



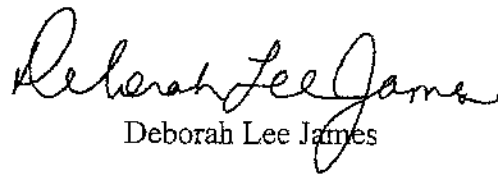
SECRETARY OF THE AIR FORCE
WASHINGTON

DEC 29 2015

MEMORANDUM FOR ACTING UNDER SECRETARY OF DEFENSE (PERSONNEL AND
READINESS)

SUBJECT: Air Force Final Implementation Plan for Full Integration of Women in the Air Force

As directed by the December 3, 2015 Secretary of Defense memorandum, *Implementation Guidance for the Full Integration of Women in the Armed Forces*, the final implementation plan for full integration of women in the Air Force is provided for your review.


Deborah Lee James

Attachments:
As stated

**Final Implementation Plan
For
Full Integration of Women in the Air Force**

Introduction

On December 3, 2015, the Secretary of Defense (SecDef) announced opening to women the remaining approximately 213,600 closed positions spanning some 52 closed military occupational specialties across the Department. This announcement culminates nearly three years of extensive research, analysis and scrutiny under the Women In Service Review (WISR).

As of 1st Qtr, FY16, the Air Force had approximately 4,099 closed positions: 2,929 active duty (AD), 176 Air Force Reserve (AFR), and 994 Air National Guard (ANG), to include closed positions in open occupations that served with previously closed Army Ranger and Special Forces units. There are six Air Force specialty codes (AFSC) previously closed and include: 13CX (special tactics officer (STO)), 13DX (combat rescue officer (CRO)), 1C2X (combat control (CCT)), 1C4X (tactical air control party (TACP)), 1T2X (pararescue (PJ)), and 1W0X2 (special operations weather enlisted) (Tab 1).

Per SecDef guidance, *Implementation Guidance for the Full Integration of Women in the Armed Forces*, dated December 3, 2015, the Services will provide final, detailed implementation plans to the Acting Undersecretary of Defense for Personnel and Readiness (USD (P&R)) no later than January 1, 2016. Services will execute implementation of approved plans to open all remaining positions in all specialties to women applicants as soon as practicable following January 2, 2016 and no later than April 1, 2016.

Purpose

This document provides USD (P&R) with the Air Force's final implementation plan for full integration of women into all Air Force occupations and positions. This plan is part of the deliberate, methodical, evidence-based, and iterative process that will ensure the Air Force's continued combat effectiveness. This plan addresses the integration concerns identified in the SecDef's guidance and details the Air Force's timelines for integrating newly opened occupations and positions using our existing recruiting, accession, training and assignment procedures. Air Force actions will be guided and informed by our studies, as well as the research and analysis conducted by our Sister Services and USSOCOM under the Women in Service Review. **The success of gender integration will take time and requires a focus on standards, policy, education, and engaged leadership at all levels across the Total Force.**

Timelines:

Classification: Effective January 4, 2016, AF Enlisted and Officer Classification Guides will be updated to reflect all AF occupations are open to women.

Recruiting/Accessions: The Air Force is currently advertising with images of men and women since 99% of our occupations are open to all genders. There is currently no advertising content in use to depict women in Battlefield Airmen (BA) and Special Operations Forces (SOF) direct ground combat specialties; however, there is advertising content that includes women in

physically demanding occupations such as Explosive Ordnance Disposal (EOD), Survival, Evasion, Resistance, and Escape (SERE), and Fire Protection (FP), which can be used to create visual linkages to BA/SOF direct ground combat specialties in the interim. Recruiting will be a challenge since there will be tremendous competition for the limited cohort of qualified volunteers amongst the services and other government or private agencies. In addition, the Reserve component is faced with unique restrictions based on need to recruit locally, further reducing the pool of qualified members to fill unit vacancies.

On January 4, 2016, recruiting, educating, informing and advertising that BA/SOF occupations are open to females will begin. A wider pool of potential applicants will be available to tap into which may require additional materials and travel for recruitment. The AF will utilize the current Physical Ability Stamina Test (PAST) for entry into BA career fields.

Nonprior Service (NPS): Recruiters will ensure NPS RegAF enlisted members, males and females, take part in the Air Force Special Operations/Combat Support Candidate Development Support Services (CDSS) aka "Scout/Recruit/Develop" program prior to entering Basic Military Training (BMT) and Technical Training. The AF Reserve process is slightly different since they recruit locally to fill unit vacancies and access members to the SelRes at time of enlistment, so members may participate with his/her unit to improve physically and mentally prior to entering BMT. For all newly opened BA career fields, except TACP, female NPS will be scheduled no earlier than July 1, 2016. Female Air Liaison Officers have already gone through the TACP training pipeline and had no issues. For the other BA career fields, this maximizes opportunities for more senior Airmen (NCOs and CGOs) to enter the training pipeline with the junior enlisted Airmen to help mitigate concerns with initial gender integration, provides time for the training pipeline to transition for gender integration, and allows females time to prepare prior to entering the training pipeline.

Prior Service (PS) and Currently Serving in the AF: Career Field Managers, leaders, recruiters will inform, engage, and help recruit PS and currently serving enlisted and officer, males and females. The Air Force recently completed a BA Propensity Survey internally across the Total Force. Members, both officer and enlisted, males and females, that demonstrated a desire to cross-train into BA career fields will be contacted and provided additional information on potential career paths available to them, as well as guidance on how to cross-train/retrain into BA/SOF occupations.

Officer Accessions: The AF will continue to conduct recruiting campaigns targeted toward high school/college athletes, males and females, who possess the physical capacity and mental fortitude necessary to complete the demanding training. This may include personal visits by BA/SOF operators to USAF Academy, select Reserve Officer Training Corps (ROTC) detachments and outreach to ANG and AF/RE candidates via Officer Training School (OTS). Female cadets at the USAF Academy and ROTC will follow the AF's standard process in applying for BA/SOF occupations (Phase I). Per the process already in-place, AF/A1 allows a one-time consideration for reclassification into BA occupations, where desired, for CY2016 senior male and female cadets who were classified prior to their ability to attend the Phase II selection, a one-week preassessment course.

The schedule of CY16 BMT start dates and Initial Skills Training (IST) Start Dates and Approximate Date Entering Operational unit are provided (Tab 2).

Training:

Enlisted Initial Skills Training/Technical Training: Sister Service's gender integration lessons learned have shown positive outcomes in having senior females present when junior females enter a unit. Where possible, there will be a combination of senior female(s) with junior female(s) together in technical training. However, female applicants will not be deliberately delayed solely in order to meet this desired state.

Retraining/Cross-training (Officer and Enlisted; prior service and currently serving in AF): On January 4, 2016, Air Force Personnel Center (AFPC) will update the Retraining Advisory Board website to reflect newly opened BA occupations to females. In accordance with the standard AF process, candidates will submit application packages (Phase I) for STO, CRO, and retraining into CCT and SOWT. Applicants selected in Phase I will be invited to attend Phase II, a one-week preassessment course conducted by ACC or AFSOC to determine eligibility for entry into the training pipeline. Preassessment courses for STO, CRO and PJ retraining are scheduled for March 2016 and October 2016. Preassessment courses for CCT/SOWT retraining are scheduled for April 2016 and August 2016. Each BA occupations' training pipeline length and course breakout is provided (Tab 3).

Training contents and methods at Initial Skills Training/Technical Training:

Training content and training methods have been addressed in preparation for gender integration, (Tab 4). The Air Force will continue to review processes and mitigation procedures to ensure our male and female Airmen receive effective, professional training.

Assignments:

As with the AF standard process, assignments are deliberate and in accordance with AF needs. Due to the length of TACP Technical Training length, there is a potential for the first female TACP(s) to be assigned to an operational unit in CY2016. Due to the length of other BA Technical Training which can be 2 or more years, it will take longer before females are assigned to an operational unit. Assignments will be in accordance with the AF's standard assignment process.

Assignment Policy for positions serving w/ Ranger Regiment and Special Forces Unit.

Though positions in the Special Tactics Squadrons are opened for Airborne-Qualified Weather Officers, Air Liaison Officers, and Rated Air Liaison Officers, assignments to these positions will be available after coordination with the US Army and in accordance with their gender integration implementation plan.

Concerns (SecDef memorandum dated December 3, 2015)

- Transparent Standards
- Population Size
- Physical Demands and Physiological Differences
- Conduct and Culture
- Talent Management
- Operating Abroad
- Assessment and Adjustment

1. Transparent Standards: *The Services will continue to apply previously developed and validated operationally relevant and objective standards for all career fields to ensure that leaders assign tasks and career fields throughout the force based on ability, not gender. This approach is integral to preserving unit readiness, cohesion, and morale, and it will continue to form the foundation for full integration.*

HQ USAF OPR: AF/A3

OCR(s): AF/AIP, SAF/PA, AETC, ACC, AFSOC, USAFE, PACAF, AFPC, AFRS, AF/RE NGB, USAFA, ROTC Dets, Holm Center, Commanders at all levels

AF Planned Actions:

a. Action: Education and communication on standards, occupational standards and predictive physical standards (Tab 5)

Due date: April 1, 2016 and recurring as needed

Standards Talking Points:

The Air Force has not changed, raised, or lowered standards as part of opening up our battlefield airman career fields to women. The mental and physical standards in place prior to opening to women will be the exact same standards in place and in use after we open the career fields to women. Any Airman or recruit wishing to enter these BA career fields (regardless of gender) will be accessed and qualified using the currently validated standards.

Our occupational physical standards are linked to our operational mission requirements which are our most critical physical tasks. If an individual meets these standards and wants to be a BA, he or she will have the opportunity based on skill and ability, not gender. There will be no quotas, critical mass, or special preference based on gender.

Most importantly, occupational physical standards are our anchor and tie directly to tasks on the battlefield, e.g., physical ability to climb a rope ladder in full gear or the ability to carry a combat casualty across the battlefield. These occupational physical standards were measured and studied in detail by the Air Force Fitness Testing and Standards Unit along with BA operators across the Total Force; and were certified by the Secretary of the Air Force as being gender-neutral, operationally relevant and occupationally specific. These occupational physical standards all have direct ties to battlefield tasks and will not change unless the actual missions and tasks required of our BA change.

In FY12, the Air Force initiated an in-depth study to scientifically develop and validate predictive physical fitness tests and standards (i.e. min # pulls ups, run time, swim time, etc.) to best predict success/non-success at occupationally-specific, operationally relevant BA physical tasks and requirements. This study took a holistic approach to measuring the power, agility, muscular strength, muscular endurance, anaerobic metabolism, and aerobic fitness required to accurately predict an Airmen's ability to accomplish the occupational tasks.

Our current predictive physical fitness tests and standards are valid, operationally relevant, gender neutral, and tied to the occupational standards. However, the AF continually seeks opportunities to optimize predictive physical fitness tests and standards in order to ensure that our Airmen have the best, most relevant standards in place to not only accomplish the mission, address long-term health, but also improve training efficiency and reduce attrition. The Air Force will follow its normal established processes and timelines for implementing changes or adjustments, if any.

b. Action: Current predictive mental and physical standards are to be applied at recruiting/accessions, training, and operational units, using the same standards for females and males

Due date: January 4, 2016

2. Population Size: *Equal opportunity may not always equate to equal participation by men and women. Small numbers of women in demanding career fields pose challenges that will vary by occupation and Services and will impact the entire Joint Force. Throughout this process, implications for equipment sizing, supply, and facilities have been thoroughly studied and will continue to be addressed.*

HQ USAF OPR: AF/A3

OCR(s): AFMC, AF/A4

AETC, ACC, AFSOC, USAFE, PACAF, AFRS, AF/RE NGB

AF Planned Actions:

Action: Initial review of training and operations logistical requirements (facilities, equipment, gear) indicated MAJCOMs ability to accommodate a small number of females (Tab 6). MAJCOMs will monitor and address facility, supplies, equipment and gear needs at training and operational units, as well as costs, as integration continues and if the number of females grows beyond MAJCOM capability to support. In addition, Air Force Materiel Command is in the process of updating the Battlefield Airman Management System (BAMS) used to supply individual BA equipment and has been made aware of the requirement to provide equal quality and standardization to all BA.

Due date: Recurring

3. Physical Demands and Physiological Differences: *Both the Army and Marine Corps studies found that women participating in ground combat training sustained injuries at higher rates than men, particularly in load-bearing occupational fields. These studies also revealed concrete ways to help mitigate this injury rate and the impact to individuals and the teams in which they operate. The sustainability of our combat readiness and our obligation*

to the welfare of the force means these findings must be addressed in the implementation of the full integration of women in the Armed Forces.

HQ USAF OPR: AF/SG

OCR(s): AETC, AF/A3, AF/A1, AFPC, ACC, AFSOC, USAFE, PACAF, AF/RE, NGB

AF Planned Actions:

a. Action: AF currently collects data on types of injuries and injury rates at BMT and IST, and will continue to do so and provide to Air Staff, HAF as required.

Due date: Recurring

b. Action: Utilize and develop medical programs to help identify injuries sustained by BA, such as over use, load bearing and technique driven injuries such as shallow water blackout, then to develop prevention strategies that do not compromise the training or operational mission. Some training and operational BA units have programs that aim to embed rapid rehabilitative and preventive assets such as physical therapists, strength and conditioning coaches, clinical psychologists, and athletic trainers, and sports medicine physicians. On-site physical therapy and individualized athletic training has proven to increase resilience against physical and mental stressors, while at the same time decreasing the amount of long-term injuries suffered by BA. Additionally, the program is ideally suited to help BA return from previous injuries, previous medical conditions, and pregnancy by helping to minimize the amount of time they are physically unable to perform the mission. Preventive medicine assets are key to the data collection of injuries and illnesses and analysis of this data to develop operationally relevant preventive strategies to reduce occurrences. Data Reports are developed out of Defense Health Agency (DHA), the main source of all large medical data queries in the Air Force. Preventive medicine can work collaboratively with DHA and will be instrumental at assisting in the structuring those queries. Sister Services' studies have further indicated potential use of iron supplements and other preventive physical care/exercises/nutrition to strengthen the musculoskeletal system, minimize sprains, etc. for consideration. Studies can be reviewed at <http://www.defense.gov/News/Publications/WISR-Studies>

Due date: Recurring

4. Conduct and Culture: *The integration of women may require a cultural shift in previously all-male career fields. We are prepared to meet this challenge. The military assimilates change by relying upon the enduring values of the profession of arms. Concerns about possible reductions in combat effectiveness can be addressed by effective leadership and gender-neutral standards. This has been demonstrated over the past 14 years of combat operations, during which women have played a critical role. The primary factor in developing cohesion is the ability of all members of the team to perform assigned mission essential tasks effectively. To that end, attitudes toward team performance are important and must be addressed through education and training. Sexual assault or harassment, hazing, and unprofessional behaviors are never acceptable. Our core beliefs in good order, discipline, leadership, and accountability are foundational to our success in gender integration.*

HQ USAF OPR: AF/A3

OCR(s): AETC, AFPC, AF/A1, SAF/PA, ACC, AFSOC, USAFE, PACAF, AFRS, AF/RE NGB, Profession of Arms Center of Excellence (PACE), US Air Force Academy, Holm Center, ROTC, OTS, Commanders at all levels

AF Planned Actions:

a. Action: Communication of Conduct and Culture by leaders at all levels (see above for talking points)

Due date: January 4, 2016 and recurring

b. Action: Education and Utilization of AF Resources and Leadership Toolkit. Part of the AF's culture is reiterating and emphasizing the importance and necessity of professionalism, dignity, respect, and living by the AF core values. This is the foundation of our AF culture and is taught in basic training, initial skills training, instructors' courses, all professional military education, commanders' courses, chiefs' courses, as well as unit training across the Total Force. AF culture provides a number of protective factors for gender integration. There are a number of existing, mature programs in place that address resilience, mentorship, diversity and inclusion, as well as a number of other elements to ensure that Airmen continue to uphold a Wingman culture that is in line with AF core values. Websites to reference and capitalize on include www.Wingmantoolkit.org (also a smart phone app), *the Profession of Arms Center of Excellence*, *MyVector*, *AFMentoring* (both on the AF Portal), www.AF.mil, etc.

In addition to existing AF resources, further information specifically on gender integration will also be utilized as part of the Leadership Toolkit. This will include Public Affairs guidance on strategic communication, media rules of engagement, talking points, and other communication resources for leaders at all levels.

Information to assist with gender integration will be done through a central repository utilizing an existing website or information sheets/handouts with focus groups inputs on gender integration lessons learned such as advice on BA followership and leadership, drinking environment scenarios, unit culture, positive encouragement, hygiene and resources available such as Female Support Cadre, Commanders, Superintendents, First Sergeant, Chaplains/Clergy and peers of either sex. Other information will include access to results of WISR studies and gender integration mitigation strategies. These resources and tools should continue to be utilized and expanded upon to assist with gender integration.

Due date: February 1, 2016 and recurring

c. Action: Pipeline Instructor Training. Attitudes toward team performance are important and must be addressed through education and training. The Air Education and Training Command (AETC) has already built a seven-hour training module for the Basic Instructor Course (BIC) that will be given to all new and current AETC BA instructors. The training emphasizes gender integration concerns, mitigation strategies and how sexual assault/sexual harassment, hazing, and unprofessional behaviors are never acceptable. Our core beliefs are that good order, discipline, leadership and accountability are foundational to our success in gender integration.

Due-date: January 4, 2016 to start implementation of 7-hr module in BIC

d. Action: Female Support Cadre Plan and Execution Guidance (Tab 7). As a Female Support Cadre, this individual needs to know she could be the first line of communication with a new BA female, in some cases above all other connections, and that her role to liaison needs to be deliberate.

Due date: Begins January 4, 2016

5. Talent Management: *The issue of small numbers is closely coupled with the challenge of maintaining viable career paths for women in fields where physical performance is often not only a baseline entry requirement but also a differentiating factor in promoting leaders. Recruiting, retaining, and advancing talented women in highly physical fields will demand careful consideration-but adherence to a merit-based system must continue to be paramount. As the Military Services and USSOCOM move forward with implementation, leaders must not use special preferences or undue pressure to increase numbers at the expense of merit. Integration provides equal opportunity for men and women who can perform the tasks required; it does not guarantee women will fill these roles in any specific number or at any set rate.*

HQ USAF OPR: AF/A3

OCR(s): AETC, AFPC, AF/A1, ACC, AFSOC, USAFE, PACAF, AF/RE, NGB, Commanders at all levels

AF Planned Actions:

a. Action: Education and Communication. The AF places performance as the basis for evaluations and promotions. It is emphasized above all else in the revised enlisted and officer performance reports. All leaders must continue to educate Airmen on the merits of performance and how there will be no favoritism due to gender. Leaders must not use special preference or undue pressure to increase numbers at the expense of merit. Leaders must educate Airmen on tokenism (being identified as the only or the outsider) and that it is through a person's competency and ability to meet standards that a person will no longer be seen by gender, but as a fellow BA. It must be reiterated that advancement is based on merit and performance.

Due date: January 4, 2016 and recurring

b. Action: Monitor viable career path. The AF has ensured no barriers exist for female career paths and females will follow the career paths established for all BA. There are some circumstances, such as Sister Services' integration plans for positions that women may not initially be able to be assigned to or with other countries who do not work with women, that may lessen opportunities that male counterparts have. Leaders must continue to monitor so that opportunities available to BA females still lead to a viable career path.

Due date: Recurring

6. Operating Abroad: *The United States is a nation committed to equality and using the talents of its entire population to the fullest. Some areas of the world do not share the same principles. The Military Services and USSOCOM acknowledge that the presence of women in some units may complicate cooperation with allies and partners who are culturally opposed to working with women. We have dealt with this in Iraq and Afghanistan with*

success, and we will continue to use the best practices learned in those countries and elsewhere, in the future.

HQ USAF OPR: AF/A3

OCR(s): CCDRs, ACC, AFSOC, USAFE, PACAF, AF/RE, NGB, Commanders at all levels

AF Planned Actions:

Action: Follow guidance and lead from SOCOM and other Combatant Commanders (CCDRs). As AF currently does in meeting mission requirements, considering (lessons learned) operating with partner/friendly/other foreign nations and in joint environments, leaders must recognize how most advantageous to best utilize certain genders or mixed genders in missions. As with AF standard process, selection for various missions is based on competency, leadership, maximizing talents, and needs for the mission. The presence of women in some units may complicate cooperation with allies and partners culturally opposed to working with women, and conversely, the addition of women has the potential to enhance operations in those same societies

Due date: Recurring

7. Assessment and Adjustment: *It is absolutely critical to our warfighting capability and the welfare of our personnel that we embark on integration with a commitment to the monitoring, assessment, and in-stride adjustment that enables sustainable success. This commitment is not an impediment to integration; rather, it is essential to its long-term success.*

HQ USAF OPR: SAF/IG

OCR(s): AF/A1, AF/A3, AETC, AFPC, ACC, AFSOC, USAFE, PACAF, AFRS, AF/RE, NGB, Commanders at all levels

AF Planned Actions:

a. Action: SAF/IG review and conduct continued assessment that standards are in compliance with public law; can be conducted in conjunction with Unit Effectiveness Inspection (UEI)

Due date: Not to exceed every 3 years

b. Action: Sharing of full integration issues and mitigating actions. With instructors, Female Support Cadre, leaders, BA MAJCOMs and Air Staff, communication is key in sharing information with integration issues and mitigation actions. This will assist in whether to reassess and adjust policy, procedures, or processes. One requirement as identified in the Female Support Cadre Plan is an Implementation Plan for Integration Assessment Report that will provide feedback on integration. This feedback will be used to provide MAJCOMs inputs to send AF/A3 and AF/A1 when requested, to follow up on integration efforts and to share with other units in the event they may encounter similar situations. A sample report is provided (Tab 8).

Due date: As requested by MAJCOMs and Air Staff

Sustainability and Future: Until all genders being in all Air Force occupations and positions is a cultural norm, this implementation plan will be used to assist with full gender integration. This plan is flexible and there may be challenges and situations that were not foreseen so would result in adjustments to the plan. In addition, as science and technology continue to advance, improve, and optimize our BA, we may find ways to minimize concerns that we have yet to know.

As the BA/SOF occupations mature with female and male Airmen, there will most likely be future data calls on retention, quality of life, promotions, separations and retirement, etc. as requested and studied with Airmen in various other occupations. What will remain through and through is the success of gender integration will take time and requires a focus on standards, policy, education, and engaged leadership at all levels across the Total Force. As SECDEF mentioned in his December 3, 2015 memo, "We all share the imperative to preserve and improve the finest fighting force the world has ever known."

Tab 1
Affected Air Force Specialty Codes (AFSC) and positions

- The following AFSCs were the remaining specialties previously closed to women under the 1994 Direct Ground Combat definition and assignment rule:

-- 13DX (combat rescue officer)

-- 13CX (special tactics officer)

-- 1C2XX (enlisted combat controller)

-- 1C4XX (enlisted tactical air command and control party)

-- 1T2XX (enlisted pararescue)

-- 1W0X2 (enlisted special operations weather)

- The following positions in open occupations, listed below, serving with the previously closed Ranger Regiment and Special Forces Unit, were closed under the 1994 Direct Ground Combat definition and assignment rule:

-- J15WX (jump qualified weather officer)

-- 13LX (air liaison officer)

-- 11XXU (pilot/rated air liaison officer)

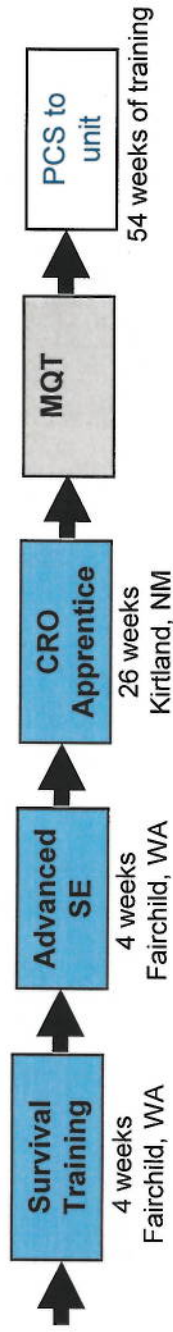
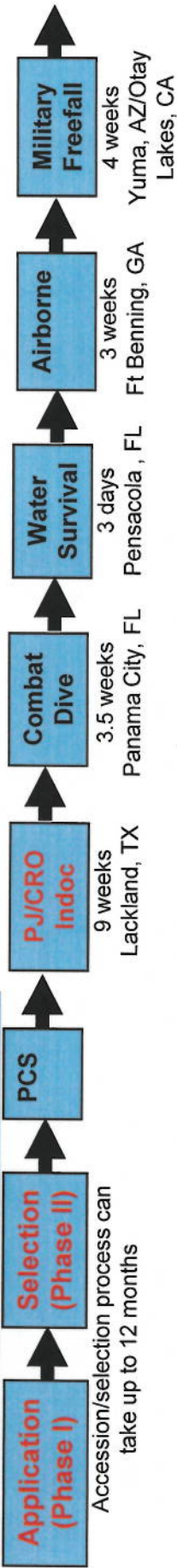
TAB 2

| <u>AFSC</u> | <u>Basic Military Training (BMT) Start Date (Enlisted)</u> | <u>Initial Skills Training (IST) Start Date (Officers/Enlisted)</u> | <u>Approximate Date Entering Operational Unit</u> |
|-------------|--|---|---|
| TACP | 15-Mar-16 | 23-May-16 | Dec-16 |
| TACP | 22-Mar-16 | 31-May-16 | Dec-16 |
| TACP | 12-Apr-16 | 20-Jun-16 | Jan-17 |
| TACP | 19-Apr-16 | 27-Jun-16 | Jan-17 |
| CCT | 3-May-16 | 11-Jul-16 | Jul-18 |
| SOWT-E | 3-May-16 | 11-Jul-16 | Oct-17 |
| TACP | 10-May-16 | 18-Jul-16 | Feb-17 |
| CCT | 17-May-16 | 25-Jul-16 | Jul-18 |
| TACP | 17-May-16 | 25-Jul-16 | Feb-17 |
| PJ | 17-May-16 | 25-Jul-16 | Jul-18 |
| SOWT-E | 17-May-16 | 25-Jul-16 | Oct-17 |
| CCT | 7-Jun-16 | 15-Aug-16 | Aug-18 |
| TACP | 7-Jun-16 | 15-Aug-16 | Mar-17 |
| SOWT-E | 7-Jun-16 | 15-Aug-16 | Nov-17 |
| TACP | 14-Jun-16 | 22-Aug-16 | Mar-17 |
| CCT | 21-Jun-16 | 29-Aug-16 | Aug-18 |
| TACP | 5-Jul-16 | 12-Sep-16 | Apr-17 |
| TACP | 12-Jul-16 | 19-Sep-16 | Apr-17 |
| PJ | 19-Jul-16 | 26-Sep-16 | Sep-18 |
| CCT | 26-Jul-16 | 3-Oct-16 | Oct-18 |
| SOWT-E | 26-Jul-16 | 3-Oct-16 | Jan-18 |
| CCT | 9-Aug-16 | 20-Oct-16 | Oct-18 |
| SOWT-E | 9-Aug-16 | 20-Oct-16 | Jan-18 |
| TACP | 16-Aug-16 | 24-Oct-16 | May-17 |
| TACP | 23-Aug-16 | 31-Oct-16 | May-17 |
| CCT | 6-Sep-16 | 14-Nov-16 | Nov-18 |
| TACP | 13-Sep-16 | 21-Nov-16 | Jun-17 |
| TACP | 20-Sep-16 | 29-Nov-16 | Jun-17 |
| CCT | 27-Sep-16 | 5-Dec-16 | Dec-18 |

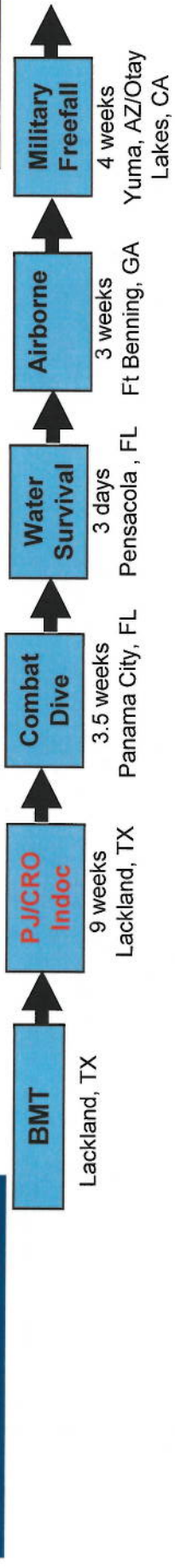
Training Pipelines

CRO/PJ

Combat Rescue Officer (13DX)



Pararescue (1T2XX)

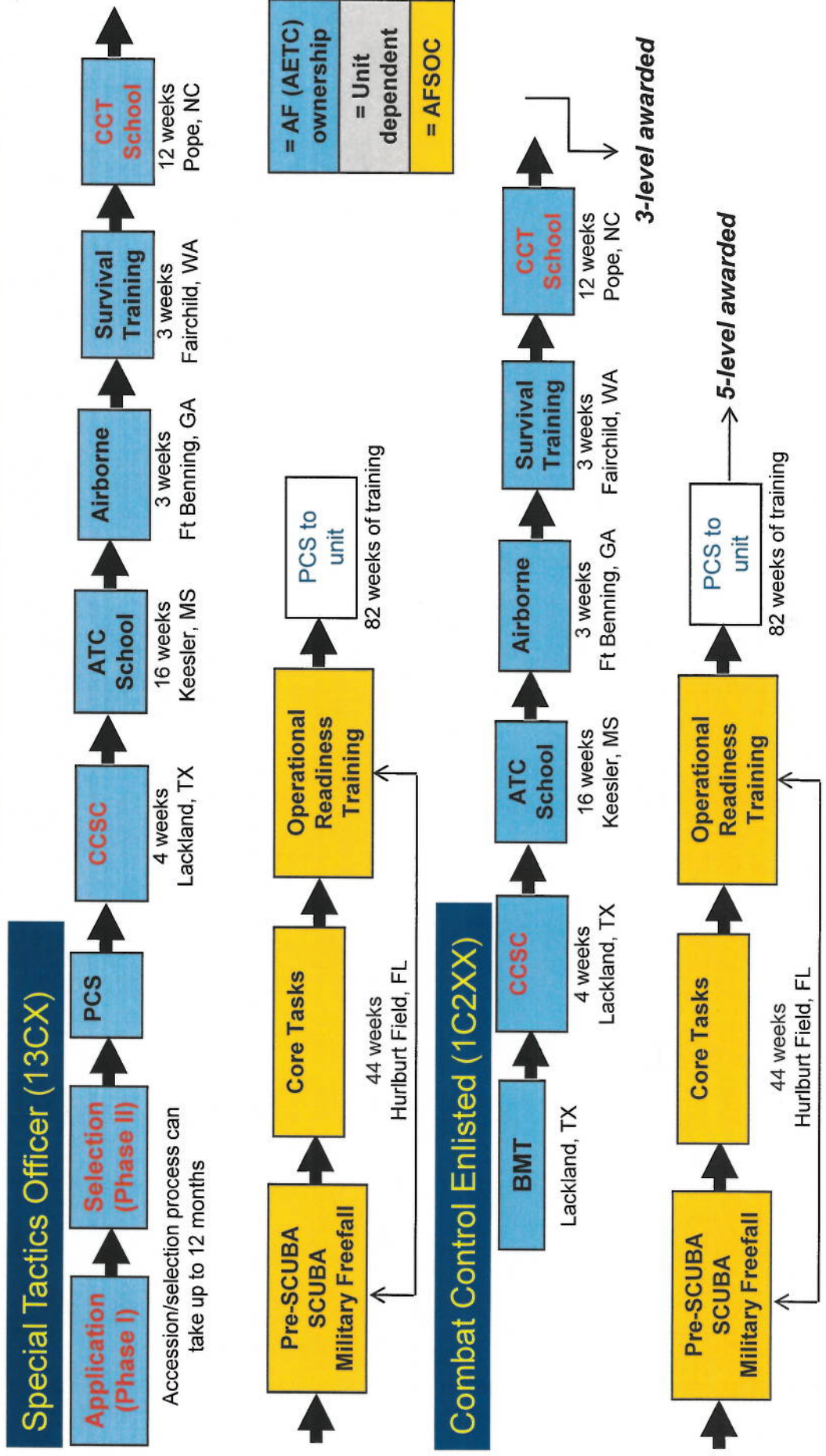


= AF (AETC) ownership
 = Unit dependent
 = AFSOC

3-level awarded

Integrity - Service - Excellence

Training Pipelines STO/CCT

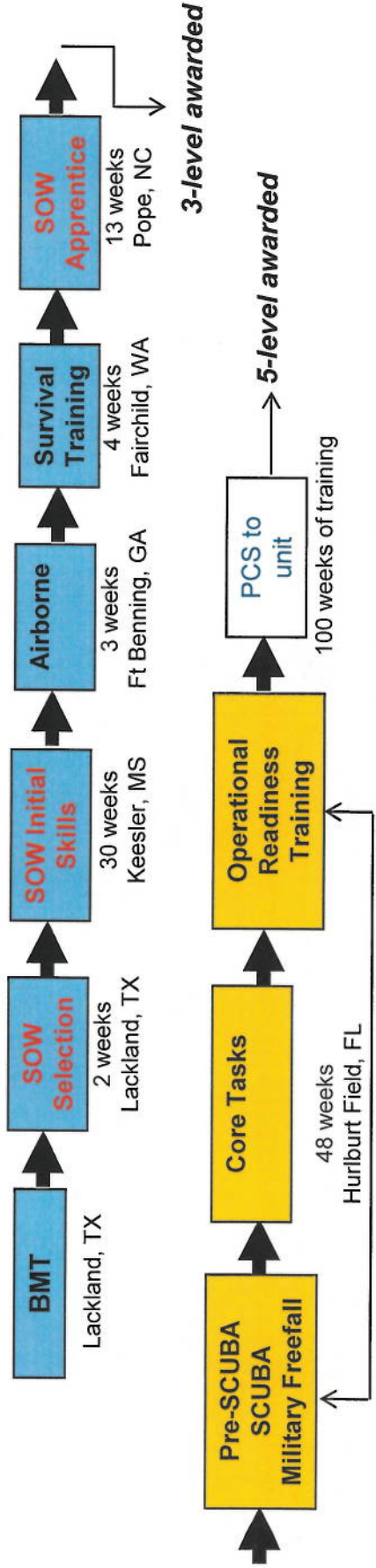


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Training Pipeline SOWT

Special Ops Weather Enlisted (1W0X2)

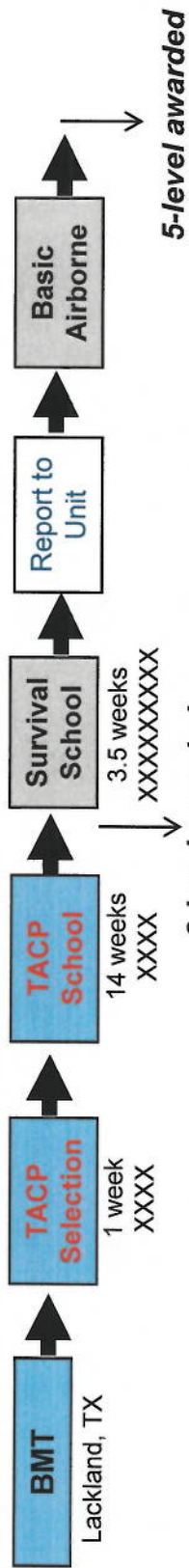
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|-----------------------|
| = AF (AETC) ownership |
| = Unit dependent |
| = AFSOC |



Integrity - Service - Excellence

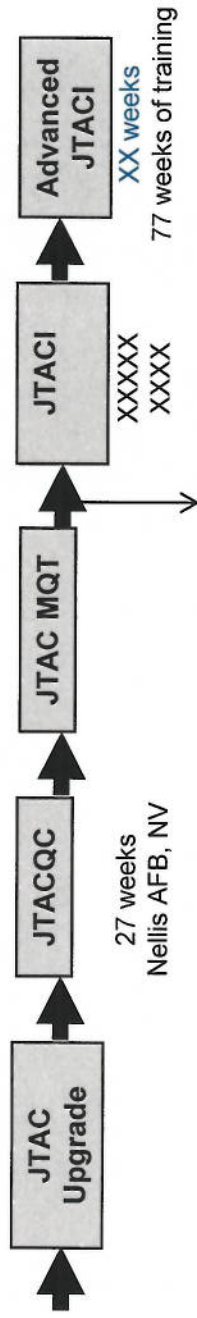
Training Pipeline TACP

Tactical Air Control Party (1C4XX)



3-level awarded

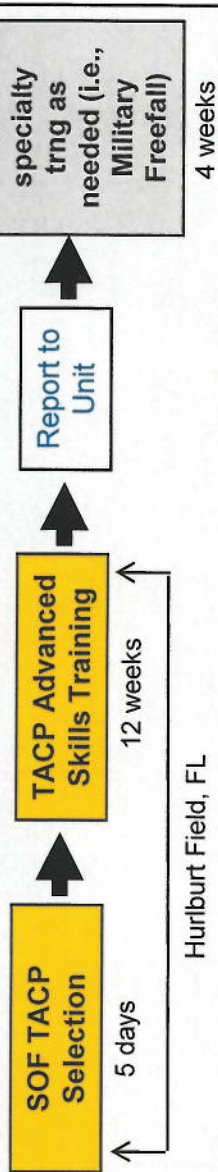
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|-----------------------|
| = AF (AETC) ownership |
| = Unit dependent |
| = AFSOC |



7-level awarded

Tactical Air Control Party (1C4XX) - Assessment to SOF units

Minimum 5-level, JTAC certified



Integrity - Service - Excellence

TASK 3G DATA from AETC/A3

OPR: AF/A1P OCR: AETC/A3, AF/A30, AFSOC/A3, ACC/A3

(Train) Review Training content and methods used at all training sources (from formal schools to unit level programs) for all initial and enduring/recurring mission qualification requirements. Resolve all identified concerns or deficiencies.

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(Train) Review Training content and methods used at all training sources (from formal schools to unit level programs) for all initial and enduring/recurring mission qualification requirements. Resolve all identified concerns or deficiencies. (OCR: AETC/A3)

Training Content

| | TACP Prep (L3AQR1C4 OT0A) | TACP Apprentice (L3ABP1C431 OT0B) | PJ Dev (L3AQR1T231 OP2A) | PJ Indoc (L3AQR1T231 OP1A) | PJ Appr (L3ABP1T231 1OP4D) | MFF (L3AQA1XXX X OF1A0) | CCT Select (L3AQR1C231 OCOC / L3AQR1W032 OC0B / L3OQR13C1 B0C0B) | ATC, CCT Operator Crse, SOWT WX Crse (E3AQR1C231 00AA / E3AQR1W032 0A1B) | CCT Apprenticeship (L3BP1C231 OC1B / L3ABP1W032 0A1A) | AFCD (L3AQP1XXX AF CDC-OC / L3AZP1XXX AF CDC-OC / L3AZP1XXX AF CDC-CC) |
|--------------------------------|---------------------------|-----------------------------------|--------------------------|----------------------------|----------------------------|-------------------------|--|--|---|--|
| Review for "male only" content | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 5 | 100% | 100% |
| POIs | X | X | X | X | X | X | X | N/A | X | X |
| Briefing Guides | X | X | X | X | X | X | X | 6 | X | X |
| Academic Presentation Media | 4 | | 4 | 4 | X | | | N/A | | |
| Student Handouts | X | X | X | X | X | X | X | 7 | X | X |
| Personalization of LPs | X | X | X | X | X | X | X | N/A | X | X |
| Posters, etc | 4 | 4 | 4 | 4 | 4 | 4 | 4 | N/A | 4 | 4 |
| Eval Guidance | X | X | X | X | X | X | X | 8 | X | X |
| CC/Sup Policy Guidance | X | X | X | X | X | X | X | N/A | X | X |
| Squadron Policy | | | | | | | | N/A | | |
| ZAF guidance | | | | | | | | N/A | | |
| MTL Guidance | 2, 3 | 2, 3 | 2, 3 | 2, 3 | 2, 3 | N/A | 2, 3 | N/A | 2, 3 | 2 |
| STS Review (AETC Curriculum) | X | X | X | X | X | X | X | N/A | X | X |

Comment Number

1. Course wear review identified a variety of "he, him, his" etc. references and replaced with gender neutral terms. Change letters attached detail issues.
2. MTLs are required to conduct APT with students. BA students already PT inside their courses and additional PT would be counter-productive. Need an ETP.
3. AETC dormitory policy mandates the separation of male/female housing (into gender bays/dorms). This is contrary to BA requirements. ETP required.
4. Media depicts male only images. This will have to either be phased out over time as BA females come on line or replaced using models.

5. The standards and content were made to meet mission requirements, not for a specific gender.

6. PT Test Criteria updated to PT Uniform instead of shoes and shorts.

7. The student guide has room and dormitory guidance which will require some additional information pertaining to women.

8. PT Test Procedures- Push-Ups "Count one: lower your upper body until your chest contacts the fist of the counter. A measuring device will be positioned to ensure the upper arm is at least parallel to the floor and elbow bent at 90 degrees. If you fail to contact the measuring device the push-up will not count." Three Mile Run- Need to add shirt to the requirements or add sports bra.

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(Train) Review Training content and methods used at all training sources (from formal schools to unit level programs) for all initial and enduring/recurring mission qualification requirements. Resolve all identified concerns or deficiencies. (OCR: AETC/A3)

Training Methods

| | TACP Prep (L3AQR1C4 0T0A) | TACP Apprentice (L3ABP1C431 0T0B) | PJ Dev (L3AQR1T231 0P2A) | PJ Indoc (L3AQR1T231 0P1A) | PJ Appr (L3ABP1T231 0P4D) | MFF (L9ACA1XXXX 0F1A0) | CCT Select (L3AQR1C231 0C0C / L3AQR1W032 0C0B / L3OQR13C1 B0C0B) | ATC, CCT Operator Crse, SOWT WX Crse (E3AQR1C231 00AA / E3AQR1W032 0A1B) | CCT Apprentice (L3BP1C231 0C1B / L3ABP1W032 0A1A) | AFCO (LCAQP1XXXX AF CDC-OC / LCAZP1XXXX AF CDC-OC / LCAZP1XXXX AF CDC-CC) |
|--------------------------------|---------------------------------|--|--------------------------------|----------------------------------|---------------------------------|------------------------------|--|--|--|---|
| Review for "male only" conduct | | | | | 100% | 100% | | N/A | | 100% |
| Note | 1, 2 | 1, 2 | 2 | 2 | 1, 2 | 1, 2 | 2 | N/A | 2 | 2 |
| Latrine Facilities | 3 | 3 | 3 | 3 | 3 | 3 | 3 | N/A | 3 | 3 |
| Locker room Facilities | 3, 4 | 3, 4 | 3, 4 | 3, 4 | 3, 4 | 3, 4 | 3, 4 | N/A | 3, 4 | 3 |
| Dorms / Housing | 5 | 1, 5 | 5 | 5 | 5 | 1 | 5 | N/A | 5 | 5 |
| Clothing / Equipment | 4 | 6 | 4 | 4, 6, 7 | 4, 6, 7 | 1, 6 | 4, 6, 7 | N/A | 4, 6, 7 | 4, 6, 7 |
| General Training Operations | 1, 11 | 1, 11 | 8, 11 | 8, 11 | 1, 9, 10, 11 | 1, 2 | 11 | N/A | 9, 11 | 11, 12 |
| Pool Training | N/A | N/A | 2, 3, 4, 7, 8, 11 | 2, 3, 4, 7, 8, 11 | 2, 3, 4, 7, 8, 11 | N/A | 2, 3, 4, 7, 8, 11 | N/A | 2, 3, 4, 7, 8, 11 | 2, 7, 11, 12 |
| Medical Training | | | N/A | N/A | 2, 10, 11 | N/A | | N/A | | N/A |
| Small Unit / Tactical training | | | | | 2, 9 | | | N/A | 2, 9 | 2, 4, 7, 12 |
| Land Nav/Mountain/Field Ops | | | | | 2, 9 | | | N/A | 2, 9 | N/A |
| Air Operations | N/A | | N/A | N/A | 2 | 2 | N/A | N/A | 2 | N/A |
| Full Mission Profile Training | N/A | 1 | N/A | N/A | 2, 3, 6, 9, 10 | 6 | N/A | N/A | 2, 3, 6, 9 | 2, 6 |
| Course Unique Training | | | | | | | | N/A | | |
| | | | | | | | | N/A | | |
| | | | | | | | | N/A | | |

Comment Number

1. Females have already attended this course without incident. (ALO at TACP-Prep and TACP/ALO apprentice, sister service female students at MFF, EMT-P for Det 1)
2. Deliberate close personal contact will be made during the conduct of professional activities. This includes hands on contact upon the entire body. This ranges from the brushing of hands across the face, the torso, in the groin area, and on the buttocks for equipment inspections, (such as jump master inspections/dive supervisor inspections), buddy carries, self aid and buddy care, buddy checks, water skills/confidence and life saving events, survivor/detainee searches, and small unit tactics. This also may include the detailed palpation and visualization of the entire body for combat trauma patient assessments (generally PJ specific. but may occur to any female BA). These are operationally relevant and required tasks. Propose a disclaimer/waiver letter be signed prior to contract

advising of these activities.

3. Female latrines and changing areas are available, but limited in size and can only accommodate small numbers. High volume of female students may drive facility improvement req's. Note: female specific latrines are not available in field conditions.

4. Locker rooms and shower facilities typically provided as group facilities will either need to become unisex, or be expanded to afford gender specific spaces. Expansion required to accommodate more than 1 or 2 female students...Milcon/Funding will be required. A requirement for separate changing facilities can be mitigated to some degree through the use of issued conservative sports type undergarments for men and women. This would allow them to do basic outer-garment changes together when appropriate.

5. Dorm rooms are available for female students. However, separating female students from their male counterparts will be divisive and undermine the foundations of teamwork critical to BA operations. These courses instill the operational mentality to deploy together, sit alert together, and go to war together. They must not be mandated to be housed separately from their class.

6. Height/weight predictions have been based on avg male student for equipment purchase. Predict small number of unique size requirements of individual equipment for female students. Note: most operational equipment is designed to meet requirements and is gender neutral.

7. Water training requires specific clothing items that are gender neutral, but will require gender specific under garments. i.e. speedos. Additional funding may be req'd.

8. Terminology used historically during water training had gender specific reference to group students in tightly along the side of the pool...now gender neutral.

9. Operational training requires students to operate in gender neutral manner day and night with minimal supervision depending on the event, such as land navigation. Remain over night (RON) operations are an inherent component of field and tactics and will require students to work and sleep in close proximity in an operationally representative manner.

10. Professional medical procedures require cross-gender references, discussions, graphics, images, and contact. This is common to medical professionals. Note: PJs conduct medical skills beyond the scope of EMTs and can be invasive in nature. These skill are practiced upon one another as able...in line with medical profession. Note: Pararescue training already utilizes civilian facilities, female instructors/proctors, and incorporates female patients into many of the medical scenarios...without incident.

**Air Force Specialty Codes Description and Physical Occupational Standards for Closed
Career Fields**

SPECIAL TACTICS OFFICER (STO) 13CX

Provides assault zone assessment and control, fire support, personnel recovery (PR)/Combat Search and Rescue (CSAR), battlefield trauma care and tactical weather operations. Deploys as team member, team leader or mission commander as a direct combatant or to command and battle staffs to provide subject matter expertise to plan and manage the command and control of Special Tactics forces. Provides command, control, communications, intelligence, surveillance and reconnaissance (C3ISR) to assist, control and enable the application of manned and unmanned, lethal and non-lethal airpower in all geographic and environmental conditions across the full spectrum of military operations. Includes terminal control (air traffic control [ATC]) and targeting, and control of air strikes (including close air support [CAS]) and use of visual and electronic aids to control airheads and enable precision navigation. Provides long-range voice and data command and control and communications. Performs tactical level surveillance and reconnaissance functions, fusing organic and remote controlled technologies and manned platforms to build the common operating picture (COP).

COMBAT RESCUE OFFICER (CRO) 13DX

The Combat Rescue Officer (CRO) specialty provides command and control of full spectrum Personnel Recovery (PR) operations. As direct combatants, CROs lead PR functions and execution tasks. They organize, train, and equip assigned personnel to conduct PR operations in support of combatant commander requirements, command direct combatants during PR operations, and provide PR expertise to battle staffs and theater command and control organizations. CROs perform as the essential surface, air link in Personnel Recovery (PR) and materiel recovery by functioning as the rescue and recovery specialist on flying status as mission crew or as surface elements. They provide rapid response capability and operate in the six geographic disciplines: mountain, desert, arctic, urban, jungle and water, day or night, to include friendly, denied, hostile, or sensitive areas. Provides assistance in and performs survival, evasion, resistance, and escape (SERE). Provides emergency trauma and field medical care, and security. Moves recovered personnel and materiel to safety or friendly control when recovery by aircraft is not possible.

COMBAT CONTROL (CCT) 1C2XX

Provides command, control, communications, intelligence, surveillance and reconnaissance (C3ISR) to assist, control and enable the application of manned and unmanned, lethal and non-lethal airpower in all geographic and environmental conditions across the full spectrum of military operations. Includes terminal control (air traffic control [ATC]) and targeting, and control of air strikes (including close air support [CAS]) and use of visual and electronic aids to

control airheads and enable precision navigation. Provides long-range voice and data command and control and communications. Performs tactical level surveillance and reconnaissance functions, fusing organic and remote controlled technologies and manned platforms to build the common operating picture (COP).

PARARESCUE (PJ) (1T2XX)

Performs, plans, leads, supervises, instructs, and evaluates pararescue activities. Performs as the essential surface, air link in Personnel Recovery (PR) and materiel recovery by functioning as the rescue and recovery specialist on flying status as mission crew or as surface elements. Provides rapid response capability and operates in the six geographic disciplines: mountain, desert, arctic, urban, jungle and water, day or night, to include friendly, denied, hostile, or sensitive areas. Provides assistance in and performs survival, evasion, resistance, and escape (SERE). Provides emergency trauma and field medical care, and security. Moves recovered personnel and materiel to safety or friendly control when recovery by aircraft is not possible.

SPECIAL OPERATIONS WEATHER (SOWT) 1W0X2

Performs, plans, leads, supervises, instructs, and evaluates Special Operations weather activities. Provides critical environmental information from space to surface conditions and predications to include: resource protection, environmental/geographical evaluation, aviation support and weather mitigation in full spectrum operations. Provides specific capabilities to USASOC and AFSOC to support Combatant Commander's objectives and may operate under austere conditions for extended periods. Provides rapid response capability and operates in the six geographic disciplines: mountain, desert, arctic, urban, jungle and water, day or night, to include friendly, denied, hostile, or sensitive areas. Performs and manages the collection, analysis, and forecast of meteorological, oceanographic and space environmental information to produce military decision-making tailored information for planning and operations.

Physical Requirements and Occupational Standards for Award and Continuation of 13CX /13DX / 1C2XX/ 1T2XX/ 1W0X2 AFSCs

Tasks: All personnel must 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
- I. Conduct **small unit tactics/close quarters battle** with personal equipment and rucksack.
 - a. Move overland not less than 15 miles.

- b. Maneuver over 2 and 3 foot obstacles wearing personal equipment and 4 foot to 8 foot obstacles carrying/lift rucksack.
- c. Repetitive movement in 25 meter intervals, dropping to kneeling or prone up to 300m with personal equipment and rucksack.
- d. Low crawl a minimum of 20 meters while wearing personal equipment, rucksack.
- e. Drag a 285 pound casualty (individual with personal equipment & ruck) a minimum of 20 meters.
- f. Move 220 pound casualty (individual with personal equipment) and rucksack/equipment from combat disabled vehicle to operational vehicle.
- g. Manually swing rescue breaching device/ram of up to 35 pounds while wearing personal equipment and rucksack.
- h. Engage in hand-to-hand attack, defend, grapple, push and control an enemy combatant while wearing personal equipment.

2. Conduct **casualty collection** with personal equipment and rucksack.

- a. Move a 220 pound casualty (individual with personal equipment) while wearing personal equipment using a fireman's carry a minimum of 300 meters in stages with another team member.
- b. Load a 220 pound casualty onto a Skedco sled (or equivalent) and pull Skedco sled a minimum of 500 meters while wearing personal equipment and rucksack.
- c. Lift and carry 135.5 pound simulating a two-person litter carry of a 220 pound casualty (individual with personal equipment and rucksack) 50 meters up a C-17 or CH-47 ramp.
- d. Extract/lift/carry/move 220 pound casualty from avalanche, aircraft, vehicle, collapsed structure, and/confined space.

3. Conduct improved & unimproved **landing zone operations**.

- a. Traverse landing zone and move/clear landing zone obstructions wearing personal equipment and rucksack.
- b. Load/unload resupply and/or mission equipment on/off aircraft (engines running) wearing personal equipment and rucksack.

4. Conduct **mountaineering operations, fast rope insertion/extraction system and rope ladder operations**.

- a. Ascend 40 foot vertical height wearing 20 pounds of equipment using ascension devices.
- b. Ascend a 20-foot rope ladder/caving ladder wearing personal equipment and rucksack during a helicopter extraction or watercraft insertion/extraction.
- c. Ascend single pitch vertical climb (5:9 rating or greater).
- d. Retrieve 65 pound rucksack or equipment bag up an 86 foot vertical surface using a haul/tag line without the use of any mechanical advantage.
- e. Traverse ascending and descending vertical elevations and distance in the high-mountain/alpine environment utilizing appropriate equipment while wearing personal equipment and rucksack.

5. Conduct water operations and parachute operations

- a. Surface swim 2000m with rucksack in open water environment, exit water unassisted to board small boat (Combat Rubber Raiding Craft- CRRC).
- b. In a team of six (6) personnel, move small boat (CRRC) with motor and mission equipment in/out of water and portage (surf passage and over-the-beach operations) wearing 30 pounds of equipment and 45 pound rucksack.
- c. Don 60 pounds of parachute equipment and 110 pounds of personal equipment and stand, maneuver and exit an aircraft in flight.
- d. Rig/De-rig, and position aircraft equipment loads (door bundle, bike bundle, Rigging Alternate Method Zodiac (RAMZ) for CRRC).
- e. Conduct open-circuit/closed-circuit subsurface diving with rucksack and diving equipment within all global water temperatures with appropriate protective gear (15% of SOWT will meet this requirement).
- f. Individually right vessel (CRRC), lift and with a partner, mount a tactical outboard motor.

TACTICAL AIR CONTROL PARTY (TACP) IC4XX

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 to direct airstrikes in close proximity of friendly forces in direct ground combat. Controls and executes operational air, and space, and cyber 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 able to physically 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. Conduct **small unit tactics/close quarters battle** with personal equipment and rucksack.

a. Move overland not less than 20 kilometers with personal equipment and rucksack and then be physically ready to immediately execute offensive and defensive actions.

b. Maneuver over 2 and 3 foot obstacles wearing personal equipment and 4, 5 and 8 foot obstacles carrying/lifting rucksack.

c. Repetitive movement in 25 meter intervals, dropping to kneeling or prone up to 300m with personal equipment and rucksack.

d. Low crawl a minimum of 20 meters while wearing personal equipment, rucksack and then drag a 285 pound casualty (individual, personal equipment, and rucksack) a minimum of 20 meters.

e. Move 220 pound casualty (individual with personal equipment) and rucksack/equipment from combat disabled vehicle to operational vehicle.

~~f. Manually breach entry with a 20-pound sledgehammer and with a 60-pound two-person battering ram, while wearing personal equipment.~~

g. Engage in hand-to-hand attack, defend, grapple, push and control an enemy combatant while wearing personal equipment.

2. Conduct **casualty collection** with personal equipment and rucksack.

- a. Move a 220 pound casualty (individual with personal equipment) while wearing personal equipment using a fireman's carry a minimum of 300 meters in stages with another team member.
 - b. Load a 220 pound casualty onto a Skedco sled (or equivalent) and pull Skedco sled a minimum of 500 meters while wearing personal equipment and rucksack.
 - c. Lift and carry 135.5 pound simulating a two-person litter carry of a 220 pound casualty (individual with personal equipment and rucksack) 50 meters up a C-17 or CH-47 ramp.
- 3. Conduct fast rope insertion/extraction system, rope ladder, and mountain operations.**
- a. Disembark from a helicopter via fast rope while wearing personal equipment and rucksack.
 - b. Ascend a 20-foot rope ladder/caving ladder wearing personal equipment and rucksack during a helicopter insertion/extraction.
 - c. Traverse ascending and descending elevations and distance in the mountain environment while wearing personal equipment and rucksack.
- 4. Conduct water operations and parachute operations.**
- a. Perform water crossing and combat water survival, and participate in waterborne operations while wearing personal equipment and rucksack
 - b. Don 60 pounds of parachute equipment and 110 pounds of personal equipment and stand maneuver and exit an aircraft in flight (unit dependent).
- 5. Conduct Vehicle operations**
- a. Maneuver out of an overturned or submerged vehicle, react to mines and improvised explosive devices while mounted. Recover disabled vehicles by attaching 300 pound tow bar or cables as part of a three-person team while wearing personal equipment.
- 6. Conduct deployed location preparation operations.**
- a. 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.
 - b. Route and bury fiber optic and antenna cables while unspooling a 61 pound cable reel and wearing personal equipment.

★ ★ EXAMPLE OF PREDICTIVE PHYSICAL STANDARDS ★ ★

| PHYSICAL ABILITY STAMINA TEST (PAST) EVALUATION WORKSHEET | | | | | | | | | | | | | | | |
|---|-----|------------------------------------|-----|--|------------------------|--|-------------|----------------|--------------|--------|--------------|--------------|--|-------------|--|
| I. TEST INFORMATION | | | | | | | | | | | | | | | |
| DATE | | START TIME (Local) | | TEST SITE NAME/ADDRESS (Street Address, City, State/Country & Postal Code) | | | | | | | | | | | |
| RECRUITER (Rank, Last Name, First Name, MI) | | | | RIC CODE | | UNIT | | TEST: INITIAL: | | EAD: | | | | | |
| OTHER(Explain): | | | | | | | | | | | | | | | |
| II. APPLICANT'S INFORMATION | | | | | | | | | | | | | | | |
| RANK | | NAME (Last, First, Middle Initial) | | | | SSN | | | EAD | | | | | | |
| ADDRESS (Street Address, City, State/Country & Postal Code) | | | | | | TELEPHONE | | | Home | | | | | | |
| | | | | | | Work | | | Mobile | | | | | | |
| III. TEST RESULTS | | | | | | | | | | | | | | | |
| TEST COMPONENT | | | | Final Results | CAREER FIELD STANDARDS | | | | | | | | | | |
| | | | | | PJ (1T2X1) | | CCT (1C2X1) | | SOWT (1W0X2) | | TACP (1C4X1) | SERE (1T0X1) | | EOD (3E8X1) | |
| 25m Underwater Swim 1 (PJ/CCT/SOWT Only) | | | | | Finish P F | | Finish P F | | Finish P F | | Not Tested | Not Tested | | Not Tested | |
| 3-Minute Rest Period | | | | | | | | | | | | | | | |
| 25m Underwater Swim 2 (PJ/CCT/SOWT Only) | | | | | Finish P F | | Finish P F | | Finish P F | | Not Tested | Not Tested | | Not Tested | |
| 10-Minute Rest Period | | | | | | | | | | | | | | | |
| 500m Surface Swim (PJ/CCT/SOWT Only) or 200m Surface Swim (SERE Only) | | | | | | | | | | | | | | | |
| Lap Times (Use spaces as needed for test facility) | | | | | | | | | | | | | | | |
| 1. | 2. | 3. | 4. | 5. | | | | | | | | | | | |
| 6. | 7. | 8. | 9. | 10. | | | | | | | | | | | |
| 11. | 12. | 13. | 14. | 15. | | | | | | | | | | | |
| 16. | 17. | 18. | 19. | 20. | | | | | | | | | | | |
| 21. | 22. | 23. | 24. | 25. | | | | | | | | | | | |
| Lap Distance _____ | | | | Finish Time: | 10:07 P F | | 11:42 P F | | 14:00 P F | | Not Tested | 10:00 P F | | Not Tested | |
| 30-Minute Rest Period | | | | | | | | | | | | | | | |
| 1.5 Mile Run | | | | | | | | | | | | | | | |
| Lap Times (Use spaces as needed for test facility) | | | | | | | | | | | | | | | |
| 1. | 2. | 3. | 4. | 5. | | | | | | | | | | | |
| 6. | 7. | 8. | 9. | 10. | | | | | | | | | | | |
| 11. | 12. | 13. | 14. | 15. | | | | | | | | | | | |
| 16. | 17. | 18. | 19. | 20. | | | | | | | | | | | |
| 21. | 22. | 23. | 24. | 25. | | | | | | | | | | | |
| Lap Distance _____ | | | | Finish Time: | 8:47 P F | | 10:10 P F | | 10:10 P F | | 10:47 P F | 11:00 P F | | 11:00 P F | |
| 10-Minute Rest Period | | | | | | | | | | | | | | | |
| Pull-ups in 2 Minutes | | | | Total Repetitions: | 10 P F | | 8 P F | | 8 P F | | 6 P F | 8 P F | | 3 P F | |
| 2-Minute Rest Period | | | | | | | | | | | | | | | |
| Sit-ups in 2 Minutes | | | | Total Repetitions: | 54 P F | | 48 P F | | 48 P F | | 48 P F | 48 P F | | 50 P F | |
| 2-Minute Rest Period | | | | | | | | | | | | | | | |
| Push-ups in 2 Minutes | | | | Total Repetitions: | 52 P F | | 48 P F | | 48 P F | | 40 P F | 48 P F | | 35 P F | |
| 30-Minute Rest Period | | | | | | | | | | | | | | | |
| 3 Mile Rucksack March w/ 50 lbs (CCT/SOWT Retrainees Only) Time: | | | | | Not Tested | | 45:00 P F | | 45:00 P F | | Not Tested | Not Tested | | Not Tested | |
| PAST QUALIFIED FOR CAREER FIELD | | | | Yes No | Yes No | | Yes No | | Yes No | Yes No | | Yes No | | Yes No | |
| IV. CERTIFICATION | | | | | | | | | | | | | | | |
| APPLICANT: I certify that I was administered the PAST and have validated all information on this worksheet. | | | | | | APPLICANT'S SIGNATURE | | | | DATE | | | | | |
| | | | | | | | | | | | | | | | |
| TEST ADMINISTRATOR CERTIFICATION: I certify that I am trained and certified to conduct the PAST and that the applicant named above was tested at the recorded time and location, and performed as recorded above. | | | | | | TEST ADMINISTRATOR (Rank, Name, Unit/Office & Signature) | | | | DATE | | | | | |
| | | | | | | Duty Phone: | | EMAIL | | | | | | | |
| | | | | | | Mobile Phone: | | | | | | | | | |
| COMMANDER'S ENDORSEMENT: I certify that the Test Administrator above is fully qualified to administer the Physical Ability and Stamina Test (PAST). | | | | | | COMMANDER'S NAME & SIGNATURE | | | | UNIT | | | | | |
| | | | | | | | | | | DATE | | | | | |

| | TACP Prep (L3AQR1C4 OT0A) JBSA-Lackland AFB | CCT Selection(L3AQR1C231 OCDC / L3AQR1W032 OC08 / L3OCR13C1 B0C09) JBSA-LAFB | PI Dev/PI Indoc (L3AQR1T231 DF2A) (L3AQR1T231 OP1A) JBSA-LAFB | TACP Apprentice (L3ABP1C431 OT0B) Hurlbert Field, FL | PI Apprentice (L3ABP1T231 OP4D) Kirtland AFB | MTF (L3ADA1XXX) OS1AG) Yuma, AZ | CCT Apprentice (L3BP1C231 OC1B / L3ABP1W032 OA1A) Pope AFB | AFCD (L3AGP1XXX) AF CDC-OC / L3AZP1XXX AF CDC-OC / L3AZP1XXX AF CDC-CC) Panama City, FL |
|-----------------------|---|---|--|--|--|--|--|---|
| Facilities | 1, 2 | 2, 3, 4, 5, 6 | 2, 3, 4, 5, 6 | 1 | 2, 3, 4, 5, 6, 7 | 1, 2 | 2, 3, 4, 8 | 2, 3, 6, 9 |
| Equipment | 1 | 10 | 10 | 1 | 10 | 1, 10 | 10 | 10 |
| Hygiene | 1 | 12 | 12 | 1, 12, 13 | 12, 13 | 1 | 12, 13 | 12 |
| Medical/Psychological | 1, 16 | 14, 16 | 14, 16 | 1, 16 | 14, 15, 16 | 1, 14, 16 | 14, 16 | 14, 16 |
| Female Dorm Rooms | Yes | Yes | Yes | Yes | Yes | Yes - Hotel | Yes | Yes |

| Comment Number |
|---|
| 1. Females have already attended this course without incident. (ALO at TACP-Prep and TACP/ALO apprentice, sister service female students at MTF, EMT-P for Det 1) |
| 2. Female latrines are available, but in many cases is limited in size and can only accommodate small numbers. High volume of female students may drive facility improvement req's. Note: female specific latrines are not available in field conditions. |
| 3. Locker rooms and shower facilities typically provided as group facilities will either need to become unisex, or be expanded to afford gender specific spaces. Expansion required to accommodate more than 1 or 2 female students in some cases... MilCom/Funding may be required. A requirement for separate changing facilities can be mitigated to some degree through the use of specific ROEs (male/female plaquards, conservative sports type undergarments for men and women to allow changing in common areas, privacy screens, etc). |
| 4. Dorm rooms are available for female students. However, separating female students from their male counterparts will be divisive and undermine the foundations of teamwork critical to BA operations. These courses instill the operational mentality to deploy together, sit alert together, and go to war together. They must not be mandated to be housed separately from their class. This may require an AETC ETP. See line item 14 for AFI reference. |
| 5. Pools: The 342 TRS only owns one of the two pools it requires to conduct training at JBSA-Lackland AFB. Both facilities have large locker room/shower/latrine spaces for men and women, but there is no space for both instructors and students. It is important to provide professional separation in these settings. Additional facilities or specific ROEs may be required to overcome. |
| 6. Instructor requirements: Currently the student latrine/shower/changing rooms may be dual use for both instructors and/or students. This is mitigated through a one or the other approach, but adding the additional segregation demand for females drives up the space requirement. Instructor/student separation is important in these settings. |
| 7. Det 1 (PI/CRO School) - Kirtland Bldg 19100 / 2 female bathrooms, 0 showers / Rms 129 & 162 Bldg 19100 / 2 male bathrooms, 0 showers / Rms 129 & 163 Bldg 19088 / 1 female bathroom, 2 female showers / No room number Bldg 19088 / 1 male bathroom, 0 male showers / No room number Bldg 945 / 1 female bathroom, 0 female showers / No room number Bldg 945 / 1 male bathroom, 0 male showers / No room number Bldg 941 / 1 female bathroom, 0 female showers / No room number Bldg 941 / 1 male bathroom, 0 male showers / No room number Bldg 941 / 1 male bathroom, 1 male shower / No room number |
| 8. DL-C (CCT Apprentice Ops) Total of 9 toilets in 7 bathrooms: Consists of Female locker room 1 toilet/1 shower. Student Classroom 2 female toilets. Instructor area 1 female toilet. Supply Area 1 unisex toilet. Museum Area 2 unisex toilet. CATM Range 1 unisex toilet. Pool/Gym 1 unisex toilet. Dorm consist of exterior entry to paired rooms with common bathroom. |
| 9. Navy Dive school collocated with AF Combat Dive already accommodates female students and the course anticipates few hurdles in facilities/equipment unique to AFCD. These facilities are shared by up to 4 courses at one time. The female students may use the instructor bathroom/shower/poolside, or additional or other facilities required. |
| 10. Individual equipment: Height/weight predictions have been based on avg male student for equipment purchase. Predict small number of unique size requirements of individual equipment for female students. Note: most operational equipment is designed to meet requirements and is gender neutral. |
| 11. Water training requires specific clothing items that are gender neutral, but will require gender specific under garments. I.e. Women Speedos, may require additional unit funding. |
| 12. Safety, health and hygiene: A question was raised attempting to determine if there will be any impact to current training timelines, procedures, or conduct due to menstrual cycle activity consideration during extended training or water events. This concern is geared toward student physical and emotional health and safety. |
| 13. Operational training requires students to operate in gender neutral manner day and night with minimal supervision depending on the event, such as land navigation. Remain over night (RON) operations are an inherent component of field and tactics and will require students to work and sleep in close proximity in an operationally representative manner. |
| 14. Deliberate close personal contact will be made during the conduct of professional activities. This includes hands on contact upon the entire body. This ranges from the brushing of hands across the face, the torso, in the groin area, and on the buttocks for equipment inspections, (such as jump master inspections/dive supervisor inspections), buddy carries, self aid and buddy care, buddy checks, water skills/confidence and life saving events, survivor/detainee searches, and small unit tactics. This also may include the detailed palpation and visualization of the entire body for combat trauma patient assessments (generally PI specific, but may occur to any female BA). These are operationally relevant and required tasks. Propose a disclaimer/waiver letter be signed prior to contract advising of these activities. |
| 15. Professional medical training require cross-gender references, discussions, graphics, images, and contact. This is common to medical professionals. Note: PJs conduct medical skills beyond the scope of EMTs and can be invasive in nature. These skills are practiced upon one another as able...in line with medical profession. Note: Pararescue training already utilizes civilian facilities, female instructors/proctors, and incorporates female patients into many of the medical scenarios...without incident. |
| 16. Initial gap in female BA instructors. Recommend providing female staff in areas such as MTL, First Sergeant, IDMTs, SERE, SF, AFE, etc. to provide some level of female mentorship until organic BA female instructors can be grown/matured. |

| AETC 96-2216 6 Dec 2010 |
|---|
| NPS Airmen will be housed separately and restricted from residing in permanent party and temporary duty (TDY) personnel dormitories. Exceptions must be approved in writing by the wing commander. (EXCEPTION: The 381 TAG commander will approve exceptions for the 381 TRG; the 336 TRG commander will approve exceptions for the 336 TRG.) If an exception is approved, NPS Airmen will be physically separated from permanent party and TDY residents by the most appropriate means (for example, a different floor or wing of the building). Battlefield Airmen will be housed together in dormitories regardless of rank; this is required to develop the teamwork mindset; officers will not share a room with enlisted. |
| NPS Airmen are not allowed in dormitory rooms of the opposite sex unless escorted, while performing official duties, or during emergencies. In dormitories with central latrines, an escort must be sent to ensure the latrine is clear before entering. |
| Dormitory Inspections and Living Standards: Entrances to all bays, floors, and buildings with members of the same gender will have signs designating these areas as "male" or "female." At no time are Airmen of the opposite gender authorized to be in these designated areas unless escorted while performing official duties, or during emergencies. Airmen are prohibited from engaging in sexual activities in the dormitories. This includes, but is not limited to, hand holding, kissing, caressing, sexual intercourse, and other acts of a sexual nature. Note: Dormitories with outside entrances are exempt from posting signs. |
| All personnel entering or leaving a bay or floor of the opposite gender must announce themselves by stating "male (or female) entering (or leaving) the bay (or floor)." In dormitories with central latrines, an escort must be sent to ensure the latrine is clear before entering. |

| AFSOC - STTS Special Tactics Training Squadron | | | | | | | |
|---|---------------------|--------------------|--|--|--|--|--|
| On Base Facilities | Hurlburt Task 3F | Additional Info | | | | | |
| acad bldg | 1 | | | | | | |
| cadre offices | 11 | | | | | | |
| dorms | 5, 11 | | | | | | |
| gym | 1, 4 | | | | | | |
| pool | 1, 4, 7 | 2 | | | | | |
| firing range | N/A | | | | | | |
| vehicles | N/A | | | | | | |
| field facilities | N/A | 8, 11 | | | | | |
| Off Base Facilities | | | | | | | |
| Travel to and from | N/A | 12 | | | | | |
| FTX | N/A | 8, 11 | | | | | |
| field facilities | N/A | | | | | | |
| Personal Equipment | | | | | | | |
| Sized for women | 6 | | | | | | |
| Footgear (boots/running shoe/booties) | 6 | | | | | | |
| Stuff in BAMS | 6 | | | | | | |
| LBE/Armor | 6 | | | | | | |
| Headsets/Goggles | .5 | | | | | | |
| Helmets | 6 | | | | | | |
| Rucks | 6 | | | | | | |
| Training Uniforms (pool/field/) | 7 | | | | | | |
| Medical Support | | | | | | | |
| Current Clinic Facility | N/A | 9 | | | | | |
| GYN arrangements | N/A | 13 | | | | | |
| Stock Feminine Supplies | N/A | 14 | | | | | |
| Nutritionists | N/A | 13 | | | | | |
| Comment Number | | | | | | | |

1. Females staff member already occupy the facilities so limited latrines are available.
2. Deliberate close personal contact will be made during the conduct of professional activities. This includes hands on contact upon the entire body. This ranges from the brushing of hands across the face, the torso, in the groin area, and on the buttocks for equipment inspections, (such as jump master inspections/diver supervisor inspections), buddy carries, self aid and buddy care, buddy checks, water skills/confidence and life saving events, survivor/detailee searches, and small unit tactics. This also may include the detailed palpation and visualization of the entire body for combat trauma patient assessments (generally PI specific, but may occur to any female). These are operationally relevant and required tasks. Propose a disclaimer/waiver letter be signed prior to contract advising of these activities.
3. "Staff" female changing/shower areas are available. Female students will drive facility improvement req's. Note: female specific latrines are not available in field conditions.
4. Milcon expansion required to accommodate more than 1 or 2 female students...Milcon/Funding will be required to accommodate more than 1 to 2 female students.
5. Dorm rooms are available for female students.
6. Height/weight predictions have been based on avg male student for equipment purchase. Predict small number of unique size requirements of individual equipment for female students. Note: most operational equipment is designed to meet requirements and is gender neutral.
7. Water training requires specific clothing items that are gender specific, but will require gender specific under garments. i.e. women speedos. Additional funding may be req'd.
8. Operational training requires students to operate in gender neutral manner day and night with minimal supervision depending on the event, such as land navigation. Remain over night (RON) operations are an inherent component of field and tactics and will require students to work and sleep in close proximity in an operationally representative manner.
9. Professional medical procedures require cross-gender references, discussions, graphics, images, and contact. This is common to medical professionals. Note: PJs conduct medical skills beyond the scope of EMTs and can be invasive in nature. These skill are practiced upon one another as able...In line with medical profession. Note: Pararescue training already utilizes civilian facilities, female instructors/proctors, and incorporates female patients into many of the medical scenarios...without incident.
10. Initial gap in female STTS instructors. Recommend providing female staff in areas such as First Sergeant and IDMTs. to provide some level of female mentorship until organic STTS female instructors can be grown/matured.
11. Facilities are not specific to either gender. Not a factor. Females will share the same adjointed bathrooms.
13. Will utilize base facilities.
14. Will require additional funding.

| Training Pipeline → | Ft Benning | Nellis AFB | Yuma Proving Ground | Lackland AFB | Keesler AFB | Fairchild AFB | Pope AFB | NAS Panama City | Kirtland AFB |
|-----------------------------|------------|------------|---------------------|---------------|-------------|---------------|----------|-----------------|--------------|
| | CCT, PJ | TACP | CCT, PJ | CCT, TACP, PJ | CCT | ALL | CCT | CCT, PJ | PJ |
| Psychological Support | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Current Clinic Facility | 1 | 1 | MCAS, Yuma* | 1 | 1 | 1 | 1 | Tyndall AFB | 1 |
| GYN arrangements | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| add any applicable concerns | zero | zero | zero | zero | zero | zero | zero | zero | zero |

| Comment Number | |
|----------------|---|
| 1 | This location has medical and psychological support |
| | * Marine Corps Air Station, Yuma |
| 3 | |
| 4 | |

Task: Review logistical requirements at units where Battlefield Airmen are assigned and assess their readiness for the integration of women. At a minimum, the following areas should be considered: berthing, latrine, lavatory and changing areas/locker rooms, as well as special equipment/gear/uniforms. Any limitations or deficiencies that could preclude the assignment of women or potentially impact unit cohesion, readiness or morale should be identified with suggested resolution(s) and OPRs.

| AFSOC | Unit/Base | AFSC | Assessment of Logistical Readiness (Ready or Ready w/LIMFAC) | Limitation/Deficiency | Potential Impact | Resolution Needed/DPR | Additional Comments |
|-------|--|------|--|---|---|---|--|
| | 23rd Special Tactics Squadron/Hurlburt | All | Ready w/LIMFACS | No Female Restroom/Shower exits in BDCS 91037, which is the cage room (gear storage). | This will be inconvenient for females who will have to shower/change in other facilities | MILCON FTEV 10-9005, currently scheduled to start in 2020, will build a new Squad Ops Facility for the 23 STS. This facility will be designed to accommodate female operators. (OPR: 24 SOW/A7) | |
| | 24 SOW HQ Building & 720 STG HQ Building/Hurlburt | All | Ready w/LIMFACS | The only interior access to the cage rooms are through the men's restroom. However, the cage rooms are accessible through exterior doors to the building. | Females will have to access the cage room through the exterior of the building. | It may be possible to renovate the male and female restrooms for the 720th HQ to give females access to the cage room from their restroom, however there is no way to renovate the 24 SOW HQ building to give females access from their restroom to the cage room. (OPR: 24 SOW/A7) | Since both these facilities perform staff/headquarter level functions, the cage room does not play as pivotal a role as in the Squadrons and access from the exterior of the building will be sufficient. |
| | 24 SOW all units (24 SOW/720 STG/STTS/23 STS/Hurlburt, 21STS/Pope, 22 STS/JBLM, 26 STS/Cannon, 17 STS/Berning/Hunter/JBLM) | All | Ready w/LIMFACS | All ST restroom/shower facilities are designed assuming 80% of the total number of operators/support personnel are male and 20% are female. | If the total number of females in the Squadrons exceeds 20% restroom facilities may be inadequate | Units can request renovation projects through the 24 SOW/A7 office if/when the number of females in the squadron exceeds the capacity of the restrooms. (24 SOW/A7) | The number of females will be fluid based both on number of assigned female operators and combat support personnel. We don't see this being an issue unless the demographics of the Air Force shift dramatically in the coming years (Air Force is currently 80% male/20% female). |
| ACC | 19 Air Support Operations Squadrons/Ft Campbell | 1CA | Ready w/LIMFACS | The female latrine/locker room is much smaller than the male one and can only accommodate a small number of female Airmen. | Unit can only accommodate a small number of females at this time | Assignment of more than 10 females will drive facility improvement requirements (OPR: 93 AGOW) | The squadron has limited male locker room space for changing, forcing male Airmen to use their offices to change into uniform after showering following unit physical training. The flight offices have been partitioned with a curtain to prevent exposure of male Airmen to female ALOs. With the accession of female TACPs a similar problem would be created due to the smaller female latrine/locker room not affording enough changing space for the increased number of females within the unit. There is no additional space to partition the offices further. |

| | Unit/Base | AFSC | Assessment of Logistical Readiness (Ready or Ready w/LIMPAC) | Limitation/Deficiency | Potential Impact | Resolution Needed/OPR | Additional Comments |
|--|-----------|----------|--|---|---|--|---|
| 19 Air Support Operations Squadron/Ft Campbell | 1C4 | AFSC 1C4 | Ready w/LIMPAC | Separate sheltering for mixed gender within current (OGDET) authorities, i.e. BN TACP is 6 pers and gear w/2 tents assuming same gender manning. The tight living space afforded by the small crew tents used at the tactical combat level are not conducive to gender segregation of Airmen, especially when under austere or inclement weather conditions where one member cannot simply exit the tent to provide clothing changes/ personal hygiene privacy for the other sex. | Mixed gender habitation in the field could make Airmen (and/or their spouses) uncomfortable due to personal, moral, and religious beliefs, impacting morale and potentially good order and discipline. | Authorization and procurement of additional shelters or larger shelters and integration into TACP LOGDET for gender segregation based on projected female accession numbers. (OPR: ACC) | Female TACP could be billeted with female Army personnel for male with male in an instance of a primarily female 13L/1C3 team); however, this would remove the member from their fellow Airmen, reducing team cohesion. |
| 19 Air Support Operations Squadron/Ft Campbell | 1C4 | 1C4 | Ready w/LIMPAC | Unit is currently unaware of procedures for combat field/tactical latrine employment for mixed gender ops. | The field does not provide the usual gender privacy afforded in garrison for personal hygiene/latrine use. This could make Airmen (and or their spouses) uncomfortable due to personal, moral, and religious beliefs, impacting morale and potentially good order and discipline. | Unit needs to be trained on any policy/procedures for mixed gender field latrine implementation (i.e. saddle pit and deep pit employment standards with mixed gender in a combat/maneuver environment) if none currently exists then a solution must be investigated/implemented that can accommodate mixed gender bivouac and field latrine use while still providing security in a combat environment. (OPR: US ARMY/AETC/ACC) | Guidance may exist, but the unit is not educated on it. |
| 14th Air Support Operations Squadron/Ft Bragg | 1C4 | 1C4 | Ready w/ LIMPAC | UTCs 7FVND, 7FVVF, and 7FVUK are designed to sleep two males in one crew tent. If policy will require separate tents for females, 16 tents and 16 tent heaters will be needed. | Females would not be able to execute field training exercises with the unit or Army counterpart. Training would suffer. | Increase numbers on UTCs for more tents and heaters. ACC purchase additional items and sent to units. | |
| 14th Air Support Operations Squadron/Ft Bragg | 1C4 | 1C4 | Ready w/ LIMPAC | Female lockerroom is limited in showers and lockers. Would need to increase size of female lockerroom. | Based on number of females assigned to the unit, females would need extended time after PT/exercises for everyone to shower. Additionally, females would not have an area to store clothes, towels, and toiletries for use after PT. | An increase in female members will drive the need to increase the size of the female lockerroom. | |
| 14th Air Support Operations Squadron/Ft Bragg | 1C4 | 1C4 | Ready w/ LIMPAC | BAMS website currently does not provide equipment sizing options for females. | Females cannot order all items through BAMS. Units would need to use GPC to purchase gear for females. | Update BAMS with appropriate female sizing options for gear. | |
| 712th Air Support Operations Squadron/Ft Hood | 1C4 | 1C4 | Ready | | | | Suggest having access to body armor designed for females |
| 11th Air Support Operations Squadron/Ft Hood | 1C4 | 1C4 | Ready | | | | |
| 9th Air Support Operations Squadron/Ft Hood | 1C4 | 1C4 | Ready | | | | |

| Unit/Base | AFSC | Assessment of Logistical Readiness (Ready or Ready w/LIMFAC) | Limitation/Deficiency | Potential Impact | Resolution Needed/OPR | Additional Comments |
|---|----------|--|--|--|---|---|
| 13th Air Support Operations Squadron/Ft Hood | 1C4 | Ready | | | | |
| 10 Air Support Operations Squadron/ Ft Hood | 1C4 | Ready | | | | |
| 7th Air Support Operations Squadron/Ft. Bliss | 1C4 | Ready | | | | |
| 88 TES, Nellis AFB, NV | 1T2, 13D | Ready | | | | |
| 48 Rescue Squadron, Davis-Monthan AFB, AZ | 1T2, 13D | Ready w/ LIMFACS | Minor building modifications to enhance female latrines, shower facilities and locker/changing area. Also enhance access to common area from female latrine for mission prep areas that are specific to the 48th facility. Additionally, equipment considerations will have to be made to address body armor and ballistic plates for females, uniform modifications to include special purpose gear such as wet suits and dry suits that are issued in Battlefield Airman Management System (BAMS). | All GA units currently have females assigned in Combat Support positions. The current facility layout can facilitate as an interim solution. However, the long term fix is facility modifications as previously addressed. | Each Rescue unit already has females assigned from multiple AFSCs. However, assignment of more than 10 females will drive facility improvement requirements (OPR: 48 RQS) | |
| 38 Rescue Squadron, Moody AFB, GA | 1T2, 13D | Ready | | All GA units currently have females assigned in Combat Support positions. The current facility layout can facilitate as an interim solution. However, the long term fix is facility modifications as previously addressed. | Each Rescue unit already has females assigned from multiple AFSCs. However, assignment of more than 10 females will drive facility improvement requirements (OPR: 38 RQS) | There must be individualized personal equipment that must be addressed by BAMS IOT accommodate females, we want to ensure all our operators are outfitted with the best fitting gear... not all our eqpt items are universal fit. |
| 58 Rescue Squadron, Nellis AFB, NV | 1T2, 13D | Ready w/ LIMFACS | The 58th RQS is currently coordinating a new facility construction project with Army Corps of Engineers. During this phase, female accommodations are being addressed to account for the integration plan. In the interim, minor building modifications to enhance female latrines, shower facilities and locker/changing area may be required. | All GA units currently have females assigned in Combat Support positions. The current facility layout can facilitate as an interim solution. However, the long term fix is facility modifications as previously addressed. | Each Rescue unit already has females assigned from multiple AFSCs. However, assignment of more than 10 females will drive facility improvement requirements (OPR: 58 RQS) | |
| 68 Rescue Flight, Davis-Monthan AFB, AZ | 1T2, 13D | Ready w/ LIMFACS | Minor building modifications to enhance female latrines, shower facilities and locker/changing area. | All GA units currently have females assigned in Combat Support positions. The current facility layout can facilitate as an interim solution. However, the long term fix is facility modifications as previously addressed. | Each Rescue unit already has females assigned from multiple AFSCs. The 68th Rescue Flight can currently accommodate with existing facilities. If the rescue flight transitions to a rescue squadron in the future, facility modifications will be made to accommodate the increase of female operators. | |

| Unit/Base | AFSC | Assessment of Logistical Readiness (Ready or Ready w/LIMFAC) | Limitation/Deficiency | Potential Impact | Resolution Needed/DPR | Additional Comments |
|---|-----------|--|--|---|---|--|
| 607th Air Support Operations Group | 13L/1C4 | Ready w/LIMFACS | There are currently sufficient latrines for females at both the group and squadron, but if there is an increase in numbers of females there may be a need at a later date for MILCON to provide sufficient facilities. | Unit can only accommodate a small number of females at this time. | | |
| 31st Rescue Squadron/ Kadena | 13DX, 1T2 | Ready w/LIMFACS | Female latrines are available, but in very limited #/size; can only accommodate small number of females. | Unit can only accommodate a small number of females at this time. | Assignment of more than ~X females will drive facility improvement requirements (DPR, Capt Porter/31 ROS) | |
| 1st Air Support Operations Group (Staff) / JBLM, WA | 1C4 / 13L | Ready | | None | | |
| 1st Weather Squadron / JBLM, WA | 1WDX1 | Ready | | None | | |
| 3rd Air Support Operations Squadron / JBER, AK | 1C4 / 13L | Ready w/LIMFACS | Limited number of female latrines (1), locker rooms (none), and showers (1). 3 ASOS (JBER) can only accommodate limited number of females at this time. | Females would not have adequate hygiene facilities. | Require facility upgrades to include additional latrines, locker rooms, and showers. (DPR 3 ASOS) | Currently have women assigned to the squadron in other capacities other than Battlefield Airman. The female lavatory and showers are smaller but should not pose a problem. |
| 5th Air Support Operations Squadron / JBLM, WA | 1C4 / 13L | Ready | | None | | 25 ASOS currently has adequate facilities on station for females to be integrated into combat ops. However, considerations will need to be made regarding field operations concerns (ie, changing areas, additional TDY facilities, etc. |
| 25th Air Support Operations Squadron / JBPHH, HI | 1C4 / 13L | Ready | | Unit can only accommodate a small number of females at this time. | Assignment of more than ~5 females will drive facility improvement requirements. | |
| 212th Rescue Squadron / JBER, AK | 13DX, 1T2 | Ready w/LIMFACS | Female latrines are available, but in very limited #/size; can only accommodate small number of females. | Females unable to complete mission w/o gear. | Need to have a segregated area for females to maintain alert gear cages. | |
| 212th Rescue Squadron / JBER, AK | 13DX, 1T2 | Ready w/LIMFACS | Alert cages are available but are constructed of see through material and do not support females preparing for missions in the alert locker room. Current 212 ROS Alert Gear is not procured in female sizes. This applies mostly to coats and pairs of all layers and water gear. | Females unable to complete mission w/o gear. | Need to add female sizes to BAGS and local purchase required equipment. | |
| 212th Rescue Squadron / JBER, AK | 13DX, 1T2 | Ready w/LIMFACS | Currently females do not have a way to tactically urinate while on missions. | Females can accomplish mission but could cause risk to themselves and their team. | | |
| USAFE | | | | Would not have sufficient space to accommodate new female operators, thus limiting integration. | | |
| 57 ROS, RAF Lakenheath | | Ready w/LIMFACS | Will require additional space for individual equipment/changing lockers. | Allocate/build additional facility space to accommodate female operators. | | |

| Unit/Base | AFSC | Assessment of Logistical Readiness (Ready or Ready w/LIMFACS) | Limitation/Deficiency | Potential Impact | Resolution Needed/OPR | Additional Comments |
|------------------------------------|-----------------------------------|---|---|---|---|--|
| 103RQS/131RQS/212RQS/123S1S/125S1S | 13D/1T 2/13C/1 C2/1W0 X2 | Ready w/LIMFACS | Inadequate personal equipment storage | Females have no equipment storage | Construction of personal equipment lockers for female personnel (OPR: NGB/A3) | GA/ST members have a great deal of equipment and each member has a 10' x 10' locker for storage. Currently, lockers are in a large warehouse-style room. A separate room and separate lockers would need to be created. |
| 103RQS/131RQS/212RQS/123S1S/125S1S | 13D/1T 2/13C/1 C2/1W0 X2 | Ready w/LIMFACS | Mission prep/mission planning locations | Females cannot participate in mission planning/prep | Construction of separate mission planning area (OPR: NGB/A3) | For convenience and expediency, mission prep is done in locker room. Female locker room will need some mission prep space, and a separate universal mission prep/planning area will need to be created. |
| AFRS | | | | | | |
| | 13DX, 1T2, 1C4 | Ready w/LIMFACS | Facility constraints | | | Each of our three units is already in far less than the authorized space and any modification of those buildings to add segregated hygiene and changing areas will reduce usable preparation and storage space, degrading our ability to do our mission. Based on the length of the current Parasoc and Combat Rescue Officer training pipelines, AFRC may require temporary facilities to be in place as early as the second quarter of FY18. |
| | 13DX, 1T2, 1C4 | Ready w/LIMFACS | Ballistic Protection in female sizes | | | Acquisition of body armor through the GA SPO has taken in excess of two years. Recommend ACC/ASRG coordinate with the GA SPO to make this process more responsive, or HHQ authorize a more expedient and efficient supply chain for Guardian Angel. |



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE

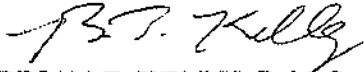
DEC 07 2015

MEMORANDUM FOR AFSOC/A1, AFSOC/A3, ACC/A1, ACC/A3, PACAF/A1, PACAF/A3,
USAFE/A1, USAFE/A3, AETC/A1, AETC/A3, AFPC, NGB/A1, NGB/A3,
AF/RE

FROM: AF/A1P and AF/A35

SUBJECT: Execution of AF Female Support Cadre Gender Integration Plan

1. On 3 December 2015, the Secretary of Defense announced the opening to women the remaining approximately 213,600 closed positions spanning some 52 closed military occupational specialties across the Department. This announcement culminates nearly five years of extensive research, analysis, and scrutiny.
2. Following the required Congressional waiting period, these occupations, positions, and platforms will be available for the assignment of all men or women who meet the validated occupational standards. Anyone, regardless of gender, who can meet operationally relevant standards, will have the opportunity to serve in any position.
3. The Air Force has been directed to provide our final, detailed implementation plan to OSD no later than January 1, 2016, detailing our timeline for integrating newly opened occupations and positions using existing recruiting, accession, training, and assignment procedures. Positions will be open for accession as soon as practicable following the congressional notification period and in accordance with final approved implementation plans. The Air Force will be prepared to execute our plan not later than April 1, 2016.
4. The near-term requirement for Female Support Cadre will be in the Battlefield Airmen (BA) training pipeline (AETC) and at assessment and selection program locations for Combat Rescue Officers (ACC), Special Tactics Officers (AFSOC), and Combat Control and Special Operations Weather enlisted retrainee applicants (AFSOC). Request AETC review current female BA military training leader (MTL) manning and time on station to ensure availability of female MTLs beginning in summer 2016 and formulate strategies for meeting requirements outlined in the attached plan. If there is not an adequate number of female MTLs in affected pipelines, AETC should consider PCA options and/or coordinate with AFPC on Developmental Special Duty requirements. Regardless of when female students enter the BA training pipeline, it will be beneficial to have Female Support Cadre in place to develop an understanding of the BA culture and training climate.
5. Due to the time necessary to recruit, access, select, and train BA, the first female BA assigned to operational units will not be immediate. However, operational units should begin planning and identifying females in their units or projected to be in their units to be Female Support Cadre when the first female BA trainees enter the pipeline. MAJCOMs may supplement the AF Female Support Cadre Gender Integration Plan as necessary.



BRIAN T. KELLY, Brig Gen, USAF
Director, Military Force Management Policy



MARTIN WHELAN, Maj Gen, USAF
Director of Future Operations

Attachment:
AF Female Support Cadre Gender Integration Guidance,



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE

DEC 07 2015

MEMORANDUM FOR AFSOC/A1, AFSOC/A3, ACC/A1, ACC/A3, PACAF/A1, PACAF/A3, USAFE/A1, USAFE/A3, AETC/A1, AETC/A3, AFPC, NGB/A1, NGB/A3, AF/RE

FROM: AF/A1P and AF/A35

SUBJECT: AF Female Support Cadre Gender Integration Plan

1. The Chairman, Joint Chiefs of Staff provided Guiding Principles to successfully integrate women into the remaining restricted occupational fields within our military (Tab 1). One of the Guiding Principles was "Ensuring that a sufficient cadre of midgrade/senior women enlisted and officers are assigned to commands at the point of introduction to ensure success in the long run..."
2. In accordance with the CJCS Guiding Principles and AF High Level Implementation Plan (Tab 2), this AF Female Support Cadre Gender Integration Plan will apply to all Battlefield Airmen (BA) training units as well as operational units at AETC, AFSOC, ACC, PACAF, USAFE, Guard and Reserve.
3. Female Support Cadre, as referenced in this memo, refers to females identified to assist training units and operational units with gender integration, and does not refer to instructors trained and qualified in BA AFSC.
4. Identification of Female Support Cadre:
 - a. In the AETC-led BA training pipeline, at associated AETC led pipeline training locations, e.g., Keesler, Lackland, Panama City, and at the 3-level AFSC-awarding schools, Female Support Cadre will consist of assigned female Military Training Leaders (MTLs) selected through the Developmental Special Duty process. *(Ratio of Male-Female MTLs will follow AETC current guidance and MTLs are nominated, screened, selected and trained to execute the duties as outlined in Tab 3).* Commanders may identify mid- to senior-grade women assigned at 3-level awarding schools to perform as Female Support Cadre as an additional duty. Availability of additional duty Female Support Cadre does not affect the assignment of female MTLs.
 - b. In all other BA units, including assessment and selection program locations and field training units, Female Support Cadre will consist of currently assigned female military personnel. This will be performed as an additional duty.
 - c. Since the AF has no units completely closed to women, commanders will identify mid- to senior-grade women already assigned to affected units to fill the Female Support Cadre role.
5. Roles and responsibilities of Female Support Cadre are to:
 - a. Provide advice and assistance to all members of the unit to help facilitate gender integration.
 - b. Provide female leadership that is an accessible resource to all in the unit addressing gender integration issues related to, but not limited to: facilities, equipment, medical issues, unit cohesion, communication, perceptions, fair and equitable treatment, harassment, professional and interpersonal matters.
 - c. Facilitate integration by working closely with unit leadership to identify and address concerns.

d. Advise the unit commander at least quarterly and provide feedback on integration and/or any issues and provide potential mitigation/recommendations for resolution. This feedback will be used to provide MAJCOMs inputs to send to AF/A3 and AF/A1 when requested, to follow up on the gender integration efforts, and to share with other units in the event they may encounter similar situations.

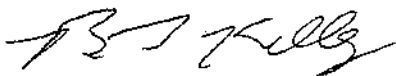
6. Selection criteria and requirements for Female Support Cadre in BA Units (non-MTLs):

a. Each operational unit will identify and designate at least one currently assigned female member to fill this role prior to arrival of inbound female BA. MAJCOMs will ensure female cadre presence within the unit through local PCA actions if necessary or through a memorandum of agreement among units. Consideration of females from units with associated career fields, but are not limited to, include: rated, medical tech, air traffic control, weather, SERE, ALO, EOD, FP, etc. MAJCOMs may supplement this guidance as necessary to accommodate any Command-unique situations.

b. Members selected/identified by unit commanders as Female Support Cadre will meet all of the following criteria:

- (1) Hold the rank of E-5 or higher (for enlisted) or Capt or higher (for officer)
- (2) Display a high degree of professionalism and maturity
- (3) Have a thorough understanding of BA occupation and unit mission

(4) Remain current with evolving AF/A3 and AF/A1 policy in regard to Women in Service review efforts in order to assist Commanders and Instructors to address potential gender integration issues



BRIAN T. KELLY, Brig Gen, USAF
Director, Military Force Management Policy



MARTIN WHELAN, Maj Gen, USAF
Director of Future Operations

3 Attachments:

1. CJCS Guiding Principles, 9 Jan 13
2. AF High Level Implementation Plan, 24 Apr 13
3. Military Training Leader (MTL) Description



IAN 24 2013



MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
ACTING UNDER SECRETARY OF DEFENSE FOR PERSONNEL
AND READINESS
CHIEFS OF THE MILITARY SERVICES

SUBJECT: Elimination of the 1994 Direct Ground Combat Definition and Assignment Rule

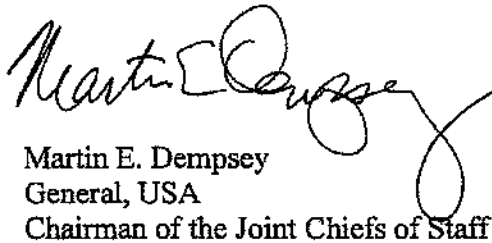
We are fully committed to removing as many barriers as possible to joining, advancing, and succeeding in the U.S. Armed Forces. Success in our military based solely on ability, qualifications, and performance is consistent with our values and enhances military readiness. Today, women make up 15% of the U.S. military and are indispensable to the national security mission. In fact, thousands of women have served alongside men in Iraq and Afghanistan, and like men, have been exposed to hostile enemy action in those countries. However, many positions in our military remain closed to women because of the 1994 Direct Ground Combat Definition and Assignment Rule.

In February 2012, in collaboration with the Joint Chiefs of Staff, we modified the 1994 Rule, thereby opening up over 14,000 positions previously closed to women. Subsequently, the Joint Chiefs of Staff reviewed the 1994 Direct Ground Combat Definition and Assignment Rule and they now propose a way forward that will fully integrate women without compromising our readiness, morale, or war-fighting capacity. We agree with their approach and guiding principles, and the milestones they propose. A copy of the memorandum explaining the advice of the Joint Chiefs of Staff is attached.

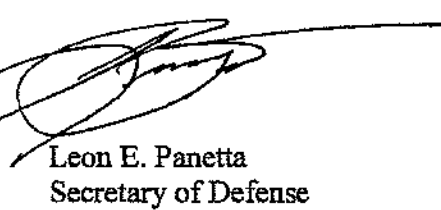
Therefore, the 1994 Direct Ground Combat Definition and Assignment Rule excluding women from assignment to units and positions whose primary mission is to engage in direct combat on the ground is rescinded effective immediately. Currently closed units and positions will be opened by each relevant Service, consistent with the guiding principles set forth in the attached memorandum and after the development and implementation of validated, gender-neutral occupational standards and the required notifications to Congress. The Military Departments shall submit by May 15, 2013, to the Secretary of Defense through the Chairman of the Joint Chiefs of Staff and the Under Secretary of Defense for Personnel and Readiness, their detailed plans for the implementation of this directive. Their plans shall be consistent with the guiding principles, and goals and milestones contained in the attached memorandum.

Integration of women into newly opened positions and units will occur as expeditiously as possible, considering good order and judicious use of fiscal resources, but must be completed no later than January 1, 2016. Any recommendation to keep an occupational specialty or unit closed to women must be personally approved first by the Chairman of the Joint Chiefs of Staff, and then

by the Secretary of Defense; this approval authority may not be delegated. Exceptions must be narrowly tailored, and based on a rigorous analysis of factual data regarding the knowledge, skills and abilities needed for the position. The Military Departments shall submit quarterly progress reports on their implementation of this memo to the Secretary of Defense through the Chairman of the Joint Chiefs of Staff and the Under Secretary of Defense for Personnel and Readiness.



Martin E. Dempsey
General, USA
Chairman of the Joint Chiefs of Staff



Leon E. Panetta
Secretary of Defense

Attachment:
As stated

cc:
Under Secretary of Defense for Acquisition, Technology, and Logistics
Under Secretary of Defense for Policy
Under Secretary of Defense for Intelligence
General Counsel of the Department of Defense
Assistant Secretary of Defense for Legislative Affairs
Assistant Secretary of Defense for Public Affairs



CHAIRMAN OF THE JOINT CHIEFS OF STAFF
WASHINGTON, DC 20318-9999

INFO MEMO

CM-0017-15
9 January 2013

FOR: SECRETARY OF DEFENSE

FROM: General Martin E. Dempsey, CJCS

Martin E. Dempsey 18

SUBJECT: Women in the Service Implementation Plan

The time has come to rescind the direct combat exclusion rule for women and to eliminate all unnecessary gender-based barriers to service. The Joint Chiefs of Staff unanimously join me in proposing that we move forward with the full intent to integrate women into occupational fields to the maximum extent possible. To implement these initiatives successfully and without sacrificing our warfighting capability or the trust of the American people, we will need time to get it right.

- We recognize the bravery and contributions of women in combat. We have made tremendous progress in expanding service opportunities for women since your February 2012 announcement, which officially notified Congress of the Department's intent to rescind the co-location restriction and to implement Exceptions to Policy (ETP) allowing women to be assigned to select positions in ground combat units at the battalion level. Recently, the Services opened 13,139 positions under co-location and an additional 1,186 positions under Exceptions to Policy.
- Guiding Principles. To successfully integrate women into the remaining restricted occupational fields within our military, we must keep our guiding principles at the forefront. We are driven by:
 - o Ensuring the success of our Nation's warfighting forces by preserving unit readiness, cohesion, and morale.
 - o Ensuring all Service men and women are given the opportunity to succeed and are set up for success with viable career paths.
 - o Retaining the trust and confidence of the American people to defend this Nation by promoting policies that maintain the best quality and most qualified people.
 - o Validating occupational performance standards, both physical and mental, for all military occupational specialties (MOSS), specifically those that remain closed to women. Eligibility for training and development within designated occupational fields should consist of qualitative and quantifiable standards reflecting the knowledge, skills, and abilities necessary for each occupation. For occupational specialties open to women, the occupational performance standards must be gender-neutral as required by Public Law 103-160, Section 542 (1993).

- o Ensuring that a sufficient cadre of midgrade/senior women enlisted and officers are assigned to commands at the point of introduction to ensure success in the long run. This may require an adjustment to our recruiting efforts, assignment processes, and personnel policies. Assimilation of women into heretofore "closed units" will be informed by continual in-stride assessments and pilot efforts.
- e Goals and Milestones. The following goals and milestones will support the elimination of unnecessary gender-based barriers to service:
 - o Services will expand the number of units and number of women assigned to those units—based on ETP—and provide periodic updates on progress each quarter beginning in 3rd quarter, FY 2013.
 - o The Navy will continue to assign women to afloat units as: (1) technical changes and modifications for reasonable female privacy and appropriate female berthing arrangements are completed; (2) female officer and enlisted leadership assignments can be implemented; and (3) ships' schedules permit. Integration will be expeditiously implemented considering good order and judicious use of fiscal resources.
 - o 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 September 2015.
 - o The Services and U.S. Special Operations Command (USSOCOM) will proceed in a deliberate, measured and responsible way to assign women to currently closed MOSs as physical standards and operational assessments are completed and as it becomes possible to introduce cadres as described above. The Services and USSOCOM must complete all studies by 1st quarter, FY 2016, and provide periodic updates each quarter beginning in 3rd quarter, FY 2013.
 - o If we find that the assignment of women to a specific position or occupational specialty is in conflict with our stated principles, we will request an exception to policy.
- e This deliberate approach to reducing gender-based barriers to women's service will provide the time necessary to institutionalize these important changes and to integrate women into occupational fields in a climate where they can succeed and flourish. Ultimately, we will ensure the success of our military forces and maintain the trust of the American people.



SECRETARY OF THE AIR FORCE
WASHINGTON

INFO MEMO

FOR: SECRETARY OF DEFENSE

FROM: Michael B. Donley *MBD* APR 24 2015

SUBJECT: Air Force Implementation Plan for Integrating Women into Career Fields Engaged in Direct Ground Combat

- The plan for the Air Force to fully integrate women into seven previously closed career fields is attached for your review at TAB A. The Air Force has been on the forefront of this issue since its inception, and this plan keeps us on that positive trajectory. Over 99 percent of our positions are currently open to women and this plan will guide the Air Force in opening the rest no later than January 1, 2016 and complies with the guiding principles of the January 24, 2013 memorandum.
- The Air Force is firm in its belief that removing any remaining restrictions to service will improve its ability to defend the Nation and carry out our mission to Fly, Fight, and Win. The initiative will improve our readiness and capability, and it will allow us to do more to attract and retain women who will continue to make contributions to the Air Force in the years and decades ahead.
- The Air Force will lean forward on this initiative. We have only 7 remaining career fields not currently open to women, less than 5,000 positions across the Total Air Force of over 500,000 personnel. We will partner with United States Special Operations Command (USSOCOM), the other Services, and your office to achieve this worthy goal.
- We will provide you quarterly updates on our progress, as the Air Force executes our implementation plan and moves toward success.

COORDINATION: NONE

Attachment:
As stated

Air Force High Level Implementation Plan on Gender Integration

Introduction

In January 2013, the Secretary of Defense (SECDEF) rescinded the 1994 Direct Ground Combat exclusion rule for women, which previously restricted women from assignments in special operations and long range reconnaissance units. The SECDEF further directed the Services to submit a detailed implementation plan consistent with the guiding principles as outlined in the January 24, 2013, memorandum to the Service secretaries.

As of April 2, 2013, the Air Force had 4,686 previously closed positions: 3,470 active duty (AD), 178 Air Force Reserve (AFR), and 1,038 Air National Guard (ANG) (see Attachment 1). These positions span seven Air Force specialty codes (AFSC), and include 13CX (special tactics officer (STO)), 13DX (combat rescue officer (CRO)), 15WXC (special operations weather (SOWT)) officer), 1C2X (combat control team (CCT)), 1C4X (tactical air control party (TACP)), 1T2X (pararescue (PJ)), and 1W0X2 (special operations weather enlisted). The AFR employs personnel in four of seven AFSCs (no special operations weather officers/enlisted or special tactics officers in the AFR inventory.)

As directed by the Chairman of the Joint Chiefs of Staff's (CJCS) January 9, 2013, memorandum, the Air Force will review and validate physical and mental standards for all open Air Force specialties no later than (NLT) the fourth quarter of fiscal year 2015 (FY15) in accordance with the timeline at Attachment 3.

Purpose

This plan provides the Undersecretary of Defense for Personnel and Readiness (USD (P&R)) and CJCS with the Air Force's high level implementation plan for integrating women into previously closed career fields. In accordance with the SECDEF's guiding principles, this plan outlines timelines for opening each career field, as well as specified and implied tasks to ensure that the Air Force timeline meets the suspenses contained in CJCS, USD (P&R), and SECDEF guidance.

Guiding Principles (SECDEF memorandum dated January 24, 2013)

- Ensure the success of our Nation's warfighting forces by preserving unit readiness, cohesion, and morale;
- Ensure all Service men and women are given the opportunity to succeed and are set up for success with viable career paths;
- Retain the trust and confidence of the American people to defend this Nation by promoting policies that maintain the best quality and most qualified people;
- Validate occupational performance standards, both physical and mental, for all military occupational specialties (MOS), specifically those that remain closed to women. Eligibility for training and development within designated occupational fields should consist of qualitative and quantifiable standards reflecting the knowledge, skills, and abilities necessary for each occupation. For occupational specialties open to women, the

occupational performance standards must be gender-neutral as required by Public Law 103-160, Section 542; and

- Ensure a sufficient cadre of midgrade/senior women enlisted and officers are assigned to commands at the point of introduction to ensure success in the long-run.

Timelines

This plan complies with all suspenses in the SECDEF memo. (Note: Air Force-specific timelines are detailed in later sections of the plan.)

- 15 May 2013 Military Departments submit Service plans implementing CJCS guidance to the SECDEF through the CJCS and USD (P&R).
- 30 Jun 2013 Services and U.S. Special Operations Command (USSOCOM) begin quarterly reporting on progress towards integrating women into previously closed positions (NLT than 10 days after the end of each quarter); quarterly reports continue until integration is complete or December 1, 2015, whichever is earlier.
- 30 Sep 2015 Services develop, review, and validate occupationally-specific, operationally-relevant, gender-neutral physical performance tests and standards used to assess and assign service members.
- 30 Sep 2015 Services submit exceptions to policy (ETP) to open positions/career fields on a case-by-case basis.
- 1 Jan 2016 Services and USSOCOM complete their respective physical standards reviews, operational assessments, and all other prerequisites to fully integrate women into newly opened positions.

Air Force Planning Facts (F) and Assumptions (A)

(A) The Air Force will open all previously closed AFSCs in accordance with (IAW) established deadlines. Should one or more of the Services or USSOCOM request an ETP to keep certain occupational specialties or positions closed to women, the Air Force will evaluate the rationale and determine whether the exception dictates an Air Force decision to: 1) request an ETP or 2) close specific positions – by unit – after considering career development implications, operational requirements, number of positions affected, and other potential impacts to the Air Force.

(A) The Air Education and Training Command physical performance tests and standards study will be used to: 1) develop and validate occupationally specific, operationally relevant, and gender-neutral Air Force physical performance tests and standards for all seven previously closed AFSCs and 2) establish the Air Force precedent and methodological process for the previous step for all other physically-demanding AFSCs. Each career field will remain closed until physical tests and standards for each AFSC have been validated for operational relevance and approved for implementation by the Headquarters Air Force Director of Force Management Policy.

(F) Active recruitment of women into previously closed career fields cannot commence until gender-neutral standards are validated and the congressional notification/waiting period has expired.

Tasks to Subordinate Units

Task 1: Eliminate gender-specific policies and assignment restrictions for positions in units with the seven previously closed AFSCs.

a. Review and modify (where necessary) all accession, assignment, and career field classification policies to eliminate restrictions against assigning women to previously closed ground combat positions/units. Office of primary responsibility (OPR): AF/A1P; Office of coordinating responsibility (OCR): Air Force Personnel Center (AFPC) and AF/A3O (Estimated completion date (ECD): third quarter (3Q) FY16).

b. Modify officer and enlisted classification guides to remove assignment restrictions. OPR: AFPC; OCR: AF/A1P and AF/A3O (ECD: 3Q FY16)

c. In coordination with the other military Departments and USSOCOM, open positions as specific portions (i.e., by AFSC) of the physical performance tests and standards study are completed. OPR: AF/A1P; OCR: AETC/A3T, AFSOC/A1, ACC/A1, and AFPC (ECD: NLT 4Q FY15).

Task 2: Develop and validate occupationally specific, operationally relevant, and gender-neutral physical performance tests and standards.

a. Complete Air Force physical performance tests and standards study. OPR: AETC/A3T; OCR: AF/A3O, AFSOC/A3T, and ACC/A3T (ECD: 3Q FY15)

b. Implement validated tests and standards into all phases of recruitment, selection, technical training, mission qualification training (MQT), and operator testing. OPR: AF/A1P; OCR: Air Force Recruiting Service (AFRS), AF/A3O, AETC/A3, AFSOC/A3, and ACC/A3 (ECD: 4Q FY15)

Task 3: Integrate women into previously closed AFSCs, considering each aspect of the personnel lifecycle (recruit, assess, select, train, and develop).

a. (Recruit) Develop strategic messages/themes to: 1) advertise expanded opportunities for potential enlisted accessions and officer candidates and 2) enable recruiters to expand the candidate pool for all recruiting and commissioning sources, to include active duty crossflow, sources of commissioning, direct accessions pipeline, etc. OPR: AFRS; OCR: AF/A1P, AF/A3O, USAFA/A1, and Holm Center (ECD: 2Q FY15)

b. (Recruit) Following expiration of waiting period after congressional notification, release Air Force public affairs message announcing opening of specific career fields to women. OPR: SAF/PA; OCR: AFPC and AF/A1P (ECD: 3Q FY15)

c. (Assess/select/train) Incorporate validated physical performance tests and standards in all training content and methods from accessions through MQT and operator testing. OPR: AF/A1P; OCR: AETC/A3, AFRS, AFSOC/A3, and ACC/A3 (ECD: 4Q FY15)

d. (Train) Conduct training review for pipeline instructors on integration expectations. OPR: AETC/A3; OCR: AF/A3O, AFSOC/A3, and ACC/A3 (ECD: 2Q FY16)

e. (Train) Within existing unit manpower resources, identify, train, and place female support cadre in each training pipeline and/or operational unit to facilitate integration. Support personnel should be augmented with a female liaison officer (e.g., a senior non-commissioned officer (SNCO)/first sergeant), and include (to the maximum extent possible) medical personnel (e.g., independent duty medical technician (IDMT) or equivalent) and an operations psychologist. All personnel will be pre-screened and provided extensive familiarization with the ground combat training environment. OPR: AETC/A1; OCR: AF/A1P, AETC/A3, and AFPC (ECD: 4Q FY15)

f. (Train) Review logistical requirements for all training pipelines, considering unique requirements for berthing, restrooms, equipment, hygiene, medical/psychological support, etc. Any concerns or deficiencies shall be identified to AF/A1P for resolution. OPR: AETC/A3; OCR: AF/A3O, AFSOC/A3, ACC/A3, and AETC/SG (ECD: 2Q FY14)

g. (Train) Review training content and methods used at all training sources (from formal schools to unit-level programs) for all initial and enduring/recurring mission qualification requirements. Resolve all identified concerns or deficiencies. OPR: AF/A1P; OCR: AETC/A3, AF/A3O, AFSOC/A3, and ACC/A3 (ECD: 1Q FY14)

h. (Develop) For career development purposes, it is assumed that female officers and enlisted personnel assigned to these seven AFSCs may cross flow between special operations forces (SOF) and non-SOF assignments throughout their careers, and may employ/deploy jointly with sister Service SOF and conventional components. Some AFSCs (specifically CRO, PJ, and TACP) align against both Combat Air Forces (CAF) and SOF operational assignments. All specialties are subject to potential assignment in supporting or supported non-SOF commands. As a result, the developmental pyramid for all affected AFSCs will be identical; female officers and enlisted personnel will need to complete a combination operational, staff, and career broadening assignments (many of which reside in or support SOF) in order to assume positions of greater rank and responsibility (see Attachment 2). In the event that one (or more) of the other Services and/or USSOCOM requests an ETP to restrict certain occupational specialties and/or positions to women, the Air Force will carefully evaluate these situations on a case-by-case basis to avoid assigning women to career fields where career progression/upward mobility is restricted.

Air Force Integrated Timeline/Milestones (see Attachment 3)

- 31 May 15 TACP (1C4X) physical standards validated, congressional notification

- 30 Jun 15 SOWT officer and enlisted (15WX, 1W0X2) physical standards validated, congressional notification
- 31 Jul 15 STO, CRO, CCT, and PJ (13CX, 13DX, 1C2X, 1T2X) physical standards validated, congressional notification
- 30 Sep 15 TACP AFSC open, begin recruit/assess/select phase (one year)
- 31 Oct 15 SOWT AFSC open, begin recruit/assess/select phase (one year)
- 30 Nov 15 CCT/PJ/STO AFSCs open, begin recruit/assess/select phase (one year)

Attachment 1
Affected Air Force Specialty Codes (AFSC)

- The following AFSCs were previously closed to women due to the 1994 Direct Ground Combat definition and assignment rule (DCAR), which was based on engagement in long range reconnaissance operations and special operations forces missions:

- 13DX (combat rescue officer)
- 13CX (special tactics officer)
- 15WXC (special operations weather officer)
- 1C2XX (enlisted combat controller)
- 1C4XX (enlisted tactical air command and control party)
- 1T2XX (enlisted pararescue)
- 1W0X2 (enlisted special operations weather)

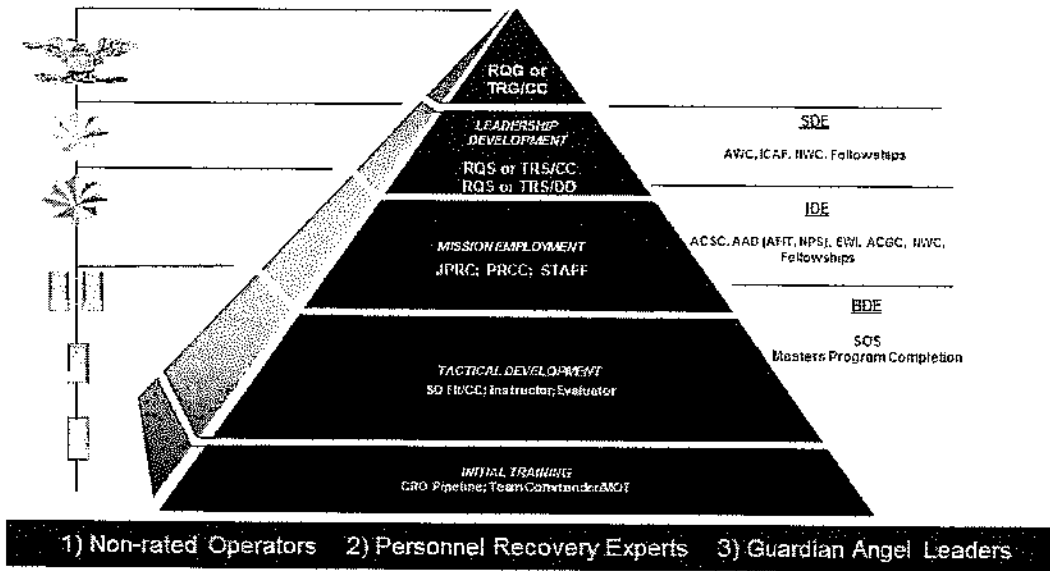
Total Force Authorizations by Major Command (MAJCOM)

| | 13CX | 13DX | 15WXC | 1C2XX | 1C4XX | 1T2XX | 1W0X2 | Totals: |
|-----------------|------|------|-------|-------|-------|-------|-------|---------|
| ACTIVE | 121 | 144 | 18 | 604 | 1,870 | 578 | 135 | 3,470 |
| GUARD | 8 | 39 | 6 | 64 | 732 | 147 | 42 | 1,038 |
| RESERVES | | 39 | | 2 | 5 | 132 | | 178 |
| Totals: | 129 | 220 | 18 | 671 | 2,561 | 856 | 176 | 4,686 |

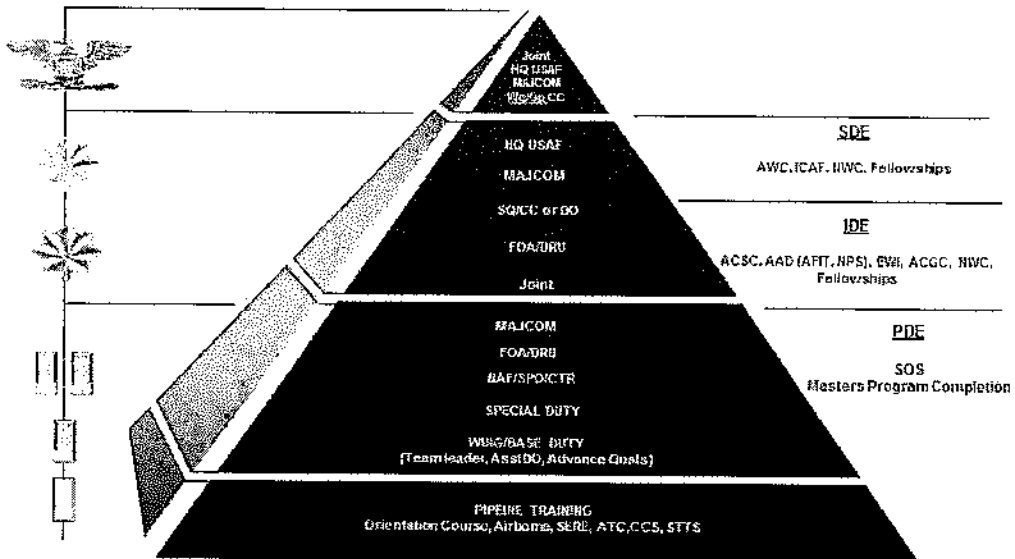
Data current as of 15 Apr 2013

Attachment 2 Career Development Pyramids

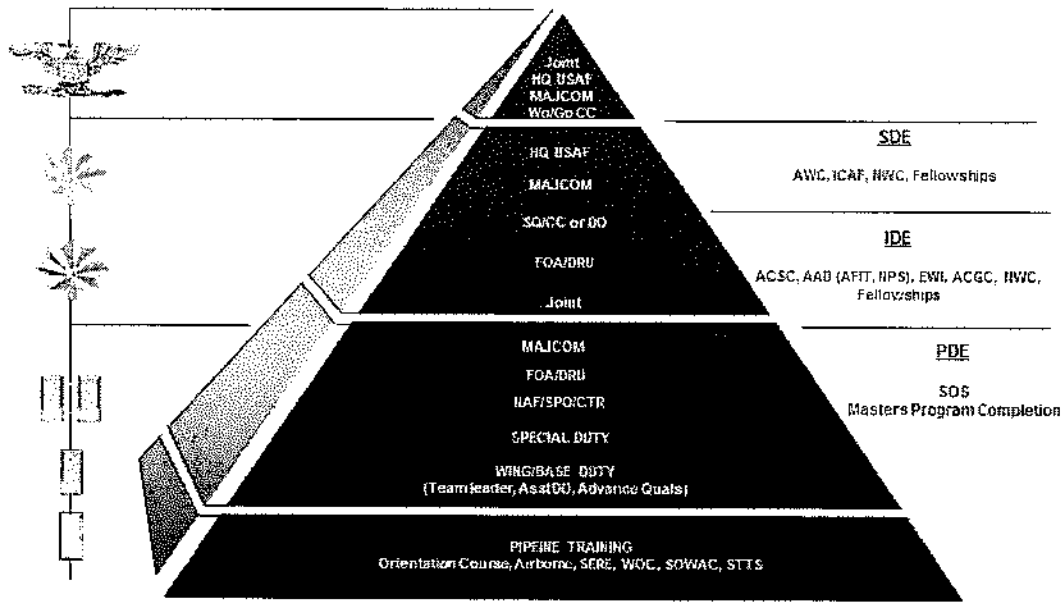
Combat Rescue Officer (CRO)



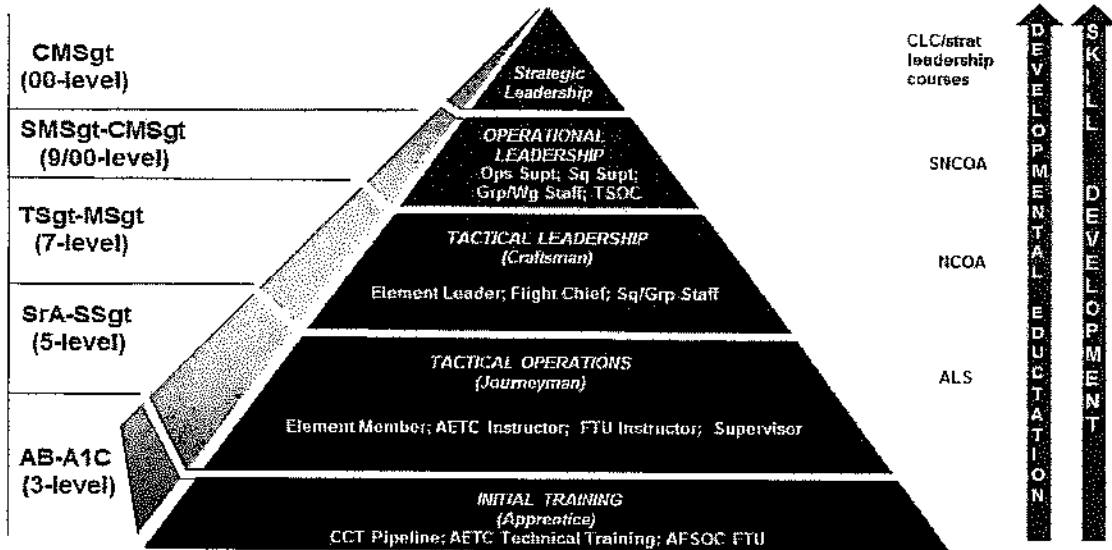
Special Tactics Officer (STO)



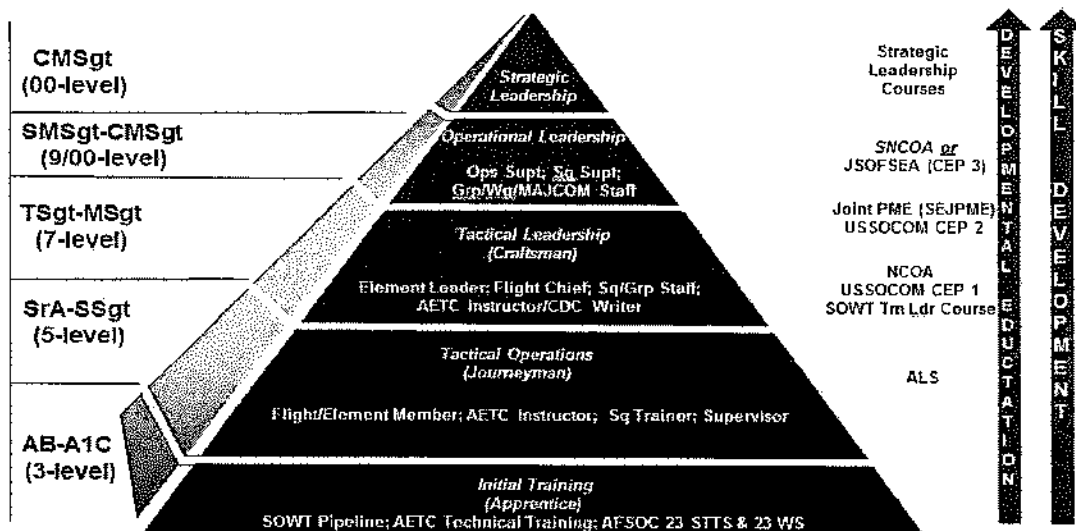
Special Operations Weather Officer (SOWT-O)



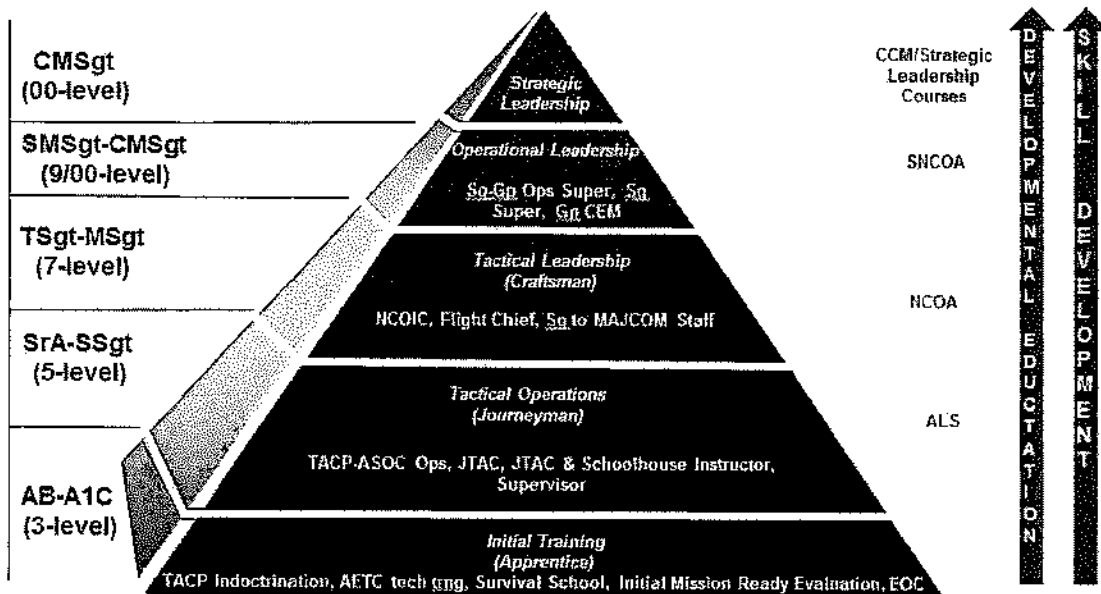
Combat Control (CCT)



Special Operations Weather Enlisted (SOWT-E)



Tactical Air Control Party (TACP)

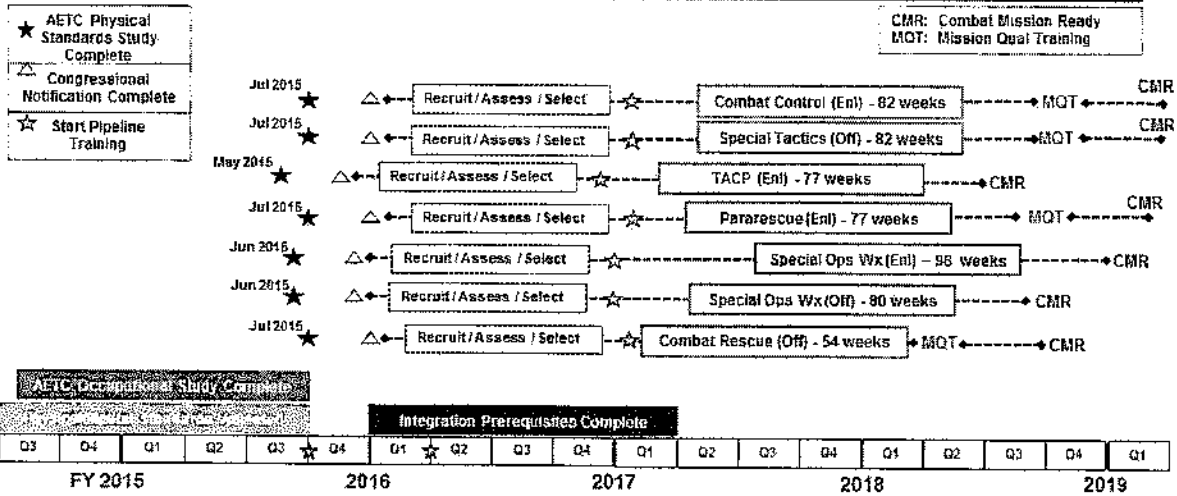


Attachment 3 Air Force High Level Timeline



High Level AF Timeline

U.S. AIR FORCE



Note: Training pipelines are dependent upon accession source, application process timelines, selection of qualified candidates, course schedules, seat availability, etc. For purposes of standardization, all pipelines depicted above assume immediate entry upon selection and no extraordinary breaks in training.

SDI 8B100

MILITARY TRAINING LEADER
(Changed 30 Apr 15, ★Effective 15 Dec 14)

1. Special Duty Summary. Supervises all assigned non prior service Airmen during technical training; includes Air National Guard (ANG) Liaisons assigned to basic military and technical training locations. Evaluates standards of conduct/performance, military bearing and discipline while scheduling and conducting military training functions. Related DoD Occupational Subgroup: 101200.

2. Duties and Responsibilities:

- 2.1. Advises and counsels students. Establishes and conducts incoming, outgoing, and student entry briefings. Conducts individual and group interviews. Motivates personnel to develop military attitudes, effective human relations, and social skills for improving interpersonal and military relations. Assists students in their personal adjustment to military life. Applies counseling techniques and military experience to counsel airmen with training, military bearing, and behavior problems. Refers students to the appropriate staff agency. Identifies airmen unfit or unsuitable for retention in the Air Force.
- 2.2. Plans, organizes, and directs military education instruction. Monitors and conducts military training within the unit. Determines appropriate instruction methods considering the group size and subject matter. Conducts instruction using demonstration-performance and lecture methods. Maintains thorough knowledge of and instructs personnel in drill, parades, retreats, and reviews. Provides supplemental military training.
- 2.3. Ensures students maintain military standards. Guides and assists in selecting, training, and evaluating student leaders. Monitors safety in formations, dormitories, and sports. Ensures students maintain personal appearance and order in military formations. Monitors and controls grounds maintenance assigned to unit. Maintains duty rosters and forms, and assures squadron details are distributed fairly. Ensures students maintain discipline and Air Force standards in dormitories. Ensures students comply with directives.
- 2.4. Prepares and maintains files and records on military education and counseling matters. Prepares statistical reports and records about student accountability. Accounts for assigned students and maintains general military training forms.
- 2.5. ANG Liaisons coordinate all delays, order modifications and student actions impacting training IAW direction of the ANG Liaison Superintendent.

★3. Special Duty Qualifications:

- 3.1. Knowledge. Knowledge is mandatory of: military training learning processes, counseling methods, and training evaluation and techniques.
- 3.1.1. Education. Mandatory CCAF degree and SNCO Academy in correspondence for RegAF and AFR MSgts; Airman Leadership School for SSgts. ANG members must have Professional Military Education commensurate with grade.
- 3.2. Training. For retention of this SDI, completion of the Military Training Leader course is mandatory and certified within 6 months of completion.
- 3.3. Experience. N/A
- 3.4. Other. The following are mandatory as indicated:
- 3.4.1. For entry into this SDI, the following are mandatory:
- 3.4.1.1. Approved candidate on the developmental special duty nomination list.
- 3.4.1.2. E-5 through E-7 and must be able to obtain 4 or more years retainability prior to HYT. E-5s must have a minimum of one year Time-in-Grade (TIG) and 5 years' service by the end of the assignment cycle.
- 3.4.1.3. Skill-level commensurate with grade.
- 3.4.1.4. Overall EPR rating of 5 on last three performance reports.
- 3.4.1.5. Outstanding in appearance, military bearing, professional military image, and conduct both on/off duty.
- 3.4.1.6. Demonstrated ability to lead and have empathetic understanding of the problems of young Airmen away from home in a new environment.
- 3.4.1.7. Applicants must have scored an 80 or above twice in the last 12 months on the AF PT test; or 90 or above once in the last 12 months. Must not have PT failures during the last 12 months for any portion of the PT test. No current PT exemptions; except deployment and/or pregnancy. ANG members must have above an 80 in the last twelve months.
- 3.4.1.8. Complete the Minnesota Multi-Phase Personality Inventory (MMPI-2), Shipley IQ test; interview and favorable recommendation by a psychologist or psychiatrist. ANG members will complete when selected for assignment.
- 3.4.1.9. Never been permanently decertified from military training leader duties.
- 3.4.1.10. No record of disciplinary action resulting in an Article 15 or Unfavorable Information File for the past three years.
- 3.4.1.11. See attachment 4 for additional mandatory entry requirements.
- 3.5.2. For entry and retention of this SDI:
- 3.5.2.1. Ability to speak distinctly.

- 3.5.2.2. No record of emotional instability, personality disorder, or other unresolved mental health problems that interfere with the ability to perform military training leader duties.
 - 3.5.2.3. No record of substance abuse, domestic violence, or child abuse.
 - 3.5.2.4. Never been convicted by a general, special, or summary courts-martial.
 - 3.5.2.5. No record of court-martial, non-judicial punishment, or administrative action (Letter of Reprimand, Letter of Admonishment, Letter of Counseling, or Record of Individual Counseling) reflecting a lack of character or behavioral/emotional control.
 - 3.5.2.6. No record of court-martial, non-judicial punishment, or administrative action (Letter of Reprimand, Letter of Admonishment, Letter of Counseling, or Record of Individual Counseling) based on sexual assault, sexual harassment, physical abuse or unprofessional or inappropriate relationship as defined in AFI 36-2909, *Professional and Unprofessional Relationships* and/or AETCI 36-2909, *Recruiting, Education and Training Standards of Conduct*.
 - 3.5.2.7. No record of court-martial, non-judicial punishment, or Letter of Reprimand for verbal abuse, as defined in AETCI 36-2216, *Administration of Military Standards and Discipline Training*, or financial irresponsibility.
 - 3.5.2.8. Never been convicted by a civilian court of Category 1, 2, or 3 offenses, nor exceeded the accepted number of Category 4 offenses. Category 3 and 4 traffic offenses alone are not disqualifying. **NOTE:** Categories of offenses are described and listed in AFI 36-2002, *Regular Air Force and Special Category Accession, Uniform Guide List of Typical Offenses*.
 - 3.5.2.9. Must maintain local network access IAW AFMANs 33-152, *User Responsibilities and Guidance for Information Systems* and 33-282, *Computer Security*.
- 3.5.3. For award and retention of this SDI, Airmen must meet the qualification requirements in AETCI 36-2202, *Faculty Development and Master Instructor Programs*.

Implementation Plan Assessment Report: Evaluate potential concerns below and comment on success stories as well as how issues were mitigated/addressed. Place an X in the appropriate column B-D (Green-No issue, provide comments if any; Yellow- Issue but mitigated, provide comments, Red- Issue and still working through it, provide comments). This information will be used to share, learn from, assess and adjust integration plan as necessary

| | No Issues | Issue-mitigated | Issue-unmitigated | Comments |
|--|-----------|-----------------|-------------------|--|
| Transparent Standards | | | | |
| Physical Standards | x | | | |
| Mental Standards | x | | | |
| Medical Standards | x | | | |
| Population Size | | | | |
| Facilities | | x | | The female showers are currently out of order, projected to be repaired within the month; in the meantime, devised a schedule for the females to use the male shower area which is well posted on shower area door and bulletin boards. There is also a flip-sign on the door that clearly indicates whether it is male or female shower time. |
| Female Equipment/Gear/Supplies | x | | | |
| Physical Demands and Physiological Differences: | | | | |
| Injury Rates at Training | x | | | |
| Injury Prevention/ Physical Conditioning | x | | | |
| Other Medical Conditions | x | | | |
| Conduct and Culture | | | | |
| Professionalism, Dignity, Respect | x | | | |
| Unit/Team Cohesion | x | | | |
| Morale | x | | | |
| Sexual Assault | x | | | |
| Sexual Harassment | x | | | |
| Hazing and Unprofessional Behavior | x | | | |
| Spousal Concerns | x | | | |
| Tokenism | x | | | |
| Highlighting/Spotlight/Media/Publicity | | x | | Multiple inquiries have been made for interviews with our new female arrivals; referring all to the PA office, however, members are also beginning to get a lot of comments/requests on social media. PA advising members how to handle/proceed. |
| Talent Management and Operating Abroad | | | | |
| Viable Career Path | x | | | |
| Readiness | x | | | |
| Combat Effectiveness/ Warfighting Capacity | x | | | |
| Other Issues Not Addressed Above | | | | |
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| Commander: | | | | |
| Unit: | | | | |
| MAJCOM: | | | | |
| Date of Report: | | | | |