



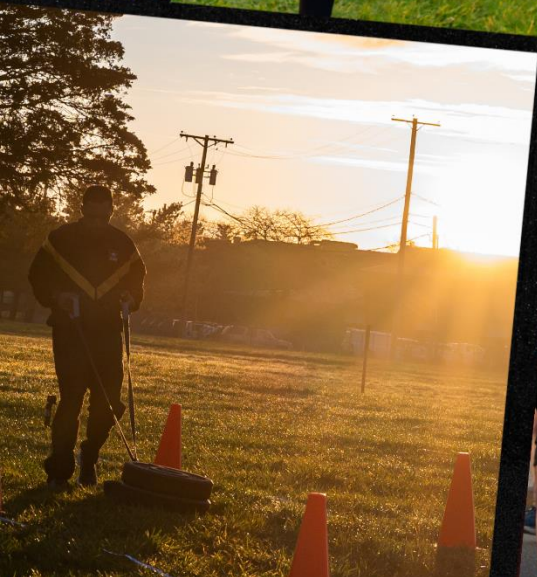
AMERICA'S ARMY

People First - Winning Matters

U.S. ARMY

HQDA | DCS | G-3/5/7

OVERALL CLASSIFICATION:
Controlled Unclassified Information



Army Combat Fitness Test Chain Teach

March 2022



Purpose: To inform Leaders and Soldiers of the policies and procedures approved by the Secretary of the Army for the Army Combat Fitness Test (ACFT).

- Evolution of the ACFT**
- ACFT Overview**
- NDAA Provision on the ACFT**
 - **RAND Findings**
- Key Findings of the RAND Study**
 - **Army Responses**
- ACFT Grading Scales**
- Plank vs. Leg Tuck**
- Permanent vs. Temporary Profiles**
 - **Alternate Events**
- ACFT Governance Structure**
- Implementation Timeline**
- Personnel Policy Timeline**
- Promotion Policies**

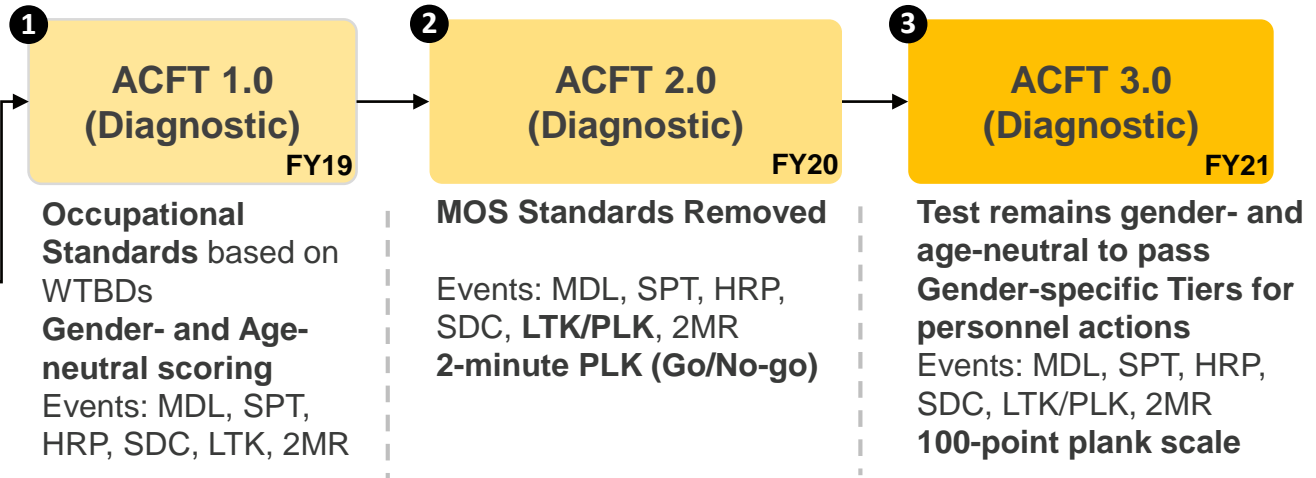


ACFT 1.0 (FY19) approved as a **combat-focused test with gender-neutral standards by MOS category**.
 ACFT 2.0 (FY20) removed MOS standards and added the plank as an alternate core event.
 ACFT 3.0 (FY21) maintained an age/gender baseline, but added gender-normed performance tiers.

Evolution of the ACFT

ACFT Objectives

1. Improve Soldier readiness
2. Transform culture
3. Reduce injuries
4. Enhance toughness/stamina
5. Increase unit readiness



Where we are today:

RAND Final Report Delivered IAW FY21 NDAA (18 FEB 22)

After review of 630,000 sample ACFT test scores, the RAND independent assessment, and feedback from Soldiers, the Secretary of the Army approved several ACFT revisions discussed in this brief.



The ACFT is a six-event **general fitness assessment**, with performance-normed standards based on gender and age, using the same groups as the APFT.



ACFT

ARMY COMBAT FITNESS TEST EVENTS

3 REPETITION MAXIMUM DEADLIFT (MDL)



STANDING POWER THROW (SPT)



HAND RELEASE PUSH-UP ARM EXTENSION (HRP)



SPRINT-DRAG-CARRY (SDC)



PLANK (PLK)



TWO-MILE RUN (2MR)*



* The 2.5 mile walk has been added as an alternate aerobic event along with the row, bike, and swim

The **ACFT** is a general physical fitness assessment with age and gender performance-normed scoring scales

The **ACFT** measures a Soldier's readiness in the physical domain of the Army's Holistic Health and Fitness system



IMPLEMENTATION TIMELINE

★ APRIL 1, 2022 — ★ OCTOBER 1, 2022 — ★ APRIL 1, 2023 — ★ APRIL 1, 2024

Soldiers continue to take diagnostic tests

Regular Army and Active Guard Reserve start taking the ACFT for record

Reserve Component Soldiers start taking the ACFT for record. All Regular Army and Active Guard Reserve Soldiers must have a record ACFT

Reserve Component Soldiers must have a record ACFT

For more info: <https://www.army.mil/acft>



The Secretary of the Army may not implement the Army Combat Fitness Test until the Secretary receives results of a study, conducted for purposes of this section by an entity independent of the Department of Defense, on the following:

(1) The extent, if any, to which the test would adversely impact members of the Army stationed or deployed to climates or areas with conditions that make prohibitive the conduct of outdoor physical training on a frequent or sustained basis.

RAND Finding: Diagnostic ACFT results show a slight negative impact (approximately 5 out of 100 points on the two-mile run) in scores at higher elevations and at temperatures over 90 degrees (2.5 to 5 points out of 100 on the two-mile run). On days with inclement weather, there was a improvement in scoring, suggesting that units tested indoors.

(2) The extent, if any, to which the test would affect recruitment and retention in critical support military occupational specialties of the Army, such as medical personnel.

RAND Finding: Norming ACFT scoring would acknowledge physiological differences and ensure parity in pass rates between groups (therefore, mitigating impacts on recruiting and retention). The Army should collect and analyze data on the relationship between performance and career outcomes, including impact on recruiting and retention.



RAND completed an independent study of the ACFT and provided its final report to the Army in February 2022.

The independent RAND study had four top-level recommendations for full ACFT implementation:

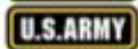
- Address shortfalls in the ACFT evidence base
- Consider ways to mitigate impacts on the workforce
- Take steps to further support training improvements over time
- Institutionalize a formal senior-level management structure to guide and oversee ACFT implementation




Army Responses

<p>Commanders may, but are not required to, administer ACFTs while deployed.</p> <p>Commanders will develop procedures to address situations where weather or environmental conditions could inhibit Soldier performance.</p>	<p>Performance normed the ACFT to establish it as a general assessment of physical fitness that acknowledges physiological differences across genders and age groups.</p>	<p>Used performance data of nearly 630k Total Army Soldiers, the Army adjusted ACFT standards to ensure parity in pass rates and scores between groups.</p>	<p>Updating personnel policy in a time-phased, deliberate manner to ensure all Soldiers can test and improve performance. This includes a minimum six-month diagnostic testing period beginning April 1.</p>	<p>The Army will establish a governance body for the ACFT and conduct annual assessments to ASLs, addressing any policy or training issues that may arise after implementation.</p>
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ACFT GRADING SCALES



		POINTS	17-21	22-26	27-31	32-36	37-41	42-46	47-51	52-56	57-61	62+
 MDL (lbs.)	Female	100	210	230	230	230	210	210	190	190	170	170
		60	120	120	120	120	120	120	120	120	120	120
	Male	100	340	340	340	340	340	340	330	290	250	230
		60	140	140	140	140	140	140	140	140	140	140
 SPT (meters)	Female	100	8.4	8.5	8.7	8.6	8.2	8.1	7.8	7.4	6.6	6.6
		60	3.9	4.0	4.2	4.1	4.1	3.9	3.7	3.5	3.4	3.4
	Male	100	12.6	13.0	13.1	12.9	12.8	12.3	11.6	10.6	9.9	9.0
		60	6.0	6.3	6.5	6.5	6.4	6.2	6.0	5.7	5.3	4.9
 HRP (reps)	Female	100	53	50	48	47	41	36	35	30	24	24
		60	10	10	10	10	10	10	10	10	10	10
	Male	100	57	61	62	60	59	56	55	51	46	43
		60	10	10	10	10	10	10	10	10	10	10
 SDC (m:ss)	Female	100	1:55	1:55	1:55	1:59	2:02	2:09	2:11	2:18	2:26	2:26
		60	3:15	3:15	3:15	3:22	3:27	3:42	3:51	4:03	4:48	4:48
	Male	100	1:29	1:30	1:30	1:33	1:36	1:40	1:45	1:52	1:58	2:09
		60	2:28	2:31	2:32	2:36	2:41	2:45	2:53	3:00	3:12	3:16
 PLK (m:ss)	Female	100	3:40	3:35	3:30	3:25	3:20	3:20	3:20	3:20	3:20	3:20
		60	1:30	1:25	1:20	1:15	1:10	1:10	1:10	1:10	1:10	1:10
	Male	100	3:40	3:35	3:30	3:25	3:20	3:20	3:20	3:20	3:20	3:20
		60	1:30	1:25	1:20	1:15	1:10	1:10	1:10	1:10	1:10	1:10
 2MR (mm:ss)	Female	100	15:29	15:00	15:00	15:18	15:30	15:49	15:58	16:29	17:18	17:18
		60	23:22	23:15	23:13	23:19	23:23	23:42	24:00	24:24	24:48	25:00
	Male	100	13:22	13:27	13:31	13:42	13:58	14:05	14:30	15:09	15:28	15:28
		60	22:00	22:00	22:00	22:00	22:11	22:32	22:55	23:20	23:36	23:36

*The full ACFT grading scales are available at: <https://www.army.mil/acft/>



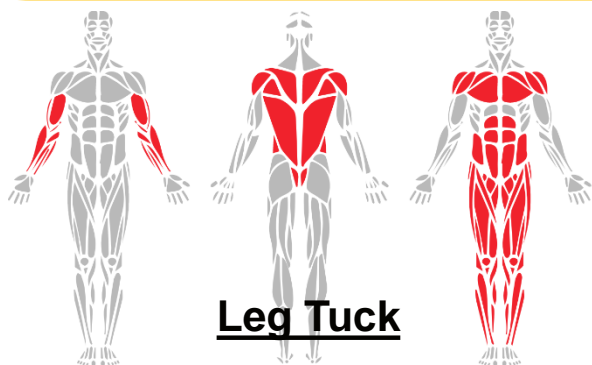
Plank vs. Leg Tuck

RAND observed that the leg tuck was not an accurate predictor of core strength for all Soldiers. The leg tuck requires a minimum pre-requisite upper body strength that made it **impossible to measure core strength in all Soldiers.**

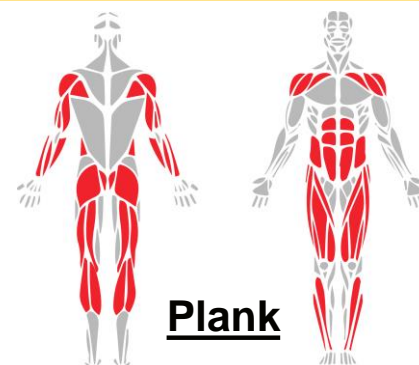
In response, **the Army will now use the plank as the sole exercise to assess core strength**, using recognized standards from sister-services as a baseline and modifying the scales based on Army requirements.

Moving to the plank allows the Army to verify that the ACFT properly measures all Soldiers' core strength equally, and **ensures Soldiers have a similar testing experience** and opportunity to succeed during every event of the ACFT.

The leg tuck is still a great holistic core exercise and is still encouraged as part of unit training outlined in ATP 7-22.02.



Muscle Groups Used





Temporary profiles: Soldiers on temporary profiles will not take the ACFT, but will recover and recondition prior to taking the ACFT.

Permanent profiles: Soldiers will take all events not prohibited by a permanent profile. The minimum number of events a Soldier must take is one aerobic event.

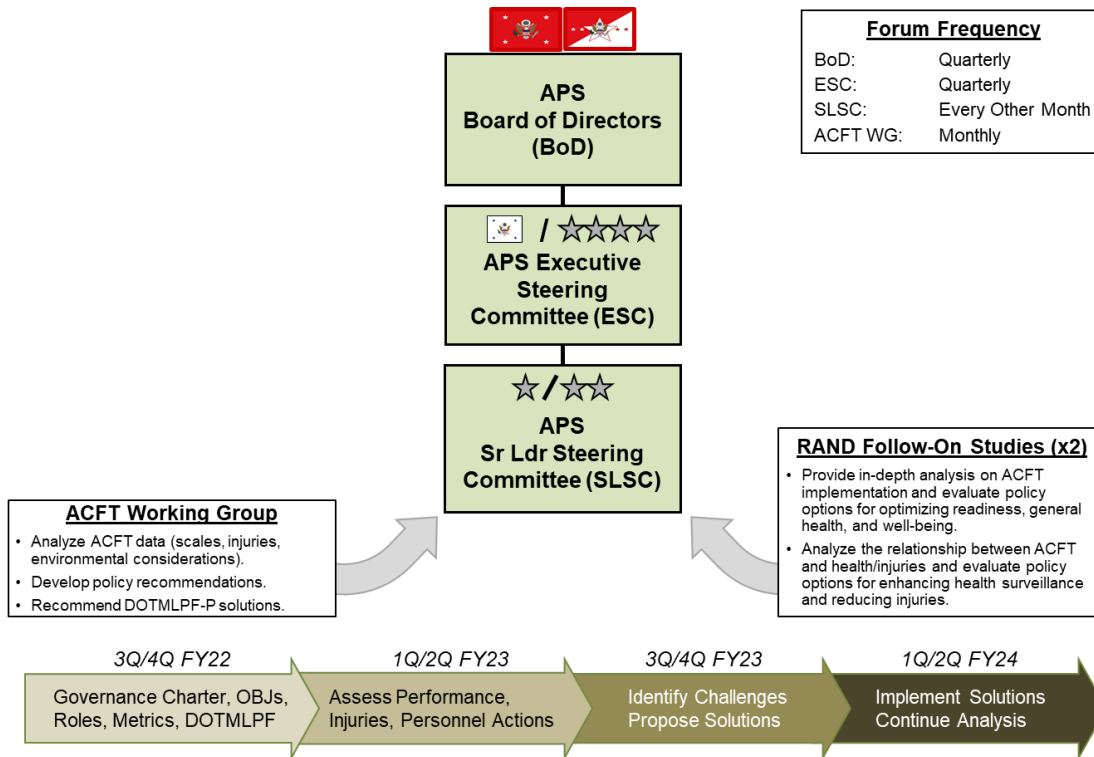
If a permanent profile prohibits the 2-mile run, profile-directed alternate aerobic events include the **2.5 mile walk**, **12k stationary bike**, **1k swim**, and **5k row**.

Alternate Events (Go/No-Go)																				
Event	17-21		22-26		27-31		32-36		37-41		42-46		47-51		52-56		57-61		Over 62	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
2.5-mile Walk	31:00	34:00	30:45	33:30	30:30	33:00	30:45	33:30	31:00	34:00	31:00	34:00	32:00	35:00	32:00	35:00	33:00	36:00	33:00	36:00
12 km Bike	26:25	28:58	26:12	28:31	26:00	28:07	26:12	28:31	26:25	28:58	26:25	28:58	27:16	29:50	27:16	29:50	28:07	30:41	28:07	30:41
1 km Swim	30:48	33:48	30:30	33:18	30:20	32:48	30:30	33:18	30:48	33:48	30:48	33:48	31:48	34:48	31:48	34:48	32:50	35:48	32:50	35:48
5 km Row	30:48	33:48	30:30	33:18	30:20	32:48	30:30	33:18	30:48	33:48	30:48	33:48	31:48	34:48	31:48	34:48	32:50	35:48	32:50	35:48

ACFT policies for **pregnant and postpartum Soldiers** will be published separately.



Implementation of the ACFT, with regular feedback and ongoing analysis, will verify the test continues to meet the needs of the Army. To accomplish this, the Army has established a new governance structure to regularly assess test performance data and disproportionate impacts.



The Army will use the Holistic Health and Fitness (H2F)/Army People Strategy (APS) governance structure, co-chaired by ASA(M&RA) and TRADOC to oversee ACFT implementation.

They will report those findings with any recommended changes to Army Senior Leaders as required. The first report due to the Secretary of the Army in April 2023.

Soldiers who wish to provide feedback can do so beginning April 1st by submitting an electronic DA Form 2028 by email to: usarmy.jble.tradoc.list.g2-acft@mail.mil



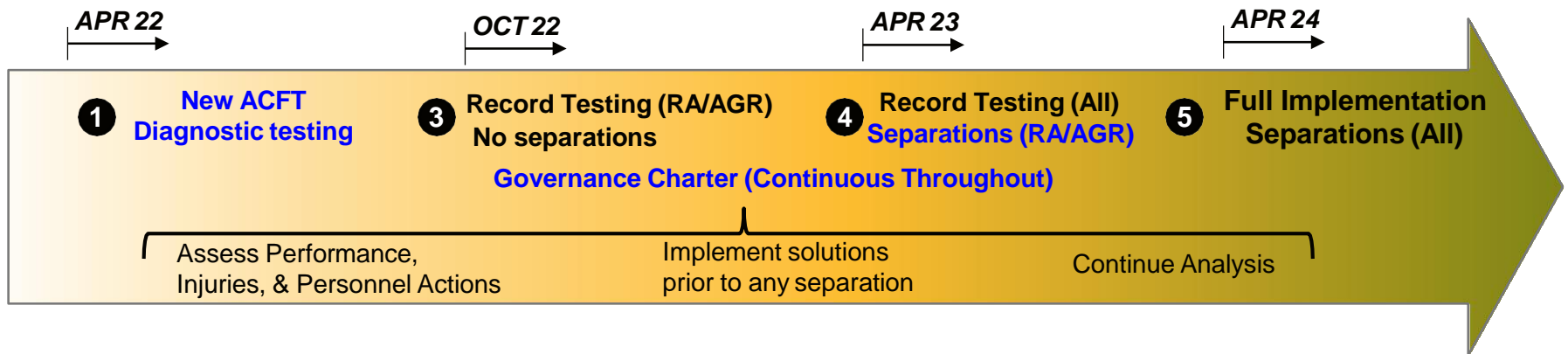
RA and USAR (AGR) Implementation Timeline



Based on the results of the RAND *Independent Review of the Army Combat Fitness Test* and analysis of nearly 630k diagnostic records, the Army will begin to **implement the ACFT under diagnostic conditions on 1 April 2022** and incorporate results of the ACFT into personnel policy in a deliberate, time-phased manner with **full implementation beginning 1 April 2024**.

Key Dates:

- 1 **APR 22:** New ACFT implemented for diagnostic testing; **no adverse actions** (Total Army); ACFT Governance Forum established; RAND follow-on implementation analysis (ongoing)
- 2 **SEP 22:** Preliminary results of RAND follow-on analysis; Governance Forum adapts to findings
- 3 **OCT 22:** **Record testing begins** for RA and USAR(AGR); separations **prohibited** across Total Army
- 4 **APR 23:** Record testing for RC, but no separations; Separations permitted for RA, USAR(AGR)
- 5 **APR 24:** Full implementation; separations permitted for the Total Army





- Phase 1:** New ACFT standards are effective 1 APR 22. RA & USAR(AGR) will take a diagnostic ACFT before 1 OCT 22 under the new standards.
- Phase 2:** Effective 1 OCT 22, record test period begins. Soldiers will have up to six months (NLT 1 APR 23) to conduct their 1st record ACFT. Soldiers with a passing ACFT taken between 1 APR and 1 OCT 22 may upload that score into DTMS. The suspension of favorable personnel actions (flag) will occur for those Soldiers who fail an ACFT after 1 OCT 22.
- Phase 3:** Effective 1 APR 23, full implementation of the ACFT for all personnel actions, including the initiation of separation actions / bars to reenlistment upon the 2nd consecutive ACFT failure. ACFT may be used for promotion points (SGT/SSG).

Regular Army & USAR (AGR)	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Apr-24	
Flags	Commanders will administer one diagnostic ACFT during implementation period. No adverse actions permitted						Commanders will flag Soldiers who fail a record ACFT														All policies in place for Total Army
ETS Extensions							Flagged Soldiers may extend their ETS for up to 12 months														
Reenlistments							ACFT required to reenlist														
IMT (O/W/E)							ACFT required to graduate for all courses ending on or after 1 Oct 22														
PME							ACFT required to graduate for all courses starting on or after 1 Oct 22														
Evaluations							ACFT results on OERs/NCOERs with thru dates on or after 1 Oct 22														
Promotions							ACFT failure prohibits promotion and ACFT information visible to boards														
Promotion Points							Use of APFT for points						Use of ACFT for points								
Commissioning							Not required to commission						ACFT required to commission								
Separations							Separations/Bars prohibited						Separations/Bars on 2x Record Failures								
	Phase 1					Phase 2					Phase 3										

Note: ARNG & USAR (less AGR) Soldiers will have a similar, but longer time-phased implementation period.



ACFT Promotion Policies



Flags

Effective 1 October 2022 for RA/USAR (AGR) and 1 April 2023 for ARNG, RC (less USAR (AGR))

- Any Soldier flagged for failing to pass the ACFT is **ineligible for promotion**.

Evaluation Boards

Effective 1 October 2022 for RA/USAR (AGR) and 1 April 2023 for ARNG, RC (less USAR (AGR))

- The enlisted board record brief **will display ACFT scores/data for all noncommissioned officer evaluation boards**.

Promotion Points

RA and USAR (AGR) Soldiers will continue to use the last record APFT to establish physical fitness promotion points through 31 March 2023

- E-4s and E-5s with no record APFT in the DTMS will be provided the opportunity to take the APFT solely for promotion purposes. **No adverse administrative actions**, will be taken against Soldiers who fail the APFT under this provision.
- **Effective 1 April 2023, the distribution points for promotion to SGT and SSG will be revised for all RA and USAR Soldiers**. HQDA G-1 will issue guidance on the redistribution of points.

Permanent Profiles

Effective 1 October 2022 for RA/USAR (AGR) and 1 April 2023 for USAR (less USAR (AGR))

- Soldiers with permanent physical profiles will be granted 60 points in DTMS for each event not taken.
- Soldiers will also receive 60 points for a "GO" from an alternate event.
 - These points are **in addition to the scores achieved** for any ACFT event the Soldier performs.

Temporary Profiles

During 1 April 2023–31 March 2025 (RA/USAR (AGR)) and 1 April 2024 – 31 March 2026 (USAR (less AGR))

- Soldiers with temporary profiles who are prohibited from taking a record ACFT within the prescribed testing periods will be awarded an ACFT score in the DTMS of last APFT x2 OR 360 points if no APFT on record.

The Director, Army National Guard will issue guidance for specific ARNG implementation.



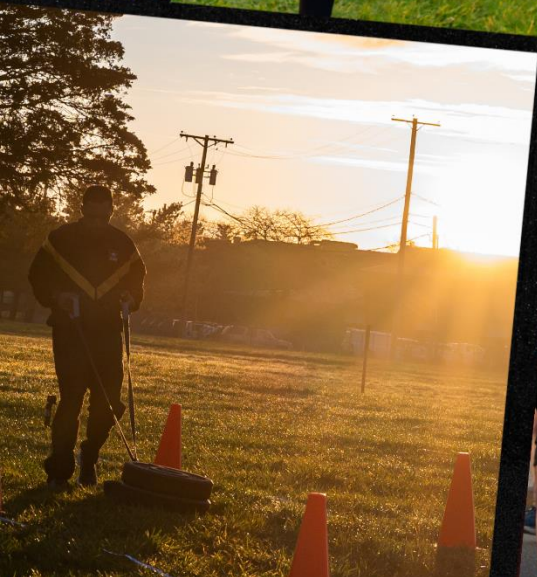
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