT Dec 2026

**FY27 MCRD SD FOC**
NLT 27 Shipping Weeks
Female Training Capacity:
1,620 – 2,565

- 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

- 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.
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)
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

- 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

- 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