

PRIDE
OF
BELONGING

PROFESSIONAL
DEVELOPMENT AND
OPPORTUNITIES

CHALLENGE

FINANCIAL SECURITY
ADVANCEMENT AND
BENEFITS

LEADERSHIP
AND
MANAGEMENT SKILLS

UNITED STATES MARINE CORPS



EDUCATIONAL
OPPORTUNITY

TRAVEL
AND
ADVENTURE

PHYSICAL FITNESS

COURAGE
POISE AND
SELF CONFIDENCE

SELF RELIANCE
SELF DIRECTION
SELF DISCIPLINE

TECHNICAL SKILLS

PRIDE OF BELONGING

“SEMPER FIDELIS” MEANS “ALWAYS FAITHFUL”

- Unique to the Marine Corps, it is used as a salutation, motivation and an expression that unites past and present Marines.
- The Corps would not be what it is without this pride and loyalty living in the heart of each and every warrior.

MARINE CORPS CORE VALUES

- HONOR
 - Honor guides Marines to exemplify the ultimate in ethical and moral behavior. Never lie, never cheat or steal; abide by an uncompromising code of integrity; respect human dignity and respect others. The qualities of maturity, dedication, trust and dependability commit Marines to act responsibly, to be accountable for their actions, to fulfill their obligations to hold others accountable for their actions.
- COURAGE
 - Courage is the mental, moral and physical strength ingrained in Marines. It carries them through the challenges of combat and aids them in overcoming fear. It is the inner strength that enables Marines to do what is right, to adhere to a higher standard of personal conduct and to make tough decisions under stress and pressure.
- COMMITMENT
 - Commitment is the spirit of determination and dedication found in Marines. It leads to the highest order of discipline for individuals and units. It is the ingredient that enables 24-hour-a-day dedication to Corps and Country. It inspires the unrelenting determination to achieve a standard of excellence in every endeavor.

President Ronald Reagan on Marines

- “Some people spend an entire lifetime wondering if they made a difference in the world. But, the Marines don’t have that problem”



MARINES BELONG TO AN ELITE FORCE OF MEN AND WOMEN TRAINED IN A CULTURE OF CAMARADERIE

- As committed to each other as they are to any given mission.
- It is a brotherhood, and a team, unlike any other in the world.

BACK

PROFESSIONAL DEVELOPMENT AND OPPORTUNITIES

EARLY OPPORTUNITIES

- DELAYED ENTRY PROGRAM
 - Complete high school education
 - Train with Marines
 - Develop strong friendships
 - Ready yourself for recruit training
 - Early advancement opportunities
- RECRUIT TRAINING
 - Physical and mental challenge
 - Develop self-reliance and self-discipline
 - Become physically fit and look good
 - Gain determination, courage and confidence
 - Take pride in yourself and in assigned MOS
- MILITARY OCCUPATIONAL SPECIALTY (MOS)
 - Technical Training
 - Military Apprenticeship Program
 - Immediate hands-on experience
 - Acquire marketable career skills



MARINE FOR LIFE

- “Once a Marine, Always a Marine” is more than a slogan
 - Earning the title “Marine” has value that lasts a lifetime
 - The Marine Corps alumni association extends into every community and every industry, and the reality of Marines helping Marines never ends
 - Once you have completed your honorable service, the Marine Corps has a program called “Marine For Life” that will assist you with your transition back to the civilian community by using the network of former Marines

ENLISTED RANK STRUCTURE

- Junior Marine (Private – Lance Corporal, E1-E3)
 - You’ll learn to develop and grow as an individual, as well as a highly skilled Marine. You’ll get your first taste of honor, leadership and tradition.
- Non-Commissioned Officer (Corporal – Sergeant, E4-E5)
 - As your career progresses in the Corps, so do your responsibilities. You’ll master new and demanding physical and mental challenges. You may serve as a drill instructor in charge of a platoon, a job that calls for an individual with leadership ability. As an experienced Marine, you’ll be able to handle it.
- Staff Non-Commissioned Officer (Staff Sergeant – Sergeant Major, E6-E9)
 - As a Marine in a senior position, your duties are greater than ever before. You’ll perform even more important tasks, like working in the command group of a division, supervising as a section chief or running an office. Your responsibilities will increase to include positions that require not only troop leadership, but administrative expertise as well. You’ll help shape the future of the Corps.

CONSTANT DEVELOPMENT

- Increase opportunities to get important job responsibilities
- Develop abilities to direct and supervise others
- Continue your education and training
 - Attend advanced MOS schools
 - Take career/leadership and management courses
 - Complete college-level courses
- Obtain invaluable experience and skills to last a lifetime

BACK

CHALLENGE

MENTAL CHALLENGE

- Develop steadfast mental courage.
- Learn to think quickly and act decisively.
- Learn to solve challenging problems using ingenuity and initiative.
- Learn to adapt to changing situations.
- Learn to develop your mental capacity to become a more effective Marine.
 - Military Occupational Specialty (MOS) training
 - Advanced MOS training
 - Technical training
 - Professional Military Education (PME)
 - Service Academies, Marine Corps Institute



PHYSICAL CHALLENGE

- An Initial Strength Test is the first physical challenge
- Join the Delayed Entry Program (DEP) and get in shape before recruit training.
- Experience the toughest initial training anywhere, **Marine Corps Recruit Training**
- The Crucible – The final test of everything you’ve learned, the toughest physical challenge of the recruit training process and the last thing between you and the title “Marine”.
- Test physical prowess throughout each year through the conduct of the Physical Fitness Test (PFT) and Combat Fitness Test (CFT).
- Participate and advance in the Marine Corps Martial Arts Program (MCMAP)

BACK

FINANCIAL SECURITY ADVANCEMENT AND BENEFITS

THE MARINE CORPS IS COMMITTED TO HELPING SECURE THE FINANCIAL FUTURE OF THOSE WHO SECURE OUR NATION'S FUTURE. IF YOU EARN OUR TITLE, THE MARINE CORPS WILL INVEST IN YOU – ADVANCING YOUR MIND, YOUR CAREER, AND YOUR OPPORTUNITIES.

FINANCIAL SECURITY

- Guaranteed work with a steady income
 - Pay chart / Leave and earnings statement
- Receive regular pay raises
- Get an additional housing allowance
- Opportunity for reenlistment bonuses
- Get regular cost-of-living pay increases
- Become eligible for special duty pay and allowances
- Receive an annual uniform allowance
- Attractive retirement benefits
- Thrift Savings Plan (TSP)

ADVANCEMENT

- There are regular promotions
- Opportunity for accelerated/meritorious promotion
- Promotions based on job performance
- With promotions come increased responsibilities

BENEFITS

- Enjoy 30 days of paid vacation per year
- Get free medical and dental care for you and your dependents
- Access to Base Exchange and Base Commissary
- Opportunities to travel the world
 - MAC flights, military discounts on commercial travel
- VA Loans available
 - Purchase a home or start a business at a low rate
- Membership to military credit unions / banks
 - Low-cost auto loans and stable savings plans

	<2yrs	>2yrs	>3yrs	>4yrs	>6yrs	>8yrs
E-6 (SSgt) 7-9 Years				\$2819.28	\$2935.22	\$3196.53
E-5 (Sgt) 3-6 Years			\$2415.69	\$2529.76	\$2707.38	\$2893.68
E-4 (Cpl) 2-4 Years		\$2081.22	\$2194.05	\$2305.02	\$2403.29	
E-3 (LCpl) 1-2 Years	\$1787.35	\$1899.88	\$2014.88	\$2014.88		
E-2 (PFC) <1 Year	\$1699.63	\$1699.63	\$1699.63			
E-1 (Pvt) Starting	\$1517.43					



BACK

LEADERSHIP AND MANAGEMENT SKILLS

HOW TO BE A LEADER

- Accept responsibility
- Take the initiative
- Inspire and motivate others
- Make the right decisions
- Train other Marines
- Manage time, material and resources

LEADERSHIP EXPERIENCE BEGINS EARLY

- The Delayed Entry Program (DEP)
- Marine Corps Recruit Training
- Marine Combat Training
- MOS School

LEADERSHIP TRAINING

- Observe experienced leaders on the job
- Obtain progressive leadership training:
 - Corporal's Course (Cpl / E4)
 - Sergeant's Course (Sgt / E5)
 - Career Course (SSgt / E6)
 - Advanced Course (GySgt / E7)
 - Advanced formal schools
 - Marine Corps Institute (MCI)



MARINE CORPS LEADERSHIP PRINCIPLES

- Know yourself and seek self-improvement
- Know your Marines and look out for their welfare
- Keep your Marines informed
- Train your Marines as a team
- Set the example
- Ensure that each task is understood, supervised and accomplished
- Be technically and tactically proficient
- Make sound and timely decisions
- Develop a sense of responsibility among subordinates
- Employ your unit in accordance with its capabilities
- Seek responsibility and take responsibility for your actions

MARKETABLE SKILLS

- Leadership by example
- Become an asset to society due to unique skills, values and experience
- Technical skills that set you apart from your peers
- Work harmoniously with others
- Have the ability to manage time, assets and materials
- Marine training is valued by civilian employers.
 - Maturity
 - Responsibility
 - Experience
 - Teamwork

LEADERSHIP TRAITS

- (J) Justice
- (J) Judgment
- (D) Dependability
- (I) Initiative
- (D) Decisiveness
- (T) Tact
- (I) Integrity
- (E) Enthusiasm
- (B) Bearing
- (U) Unselfishness
- (C) Courage
- (K) Knowledge
- (L) Loyalty
- (E) Endurance

BACK

SELF RELIANCE SELF DIRECTION SELF DISCIPLINE

SELF-RELIANCE

- Possess an inner strength to do what is right.
- Be a self-starter, believe in self, think on your feet.
- Work under the most challenging conditions.
- Count on yourself, and your own abilities.
- Work with self-reliant individuals.

SELF-DIRECTION

- Determine your own path to success.
- Take charge of your life.
- Set personal goals and work hard to achieve them.
- Work with people who are sure of what they want.
- Be open to opportunity.

SELF-DISCIPLINE

- Follow through with your commitments.
- Do what you know needs to be done.
- Set your priorities and achieve them.
- Have the moral strength to do what is right.

SELF-DEVELOPMENT

- DELAYED ENTRY PROGRAM (DEP)
 - Your first step.
- RECRUIT TRAINING
 - Face challenges, make your own decisions, pull your own weight.
- FLEET MARINE FORCE (FMF)
 - Take responsibility and take a leadership role.

MARINES ARE PROVEN PERFORMERS

- Lifetime traits of Marines
 - Self-starters and driven, can count on to get things done.
 - Proven performer, people know that Marines can get results.
 - Independent, Marines can be counted on to perform without someone constantly having to watch over their shoulder.
- Successful Marines
 - Frederick Smith, CEO of FedEx
 - Walter Anderson, CEO of Parade Publications (Parade Magazine)
 - Donald Bren, CEO of The Irvine Company
 - Gene Hackman, Academy Award-winning Actor
 - Mike Ilitch, Founder Caesars Pizza, Owner Detroit Red Wings
 - Tom Monaghan, Founder Dominos Pizza
 - Glen Bell, Founder Taco Bell
 - Lawrence Rawl, CEO of Exxon (1988-1993)



BACK

TECHNICAL SKILLS

THE MARINE CORPS OFFERS A WIDE RANGE OF TECHNICAL SKILL TRAINING AT FIRST-RATE SCHOOLS. HERE YOU WILL BECOME EXPERTLY TRAINED IN ONE OF MORE THAN 300 OCCUPATIONAL SKILLS, RANGING FROM A 60-TON TANK OPERATOR TO A COMPUTER PROGRAMMER TO AN AIRCRAFT MAINTENANCE TECHNICIAN.

FORMAL SCHOOLS

- State-of-the-art training and technology.
- Learn basic fundamentals for your Military Occupation Specialty (MOS)
- Classroom Instruction
- Practical Application
- Graduation Certificate
- Earn College Credits
- Learn from highly qualified/experienced and certified instructors.
- Opportunities for inter-service training

CONTINUED TRAINING

- ON-THE-JOB TRAINING
 - Hands on practical experience learned from experienced professionals. Continued levels of increased responsibility. Apprenticeship Programs.
- ADVANCED FORMAL TRAINING
 - Advanced technical training to go with supervisory level skills like leadership and management training. Become an occupational field expert.



OCCUPATIONAL FIELDS

- 01xx (Personnel and Administration)
- 02xx (Intelligence)
- 03xx (Infantry)
- 04xx (Logistics)
- 06xx (Communications and Data)
- 08xx (Field Artillery)
- 11xx (Utilities)
- 13xx (Engineering and Construction)
- 18xx (Tanks and Armored Vehicles)
- 21xx (Ordnance Technician)
- 23xx (Ammunition and Ordnance Disposal)
- 26xx (Signals Intelligence, Electronic Warfare)
- 28xx (Data/Communications Maintenance)
- 30xx (Supply and Administration)
- 31xx (Traffic Management)
- 33xx (Food Services)
- 34xx (Finance and Accounting)
- 35xx (Motor Transport)
- 43xx (Public Affairs)
- 44xx (Legal Services)
- 46xx (Training and Audiovisual Support)
- 55xx (Marine Musician / Band)
- 57xx (Nuclear, Biological, Chemical Specialist)
- 58xx (Military Police and Corrections)
- 59xx (Electrical Maintenance)
- 60/61/62xx (Aircraft Maintenance)
- 63/64xx (Avionics)
- 65xx (Aviation Ordnance)
- 68xx (Weather Service)
- 70xx (Airfield Services)
- 72xx (Air Traffic Control / Air Support)
- 73xx (Enlisted Flight Crew)

BACK

COURAGE POISE AND SELF CONFIDENCE



COURAGE

- Learn to master your fears.
- Develop the ability to overcome both mental and physical obstacles.
- Learn how to persevere in the face of adversity.
- Strengthen and expand your moral courage.

POISE

- Recognize your potential to succeed.
- Learn to develop composure under pressure.
- Demonstrate a sense of control at all times.

SELF-CONFIDENCE

- Develop extreme confidence in your abilities, even under the most difficult circumstances.
- Become a leader.
- Establish your own voice.
- Take responsibility for your actions and the actions of others.

DEVELOPING AS A MARINE

- Exercise your leadership and set the example for both the Marines in your charge and those Marines senior to you.
- Be part of a culture that fosters the inner strength for you to succeed while developing your professional composure and allowing you to move into the future with the confidence that you will be able to succeed as a leader and/or mentor in ANY "clime and place".
- Overcome daily challenges that grow your confidence and give you the ability to attack any problem or challenge head on without fear or hesitation.
- Hone your decision making skills to a fine point allowing you to move forward with confidence in the fact that you are making the right choices.

BACK

PHYSICAL FITNESS

DEP/POOL PROGRAM

- Your recruiter will mentor you and make sure you are physically prepared.
 - Initial Strength Test (Pull-ups, Crunches, 1.5 Mile Run)
 - Personal physical fitness program
 - Poolee Functions
 - Field Meets

INITIAL STRENGTH TEST MINIMUM STANDARDS

- MALE APPLICANTS
 - 2 dead-hang pull-ups
 - 44 crunches in 2 minutes
 - 1.5 mile run in 13:30
- FEMALE APPLICANTS
 - 12 second flexed-arm hang
 - 44 crunches in 2 minutes
 - 1.5 mile run in 15:00

INITIAL STRENGTH TEST RECOMMENDED STANDARDS

- MALE APPLICANTS
 - 6 dead-hang pull-ups
 - 80 crunches in 2 minutes
 - 1.5 mile run in 11:30
- FEMALE APPLICANTS
 - 30 second flexed-arm hang (3 Pull-ups)
 - 80 crunches in 2 minutes
 - 1.5 mile run in 13:00

RECRUIT TRAINING

- Initial Strength Test
- Structured, graduated physical fitness program
 - Begin with 1.5 mile runs
 - Work up to 3-5 mile runs
 - Obstacle courses
 - Circuit courses
 - Strength training



COMBAT FITNESS TEST (CFT)

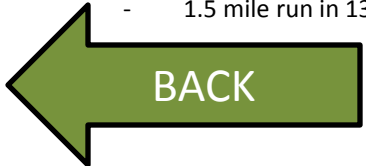
- Keeps Marines ready for the physical rigors of combat operations.
- Individual readiness measured by performing a series of combat-related tasks.
 - 880m sprint in full utilities (timed)
 - 35lb ammo can chest presses (2 mins)
 - Maneuver under fire course (timed)

PHYSICAL FITNESS TEST (PFT)

- Regularly evaluates individual Marines fitness
- Tests muscle strength and long term endurance
 - 3 mile run (timed)
 - Pull-ups / Flexed-arm-hang (20/70sec)
 - Crunches (2 mins)

CONTINUING AS A MARINE

- Organized athletics, physical fitness tests, USMC sports teams, Unit and Intramural sports, inter-base and inter-service competition, participate in almost any sport; basketball, boxing, cross-country, golf, rugby, shooting, soccer, softball, tae kwon do, triathlon, blowing, marathon, volleyball, and wrestling.
- Free recreational athletics and facilities; modern fitness centers, basketball/racquetball courts, tennis courts, athletic fields, swimming pools.



TRAVEL AND ADVENTURE

EMBASSY DUTY

- US Embassies around the world are guarded exclusively by Marines.
- There are more than 100 embassies and consulates worldwide.
- You will have the opportunity to travel abroad and meet dignitaries.
- You will receive these additional benefits:
 - Special duty allowance
 - Additional clothing allowance
 - Increased advancement opportunity

WORLDWIDE DEPLOYMENTS

- The Corps has military operations around the world
- You could work with foreign military troops
- You will be given time off for travel and sightseeing in other countries
- You will have the chance to experience a variety of different lifestyles and cultures
- You will establish lifelong friendships around the world
- You will see and do things most people only dream of

SPACE-AVAILABLE TRAVEL

- Air Mobility Command (AMC Flights)
 - Free and available for dependents
 - Worldwide travel



MARINE INSTALLATIONS

- EAST COAST
 - Virginia, North and South Carolina, Georgia, District of Columbia
- WEST COAST
 - California, Arizona
- OVERSEAS
 - Hawaii, Japan, Australia

NAVAL TOURS

- Marines can serve aboard Naval vessels that conduct training operations around the globe
- Project the force of the United States while experiencing the local culture of many different countries and ports of call
 - The Western Pacific Cruise (WESTPAC) departs from the west coast, touring the islands and countries of the western Pacific Ocean
 - The Mediterranean Cruise (MED) departs from the east coast, touring the islands and countries of the Mediterranean Sea

THE MARINE CORPS ADVENTURE

- Activities no matter where you're stationed. Rock climbing, rappelling, parachuting, scuba diving, surfing, deep sea fishing, horseback riding, mountain biking, snow skiing, skeet shooting, jet/water skiing, boating, dirt bike riding, hunting and fishing
- East and convenient travel for you and your family to take vacations to places like the United Kingdom, Australia, France, Italy, Greece, Singapore, Egypt

BACK

EDUCATIONAL OPPORTUNITY

AN EDUCATION FOR THE FEW

- Physical fitness and mental acuity have been long-standing virtues of every Marine. One cannot be truly prepared if either component is weak. That's why the Marine Corps will give you every opportunity to sharpen your mind and pursue your education.
- The Marine Corps offers a vast number of programs that strengthen your mental abilities and help advance your career.
- Pursue your degree while on active duty or after you complete your service and return to civilian life.
- Start obtaining college credits immediately, even in recruit training.
- Continuing education is a vital part of being a Marine, and the Marine Corps will help you achieve your education goals. A good education makes an even better Marine.



SERVICE MEMBERS OPPORTUNITY COLLEGE FOR THE MARINE CORPS (SOCMAR)

- Earn your college degree while moving, transfer of credits is guaranteed between participating colleges
- Earn your degree by taking courses in a regular classroom from a SOCMAR college or at a satellite location on a Marine installation, taking correspondence courses, or an external degree study package put together by a SOCMAR college.
- Endorsed by approximately 400 colleges and universities nation-wide.

ADDITIONAL DEGREE OPPORTUNITIES

- MECEP, Earn a college degree while on active duty and then commission as an Officer in the Marine Corps
- SNCO Degree Completion, Earn a college degree while on active duty and move onto an advanced position of responsibility relating to your degree field.

EDUCATION BENEFITS

- TUITION ASSISTANCE
 - 100% tuition covered at accredited institutions while on active duty
 - Earn bonus points towards promotion
 - Available at every duty station
 - Must maintain "C" average
- MONTGOMERY GI BILL
 - Tax-free assistance toward a degree
 - Contribute \$100 a month for the first year
 - Funds available after 24 months of active duty service
 - Enroll full OR part time
 - Can be used for vocational and technical schools as well as traditional colleges
- POST 9/11 GI BILL
 - 100% tuition assistance after 36 months of active duty service
 - Basic eligibility (%) after 90 days of aggregate service
 - Receive additional assistance for fees, books and supplies
 - May qualify for monthly housing stipend
 - May transfer this entitlement to a dependent after a period of time

BACK