

United States Marine Corps
Assessment of Women in
Service Assignments:
Recommendations for the
Secretary of the Navy

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DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
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17 SEP 2015

MEMORANDUM FOR THE SECRETARY OF THE NAVY

From: General Joseph F. Dunford, Jr., Commandant of the Marine Corps **9/17**

Subj: UNITED STATES MARINE CORPS ASSESSMENT OF WOMEN IN SERVICE ASSIGNMENTS

- Encl: (1) First Principles
(2) List of Officer and Enlisted Military Occupational Specialties (MOSs)
(3) Methodology Used to Validate Occupational Standards
(4) MOS-Specific Physical Standards Development
(5) Long-term Assessment Plan
(6) Notification to Open Military Occupational Specialties (MOSs) and Ground Combat Units
(7) Exception to Policy (ETP) Request to Close Military Occupational Specialties and Ground Combat Units

1. Since the Secretary of Defense rescinded the Direct Ground Combat Definition and Assignment Rule (DGCDAR) in January 2013, the Marine Corps has worked diligently to fully understand the potential impacts of the new policy while setting the conditions for successful policy implementation. The research and analytical effort that has significantly increased our understanding of female integration into previously closed ground combat occupations and units is unprecedented in our Corps' history. Consisting of both internal Marine Corps agencies and a number of external civilian research entities, this far-reaching and fully integrated research effort has focused principally on the unique physical and physiological demands of service in ground combat occupations and units, while also analyzing the more intangible yet all-important aspects of cohesion and morale.

a. I fully understand and appreciate that many view this policy principally through the lens of equal opportunity for female members of the Naval Service. Like you, I greatly value the service of our female Marines. To that end, the Marine Corps Recruiting Command has significantly increased the number of female accessions, both officer and enlisted, to unprecedented levels over the past few years. We must continue to attract, develop, and retain highly talented female Marines to meet current and future challenges throughout the range of military operations.

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c. I do not view gender integration as an issue of women in combat, as many have attempted to frame this change in policy. Frankly, to describe it as such does our female Marines a tremendous disservice, especially those who most recently have served, fought and, in a number of cases, died in the non-linear operating environments of Iraq and Afghanistan. Simply, our female Marines have performed magnificently in those combat environments and are fully part of the fabric of a combat-hardened Marine Corps on the back-end of the longest period of continuous combat operations in our history. Moreover, our interaction with numerous allied militaries throughout this past year, designed to better understand their experiences with integrating female service members into ground combat occupations, lead me to conclude that our female Marines are the most combat-experienced servicewomen in the world.

d. Additionally, the seldom referenced lifting of the co-location restriction of the DGCDAR in February 2012 has been an unquestionable combat multiplier for our Marine Air Ground Task Forces (MAGTF). As an agile, adaptable, expeditionary force that task organizes as a rule, our MAGTF commanders now have the widest latitude to employ the fullest capabilities of their force. Leveraging the talents of each Marine - including our female Marines - without restrictions throughout the depth and breadth of what are increasingly more complex operating environments enables a more capable Marine Corps.

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h. Within that is a clear recognition that combat takes many forms throughout a broad spectrum - on the sea, in the air, and on land - and the mental, moral, physical, and psychological demands vary depending on where one serves within that spectrum. Nowhere do the harsh, timeless certainties of combat present themselves in bolder relief than when analyzing the unique physical demands associated with direct ground combat - where the Marines of our ground combat element, and particularly the infantry, make their violent bids for success. These extreme physical demands and the brutal nature of the fundamental mission of the infantry, "to locate, close with, and destroy the enemy by fire and maneuver, or repel the enemy assault by fire and close combat" have not diminished with technological advancements through the years; to the contrary, the overall demands and especially the unique physical demands have only increased for those at the very tip of the MAGTF spear. (b) (5)

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2. I certify that in accordance with Public Law 113-291, Section 524(a), Marine Corps occupational standards accurately predict performance of actual, regular, and recurring duties of a military occupation, and are applied equitably to measure individual capabilities. Enclosure (2) is a complete listing of all entry-level officer and enlisted primary military occupations, and Marine Special Operations Forces (SOF)-specific occupations, along with the date each standard was validated.

3. Enclosure (3) explains the methodology used to validate the occupational standards, both mental and physical, for selecting, training, and continuing personnel in each individual occupation.

a. I further certify that these validated occupational standards are currently in use at Marine Corps MOS schools and training depots. Of those standards that we newly developed during the course of our rigorous research effort, they will be in use by 30 September 2015 at Marine Corps MOS schools and training depots. Additionally, my Inspector General has implemented the necessary steps to establish a program to ensure that the occupational standards for selecting, training, and continuing personnel in each individual specialty, together with implementing methodologies, are in compliance with Public Laws 103-160, 113-66, and 113-291.

b. I am fully confident that this almost three-year effort, which has included a significant institutional review of individual performance standards, will result in an even more capable Marine Corps going forward. Enclosure (4) provides an overview of the MOS-specific physical standards development and the specific standards for ground combat arms occupational specialties. These standards neither raise nor lower standards of the current force.

c. I am deeply grateful and extremely proud of all who participated in the various studies and research efforts that have informed the Marine Corps' Force Integration Plan. In particular, I want to commend the tremendous leadership team and the young Marine volunteers of the GCEITF who performed exceptionally throughout a grueling year-long effort that saw them hone their skills in Camp Lejeune, the Combat Center at Twentynine Palms, the Mountain Warfare Training Center in the Sierra Nevada Mountains, and in the waters off the coast of Camp Pendleton. Their tremendous service to the Corps in this unique and extremely demanding mission will be positively felt for many years to come.

d. In reviewing the history of gender integration in the Marine Corps, it is clear that the assessment mechanisms have not been in place to adequately gauge the relative success of these previous integration experiences over time. I have directed that a long-term study plan be implemented to provide a detailed, quantitative assessment of all aspects of female integration into previously closed occupations and units. This will enable regular assessments of our gender integration efforts as well as inform in-stride policy adjustments, as required, to ensure fullest success. Enclosure (5) provides the details of this long-term study plan.

4. My bias has been to open ground combat occupational specialties and units when there was no compelling analysis to keep those occupations and units closed. I have determined that the following ground combat arms MOSs can be opened to female Marines: 0802, 0811, 0844, 0848, 1802, 1803, 1812, and 1833. Additionally, the following ground combat element units can be opened: artillery battalions, amphibious assault vehicle battalions, tank battalions, combat engineer/assault battalions above the company level, air naval gunfire liaison companies and low altitude air defense battalions. Enclosure (6) provides the specifics for these requested openings.

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List of Officer and Enlisted Military Occupational Specialties

| ENTRY LEVEL PRIMARY MILITARY OCCUPATIONAL SPECIALTIES | | | |
|---|--|------------------------|--|
| MOS | DESCRIPTION | RANKS | DATE OCCUPATIONAL STANDARDS VALIDATED |
| 01 | PERSONNEL ADMINISTRATION | | |
| 0102 | MANPOWER OFFICER | (LtCol to 2ndLt) | JULY 2013 |
| 0111 | ADMINISTRATIVE SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 0161 | POSTAL CLERK | (MGySgt to Pvt) | JULY 2013 |
| 02 | INTELLIGENCE | | |
| 0202 | MAGTF INTELLIGENCE OFFICER | (LtCol to 1stLt) | JULY 2013 |
| 0203 | GROUND INTELLIGENCE OFFICER | (Capt to 2ndLt) | JULY 2013 |
| 0204 | COUNTERINTELLIGENCE/HUMAN SOURCE INTELLIGENCE OFFICER | (Capt to 2ndLt) | JULY 2013 |
| 0206 | SIGNALS INTELLIGENCE/GROUND ELECTRONIC WARFARE OFFICER | (Capt to 2ndLt) | JULY 2013 |
| 0207 | AIR INTELLIGENCE OFFICER | (Capt to 2ndLt) | JULY 2013 |
| 0231 | INTELLIGENCE SPECIALIST | (MSgt to Pvt) | JULY 2013 |
| 0261 | GROUND INTELLIGENCE SPECIALIST | (MSgt to Pvt) | JULY 2013 |
| 03 | INFANTRY | | |
| 0302 | INFANTRY OFFICER | (LtCol to 2ndLt) | JUNE 2015 |
| 0311 | RIFLEMAN | (Sgt to Pvt) | JUNE 2015 |
| 0313 | LAV CREWMAN | (MGySgt to Pvt) | JUNE 2015 |
| 0321 | RECONNAISSANCE MAN | (MGySgt to Pvt) | JUNE 2015 |
| 0331 | MACHINE GUNNER | (Sgt to Pvt) | JUNE 2015 |
| 0341 | MORTARMAN | (Sgt to Pvt) | JUNE 2015 |
| 0351 | INFANTRY ASSAULTMAN | (Sgt to Pvt) | JUNE 2015 |
| 0352 | ANTITANK MISSILEMAN | (Sgt to Pvt) | JUNE 2015 |
| 04 | LOGISTICS | | |
| 0402 | LOGISTICS OFFICER | (LtCol to 2ndLt) | JULY 2013 |
| 0411 | MAINTENANCE MANAGEMENT SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 0431 | LOGISTICS/EMBARKATION SPECIALIST | (SSgt to Pvt) | JULY 2013 |

Encl (2)

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| MOS | DESCRIPTION | RANKS | DATE OCCUPATIONAL STANDARDS VALIDATED |
|------------|--|-------------------------|--|
| 0451 | AIRBORNE AND AIR DELIVERY SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 0471 | PERSONNEL RETRIEVAL AND PROCESSING SPECIALIST | (SSgt to Pvt) | JULY 2013 |
| 0481 | LANDING SUPPORT SPECIALIST | (SSgt to Pvt) | JULY 2013 |
| 05 | MAGTF PLANS | | |
| 0511 | MAGTF PLANNING SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 06 | COMMUNICATIONS | | |
| 0612 | TACTICAL SWITCHING OPERATOR | (Sgt to Pvt) | JULY 2013 |
| 0621 | FIELD RADIO OPERATOR | (Sgt to Pvt) | JULY 2013 |
| 0623 | TROPOSPHERIC SCATTER RADIO MULTI-CHANNEL EQUIPMENT OPERATOR | (Sgt to Pvt) | JULY 2013 |
| 0627 | SATELLITE COMMUNICATIONS OPERATOR | (Sgt to Pvt) | JULY 2013 |
| 0651 | CYBER NETWORK OPERATOR | (Sgt to Pvt) | JULY 2013 |
| 08 | FIELD ARTILLERY | | |
| 0802 | FIELD ARTILLERY OFFICER | (LtCol to 2ndLt) | JUNE 2015 |
| 0811 | FIELD ARTILLERY CANNONEER | (MGySgt to Pvt) | JUNE 2015 |
| 0842 | FIELD ARTILLERY RADAR OPERATOR | (Sgt to Pvt) | JULY 2013 |
| 0844 | FIELD ARTILLERY FIRE CONTROL MAN | (Sgt to Pvt) | JUNE 2015 |
| 0847 | FIELD ARTILLERY SENSOR SUPPORT MAN | (Sgt to Pvt) | JULY 2013 |
| 0861 | FIRE SUPPORT MAN | (MGySgt to Pvt) | JUNE 2015 |
| 11 | UTILITIES | | |
| 1141 | ELECTRICIAN | (SSgt to Pvt) | JULY 2013 |
| 1142 | ENGINEER EQUIPMENT ELECTRICAL SYSTEMS TECHNICIAN | (SSgt to Pvt) | JULY 2013 |
| 1161 | REFRIGERATION AND AIR CONDITIONING TECHNICIAN | (SSgt to Pvt) | JULY 2013 |
| 1171 | WATER SUPPORT TECHNICIAN | (SSgt to Pvt) | JULY 2013 |
| 13 | ENGINEER / CONSTRUCTION / FACILITIES / EQUIPMENT | | |
| 1302 | COMBAT ENGINEER OFFICER | (LtCol to 2nd Lt) | JUNE 2015 |
| 1316 | METAL WORKER | (SSgt to Pvt) | JULY 2013 |
| 1341 | ENGINEER EQUIPMENT MECHANIC | (SSgt to Pvt) | JULY 2013 |

| MOS | DESCRIPTION | RANKS | DATE OCCUPATIONAL STANDARDS VALIDATED |
|-----------|--|------------------|--|
| 1345 | ENGINEER EQUIPMENT OPERATOR | (SSgt to Pvt) | JULY 2013 |
| 1371 | COMBAT ENGINEER | (MGySgt to Pvt) | JUNE 2015 |
| 1361 | ENGINEER ASSISTANT | (GySgt to Pvt) | JULY 2013 |
| 1371 | COMBAT ENGINEER | (MGySgt to Pvt) | JUNE 2015 |
| 1391 | BULK FUEL SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 18 | TANK AND ASSAULT AMPHIBIAN VEHICLE | | |
| 1802 | TANK OFFICER | (LtCol to 2ndLt) | JUNE 2015 |
| 1803 | ASSAULT AMPHIBIOUS VEHICLE OFFICER | (LtCol to 2ndLt) | JUNE 2015 |
| 1812 | M1A1 TANK CREWMAN | (MGySgt to Pvt) | JUNE 2015 |
| 1833 | ASSAULT AMPHIBIOUS VEHICLE CREWMAN | (MGySgt to Pvt) | JUNE 2015 |
| 1834 | AMPHIBIOUS COMBAT VEHICLE CREWMAN | (MGySgt to Pvt) | JULY 2013 |
| 21 | GROUND ORDNANCE MAINTENANCE | | |
| 2111 | SMALL ARMS REPAIRER/TECHNICIAN | (GySgt to Pvt) | JULY 2013 |
| 2131 | TOWED ARTILLERY SYSTEMS TECHNICIAN | (GySgt to Pvt) | JUNE 2015 |
| 2141 | ASSAULT AMPHIBIOUS REPAIRER | (GySgt to Pvt) | JUNE 2015 |
| 2146 | MAIN BATTLE TANK TECHNICIAN | (GySgt to Pvt) | JUNE 2015 |
| 2147 | LIGHT ARMORED VEHICLE TECHNICIAN | (GySgt to Pvt) | JUNE 2015 |
| 2161 | MACHINIST | (GySgt to Pvt) | JULY 2013 |
| 2171 | ELECTRO-OPTICAL ORDNANCE REPAIRER | (GySgt to Pvt) | JULY 2013 |
| 23 | AMMUNITION AND EXPLOSIVE ORDNANCE DISPOSAL | | |
| 2311 | AMMUNITION TECHNICIAN | (MGySgt to Pvt) | JULY 2013 |
| 26 | SIGNALS INTELLIGENCE/GROUND ELECTRONIC WARFARE | | |
| 2621 | SPECIAL COMMUNICATIONS SIGNALS COLLECTION OPERATOR/ANALYST | (GySgt to Pvt) | JULY 2013 |
| 2631 | ELECTRONIC INTELLIGENCE (ELINT) INTERCEPT OPERATOR/ANALYST | (GySgt to Pvt) | JULY 2013 |
| 2651 | SPECIAL INTELLIGENCE SYSTEM ADMINISTRATOR/COMMUNICATOR | (MGySgt to Pvt) | JULY 2013 |
| 2671 | MIDDLE EAST CRYPTOLOGIC LINGUIST | (GySgt to Pvt) | JULY 2013 |

| MOS | DESCRIPTION | RANKS | DATE OCCUPATIONAL STANDARDS VALIDATED |
|-----------|---|------------------------|--|
| 2673 | ASIA-PACIFIC CRYPTOLOGIC LINGUIST | (GySgt to Pvt) | JULY 2013 |
| 2674 | EUROPEAN CRYPTOLOGIC LINGUIST | (GySgt to Pvt) | JULY 2013 |
| 2676 | CENTRAL ASIAN CRYPTOLOGIC LINGUIST | (GySgt to Pvt) | JULY 2013 |
| 28 | GROUND ELECTRONICS MAINTENANCE | | |
| 2821 | TECHNICAL CONTROLLER | (Sgt to Pvt) | JULY 2013 |
| 2831 | DIGITAL WIDEBAND REPAIRER | (Sgt to Pvt) | JULY 2013 |
| 2841 | GROUND RADIO REPAIRER | (Sgt to Pvt) | JULY 2013 |
| 2847 | TELEPHONE SYSTEMS/PERSONAL COMPUTER REPAIRER | (Sgt to Pvt) | JULY 2013 |
| 2871 | CALIBRATION TECHNICIAN | (Sgt to Pvt) | JULY 2013 |
| 2887 | ARTILLERY ELECTRONICS TECHNICIAN | (GySgt to Pvt) | JULY 2013 |
| 30 | SUPPLY ADMINISTRATION AND OPERATIONS | | |
| 3002 | GROUND SUPPLY OFFICER | (LtCol to 2ndLt) | JULY 2013 |
| 3043 | SUPPLY ADMINISTRATION AND OPERATIONS SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 3051 | WAREHOUSE CLERK | (MGySgt to Pvt) | JULY 2013 |
| 3052 | PACKAGING SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 31 | DISTRIBUTION MANAGEMENT | | |
| 3112 | DISTRIBUTION MANAGEMENT SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 33 | FOOD SERVICE | | |
| 3381 | FOOD SERVICE SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 34 | FINANCIAL MANAGEMENT | | |
| 3404 | FINANCIAL MANAGEMENT OFFICER | (LtCol to 2ndLt) | JULY 2013 |
| 3432 | FINANCE TECHNICIAN | (MGySgt to Pvt) | JULY 2013 |
| 3451 | FINANCIAL MANAGEMENT RESOURCE ANALYST | (MGySgt to Pvt) | JULY 2013 |
| 35 | MOTOR TRANSPORT | | |
| 3521 | AUTOMOTIVE MAINTENANCE TECHNICIAN | (Sgt to Pvt) | JULY 2013 |
| 3531 | MOTOR VEHICLE OPERATOR | (Sgt to Pvt) | JULY 2013 |
| 43 | PUBLIC AFFAIRS | | |

| MOS | DESCRIPTION | RANKS | DATE OCCUPATIONAL STANDARDS VALIDATED |
|-----------|--|------------------------|--|
| 4302 | PUBLIC AFFAIRS OFFICER | (LtCol to 2ndLt) | JULY 2013 |
| 4341 | COMBAT CORRESPONDENT | (MGySgt to Pvt) | JULY 2013 |
| 44 | LEGAL SERVICES | | |
| 4402 | JUDGE ADVOCATE | (Col to 2ndLt) | JULY 2013 |
| 4421 | LEGAL SERVICES SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 46 | COMBAT CAMERA | | |
| 4612 | COMBAT CAMERA PRODUCTION SPECIALIST | (SSgt to Pvt) | JULY 2013 |
| 4641 | COMBAT PHOTOGRAPHER | (SSgt to Pvt) | JULY 2013 |
| 4671 | COMBAT VIDEOGRAPHER | (SSgt to Pvt) | JULY 2013 |
| 55 | MUSIC | | |
| 5524 | MUSICIAN | (MGySgt. to Pvt) | JULY 2013 |
| 57 | CHEMICAL / BIOLOGICAL / RADIOLOGICAL / NUCLEAR (CBRN) DEFENSE | | |
| 5711 | CHEMICAL BIOLOGICAL RADIOLOGICAL AND NUCLEAR DEFENSE SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 58 | MILITARY POLICE / INVESTIGATIONS / CORRECTIONS | | |
| 5803 | MILITARY POLICE OFFICER | (LtCol to 2ndLt) | JULY 2013 |
| 5811 | MILITARY POLICE | (MGySgt to Pvt) | JULY 2013 |
| 5831 | CORRECTIONAL SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 59 | COMMAND AND CONTROL (C2) ELECTRONICS MAINTENANCE | | |
| 5951 | AVIATION METEOROLOGICAL EQUIPMENT TECHNICIAN OMA/IMA | (GySgt to Pvt) | JULY 2013 |
| 5952 | AIR TRAFFIC CONTROL NAVIGATIONAL AIDS TECHNICIAN | (GySgt to Pvt) | JULY 2013 |
| 5953 | AIR TRAFFIC CONTROL RADAR TECHNICIAN | (GySgt to Pvt) | JULY 2013 |
| 5954 | AIR TRAFFIC CONTROL COMMUNICATIONS TECHNICIAN | (GySgt to Pvt) | JULY 2013 |
| 5974 | TACTICAL DATA SYSTEMS TECHNICIAN | (MSgt to Pvt) | JULY 2013 |
| 5979 | TACTICAL AIR OPERATIONS/AIR DEFENSE SYSTEMS TECHNICIAN | (MSgt to Pvt) | JULY 2013 |
| 60 | AIRCRAFT MAINTENANCE | | |
| 6002 | AIRCRAFT MAINTENANCE OFFICER | (LtCol to 2ndLt) | JULY 2013 |
| 6042 | INDIVIDUAL MATERIAL READINESS LIST (IMRL) ASSET MANAGER | (MGySgt to Pvt) | JULY 2013 |

| MOS | DESCRIPTION | RANKS | DATE OCCUPATIONAL STANDARDS VALIDATED |
|-----------|---|--------------------|--|
| 6046 | AIRCRAFT MAINTENANCE ADMINISTRATION SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 6048 | FLIGHT EQUIPMENT TECHNICIAN | | |
| 6062 | AIRCRAFT INTERMEDIATE LEVEL HYDRAULIC/PNEUMATIC MECHANIC | (GySgt to Pvt) | JULY 2013 |
| 6072 | AIRCRAFT MAINTENANCE SE HYDRAULIC/PNEUMATIC/ STRUCTURES MECHANIC | (GySgt to Pvt) | JULY 2013 |
| 6073 | AIRCRAFT MAINTENANCE SE ELECTRICIAN/REFRIGERATION MECHANIC | (GySgt to Pvt) | JULY 2013 |
| 6074 | CRYOGENICS EQUIPMENT OPERATOR | 6074 | CRYOGENICS EQUIPMENT OPERATOR |
| 6092 | AIRCRAFT INTERMEDIATE LEVEL STRUCTURES MECHANIC | (GySgt to Pvt) | JULY 2013 |
| 61 | AIRCRAFT MAINTENANCE (ROTARY WING) | | |
| 6111 | HELICOPTER/TILTROTOR MECHANIC-TRAINEE | (SSgt to Pvt) | JULY 2013 |
| 6112 | HELICOPTER MECHANIC CH-46 | (GySgt to Pvt) | JULY 2013 |
| 6113 | HELICOPTER MECHANIC CH-53 | (GySgt to Pvt) | JULY 2013 |
| 6114 | HELICOPTER MECHANIC UH/AH-1 | (GySgt to Pvt) | JULY 2013 |
| 6116 | TILTROTOR MECHANIC MV-22 | (GySgt to Pvt) | JULY 2013 |
| 6122 | HELICOPTER POWER PLANTS MECHANIC | (GySgt to Pvt) | JULY 2013 |
| 6123 | HELICOPTER POWER PLANTS MECHANIC | (GySgt to Pvt) | JULY 2013 |
| 6124 | HELICOPTER POWER PLANTS MECHANIC | (GySgt to Pvt) | JULY 2013 |
| 6132 | HELICOPTER/TILTROTOR DYNAMIC COMPONENTS MECHANIC | (GySgt to Pvt) | JULY 2013 |
| 6152 | HELICOPTER AIRFRAME MECHANIC CH-46 | (GySgt to Pvt) | JULY 2013 |
| 6153 | HELICOPTER AIRFRAME MECHANIC CH-53 | (GySgt to Pvt) | JULY 2013 |
| 6154 | HELICOPTER AIRFRAME MECHANIC UH/AH-1 | (GySgt to Pvt) | JULY 2013 |
| 6156 | TILTROTOR AIRFRAME MECHANIC MV-22 | (GySgt to Pvt) | JULY 2013 |
| 6172 | HELICOPTER CREWCHIEF CH-46 | (GySgt to Pvt) | JULY 2013 |
| 6173 | HELICOPTER CREWCHIEF CH-53 | (GySgt to Pvt) | JULY 2013 |
| 6174 | HELICOPTER CREWCHIEF UH-1 | (GySgt to Pvt) | JULY 2013 |
| 6176 | TILTROTOR CREWCHIEF MV-22 | (GySgt to Pvt) | JULY 2013 |
| 62 | AIRCRAFT MAINTENANCE (FIXED-WING) | | |

| MOS | DESCRIPTION | RANKS | DATE OCCUPATIONAL STANDARDS VALIDATED |
|-----------|--|-------------------|--|
| 6212 | FIXED-WING AIRCRAFT MECHANIC AV-8/TAV-8 | (GySgt to Pvt) | JULY 2013 |
| 6213 | FIXED-WING AIRCRAFT MECHANIC EA-6 | (GySgt to Pvt) | JULY 2013 |
| 6216 | FIXED-WING AIRCRAFT MECHANIC KC-130 | (GySgt to Pvt) | JULY 2013 |
| 6217 | FIXED-WING AIRCRAFT MECHANIC F/A-18 | (GySgt to Pvt) | JULY 2013 |
| 6218 | FIXED-WING AIRCRAFT MECHANIC F-35B | (GySgt to Pvt) | JULY 2013 |
| 6222 | FIXED-WING AIRCRAFT POWER PLANTS MECHANIC F-402 | (GySgt to Pvt) | JULY 2013 |
| 6223 | FIXED-WING AIRCRAFT POWER PLANTS MECHANIC J-52 | (GySgt to Pvt) | JULY 2013 |
| 6227 | FIXED-WING AIRCRAFT POWER PLANTS MECHANIC F-404 | (GySgt to Pvt) | JULY 2013 |
| 6251 | FIXED-WING AIRCRAFT AIRFRAME MECHANIC-TRAINEE | (SSgt to Pvt) | JULY 2013 |
| 6252 | FIXED-WING AIRCRAFT AIRFRAME MECHANIC AV-8/TAV-8 | (GySgt to Pvt) | JULY 2013 |
| 6253 | FIXED-WING AIRCRAFT AIRFRAME MECHANIC EA-6 | (GySgt to Pvt) | JULY 2013 |
| 6256 | FIXED-WING AIRCRAFT AIRFRAME MECHANIC KC-130 | (GySgt to Pvt) | JULY 2013 |
| 6257 | FIXED-WING AIRCRAFT AIRFRAME MECHANIC F/A-18 | (GySgt to Pvt) | JULY 2013 |
| 62 | AIRCRAFT MAINTENANCE (FIXED-WING) | | |
| 6258 | FIXED-WING AIRCRAFT AIRFRAME MECHANIC F-35B | (GySgt to Pvt) | JULY 2013 |
| 6282 | FIXED-WING AIRCRAFT SAFETY EQUIPMENT MECHANIC AV-8/TAV-8 | (GySgt to Pvt) | JULY 2013 |
| 6283 | FIXED-WING AIRCRAFT SAFETY EQUIPMENT MECHANIC EA-6 | (GySgt to Pvt) | JULY 2013 |
| 6286 | FIXED-WING AIRCRAFT SAFETY EQUIPMENT MECHANIC KC-130/V-22 | (GySgt to Pvt) | JULY 2013 |
| 6287 | FIXED-WING AIRCRAFT SAFETY EQUIPMENT MECHANIC F/A-18 | (GySgt to Pvt) | JULY 2013 |
| 6288 | FIXED-WING AIRCRAFT SAFETY EQUIPMENT MECHANIC F-35B | (GySgt to Pvt) | JULY 2013 |
| 63 | ORGANIZATIONAL AVIONICS MAINTENANCE | | |
| 6312 | AIRCRAFT COMMUNICATIONS/NAVIGATION/RADAR SYSTEMS TECHNICIAN av-8 | (GySgt to Pvt) | JULY 2013 |
| 6313 | AIRCRAFT COMMUNICATIONS/NAVIGATION/RADAR SYSTEMS TECHNICIAN EA-6 | (GySgt to Pvt) | JULY 2013 |
| 6314 | AVIONICS /MAINTENANCE TECHNICIAN, UNMANNED AIRCRAFT SYSTEM (UAS) | (GySgt to Pvt) | JULY 2013 |
| 6316 | A/C COMMUNICATIONS/NAVIGATION SYSTEMS TECHNICIAN KC-130 | (GySgt to Pvt) | JULY 2013 |
| 6317 | AIRCRAFT COMMS/NAVIGATION/RADAR SYSTEMS TECHNICIAN F/A-18 | (GySgt to Pvt) | JULY 2013 |

| MOS | DESCRIPTION | RANKS | DATE OCCUPATIONAL STANDARDS VALIDATED |
|-----------|---|------------------------|--|
| 6322 | AIRCRAFT AVIONICS TECHNICIAN CH-46 | (GySgt to Pvt) | JULY 2013 |
| 6323 | AIRCRAFT AVIONICS TECHNICIAN CH-53 | (GySgt to Pvt) | JULY 2013 |
| 6324 | AIRCRAFT AVIONICS TECHNICIAN U/AH-1 | (GySgt to Pvt) | JULY 2013 |
| 6326 | AIRCRAFT AVIONICS TECHNICIAN MV-22 | (GySgt to Pvt) | JULY 2013 |
| 6332 | AIRCRAFT AVIONICS TECHNICIAN AV-8B | (GySgt to Pvt) | JULY 2013 |
| 6333 | AIRCRAFT ELECTRICAL SYSTEMS TECH EA-6 | (GySgt to Pvt) | JULY 2013 |
| 6336 | AIRCRAFT ELECTRICAL SYSTEMS TECH KC-130 | (GySgt to Pvt) | JULY 2013 |
| 6337 | AIRCRAFT ELECTRICAL SYSTEMS TECHNICIAN F/A-18 | (GySgt to Pvt) | JULY 2013 |
| 6338 | AIRCRAFT AVIONICS TECHNICIAN F-35B | (GySgt to Pvt) | JULY 2013 |
| 6386 | AIRCRAFT ELECTRONIC COUNTERMEASURES SYSTEMS TECHNICIAN EA-6B | (GySgt to Pvt) | JULY 2013 |
| 6338 | AIRCRAFT AVIONICS TECH F-35B | (GySgt to Pvt) | JULY 2013 |
| 64 | INTERMEDIATE AVIONICS MAINTENANCE | | |
| 6432 | AIRCRAFT ELECTRICAL/INSTRUMENT/FLIGHT CONTROL SYSTEMS TECHNICIAN | (GySgt to Pvt) | JULY 2013 |
| 6433 | AIRCRAFT ELECTRICAL TECHNICIAN ROTOR WING | (GySgt to Pvt) | JULY 2013 |
| 6469 | RECONFIGURABLE TRANSPORTABLE CONSOLIDATED AUTOMATED SUPPORT SYSTEM (RTCASS) TECHNICIAN | (GySgt to Pvt) | JULY 2013 |
| 6483 | COMMUNICATION/NAVIGATION/CRYPTOGRAPHIC/COUNTERMEASURES SYSTEMS TECHNICIAN | (GySgt to Pvt) | JULY 2013 |
| 6492 | AVIATION PRECISION MEASUREMENT EQUIPMENT (PME) CALIBRATION/REPAIR TECHNICIAN | (GySgt to Pvt) | JULY 2013 |
| 6499 | MOBILE FACILITY TECHNICIAN | (GySgt to Pvt) | JULY 2013 |
| 65 | AVIATION ORDNANCE | | |
| 6531 | AIRCRAFT ORDNANCE TECHNICIAN | (SSgt to Pvt) | JULY 2013 |
| 6541 | AVIATION ORDNANCE SYSTEMS TECHNICIAN | (SSgt to Pvt) | JULY 2013 |
| 66 | AVIATION LOGISTICS | | |
| 6602 | AVIATION SUPPLY OFFICER | (LtCol to 2ndLt) | JULY 2013 |
| 6672 | AVIATION SUPPLY SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 6694 | AVIATION LOGISTICS INFO MGMT SYSTEM SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 70 | AIRFIELD SERVICES | | |
| 7011 | EXPEDITIONARY AIRFIELD SYSTEMS TECHNICIAN | (MGySgt to Pvt) | JULY 2013 |

| MOS | DESCRIPTION | RANKS | DATE OCCUPATIONAL STANDARDS VALIDATED |
|------|--|------------------------|--|
| 7041 | AVIATION OPERATIONS SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 7051 | AIRCRAFT RESCUE AND FIREFIGHTING SPECIALIST | (MGySgt to Pvt) | JULY 2013 |
| 72 | AIR CONTROL/AIR SUPPORT/ANTIAIR WARFARE/TRAFFIC CONTROL | | |
| 7208 | AIR SUPPORT CONTROL OFFICER | (Capt to 2nd Lt) | JULY 2013 |
| 7210 | AIR DEFENSE CONTROL OFFICER | (Capt to 2ndLt) | JULY 2013 |
| 7220 | AIR TRAFFIC CONTROL OFFICER | (Capt to 2ndLt) | JULY 2013 |
| 7236 | TACTICAL AIR DEFENSE CONTROLLER | (MGySgt to Pvt) | JULY 2013 |
| 7242 | AIR SUPPORT OPERATIONS OPERATOR | (MGySgt to Pvt) | JULY 2013 |
| 7251 | AIR TRAFFIC CONTROLLER-TRAINEE | (Sgt to Pvt) | JULY 2013 |
| 7257 | AIR TRAFFIC CONTROLLER | (GySgt to Pvt) | JULY 2013 |
| 73 | NAVIGATION OFFICER AND ENLISTED FLIGHT CREWS | | |
| 7314 | UNMANNED AERIAL VEHICLE (UAV) AIR VEHICLE OPERATOR | (MGySgt to Pvt) | JULY 2013 |
| 7315 | UNMANNED AIRCRAFT SYSTEM (UAS) OFFICER | (LtCol to 2ndLt) | JULY 2013 |
| 75 | PILOTS/NAVAL FLIGHT OFFICERS | | |
| 7507 | PILOT VMA FRS BASIC AV-8B PILOT | (LtCol to 2ndLt) | JULY 2013 |
| 7509 | PILOT VMA AV-8B QUALIFIED | (LtCol to 2ndLt) | JULY 2013 |
| 7516 | PILOT VMFA FRS BASIC F-35B PILOT | (LtCol to 2ndLt) | JULY 2013 |
| 7518 | PILOT VMFA FRS F-35B QUALIFIED | (LtCol to 2ndLt) | JULY 2013 |
| 7521 | PILOT VMFA FRS BASIC F/A-18 PILOT | (LtCol to 2ndLt) | JULY 2013 |
| 7523 | PILOT VMFA F/A-18 QUALIFIED | (LtCol to 2ndLt) | JULY 2013 |
| 7524 | NAVAL FLIGHT OFFICER BASIC F/A-18D WEAPONS SYSTEMS OFFICER | (LtCol to 2ndLt) | JULY 2013 |
| 7525 | NAVAL FLIGHT OFFICER F/A-18D WSO | (LtCol to 2ndLt) | JULY 2013 |

| MOS | DESCRIPTION | RANKS | DATE OCCUPATIONAL STANDARDS VALIDATED |
|------|--|------------------------|--|
| 7531 | PILOT VMM FRS BASIC V-22 PILOT | (LtCol to 2ndLt) | JULY 2013 |
| 7532 | PILOT VMM V-22 QUALIFIED | (LtCol to 2ndLt) | JULY 2013 |
| 7541 | PILOT VMAQ/VMFP FRS BASIC EA-6B | (LtCol to 2ndLt) | JULY 2013 |
| 7543 | PILOT VMAQ/VMFP EA-6B QUALIFIED | (LtCol to 2ndLt) | JULY 2013 |
| 7555 | PILOT VMR UC-12B | (LtCol to 2ndLt) | JULY 2013 |
| 7556 | PILOT VMGR KC-130 CO-PILOT | (LtCol to 2ndLt) | JULY 2013 |
| 7557 | PILOT KC-130 AIRCRAFT CMDR | (LtCol to 2ndLt) | JULY 2013 |
| 7560 | PILOT HMM FRS BASIC CH-53E PILOT | (LtCol to 2ndLt) | JULY 2013 |
| 7561 | PILOT HMH/M/L/A FRS BASIC CH-46 | (LtCol to 2ndLt) | JULY 2013 |
| 7562 | PILOT HMH/M/L/A CH-46 QUALIFIED | (LtCol to 2ndLt) | JULY 2013 |
| 7563 | PILOT HMH/M/L/A UH-1 QUALIFIED | (LtCol to 2ndLt) | JULY 2013 |
| 7564 | PILOT HMH/M/L/A CH-53 A/D | (LtCol to 2ndLt) | JULY 2013 |
| 7565 | PILOT HMH/M/L/A AH-1 QUALIFIED | (LtCol to 2ndLt) | JULY 2013 |
| 7566 | PILOT HMH/M/L/A CH-53E QUALIFIED | (LtCol to 2ndLt) | JULY 2013 |
| 7567 | PILOT HMH/M/L/A FRS BASIC UH-1N | (LtCol to 2ndLt) | JULY 2013 |
| 7568 | PILOT HMH/M/L/A FRS BASIC AH-1 | (LtCol to 2ndLt) | JULY 2013 |
| 7578 | NAVAL FLIGHT OFFICER (NFO) NFO STUDENT (TBS) | (LtCol to 2ndLt) | JULY 2013 |

| MOS | DESCRIPTION | RANKS | DATE OCCUPATIONAL STANDARDS VALIDATED |
|---|---|------------------------|--|
| 7580 | NAVAL FLIGHT OFFICER TACTICAL NAVIGATOR FLIGHT STUDENT | (LtCol to 2ndLt) | JULY 2013 |
| 7582 | NAVAL FLIGHT OFFICER (NFO) FRS BASIC EA-6B ELECTRONIC WARFARE OFFICER | (LtCol to 2ndLt) | JULY 2013 |
| 7588 | NAVAL FLIGHT OFFICER (NFO) QUALIFIED EA-6B ELECTRONICS WARFARE OFFICER | (Col to 2ndLt) | JULY 2013 |
| 7597 | BASIC ROTARY WING PILOT | (LtCol to 2ndLt) | JULY 2013 |
| 7598 | BASIC FIXED-WING PILOT | (LtCol to 2ndLt) | JULY 2013 |
| MARINE SPECIAL OPERATIONS MILITARY OCCUPATIONAL SPECIALTIES (Non-entry level) | | | |
| 0370 | SPECIAL OPERATIONS OFFICER | (LtCol to Capt) | MAY 2015 |
| 0372 | CRITICAL SKILLS OPERATOR | (Sgt to MGySgt) | MAY 2015 |

Methodology Used to Validate Occupational Standards

1. In accordance with DoD Implementation Guidance for the FY15 NDAA (Public Law 113-291, Section 524 (a)), the Marine Corps certifies the validation of individual primary Military Occupational Specialty (MOS) standards for officer and enlisted Marines, as operationally relevant, occupation-specific, and gender-neutral.

a. The Marine Corps employs the "Systems Approach to Training" (SAT), as the overarching process for development of training standards and training curricula. The SAT methodology (*Analyze, Design, Develop, Implement, Evaluate*) is closely aligned with the RAND Corporation's "6 Step Process" (*Identify Physical Demands, Identify Potential Screening Tests, Validate & Select Tests, Establish Minimum Scores, Implement Screening, Confirm Tests*) for developing occupational standards. The Marine Corps SAT process also addresses the five elements of the "GAO's Standards Validation Process" per Figure (5) of Draft GAO 15-5895U, "DoD Expanding Service Opportunities for Women Report." The end results are a validation of skills defined in MCO 1200.17 "Marine Corps MOS Manual", unit/collective training events in the occupational fields' Training & Readiness Manuals, and individual tasks and standards taught at MOS schools. These documents provide the basis for all individual MOS instruction, sustainment training, and proficiency assessments as well as unit training and unit readiness assessments.

b. From July 2013 to July 2015, the Marine Corps conducted a series of reviews to validate the occupational standards of all 335 officer and enlisted primary MOSs. The process identified the physical and mental requirements and performance steps to classify tasks by physical demand category according to the U.S. Department of Labor "Physical Demand Characteristics of Work" as the occupational requirements for physical exertion and involved Subject Matter Experts from entry level training schools, Occupational Field Advocates, the Operating Forces, the Marine Corps Operational Test & Evaluation Activity, the Naval Health Research Center, and the University of Pittsburgh's School of Health and Rehabilitation Sciences.

c. In accordance with Public Laws 103-160 and 113-66, Marine Corps individual occupational standards are operationally relevant, occupation-specific, and gender neutral, with all Marines held to the same standard. From November 2014 to June 2015, the Marine Corps focused its research efforts on the most physically demanding MOSs to validate the gender-neutral standards required to perform the job. In particular, the Naval Health Research Center supported Marine Corps efforts to develop assessments to accurately predict performance of actual, regular and recurring duties of a military occupation. As of 30 September 2015, gender neutral occupational standards will be in use at all Marine Corps MOS producing schools. As with all training, the Marine Corps will continue to review and update occupational standards to ensure mission effectiveness across the range of military operations.

Encl (3)

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2. U.S. Marine Corps Forces, Special Operations Command contracted the U.S. Office of Personnel Management's (OPM) Human Resources Solutions to conduct an impartial assessment and validation of their occupational standards. OPM conducted a detailed job analysis, a content-based validation of the occupational standards used for selection and training of special operators, a criterion-based validation of those same standards, and finally an analysis of the expected performance of a 'minimally-competent' special operator. Collectively, this approach provided evidence that the existing selection factors and occupational standards used in the Assessment & Selection process are valid. Additionally, the follow-on Individual Training Course that serves as the command's qualification - and the manner in which those results are interpreted - are valid.

INFORMATION PAPER

14 Aug 2015

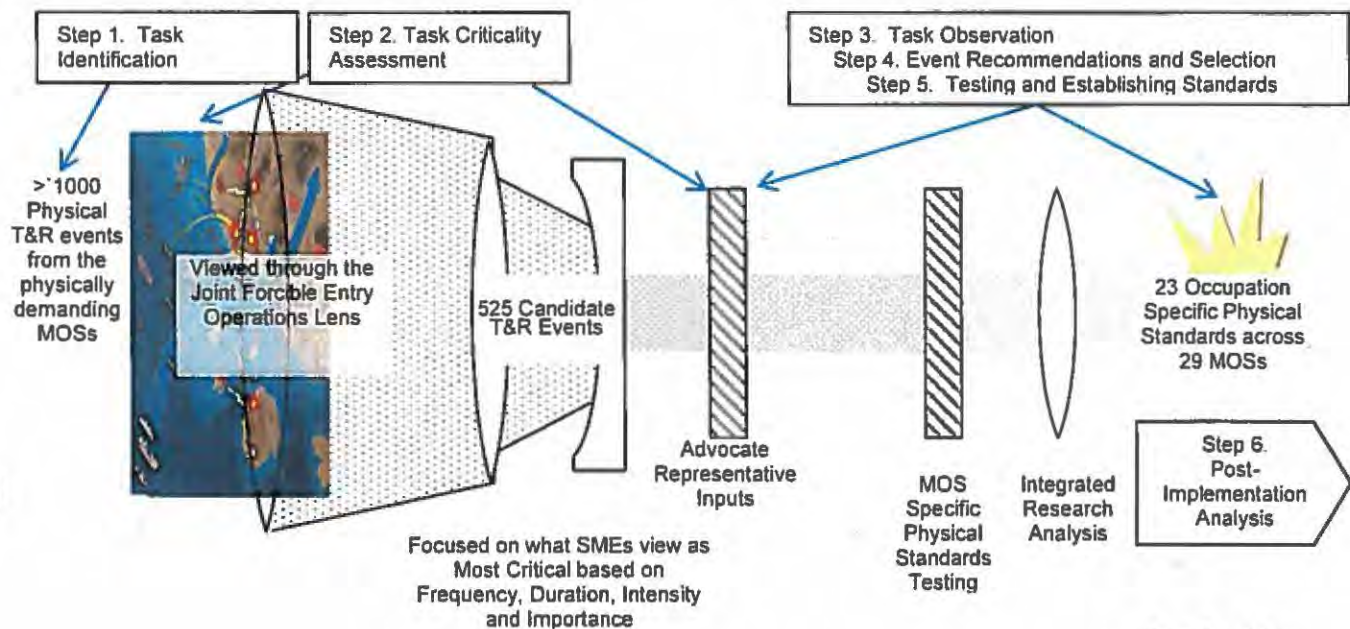
Subj: MOS-Specific Physical Standards Development

Ref: (a) National Defense Authorization Act 2015
(b) Chairman of the Joint Chiefs of Staff 9 Jan 2013 Memorandum, "Women in the Services Implementation Plan"

Purpose. To provide information on the Marine Corps methodology to review, validate, and develop gender-neutral, operationally-relevant, and occupation-specific standards.

Background. During entry level training, the Marine Corps transforms civilians into Marines and provides them the skills necessary for their particular military occupational specialty (MOS). Training and Readiness (T&R) standards ensure units and individuals are prepared to perform the duties required during service with the operating forces. These are essential for achieving combat effectiveness and providing opportunity for individual Marines to succeed. Per the references, the Marine Corps employed a deliberate, measured, and responsible approach to review, validate, and develop occupational standards for the most physically demanding MOSs. This process clarified and refined 23 standards across 29 MOSs that will better ensure every Marine has the physical skills necessary. The end result is a more capable Marine Corps that maintains the highest levels of combat readiness and better capitalizes on the full potential of every Marine.

Methodology. The Marine Corps used the following approach:



Encl (4)

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1. MOS Physical Task Identification. The Marine Corps conducted three in-depth T&R Manual reviews from 2012 through 2015 focusing significantly on physical requirements. These reviews identified over 1000 physical tasks within T&R events. Once compiled, redundant or less demanding tasks within a common event were removed from consideration, resulting in 525 tasks bearing further analysis.

2. Task Criticality Assessment (TCA). Over 600 MOS subject matter experts (SMEs) conducted a TCA for each of the 525 tasks, providing inputs based on the following criteria (associated weights): frequency (10%), duration (20%), intensity (30%) and importance (40%). Respondents were asked to view these tasks through an offensive-operations, joint forcible-entry perspective and then grade the criteria on a scale of 1-5 for each physically demanding task. TCA scores were presented to the Service-level Advocates who subsequently sanctioned 69 tasks that represented the most physically demanding and critical aspects of the MOSs.

3. Task Observation. Marine Corps and Naval Health Research Center (NHRC) personnel conducted field observation and filming of the most physically demanding and critical tasks at the MOS Formal Schools. Task observation allowed for additional MOS SME inputs, provided for video cataloguing, and enabled further task refinement.

4. Event Recommendations and Selection. Findings were presented to Service-level Advocates and recommended tasks were selected for follow-on testing. Direct tests of physical task requirements were selected for further development whenever possible. However, in compliance with reference (a) to develop standards that measure individual capacities, surrogate tests of individual performance were developed for crew tasks (e.g. an individual deadlift of 150lbs vice a crew lift of a 300lb tow bar).

5. Testing and Establishing Standards. Over 1000 Marines executed 23 tasks (direct and surrogate) and their performance data served as the basis for establishing the measure for successful completion of each task. The Marine Corps and NHRC employed scientifically-based statistical techniques to ensure standards give a reasonable assurance personnel can perform physically demanding tasks in an MOS.

6. Post-Implementation Analysis. The USMC will continue to collect performance data from MOS Formal School and Operational

INFORMATION PAPER

Force Marines and regularly validate outcomes to ensure MOS tasks and standards remain relevant and adjust T&R events as appropriate.

Summary. The Marine Corps employed a deliberate, measured, and responsible approach toward reviewing, validating, and developing occupational standards. This effort has produced standards that better equip Marines with the skills necessary to perform in their MOSSs, enables the Service to better capitalize on the potential of every Marine, and delivers a more capable Marine Corps with the highest levels of combat readiness.



Physical Standards for MOS Qualification

26 Aug 2015

Agenda



- BLUF
- Guidance to the Services
- MOS-Specific Physical Standards
- Summary

BLUF



The Marine Corps employed a deliberate, measured, and responsible approach to review, validate, and develop occupational standards

MOS standards have been clarified and refined for the following specified MOSs based on the physical skills required for success:

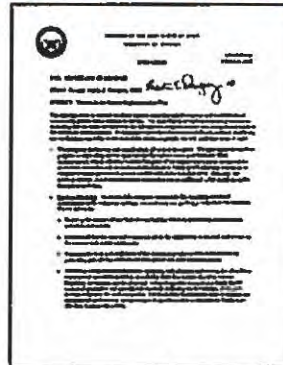
0302, 0303, 0307, 0311, 0313, 0321, 0331, 0341, 0351, 0352,
0802, 0811, 0842, 0844, 0847, 0861, 1302, 1371, 1372, 1802,
1803, 1812, 1833, 2131, 2141, 2146, 2147, 7204, 7212

Implementation will sustain the quality of the Force going forward

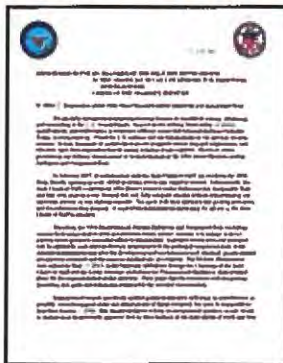
Guidance to the Services



CJCS Memo of 9 January 2013



Sec Def Memo of 24 January 2013

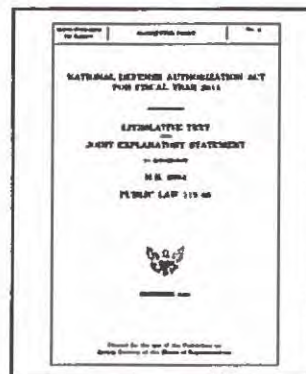


HASC Letter of 11 July 2013

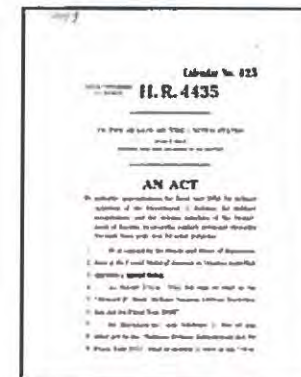


Services will continue to develop, review, and validate individual occupational standards. Validated gender-neutral occupational standards will be used to assess and assign Service members not later than 30 September 2015

NDA FY14



NDA FY15

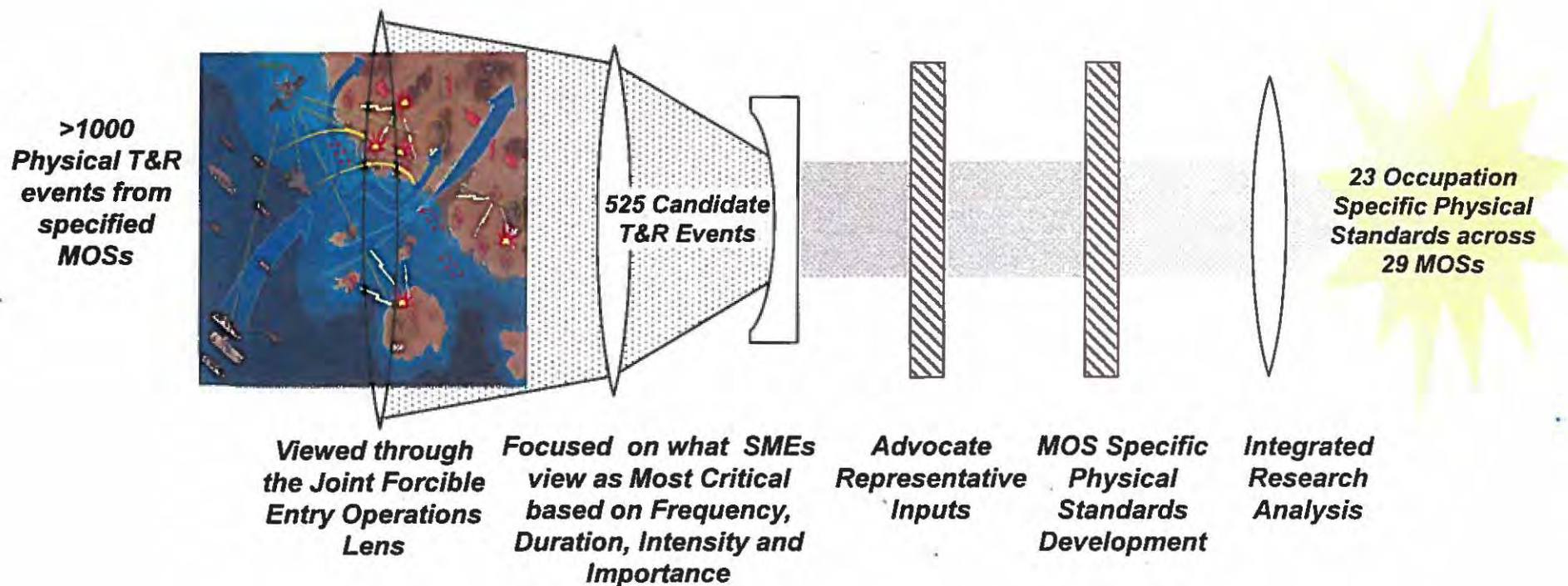


MOS Specific Physical Standards



- What they are:
 - A means for reasonable assurance of satisfactory physical performance in an MOS
 - Derived from critical MOS T&R tasks
 - Pass/fail requirements to verify & sustain key physical abilities
 - Based on direct individual tasks & surrogate performance for critical crew tasks
 - Easily administered within existing Entry Level Training (ELT) programs of instruction (POIs), with remediation as necessary
- What they are not:
 - The only physical requirements for ELT course completion
 - General physical fitness standards as proscribed by the PFT / CFT
 - An assessment of procedural proficiency or fine motor skills
 - A pre-requisite for entering an MOS school

MOS Specific Physical Standards Development



MOS Specific Physical Standards Methodology



Standards development process began with recognition that today's Force is physically sufficient to meet mission demands

- Testing of 1,000+ Marines from I MEF in May 2015 served as the basis for MOS specific physical standards recommendations
 - Statistical analysis of task performance
 - Fastest, Slowest, Average, and Standard Deviation
 - Analysis performed with and without outliers
 - Distributions *approximated* bell shaped curve - but did not yield consistent results across all tasks
 - 2.5 percentile of lowest performers used to set minimum standard
- Naval Health Research Center supported study design, data collection, and development of standards methodology

Summary



- Implementation sustains the quality of the Force going forward
 - Maintains the highest levels of combat readiness
 - Capitalizes on the full potential of every Marine
- T&R Manual updates will be in effect NLT 30 Sept IAW 2015 NDAA
- Post-implementation analysis
 - Collection of performance data from ELT and Operating Forces
 - Regular validation to ensure MOS tasks and standards remain relevant
 - T&R Manual updates, as necessary



BACKUP

MOS Specific Physical Standards Development Framework



| Phase | Status |
|---|------------------------------|
| 1. MOS Physical Task Identification | Completed: Approved Jul 14 |
| 2. Task Criticality Assessment (TCA) | Completed: Approved Nov 14 |
| 3. Task Observation | Completed Mar 15 |
| 4. MOS Specific Physical Standard Event Recommendations & Selection | Completed Mar 15 |
| 5.a. MOS Specific Physical Standards Development | Completed Apr 15 |
| 5.b. MOS Specific Physical Standards Testing | Completed 29 May 15 at I MEF |
| 5.c. MOS Specific Physical Standards Refinement (Informed by all analysis of previous TECOM research along with LOE 2, and LOE 3 data) | June – July 2015 |

MOSs with Updated Standards



| | | |
|---|--|---------------------------------------|
| 0302 Infantry Officer | 0311 Infantry | 0303/0313 LAV Crew |
| 0307/0321 Reconnaissance | 0331 Machine Gunner | 0341 Mortarman |
| 0351 Infantry Assaultman | 0352 Anti-tank Missleman | |
| 0802 Artillery Officer | 0811 Field Artillery Cannoneer | 0842 Artillery Radar Operator* |
| 0844 Artillery Fire Control | 0847 Artillery Sensor Support* | 0861 Fire Support |
| 1302 Combat Engineer Officer** | 1371 Combat Engineer** | 1372 ABV Operator |
| 1802 Tank Officer | 1803 AAV Officer | |
| 1812 Tank Crewman | 1833 AAV Crewman | |
| 2131 Artillery Repairer* | 2141 AAV Repairer / Technician* | |
| 2146 Tank Repairer / Technician* | 2147 LAV Repairer / Technician* | |
| 7204 LAAD Officer* | 7212 LAAD Gunner* | |

* MOSs opened in Oct 2014

** MOSs already open for Engineer Support Battalions, but not Combat Engineer Battalions

PEF Codes



| PEF | DESCRIPTION | MOS |
|-------|---------------------------------|--|
| AE | Aviation Support | 6531, 6541, 7011, 7051 |
| AF | Aviation Mechanic | 6048, 6062, 6072, 6073, 6074, 6092, 6113, 6114, 6116, 6123, 6124, 6132, 6153, 6154, 6156, 6212, 6216, 6217, 6218, 6222, 6227, 6252, 6256, 6257, 6258, 6282, 6286, 6287, 6288 |
| AG | Aircrew | 6173, 6174, 6176, 6276 |
| AJ | Aviation Operations & METOC | 6842, 7236, 7242, 7257, 7314 |
| BA | Aviation Electronics Tech | 5951, 5952, 5953, 5954, 6314, 6316, 6317, 6323, 6324, 6326, 6332, 6336, 6337, 6338, 6423, 6432, 6469, 6483, 6492, 6499, 6694 |
| BY | Electronics Maintenance | 2821, 2831, 2841, 2847, 2871, 2887, 5939, 5948, 5974, 5979 |
| CA | Transportation | 3531 |
| CB | Admin and Data Specialists | 0111, 0161, 6046, 7041 |
| CC | Supply, Accounting, and Legal | 3043, 3432, 3451, 4421, 6042, 6672 |
| CP | Engineering | 1316, 1345, 1361, 1371, 1391 |
| CE | Combat Support | 0811, 1812, 1833, 7212 |
| CR | Equipment and Vehicle Repair | 1341, 2111, 2131, 3521 |
| CH | Media & Public Affairs | 4341, 4612, 4641, 4671 |
| CJ | Logistics | 0411, 0431, 0481, 2311 |
| CK | Fire Direction and Control | 0842, 0844, 0847, 0861 |
| CO | Ground Ordnance Maintenance | 2141, 2146, 2147, 2161, 2171 |
| CU | Utilities | 1141, 1142, 1161, 1171 |
| CN | Service Management | 3051, 3052, 3112, 3381 |
| DB | Communication | 0612, 0621, 0651 |
| DD | Intel and Cryptologic Linguist | 0231, 0261, 2621, 2631, 2651, 2671, 2673, 2674, 2676 |
| HE | MAGTF Plans | 0511 |
| HZ | Recon | 0321 |
| PN | Open Contract | |
| PR | Parachute Rigger | 0451 |
| U2/U4 | Music | 5524, 5512 |
| UH | Infantry | 0311, 0313, 0331, 0341, 0351, 0352 |
| UJ | CBRN | 5711 |
| UT | Military Police and Corrections | 5811, 5831 |
| UV | Marine Corps Security Forces | 0311, 0313, 0331, 0341, 0351, 0352 |

Equipment Weights



| Equipment | MOS | Weight |
|--|--------------------------|----------|
| Fighting Load | All w/ exception of 0321 | 81 lbs. |
| MK-19 HMG | All | 78 lbs. |
| Ground CASEVAC (165 lb dummy + 40 lb weight vest + 9 lb plate carrier) | All | 214 lbs. |
| VBSS Level II Load (On body & LBE only – Climb Caving Ladder Climb) | 0321 | 22 lbs. |
| RECON Assault Load (20 KM RECON Hike) | 0321 | 77 lbs. |
| RECON Fin Load | 0321 | 58 lbs. |
| M240B MMG Spare Barrel Bag w/ barrel + T&E & 2 x Ammo Cans | 0331 | 68 lbs. |
| 60mm Mortar w/ Small Base Plate & 4 x 60mm Rounds | 0341 | 35 lbs. |
| SMAW Launcher w/ Rocket | 0351 | 30 lbs. |
| Javelin Missile Round | 0352 | 50 lbs. |
| APOBS Pack Assembly | 1371 | 65 lbs. |
| Battering Ram | 0351/1371 | 35 lbs. |
| M242 Gun Receiver | 0313 | 95 lbs. |
| Breaching Equipment | 0321 | 48 lbs. |
| 155mm Artillery Round | 0811 | 95 lbs. |
| M1A1 Tank/ABV TC/VC Hatch | 1812/1372 | 70 lbs. |
| M1A1 Tank/ABV/AAV Battery | 1812/1833/1372 | 88 lbs. |
| 120mm Tank Round | 1812 | 68 lbs. |



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3000 MARINE CORPS PENTAGON
WASHINGTON, DC 20350-3000

MEMORANDUM FOR THE SECRETARY OF THE NAVY

From: General Joseph F. Dunford, Jr., Commandant of the Marine Corps *JFD 9/17*

Subj: USMC NOTIFICATION TO OPEN MILITARY OCCUPATION SPECIALTIES
(MOSSs) AND UNITS TO WOMEN

1. The Marine Corps has determined that the following primary MOSSs can be opened for assignment of female Marines. This will open 5,132 billets in the Active Component and 2,145 billets in the Reserve Component in which female Marines may serve. This will increase the overall percent of MOSSs that are fully integrated to 96%. The physical occupational standards for these MOSSs and units were last reviewed from 2014 through 2015 and have been determined to be occupationally-relevant and gender-neutral. Attached is a list of the MOS descriptions, the associated physical standards, and a detailed legal analysis of opening these positions with respect to the Military Selective Service Act, required by 10 USC 652.

- a. 0802 Field Artillery Officer
- b. 0811 Field Artillery Cannoneer
- c. 0844 Field Artillery Fire Control Man
- d. 0848 Field Artillery Operations Man
- e. 1802 Tank Officer
- f. 1803 Assault Amphibian Vehicle (AAV) Officer
- g. 1812 M1A1 Tank Crewman
- h. 1833 AAV Crewman

2. Additionally, the following ground combat element units can be fully opened to females in the following occupational fields. This will open 2,795 billets in support-MOSSs for female enlisted Marines, 2 billets for female Marine warrant officers, and 45 billets for female Marine officers in Marine Corps Active Component units. This also opens 34 billets for female enlisted Sailors and 0 billets for Navy officers. It should be noted that the below units have been opened to female Marines and sailors in the grade of E-4 and above based on previous assignment policies. These openings extend to subordinate units below the battalion headquarters.

- a. Units
 - 1) Artillery Battalions
 - 2) Amphibious Assault Vehicle Battalions
 - 3) Tank Battalions
 - 4) Combat Engineer/Assault Battalions
 - 5) Air Naval Gunfire Liaison Companies
 - 6) Low Altitude Air Defense Battalions
- b. Occupational Fields
 - 1) 01XX Administration

Encl (6)

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- 2) 02XX Intelligence
- 3) 04XX Logistics
- 4) 06XX Communications
- 5) 11XX Utilities
- 6) 13XX Engineers
- 7) 21XX Ordnance
- 8) 23XX Ammunition/EOD
- 9) 28XX Ground Electronics Maintenance
- 10) 30XX Supply
- 11) 33XX Food Management
- 12) 35XX Motor Transport
- 13) 57XX CBRN
- 14) 70XX Airfield Services
- 15) 75XX Pilot/Naval Flight Officers

3. Additionally, the Marine Corps will open 1,367 billets in open MOSs for female enlisted Marines, 1 billet for a female warrant officer, 12 billets for female officers, and 32 billets for female enlisted Sailors and 0 billets female Navy officers in Marine Corps Reserve Component units.

a. Units

- 1) Artillery Battalions
- 2) Amphibious Assault Vehicle Battalion
- 3) Tank Battalion
- 4) Combat Engineer Battalion
- 5) Air Naval Gunfire Liaison Companies

b. Occupational Fields

- 1) 01XX Administration
- 2) 02XX Intelligence
- 3) 04XX Logistics
- 4) 06XX Communications
- 5) 11XX Utilities
- 6) 13XX Engineers
- 7) 21XX Ordnance
- 8) 23XX Ammunition/EOD
- 9) 28XX Ground Electronics Maintenance
- 10) 30XX Supply
- 11) 33XX Food Management
- 12) 35XX Motor Transport
- 13) 57XX CBRN

ATTACHMENTS: (A) Description of Occupations to be Opened
(B) Legal Analysis of the implications on Military Selective Service Act

PHYSICAL STANDARDS FOR THE 08XX / 18XX MOSS

| MOS | (NAVMC 1200.1A – MOS Manual) Description of Duties | Physical Standards |
|--|---|---|
| 0802 Field Artillery Officer (PMOS) | Command or assist commanders in directing field artillery units. Direct tactical employment of the field artillery unit in combat, and coordinate unit's fire with other artillery units with mortar, air, and naval surface support ships. Evaluate intelligence, plan targeting at all echelons, and direct administration, communication, supply, maintenance, and security activities of artillery units. | <ul style="list-style-type: none"> Complete MOS 0802 Field Artillery Officer Course Complete MOS (0802/0811) 'MOS Physical Standards for Qualification & Continuation' <ul style="list-style-type: none"> Perform Casualty Drag - 25m (w/Fighting Load/service rifle) in 54 sec Lift a MK-19 overhead (w/Fighting Load) (Pass/Fail) MTVR CASEVAC (Surrogate): Clean & Press 115 lb. bar – lower to deck Lift & Carry (5x) 155mm Artillery Round 50m to 7 Ton Truck in 4 min 56 sec Load (5x) 155mm Artillery Rounds on Feed Tray in 1 min 15 sec M777 Howitzer Trail Arms (Surrogate): 2x repetitions - Clean 120 lb bar – lower to deck |
| 0811 Field Artillery Cannoneer (PMOS) | Cannoneers prepare artillery pieces and equipment for movement, combat, and firing. Inspect and prepare ammunition for firing and perform the various jobs incident to firing: Laying for elevation and deflection, loading the piece and handling ammunition. Camouflage positions; protect equipment from chemical; warfare agents, and construct field fortifications | <ul style="list-style-type: none"> Complete the MOS 0811 Cannon Crewman Course <ul style="list-style-type: none"> Demonstrate qualification through performance for MOS 0811 Complete MOS (0802/0811) 'MOS Physical Standards for Qualification & Continuation' <ul style="list-style-type: none"> Perform Casualty Drag - 25m (w/Fighting Load/service rifle) in 54 sec Lift a MK-19 overhead (w/Fighting Load) (Pass/Fail) MTVR CASEVAC (Surrogate): Clean & Press 115 lb. bar – lower to deck Lift & Carry (5x) 155mm Artillery Round 50m to 7 Ton Truck in 4 min 56 sec Load (5x) 155mm Artillery Rounds on Feed Tray in 1 min 15 sec M777 Howitzer Trail Arms (Surrogate): 2x reps - Clean 120 lb bar – lower to deck |
| 0844 Field Artillery Fire Control Marine (PMOS) (Not an Entry Level MOS) | Typical duties include the preparation of fire control equipment for movement and operation, performance of detailed survey operations, performance of preventive maintenance, routing testing, authorized minor repairs to survey and fire control equipment, and operation of field communications equipment. | <ul style="list-style-type: none"> Complete the Field Artillery Fire Control Man Course. <ul style="list-style-type: none"> MOS retained as an additional MOS upon promotion to Staff Sergeant in MOS 0848. |
| 0848 Field Artillery Operations Man (PMOS) (Not an Entry Level MOS) | Field Artillery Operations Men perform the various duties associated with the operation of a field artillery and mortar fire direction center; operations or training section; artillery sensor section; survey section. Duties include preparing personnel and equipment for movement and operation; assisting in location of fire direction center in the field; maintaining a situation map, operations journal, and survey records; performing duties incident to the preparation, reproduction, and distribution of operations orders, training orders, memoranda, schedules, status reports, and S-3 periodic reports; preparing operations maps and overlays; assisting in the establishment and operation of artillery meteorological stations, direct atmospheric meteorological observation interpreting, evaluating and distributing atmospheric data; performing duties incident to execution of sensor plans essential to proper employment of field artillery; assisting in installation, orientation, operation, and maintaining target acquisition radar equipment; and training personnel in radar, meteorological, survey, acoustic, and fire direction procedures. | <ul style="list-style-type: none"> Complete the Marine Artillery Operations Chief Course, Ft Sill, OK Qualify in MOS 0842, 0844, or 0847. |
| 1802 Tank Officer (PMOS) | Command or assist commanders in commanding tank units. Provide recommendations to the supported unit command for the tactical employment of tank units. As maneuver unit leaders, evaluate intelligence and operational situation. | <ul style="list-style-type: none"> Complete MOS 1802 Tank Officer Course, Ft. Benning, GA Complete MOS (1802/1812) 'MOS Physical Standards for Qualification & Continuation' <ul style="list-style-type: none"> Perform Casualty Drag - 25m (w/Fighting Load/service rifle) in 54 sec Lift a MK-19 overhead (w/Fighting Load) (Pass/Fail) Open & secure ABV VC Hatch in 30 sec |

PHYSICAL STANDARDS FOR THE 08XX / 18XX MOSs

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| | Formulate, coordinate, and execute operation orders. | <ul style="list-style-type: none"> o Lift (3) Tank batteries to back deck in 1 min 50 sec o Tank CASEVAC (Surrogate): Clean & Press 115 lb. bar – lower to deck o Tank TOWBAR Lift (Surrogate): Deadlift/Hold 150 lb. bar for 30 sec – lower to deck |
| 1812 Tank Crewman (PMOS) | Typical duties include preparing tanks, personnel, and equipment for movement and combat; preparation of ammunition for firing; locating targets; loading, aiming and firing of organic tank weapons using tank fire control systems; driving the tank; and performance of operator-level preventive and corrective maintenance. | <ul style="list-style-type: none"> ▪ Load 120mm Tank Round in 7 sec ▪ Complete MOS 1812 Tank Crewman Course, Ft. Benning, GA ▪ Complete MOS (1802/1812) 'MOS Physical Standards for Qualification & Continuation' <ul style="list-style-type: none"> o Perform Casualty Drag - 25m (w/Fighting Load/service rifle) in 54 sec o Lift a MK-19 overhead (w/Fighting Load) (Pass/Fail) o Open & secure ABV VC Hatch in 30 sec o Lift (3) Tank batteries to back deck in 1 min 50 sec o Tank CASEVAC (Surrogate): Clean & Press 115 lb. bar – lower to deck o Tank TOWBAR Lift (Surrogate): Deadlift/Hold 150 lb. bar for 30 sec – lower to deck o Load 120mm Tank Round in 7 sec |
| 1803 Assault Amphibian Vehicle (AAV) Officer (PMOS) | Command or assist the commander in commanding assault amphibian (AA) units, provide recommendations to the supported unit command for the tactical employment of AA units. Direct AA units on maneuvers, tactical problems, and in combat. In coordination with USN units, control the ship to shore movement of AAVs. Responsible for the AA unit's personnel and equipment readiness, operational employment, and the identification and coordination of required logistics support. | <ul style="list-style-type: none"> ▪ Complete MOS 1803 Assault Amphibian Vehicle Officer Course ▪ Complete MOS (1803/1833) 'MOS Physical Standards for Qualification & Continuation' <ul style="list-style-type: none"> o Perform Casualty Drag - 25m (w/Fighting Load/service rifle) in 54 sec o Lift a MK-19 overhead (w/Fighting Load) (Pass/Fail) o AAV CASEVAC (Surrogate): Clean & Press 115 lb. bar – lower to deck o AAV TOWBAR Lift (Surrogate): Deadlift/Hold 150 lb. bar for 30 sec – lower to deck |
| 1833 Assault Amphibian Vehicle (AAV) Crewman (PMOS) | Performs various duties related to the operation and maintenance of the AAV, to include tactical employment, gunnery using onboard weapons systems, communications, and maneuver. AAV crewmen employ their vehicle in support of infantry units during ship to objective maneuver and during subsequent operations ashore | <ul style="list-style-type: none"> ▪ Complete MOS 1833 Assault Amphibian Crewman Course ▪ Complete MOS (1803/1833) 'MOS Physical Standards for Qualification & Continuation' <ul style="list-style-type: none"> o Perform Casualty Drag - 25m (w/Fighting Load/service rifle) in 54 sec o Lift a MK-19 overhead (w/Fighting Load) (Pass/Fail) o AAV CASEVAC (Surrogate): Clean & Press 115 lb. bar – lower to deck o AAV TOWBAR Lift (Surrogate): Deadlift/Hold 150 lb. bar for 30 sec – lower to deck |