The written and performance evaluations include:

- **0300 Basic Rifleman**
  - Initial PFT
  - Initial CFT
  - 5km Conditioning Hike (avg 80-96 lbs)
  - 10km Conditioning Hike (avg 80-96 lbs)
  - 15km Conditioning Hike (avg 80-96 lbs) in 3:45
  - M16 w/RCO – Tables 3,4 (Day/Night field firing)
  - AT-4, M67, M72, M203
  - Land Navigation (Day/Night)
  - Patrolling
  - Offensive/Defensive Operations
  - Basic Demolitions
  - MOUT
  - 0300 Written Exam

- **0331 Machine Gunner Course**
  - Written and performance examinations, and live-fire evaluations for the M249, M240, M2 and MK-19 machine guns.
  - Construction of a machine gun position
  - 20km Conditioning Hike (avg 80-96 lbs and crew-served weapon) in 5 hrs,
  - Physical training to include MCMAP sustainment
  - Infantry Integrated Field Exercise
  - Final PFT / CFT

- **0341 Mortarmen Course**
  - Written and performance examinations, and live-fire evaluations for the 60mm and 81mm mortars
  - Construction of a mortar firing position
  - 20km Conditioning Hike (avg 80-96 lbs and crew-served weapon) in 5 hrs,
  - Physical training to include MCMAP sustainment
  - Final PFT / CFT

- **0351 Infantry Assaultman Course**
  - Written and performance examinations, and live-fire evaluations for Initiation Sets, Charge
  - Construction and the MK-153 SMAW Construction of a machine gun position
  - 20km Conditioning Hike (avg 80-96 lbs and crew-served weapon) in 5 hrs,
  - Physical training to include MCMAP sustainment
  - Infantry Integrated Field Exercise
  - Final PFT / CFT

- **0352 Anti-Tank Misslemen Course**
  - Written and performance examinations for the Javelin, SABER missile systems and Armor
  - Identification to include simulated target engagement with the Javelin and SABER missile systems
  - Construction of a machine gun position
  - 20km Conditioning Hike (avg 80-96 lbs and crew-served weapon) in 5 hrs,
  - Physical training to include MCMAP sustainment
  - Final PFT / CFT

Screening and Recruitment. This recruitment brief will be your opportunity to volunteer to attend ITB, to include assignment to a weapons course. If you volunteer and upon reporting to ITB, you will be asked to reconfirm your voluntary status by an SOI Associate Investigator. If you elect to withdraw from the research at that time, you will...
Assessment of Training Performance of Female Enlisted Marines at the Infantry Training Battalion, 03xx MOS Weapons Courses

be reassigned to MCT. If you begin ITB, you must pass the initial PFT and CFT in order to begin training. If you do not pass either test you will be reassigned to Lima Company (ITB) for physical remediation and recycled to the next ITB company after demonstrating you can meet the minimum physical standards. If you do not wish to remediate/recycle, you can drop on request (DOR) from the research and be reassigned to MCT. The subsequent selection process to a weapons course includes having the requisite GT score, your 'wish list' for a specific weapon course and completion of a weapons course assessment conducted during the 0300 POI, and completion of the 0300 POI that includes passing the 5k, 10k, and 15k hikes, and the 0300 Basic Rifleman Written Examination. At the course split on TD-29, you will be asked to reconfirm your voluntary status and assignment to a weapons course. You may accept the assigned weapons course or DOR. If you elect to DOR, you will be reassigned to your primary MOS school, as you will be considered 'MCT complete' if you have completed the 15k hike.

Ground Rules for Volunteers:
- Volunteers for ITB will be graduates of recruit training and fit for full duty
- Volunteers must meet or exceed the ITB minimum physical standards
- Volunteers are not eligible for Permissive Recruiters Assistance Program (PRASP)
- Volunteers may DOR from the program at any time
- Volunteers not meeting ITB standards will receive the same remediation opportunity afforded male students
- In the case of injury, the severity and recovery prognosis for each individual case will be reviewed to determine whether the volunteer continues in the program
- Volunteers will not choose a specific weapons course. Course assignment is based upon GT score, completion of a weapons assessment, and completion of the 0300 POI.
- A volunteer may recycle to a follow-on company not more than once to complete the 0300/331/0341/0351/0352 POIs
- Volunteers who graduate from ITB, receive the appropriate (0331/0341/0351/0352) Completion Code.

Training and Evaluation. For all ITB students, in addition to the specific course's written and performance evaluations, the graduation requirements include; completion of the 20K hike and the final PFT and CFT. For the individual weapons courses, performance evaluations include the following:
- 0341 Mortarmen Course: Written & performance examinations, and live-fire evaluations for the 60mm and 81mm mortars.
- 0351 Infantry Assault man Course: Written and performance examinations, and live-fire evaluations for Initiation Sets, Charge Construction and the MK-153 SMAW
- 0352 Anti-Tank Missileman Course: Written & performance examinations for the Javelin, SABER missile systems and Armor Identification. Simulated target engagement with the Javelin and SABER missile systems.

RISKS AND DISCOMFORTS
There are risks associated with training at ITB, many of which would be expected with any physical conditioning and infantry field skills training, but are greater than what you would experience at MCT. Due to the increased duration of training and the heavier loads associated with ITB training vice MCT training, risks include the possibility of illness, significant injury (such as broken bones), and/or hospitalization due to injury. If you are injured during training or experience more soreness than what is explained here, please report your injury to one of the ITB staff, study investigators, or medical personnel.

ITB students undergo a longer POI (59 training days), that is more physically demanding than the 29-training day MCT course. Throughout ITB, you will experience longer and heavier road marches under conditions that result in an increased chance of injury. The ITB 20km march under load (as compared to the MCT 15K march) is conducted with loads averaging 80 lbs - 96 lbs, which is greater than the MCT average of 70 lbs - 80 lbs. Injury rates for females at MCT (18.67 injuries per 100 Marines) are greater than MCT males (5.7 injuries per 100 Marines), which
Assessment of Training Performance of Female Enlisted Marines at the Infantry Training Battalion, 03xx MOS Weapons Courses
equates to females being injured 4.8 times more than MCT males. Male ITB students incur injuries at a rate 1.46 times higher than male MCT students. Volunteers are advised that due to the increased load and hike distances at the weapons courses, there is an increased risk of injury.

Medical treatment will be provided, if you are injured during this research. Compensation benefits will also be provided if the injury results in medical discharge. In the case of injury, medical staff, members of the research team and the research monitor may elect to dis-enroll a volunteer if an injury and resulting duty restrictions would delay the volunteer's ability to attend their primary MOS school so significantly as to potentially have an adverse impact on the volunteer's normal career progression in their primary MOS. The primary goal in any decision will be the protection of the volunteer from harm (to include physical, emotional, mental and professional harm).

There is the potential for interest and scrutiny from the media and other individuals or organizations outside of the Marine Corps regarding your participation in this research. This interest and scrutiny may be immediate and may continue after the research is completed and throughout your career.

**POTENTIAL BENEFITS**
As a volunteer, you will be involved in an effort that directly supports the Marine Corps research to assess female training performance at ITB that will inform potential policy decisions on the assignment of female Marines to the infantry occupational field. If you complete ITB, you will receive a Course Completion Code for tracking in the Marine Corps Training Information Management System (MCTIMS).

**ALTERNATIVES TO PARTICIPATION**
Elect not to participate in the project.

**CONFIDENTIALITY**
Research studies occasionally are evaluated by the Marine Corps’ Institutional Review Boards (IRB) (the IRB that reviewed this ITB protocol) and other oversight agencies (i.e., Department of the Navy Human Research Protection Program, Food and Drug Administration, Office for Human Research Protections) to determine that the study was conducted properly. If such an evaluation is requested for this project, your personal information will remain confidential. Information collected during training will be safeguarded and only viewed by the research team that includes the TECOM Research Team and (SOI) Associate Investigators who oversee data collection, conduct confirmation briefs and the ITB Exit Survey.

Anonymous research performance data may be used in future related research. Additionally, if you graduate from ITB, the Course Completion Code entered in MCTIMS will be available for view by only personnel with administrative rites to MCTIMS and only within the Marine Corps. Because MCTIMS is searchable for official military business, you may be contacted and asked to volunteer for parallel, but separate, research studies, which are part of the Marine Corps Force Integration Plan (MCFIP). These separate research efforts are required to request your participation as a volunteer through a separate recruitment brief and informed consent process.

- The research team will not provide the names or personal information of subjects outside the research project; however, routine orders processing and training evaluations to include ITB course enrollment and completion information into MCTIMS, will require that names and PII (of volunteers) be known to the immediate SOI (ITB) staff and TECOM research team.
- The research team will protect data collected as part of the research, to include individual performance scores, and in the case of prepared reports, the results will use de-identifiable data reported in the aggregate.
- Materials associated with this research will be stored in locked cabinets in the office spaces of the ITB and TECOM researchers.
- When in transit and off-site, researchers will maintain positive control over the materials and password-protected laptops. Only the principal investigator and the identified associate researchers will have access to the data and project files.

IRB Approved
Approval Date 7 Apr 15
Expiration Date 26 Aug 15
FOR OFFICIAL USE ONLY

INFORMED CONSENT FORM

Assessment of Training Performance of Female Enlisted Marines at the Infantry Training Battalion, 03xx MOS Weapons Courses

- Acknowledgement of volunteer status (informed consent form) will be recorded as an individual data point; e.g., numbers volunteering against numbers not volunteering. Data from this research will be retained and may be used in future research. Only your DoD ID # will be used to accurately match the data from the records to scores recorded in the research. All forms used to collect data will be secured by the investigator team following data collection and stored in locked filing cabinets.

The research team will not divulge your identity or provide research related personal information to individuals or organizations external to the research project. However, the research team cannot provide assurance that your participation in this research will not become public knowledge. The research team cannot prevent actions (such as sharing information and photos via social media) by you, your family and friends, or others who may divulge your identity and participation in the study.

VOLUNTARY PARTICIPATION AND WITHDRAWAL

Participation in this data collection effort is voluntary and refusal to participate involves no penalty or loss of benefits to which you are entitled. You may discontinue participation at any time without penalty or loss of such benefits. Upon reporting to ITB, you will be asked to reconfirm your original decision to volunteer by an Associate Investigator and again on TD 29.

If you choose to withdraw from the study after agreeing to participate, inform one of the ITB staff or research personnel, to include the (SOI) Associate Investigators and the Research Monitors assigned to your respective ITB company. If you withdraw from this research, are injured and removed from the course, or dropped for performance during the 0300 phase and before the 15k hike, you will be recycled to MCT in order to complete the hike, which is an MCT graduation requirement. If you withdraw or are dropped at any time during the 03xx weapons course, you will not be recycled to an MCT company. You will be reassigned to your primary MOS school for the first available school date, unless physical/medical issues require attention at SOI before your school orders are executed. In the case of injury, the severity and recovery prognosis for each individual case will be reviewed to determine whether the volunteer continues in the program. You may recycle to a follow-on ITB company not more than once to complete the assigned courses.

NON-VOLUNTARY REMOVAL FROM RESEARCH

Other than for reasons previously stated, a volunteer may be removed from the research under the following circumstances:

- An injury occurs and the Principal Investigator and/or the Commanding Officer of SOI(E) determines that continuation in the research after recovery may be detrimental to a volunteer’s career path due to time lost.
- A volunteer may be removed from the research study if found to be involved in non-research related misconduct.

CONTACT INFORMATION

If you have questions about this project, please contact the Primary Investigator or one of the following:

(b)(6)

IRB Approved
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Assessment of Training Performance of Female Enlisted Marines at the Infantry Training Battalion, 03xx MOS Weapons Courses

If you have questions about your rights as a subject under the U.S. Marine Corps Human Research Protection Program, contact:

SIGNATURE OF RESEARCH SUBJECT
I have read this form and have had all my questions answered to my satisfaction.

Printed Name

Signature (I agree to take part in this study) Date

Signature of Person Obtaining Consent (Investigator Team) Date

IRB Approved Approval Date 7 Apr 15
Expiration Date 26 Aug 15
INFORMED CONSENT FORM

Assessment of Training Performance of Female Enlisted Marines at the Infantry Training Battalion, 03xx MOS Weapons Courses

SURVEY QUESTIONS:
Answers to this survey (as part of collected data) is reported as anonymous data and in the aggregate (group).

You are not required to answer the questions, even if you are volunteering for ITB.

Survey Question #1: Why have you decided to volunteer for ITB? (Check all that apply)
- I want to be part of something historic
- I want to experience the challenge of infantry training
- I hope to fight with the infantry in combat
- I believe women should be allowed in the infantry
- I want to support Marine Corps research
- Other

Survey Question #2: If given the option and you met the standards required for being an Infantry Marine, would you prefer to serve as a 0311 Infantry Marine INSTEAD of the Military Occupational Specialty (MOS) you are currently enlisted for.
- Yes
- No
- Unsure

Survey Question #3: Why are you NOT volunteering for ITB? (Check all that apply)
- I do not want to risk injury during ITB training
- I do not want to delay the MOS training that I enlisted for
- I do not want to give up ‘PRASP’ (Recruiter Assistance)
- I do not believe women should be assigned to the infantry
- I believe there are better promotion opportunities than serving in the infantry
- I will not receive the 0311 MOS if I complete ITB
- Other

IRB Approved
Approval Date 7 Apr 15
Expiration Date 26 Aug 15
Overview

- TECOM is the research lead for "Line of Effort 2 (LOE 2) - Expanded Entry Level Training Research Studies – Marine Corps Force Integration Plan."

- LOE 2 research is the assessment of female officers at the Infantry Officer Course, and enlisted females at Infantry Training Battalion and the Combat Arms (non-infantry) MOS schools.

- Research will derive institutional baseline data that informs potential policy decisions on the assignment of females to the infantry and combat arms occupational fields.
LOE 2: Expanded Entry Level Training Research Studies

- LOE 2 research since 2012:
  - Infantry Officer Course

- LOE 2 research since 2013:
  - 0311 Marine Infantryman
  - 0331 Machine Gunner
  - 0341 Mortarman
  - 0351 Marine Assaultman
  - 0352 Anti-tank Missileman

- LOE 2 in 2014
  - Ongoing ITB / IOC research
  - 0811 Cannon Crewman
  - 1833 AAV Crewman
  - 1812 Tank Crewman

Purpose / Intent / End state

- **Purpose** Recruit eligible enlisted female Marine volunteers from Marine Combat Training for assignment to a combat arms MOS school

- **Intent** Inform potential policy decisions on the assignment of female Marines to combat arms MOSs and units

- **End state** Research report to CMC during 4th Qtr FY15
Study Details

• Marines may volunteer to attend one of the following MOS schools:
  – 0811 Cannon Crewman Course, Marine Detachment (MARDET) Ft. Sill, OK
  – 1833 AAV Crewman Course, AAV School (AAS) Battalion, Camp Pendleton, CA

• Eligible volunteers must meet prerequisites (prescreened at MCRD)

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Research Ground Rules

• Decision to volunteer has no bearing on MCT or primary MOS assignment
  – Refusal to participate involves no penalty or loss of benefits - volunteers may drop on request (DOR) at any time

• Risk of injury associated with training
  – Injury and recovery evaluated to determine whether a volunteer continues in the research
  – Compensation benefits provided if the injury results in medical discharge

• Performance data shared only between MOS school and TECOM research team
  – Collected (identifiable) data secured by MOS school and research team
  – Performance data (anonymous) in the aggregate may be used in future research studies
  – Risk of scrutiny from the media and individuals outside of the research
  – TECOM protects Personal Identifiable Information (PII), but cannot provide assurances against a volunteer’s participation becoming public knowledge

• Graduates receive a Course Completion Code for tracking - will not receive an MOS

• Volunteers may be dropped from research for misconduct
Data Being Collected

- Propensity Surveys
  - Propensity to volunteer or not volunteer (% and reasons)

- Attrition Rates (% and reasons)
  - Medical Injuries / Academic Difficulty / Misconduct / DOR

- Level of Mastery
  - Written Examinations and Performance Evaluations

- Course Exit Survey

- Comparative male data (performance, attrition, injuries)

TECOM research team augmented by Associate Investigators and Research Monitors at each MOS school for overall research oversight and data collection

Marine Cannon Crewman Course (MCCC)

Marine Corps Artillery Detachment
Ft. Sill, OK
• Volunteers will attend MCCC 2-15 (12 Nov – 12 Dec)
• Course Length: 35 Training Days (7 classes per year)
• Class Size: 90 students
• Associate Investigator will reconfirm volunteers at check-in
• Billeted in Bldg # 912 – two person rooms with private showers
• Remediation/recycle policy per course SOP for all students
  – Dropped to MAT for academic remediation or injury physical recovery
  – Failure to meet standards by next course constitute a ‘2nd attempt’ (recycle) – referred to course director for disposition
  – Injury recovery/rehabilitation and return to follow-on course (MCCC 3-15 (4 Jan – 3 Feb 15), evaluated on case by case basis; e.g., volunteer’s desire, medical consultation, and course director for disposition
• Course completion/DOR/Failure - continue to PMOS School

0811: MCCC Performance Events

• Academic Standards
  – Written - 80% minimum to pass (4 exams)
  – Ammunition Identification - 80% to pass
  – Performance Evaluations - Go/No
    1. Duties of the Cannoneer
    2. Emplace/Displace Aiming Post
    3. Emplace/Displace Collimator
    4. Perform Pre-fire Checks
    5. Misfire Procedures
    6. Ammunition Inspection
    7. Perform Fire Mission
    8. DA Form 4513 (Record of Firing)

• Physical Standards: Artillery Strength Test (non-graded event)

Artillery Strength Test (AST)
- Projectile Lift (Min 8 rds < 2 min)
- Projectile Upload (Min 5 rounds)
- Projectile Carry (50m < 2 min)
- 1/4 Mile Run < 2 min
- Pull Ups (Minimum of 3)
Administration & Logistics

- Report to MACCC following MCT graduation
- Report to Bldg # 759, Marine Detachment, Ft. Sill, OK
- Points of Contact:

  (b)(6)

- Travel orders to PMOS school coordinated by MARDET

1833 Amphibious Assault Vehicle
Crewman Course

Assault Amphibian School Battalion
Camp Pendleton, CA
1833: AAV Crewman Course

- Volunteers will attend AAVCC 2-15 (16 Nov-19 Dec)
- Course Length: 74 Training Days (10 classes per year)
- Class Size: 46 students
- Associate Investigator will reconfirm volunteers at check-in
- Volunteers billeted in BEQ # 210714 Assault Amphibian School Battalion (21 Area - Del Mar Boat Basic), CPCA
- Remediation/recycle policy per course SOP for all students
  - Dropped to MAT for academic remediation or injury physical recovery
  - Failure to meet standards by next course constitute a ‘2nd attempt’ (recycle) – referred to course director for disposition
  - Injury recovery/rehabilitation and return to a follow-on course (AAVCC 3-15: 11 Jan – 21 Mar 15), evaluated on case by case basis; e.g., volunteer’s desire, medical consult, and course director for disposition
- Course completion/DOR/Failure - continue to PMOS School

AAVCC Performance Events

- Communication Suite Written Exam (WE) and Performance Exam (PE)
- Preventive Maintenance Checks & Services WE/PE
- Vehicle Basics WE/PE
- Land and Water Driving WE PE
- Machine Guns WE/PE
- UPGUNNED Weapons Stations WE/PE
- Gunnery WE/PE
- Tactics WE/PE

**Academics:** 80% Mastery
- ✔ Student failures are remediated and retested 24 hrs later
- ✔ Student failing retest - academic review board (ARB) convened
- ✔ Students failing (3) different tests during course - ARB convened

**Performance:** 80% Mastery
- ✔ For (3) failures - ARB convened
- ✔ WSI failures - student dropped from course
AAVCC Performance Events

• Swim Qualification
  - Precedes formal training schedule to allow for remediation
  - Swim failures dropped to MAT pending requalification with next AAVCC (AAVCC 3-15: 11 Jan - 31 Mar 15)
  - 3 days dedicated to obtain appropriate swim level with two opportunities (in two courses) to obtain WSI
  - WSI (remediation) failures dropped from course

• PFT/CFT
  - USMC annual training standards apply
  - Not a course graduation requirement

Administration & Logistics

• Report to AAVCC following MCT graduation

• Report to Bldg # 210568, Assault Amphibian School Battalion HQ (21 Area - Del Mar Boat Basin)
  Camp Pendleton, CA

• Points of Contact:

• Travel orders to PMOS school coordinated by AAS
Informed Consent

Back ups:
- 1812 Armor Crewman Course
- 0811/1833 Handouts
Marine Armor Crewman Course (MACC)

Marine Corps Armor Detachment
Ft. Benning, GA

1812: Marine Armor Crewman Course

- Volunteers will attend MACC #1-15 (1 Oct - 19 Dec)
- Course Length: 74 Training Days (4 classes per year)
- Class Size: 35 students
- Billeted in Bldg # 4230 (ATC) - open (segregated) squad bays
- Associate Investigator will reconfirm volunteers at check-in
- Remediation/recycle policy per course SOP for all students
  - Dropped to MAT for academic remediation or injury physical recovery
  - Failure to meet standards by next course constitute a '2nd attempt' (recycle) – referred to course director for disposition
  - Injury recovery/rehabilitation and return to a follow-on course (MACC 2-15: 5 Jan – 25 Mar 15), evaluated on case by case basis; e.g., volunteer’s desire, medical consultation, and course director for disposition
- Course completion/DOR/Failure - continue to PMOS School
1812 MACC Performance Events

- M48 .50 Cal Machine Gun Performance Exam (PE)
- M1A1 Tank Misfire Procedures PE
- Emergency Procedures/Crew Drills PEs
- Ammunition Identification Exam
- Communications Equipment PE
- Load/Reload 120mm Main Gun PE
- Remove Stuck Stub Base and Stuck Round PEs
- Maintain Breechblock and Muzzle Bore Sighting PE
- Weapons FAMFIRE, M1A1 Range Evaluation
- Visual Signals PE
- M1A1 Tank Driving Evaluation PE

1812 MACC Standards

- Academic Standards
  - Written – 80% minimum to pass
    - Ammunition ID – 100% to pass
  - Performance – Go/No – except MG and Tank Evacuation procedures
  - Gunnery Skills Test – Go/No
    - Prepare & secure loader station with 25 minute limit
    - Reload 120mm MG – 7 sec time limit to identify and load round(s)
    - Evacuate injured crewman – 8 min time limit
- Physical Standards
  - PFT or CFT
    - USMC annual training standards apply
    - Not a graduation requirement
Administration & Logistics

- Report to MACC following MCT graduation
- Report to Bldg # 4200 (Harmony Church) Marine Detachment, Fort Benning, GA
- Point of Contact:
- Travel orders to PMOS school coordinated by MARDET

Marine Cannon Crewman Course (MCCC)

Marine Corps Artillery Detachment
Ft. Sill, OK
REPORTING INSTRUCTIONS

Upon arrival at Fort Sill, report to the Marine Corps Artillery Detachment, Building #759, 759 McNair Avenue for administrative processing. The Lawton Airport can board the free soldier shuttle to the Marine Barracks. Inbound Officers should contact the Detachment so we know when to expect you. Hesitate to contact the Marine Detachment for any assistance or questions in order to make this transition for you and your family as smooth as possible.

FT SILL, OK
Building 912 Female Billeting
(16 rooms x 2 per room)

*1st Deck, same wing as the Btry Offices and SDO.
Troop-Handling Procedures

- Female volunteers will be assigned a female buddy, but female buddy pairs will be integrated into existing platoon structure.
- In garrison:
  - Female volunteers will be billeted in the rooms indicated in the following slide. The other rooms occupied on this hallway belong to the Battery Commander, 1stSgt, and GySgt.
  - Female volunteers will have access to female permanent personnel or medical personnel at the Troop Medical Clinic to address personal or medical issues.
  - All access to the female billeting area from the exterior of the building is locked. The Staff Duty has line of sight of the female billeting area.
  - ELT Fire Watch: Females will participate just like male counterparts.
- All rooms will have private showers, blinds or window covers.
- Liberty Policy—
  - Volunteer NCOs same as current NCO policy
  - Volunteer E2-E3. Begin phase II due to previous experience.

Training Highlights 0811

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- = Significant Event
Volunteers will be picked up from the airport.

In garrison:
- Volunteers will be billeted in double occupancy barracks room with their own separate head
- Volunteers will be assigned as buddy pairs teams while in garrison and in the field
- Volunteers will have access to female permanent personnel or corpsmen to address personal hygiene issues
- Existing duties (Co SDNCO, DNCO) will assume responsibility for the female barracks rooms by touring the area hourly during their normal area of responsibility tour. Additionally, either the Bn OOD or Bn AOOD will inspect the separate area during their tours.

In the field, volunteers will continue to stand integrated fire watch regardless of their number.

**Volunteers will sleep inside vehicles during land/water tactics FEX. When stationary, vehicles will have personnel hatch open.**
Barracks Plan

- Capacity: (40) Female Students
- Double occupancy w/ shared heads
- Additional capacity w/in 210714

Female Student Billeting

Male Student Billeting

UNCLASSIFIED

AAS Training Highlights 1833
October

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Comm Suite Proc Test

Vehicle Basics Written/Proc Test

Basic Land Driving Field

Basic Land Driving Field/Exercise/Evaluation

Land Driving Written Test

Water Driving Field
### AAS Training Highlights 1833
#### November

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**Activities:**
- Water Driving Written Test
- Machine Guns Prac Test

#### December

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**Activities:**
- Amphibious Operations/Tactics Field Exercise/Evaluation
- Tactics Written Test
- A/VID/CT Written Test
- MAOS Written Test

**Final Inspection**

**Graduation**
IN Infantry Officer Course (IOC) Exit Survey:

Name: __________________________ Date: 13 Jan 15

IOC Class:

1. Select the appropriate statement for your situation.
   - Entered IOC 'Marines Awaiting Training' (MAT) but did not start IOC training
   - Started IOC but did not complete
   - Completed IOC

2. Select the statement that best describes your exiting IOC.
   - Successfully completed IOC
   - Removed from IOC due to physical fitness performance
   - Removed from IOC due to medical condition
   - Dropped on request
   - Withdrew from the IOC MAT due to wanting to attend primary MOS school as originally planned
   - Removed/withdrew from the IOC MAT due to medical/injury condition
   - Other

3. Why did you volunteer for IOC? (Check all that apply)
   - I wanted to take part of something historic
   - I wanted to experience the challenge of infantry training
   - I hope to fight with the infantry in combat
   - I believe women should be allowed in the infantry
   - I wanted to support Marine Corps research
   - Other:

4. What were the most beneficial training events during the IOC MAT?
   - Land Navigation
   - Conditioning Hikes
   - MCMAP
   - Obstacle Course
   - Not Applicable
   - Other
INFANTRY OFFICER COURSE (IOC) EXIT SURVEY:

5. What were the most physically demanding events during IOC?

____________________________________________________________________________________________________________________________________________________
____________________________________________________________________________________________________________________________________________________
____________________________________________________________________________________________________________________________________________________
____________________________________________________________________________________________________________________________________________________

7. What do you consider the best training events during IOC?

____________________________________________________________________________________________________________________________________________________
____________________________________________________________________________________________________________________________________________________
____________________________________________________________________________________________________________________________________________________
____________________________________________________________________________________________________________________________________________________

For statements 8 through 13, circle the response on a scale from 0 to 5 that best describes your opinion of that statement and provide a brief reason why you feel this way. ‘1’ means you strongly disagree and ‘5’ means you strongly agree.

8. I am satisfied with my decision to volunteer for this IOC research effort

   1 Strongly Disagree  2 Somewhat Disagree  3 Not Sure  4 Somewhat Agree  5 Strongly Agree

Why?
____________________________________________________________________________________________________________________________________________________

9. The IOC staff and instructors administered the periods of instruction fairly for all Marines.

   1 Strongly Disagree  2 Somewhat Disagree  3 Not Sure  4 Somewhat Agree  5 Strongly Agree

Why?
____________________________________________________________________________________________________________________________________________________
INFANTRY OFFICER COURSE (IOC) EXIT SURVEY:

10. I was treated fairly by the other Marine students during IOC

<table>
<thead>
<tr>
<th></th>
<th>1 Strongly Disagree</th>
<th>2 Somewhat Disagree</th>
<th>3 Not Sure</th>
<th>4 Somewhat Agree</th>
<th>5 Strongly Agree</th>
</tr>
</thead>
</table>

Why?


11. When I volunteered, I believed I would have completed the entire 86 day POI.

<table>
<thead>
<tr>
<th></th>
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<th>2 Somewhat Disagree</th>
<th>3 Not Sure</th>
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Why?


12. I received adequate medical care during IOC.

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<th>4 Somewhat Agree</th>
<th>5 Strongly Agree</th>
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</thead>
</table>

Comments:


13. If dropping on request, why are you no longer volunteering for IOC? (Check all that apply)

- I do not want to risk injury during IOC training
- I do not want to further delay attending my primary MOS school
- I do not believe women should be assigned to the infantry
- I believe there are better promotion opportunities than serving in the infantry
- I will not receive the 0302 MOS
- Other ____________________________

TAB (C) ENCLOSURE (3): IOC EXIT SURVEY
INFANTRY OFFICER COURSE (IOC) EXIT SURVEY:

15. If removed for medical reasons, during what type of event were you injured?
   - [ ] CET
   - [ ] Conditioning Hike
   - [ ] Weapons Training
   - [ ] Mortar Hike
   - [ ] Patrolling Exercise (PEX)
   - [ ] LCCX
   - [ ] Field Training
   - [ ] PALMFEX
   - [ ] Other: ________________________________________________________

16. If removed for medical reasons, what body part was injured? (Check all that apply)
   - [ ] Hand
   - [ ] Arm / Shoulder
   - [ ] Feet
   - [ ] Leg
   - [ ] Hip
   - [ ] Back
   - [ ] Head
   - [ ] Not Applicable
   - [ ] Other: ________________________________________________________

17. If removed for medical reasons, what type of injury occurred? (Check all that apply)
   - [ ] Broken Bone
   - [ ] Severe Laceration
   - [ ] Joint Dislocation
   - [ ] Torn Muscle / Ligament
   - [ ] Heat Stroke
   - [ ] Concussion
   - [ ] Stress fracture
   - [ ] Other: ________________________________________________________
INFANTRY OFFICER COURSE (IOC) EXIT SURVEY:

18. What factor or factors contributed to your successes at IOC?

_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________

19. What factor or factors contributed to your challenges or disenrollment at IOC?

_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________

20. What factor or factors could the Marine Corps change at IOC to help more female volunteers successfully graduate?

_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________

PFT Score:

_________ Pull-up

_________ FAH

_________ Crunches

_________ 3-mi Run

CFT Score

_________ MTC

_________ MANUF

_________ Ammo Can Lifts

TAB (C) ENCLOSURE (3): IOC EXIT SURVEY
IOC Propensity to Volunteer Data

- Challenge of infantry training: 56%
- I believe women should be allowed in the infantry: 39%
- Support research: 33%
- To be part of something historic: 28%
- Hope to fight with the infantry in combat: 17%

(Respondents could select more than one category.)
IOC Propensity Data (Not Volunteering)

Reasons for Not Volunteering

- Risk of injury: 26%
- Delay primary MOS school training: 21%
- I will not receive MOS: 14%
- I do not believe women should be assigned to the infantry: 8%
- Better promotion opportunities in MOS other than infantry: 4%

(Respondents could check more than one category.)
"If you volunteered for IOC, would you have done so if the 0302 MOS was open and you would have been required to accept an assignment to the infantry occupational field upon completing IOC?"
What Factors Contributed to your Challenges or Disenrollment at IOC?

- Lack of Physical Training/Strength/Endurance: 16
- Hikes: 1
- Heat & Humidity: 1
- Pride: 1
- Lack of prep time: 1
- Ht & Wt: 1
“If you volunteered for IOC, would you have done so if the 0302 MOS was open and you could have volunteered to the infantry occupational field upon completing IOC?”

165 Responses
ENCLOSURE (7) TAB (A): ITB EXIT SURVEY

ITB RESEARCH
ITB EXIT SURVEY
Infantry Training Battalion (ITB) Research Female Exit Survey:

Name: __________________________ Date: ____________

ITB Co: ________________________

1. Why did you volunteer for ITB? (Check all that apply)
   - [ ] I wanted to take part of something historic
   - [ ] I wanted to experience the challenge of infantry training
   - [ ] I hope to fight with the infantry in combat
   - [ ] I believe women should be allowed in the infantry
   - [ ] I wanted to support Marine Corps/Department of Defense research goals
   - [ ] Other: _______________________________

2. Did you drop on request?
   - [ ] No, skip to Question 3
   - [ ] Yes

2a. Why are you no longer volunteering for ITB? (Check all that apply)
   - [ ] I do not want to risk injury during ITB training
   - [ ] I do not want to further delay the MOS training I enlisted for
   - [ ] I completed the 0300 period of instruction and choose not to start the period of instruction I was assigned after the 0300 period of instruction
   - [ ] I do not believe women should be assigned to the infantry
   - [ ] I believe there are better promotion opportunities than serving in the infantry
   - [ ] I will not receive the MOS for the course I was attending
   - [ ] My family/friends influenced me during Boot Leave
   - [ ] Personal circumstances
   - [ ] Loss of interest/motivation
   - [ ] Injury or Illness, Explain: _______________________________
   - [ ] Other: _______________________________

3. If you failed to complete a physical task, were you afforded an opportunity to remediate? (Choose only one answer.)
   - [ ] Yes, completed task after remediation, continued to train
   - [ ] Yes, offered the opportunity, but selected to drop on request rather than remediate
   - [ ] No, I was not offered an opportunity to remediate
   - [ ] Other: _______________________________

4. If you failed to complete an academic task, were you afforded an opportunity to remediate? (Choose only one answer.)
   - [ ] Yes, completed task after remediation, continued to train
   - [ ] Yes, offered the opportunity, but selected to drop on request rather than remediate
   - [ ] No, I was not offered an opportunity to remediate
   - [ ] Other: _______________________________
   - [ ] Not Applicable
Infantry Training Battalion (ITB) Research Female Exit Survey:

5. Did you sustain any unreported injuries during training that affected your performance or motivation? (Choose only one answer.)

- Yes, chose to drop on request rather than rehabilitate and continue training
- Yes, continued training
- No, I was not injured during training, skip to Question 6

5a. Please indicate the type of injury that occurred below. (Check all that apply.)

- Broken Bone
- Severe Laceration
- Joint Dislocation
- Torn Muscle / Ligament
- Heat Stroke
- Concussion
- Stress fracture
- Other__________________

5b. Please indicate the body part that was injured” (Check all that apply.)

- Hand
- Arm / Shoulder
- Feet
- Leg
- Hip
- Back
- Head
- Other__________________

5c. Please indicate the type of event the injury was sustained on? (Check all that apply.)

- HITI Assessment
- PFT
- CFT
- Conditioning Hike
- Weapons Training
- MOUT
- Patrolling
- Integrated Field Exercise
- Other__________________

2 of 7
Infantry Training Battalion (ITB) Research Female Exit Survey:

6. Please circle the number that indicates the degree to which you agree with this statement: "I received adequate medical care during ITB."

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Comments: ____________________________________________________________

7. Using the below table of MOS events, please select the most physically demanding events, and the best events for each of the MOS Course(s) that you attended.

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Infantry Training Battalion (ITB) Research Female Exit Survey:

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</table>

8. During boot camp, what training best prepared you for the physical challenges of ITB? (check all that apply)

- Climbing ropes
- Upper body weight training
- Lower body weight training
- Pull-ups
- Sit ups
- Push ups
- Running
- Hiking with Weighted Pack
- High Intensity Interval Training
- Other: _____________________________

9. What training would you have increased to improve your performance at ITB? (check all that apply)

- Climbing ropes
- Upper body weight training
- Lower body weight training
- Pull-ups
- Sit ups
- Push ups
- Running
- Hiking with Weighted Pack
- High Intensity Interval Training
- Other: _____________________________
Infantry Training Battalion (ITB) Research Female Exit Survey:

10. The ITB staff and instructors administered the periods of instruction fairly for all Marines, to include the female volunteers.

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<th>3 Neutral</th>
<th>4 Somewhat Agree</th>
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Comments: __________________________________________

11. The female Combat Instructors contributed to my success during this ITB research effort.

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<tr>
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Comments: __________________________________________

12. I was treated fairly by the other Marine students during ITB.

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Comments: __________________________________________

13. What factor or factors contributed to your successes at ITB? __________________________________________

14. What factor or factors contributed to your challenges or disenrollment at ITB? ______________________

15. What factor or factors could the Marine Corps change at ITB to help more female volunteers successfully graduate? __________________________________________
Infantry Training Battalion (ITB) Research Female Exit Survey:

16. What else would you like to tell us about your experience at ITB and/or the reason(s) you left the program?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

Question 17 only applies to those who successfully completed their assigned course at Infantry Training Battalion:

17. As a successful graduate of Infantry Training Battalion, would you prefer to serve as a 03XX Infantry Marine INSTEAD of preceding to the Military Occupational Specialty (MOS) you originally enlisted for? (Select only one)
   □ Serve in the Infantry as an 03XX
   □ Serve in the MOS I originally enlisted for

Reason(s): ____________________________________________
____________________________________________________________________________________________
8 of 7
ITB Propensity to Volunteer Data

- Challenge of infantry training: 78%
- To be part of something historic: 76%
- Support research: 60%
- I believe women should be allowed in the infantry: 54%
- Hope to fight with the infantry in combat: 40%

Reasons for Volunteering

Propensity to Volunteer (Respondents could select more than one category.)
ITB Propensity Data (Not Volunteering)

- Risk of injury: 50%
- Delay primary MOS school training: 36%
- Do not want to give up PRASP: 23%
- I will not receive 0311 MOS: 17%
- I do not believe women should be assigned to the infantry: 8%
- Better promotion opportunities in MOS other than infantry: 7%

Reasons for Not Volunteering

(Respondents could check more than one category.)
ENCLOSURE (7) TAB (C): ITB EXIT SURVEY DATA

ITB RESEARCH

ITB EXIT SURVEY DATA
What Factors Contributed to your Success at ITB?

Most Common Responses by Females who filled out the ITB Exit Survey

- Instructors: 158
- Female Students: 106
- Self Motivation/Determination/PMA: 93
- Male Students: 83
- Physical Fitness: 29
- Family Support: 23
- Comradeship: 23
What Factors Contributed to your Challenges or Disenrollment at ITB?

Most Common Responses by Females who filled out the ITB Exit Survey

- Injury (actual and fear of): 98
- Physical ability/strength/endurance: 72
- Hikes: 64
- Maintaining motivation/PMA: 63
- Lack of preparation: 29
- Desire to start MOS school: 22
- Family: 20
What factor(s) could the Marine Corps change at ITB to help more female volunteers successfully graduate?

Most Common Responses by Females who filled out the ITB Exit Survey

- Nothing: 146
- Increase knowledge of expectations: 57
- Design gear for female body: 30
- More Female Instructors: 22
- More PT during ITB: 19
- Make pullups a requirement for females: 18
- Hike preparation (muscle specific conditioning/exercises): 16
- Better screening requirements: 15
As a successful graduate of Infantry Training Battalion, would you prefer to serve as an 03XX Infantry Marine INSTEAD of transferring to the Military Occupational Specialty (MOS) you originally enlisted for?
ENCLOSURE (7) TAB (D): COMBAT ARMS FLC EXIT SURVEY

COMBAT ARMS FLC (CA FLC) RESEARCH
CA FLC EXIT SURVEY

ENCLOSURE (7) TAB (D): COMBAT ARMS PROPENSITY SURVEY DATA
Marine Corps Force Integration Plan (MCFIP)

Research Volunteer Exit Survey:

Name: __________________________ Date: __________________
School/Training Command: __________________ Class #: _____________

1. Why did you volunteer? (Check all that apply)
   - I wanted to take part of something historic
   - I wanted to experience the challenge of ground combat training
   - I hope to serve in a ground combat unit during combat
   - I believe women should be allowed in the ground combat units
   - I wanted to support Marine Corps research
   - Other: ____________________________

2. Did you drop on request?
   - No, skip to Question 3
   - Yes

2a. Why are you no longer volunteering? (Check all that apply)
   - I do not want to risk injury during training
   - I do not want to further delay the MOS training I enlisted for
   - I do not believe women should be assigned to ground combat units
   - I believe there are better promotion opportunities than serving in ground combat units
   - I will not receive the MOS for the course I was attending
   - My family/friends influenced me during Boot Leave
   - Personal circumstances
   - Loss of interest/motivation
   - Injury or Illness, Explain: __________________________
   - Other: ____________________________

3. If you failed to complete a physical task, were you afforded an opportunity to remediate? (Choose only one answer.)
   - Yes, completed task after remediation, continued to train
   - Yes, offered the opportunity, but selected to drop on request rather than remediate
   - No, I was not offered an opportunity to remediate
   - Other: ____________________________

4. If you failed to complete an academic task, were you afforded an opportunity to remediate? (Choose only one answer.)
   - Yes, completed task after remediation, continued to train
   - Yes, offered the opportunity, but selected to drop on request rather than remediate
   - No, I was not offered an opportunity to remediate
   - Other: ____________________________
   - Not Applicable
Marine Corps Force Integration Plan (MCFIP)

Research Volunteer Exit Survey:

5. Did you sustain any unreported injuries during training that affected your performance or motivation? (Choose only one answer.)

- □ Yes, chose to drop on request rather than rehabilitate and continue training
- □ Yes, continued training
- □ No, I was not injured during training, skip to Question 6

5a. Please indicate the type of injury that occurred below. (Check all that apply.)

- □ Broken Bone
- □ Severe Laceration
- □ Joint Dislocation
- □ Torn Muscle / Ligament
- □ Heat Stroke
- □ Concussion
- □ Stress fracture
- □ Other __________________________

5b. Please indicate the body part that was injured. (Check all that apply.)

- □ Hand
- □ Arm / Shoulder
- □ Feet
- □ Leg
- □ Hip
- □ Back
- □ Head
- □ Other __________________________

5c. Please indicate the type of event the injury was sustained on? (Check all that apply.)

- □ HIT Assessment
- □ PFT
- □ CFT
- □ Conditioning Hike
- □ Weapons Training
- □ MOUT
- □ Patrolling
- □ Integrated Field Exercise
- □ Other __________________________
6. Please circle the number that indicates the degree to which you agree with this statement: “I received adequate medical care during training.”

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Comments: ____________________________________________________________

7. Using the spaces below, please select the most physically demanding events, and the best events for the MOS Course that you attended.

Most Physically Demanding Event: _________________________________________

Best Event: ____________________________________________________________

8. During boot camp, what training best prepared you for the physical challenges of the course attended? (check all that apply)

☐ Climbing ropes
☐ Upper body weight training
☐ Lower body weight training
☐ Pull-ups
☐ Sit ups
☐ Push ups
☐ Running
☐ Hiking with Weighted Pack
☐ High Intensity Interval Training
☐ Other: ____________________________

9. What training would you have increased to improve your performance at the course you attended? (check all that apply)

☐ Climbing ropes
☐ Upper body weight training
☐ Lower body weight training
☐ Pull-ups
Marine Corps Force Integration Plan (MCFIP)

Research Volunteer Exit Survey:

- Sit ups
- Push ups
- Running
- Hiking with Weighted Pack
- High Intensity Interval Training
- Other: ____________________________

10. The staff and instructors administered the periods of instruction fairly for all Marines, to include the female volunteers.

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Comments: ____________________________

12. I was treated fairly by the other Marine students during training.

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Comments: ____________________________

13. What factor or factors contributed to your successes during the training course?

______________________________

______________________________

______________________________

14. What factor or factors contributed to your challenges or disenrollment during the training course?

______________________________

______________________________

______________________________

15. What factor or factors could the Marine Corps change at the training course to help more female volunteers successfully graduate?

______________________________

______________________________

______________________________
Marine Corps Force Integration Plan (MCFIP)

Research Volunteer Exit Survey:

16. What else would you like to tell us about your experience at the training course and/or the reason(s) you left the program?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Question 17 only applies to those who successfully completed their assigned course:

17. As a successful graduate, would you prefer to serve in the MOS for the course you completed, in a ground combat unit, INSTEAD of proceeding to the Military Occupational Specialty (MOS) you originally enlisted for? (Select only one)

☐ Serve in MOS I completed as a ground combat Marine

☐ Serve in the MOS I originally enlisted for

Reason(s): ________________________________________________
ENCLOSURE (7) TAB (E): COMBAT ARMS FLC PROPENSITY SURVEY DATA

COMBAT ARMS FLC (CA FLC) RESEARCH
CA FLC PROPENSITY SURVEY DATA
CA Propensity to Volunteer Data

Propensity to Volunteer (Respondents could select more than one category.)

- Challenge of combat arms training: 72%
- To be part of something historic: 56%
- Support research: 53%
- I believe women should be allowed in the combat arms: 47%
- Hope to fight with the combat arms in combat: 41%

Reasons for Not Volunteering
CA Propensity to Not Volunteer Data

- Delay primary MOS school training: 41%
- Risk of injury: 28%
- Better promotion opportunities in MOS other than combat arms: 21%
- I will not receive MOS: 17%
- I do not believe women should be assigned to the infantry or combat arms: 17%

Reasons for NOT volunteering (Respondents could check more than one category.)
ITB RESEARCH
ITB DROPS BY TRAINING DAY
ITB Data Summary: Drops

- 53 TD1 Drops (IPFT, HT/WT, DOR)
- 22 TD2 Drops (ICFT, DOR)
- 63 TD28-30 Drops (15k, TD-29 Split, DOR)
- 47 TD34-36 Drops (20k, DOR)

Total Drops 0300 POI
Total Drops 03XX POI
ITB RESEARCH

ITB INJURY RATES (TYPE / LOCATION / DISPOSITION)
ITB Injury Type (Male/Female)

- Injury Definition: Occurrence that caused Marine to lose training time (light duty or recycle)
- Injury Percentage = # of injuries by type/# of injuries reported
- *Congenital: Pre-existing condition (e.g., scoliosis) aggravated by training. 80% of these cases received waiver to enter USMC. Remaining case was fraudulent enlistment.
- **Other: Cellulitis
- F=47 injuries reported to date (350 female Marines have entered training Sept 13 through Jan 15)
- M=99 injuries reported to date (3967 male Marines have entered training in the same time period)
ITB Injury Location (Male/Female)

- Injury Definition: Occurrence that caused Marine to lose training time (light duty or recycle)
- Injury Percentage= # of injuries by location/# of injuries reported
- F=47 injuries reported to date (350 female Marines have entered training Sept 13 through Jan 15)
- M=99 injuries reported to date (3967 male Marines have entered training in the same time period)
Injury Definition: Occurrence that caused Marine to lose training time (light duty or recycle)
- F=60 injuries reported resulting in light duty or recycle
  - Of all injuries reported, 35 were serious enough to result in recycle
- M=125 injuries reported resulting in light duty or recycle
  - Of all injuries reported, 82 were serious enough to result in recycle
ENCLOSURE (10): ITB FEMALE ATTRITION DATA

ITB RESEARCH
ITB FEMALE ATTRITION DATA CATEGORIES

ENCLOSURE (10): ITB FEMALE ATTRITION DATA
ITB Female Attrition (n=257)

- Physical (n=124): 48%
- DOR (n=89): 35%
- Medical (n=23): 9%
- Range Failure (n=15): 6%
- Academic (n=6): 2%