

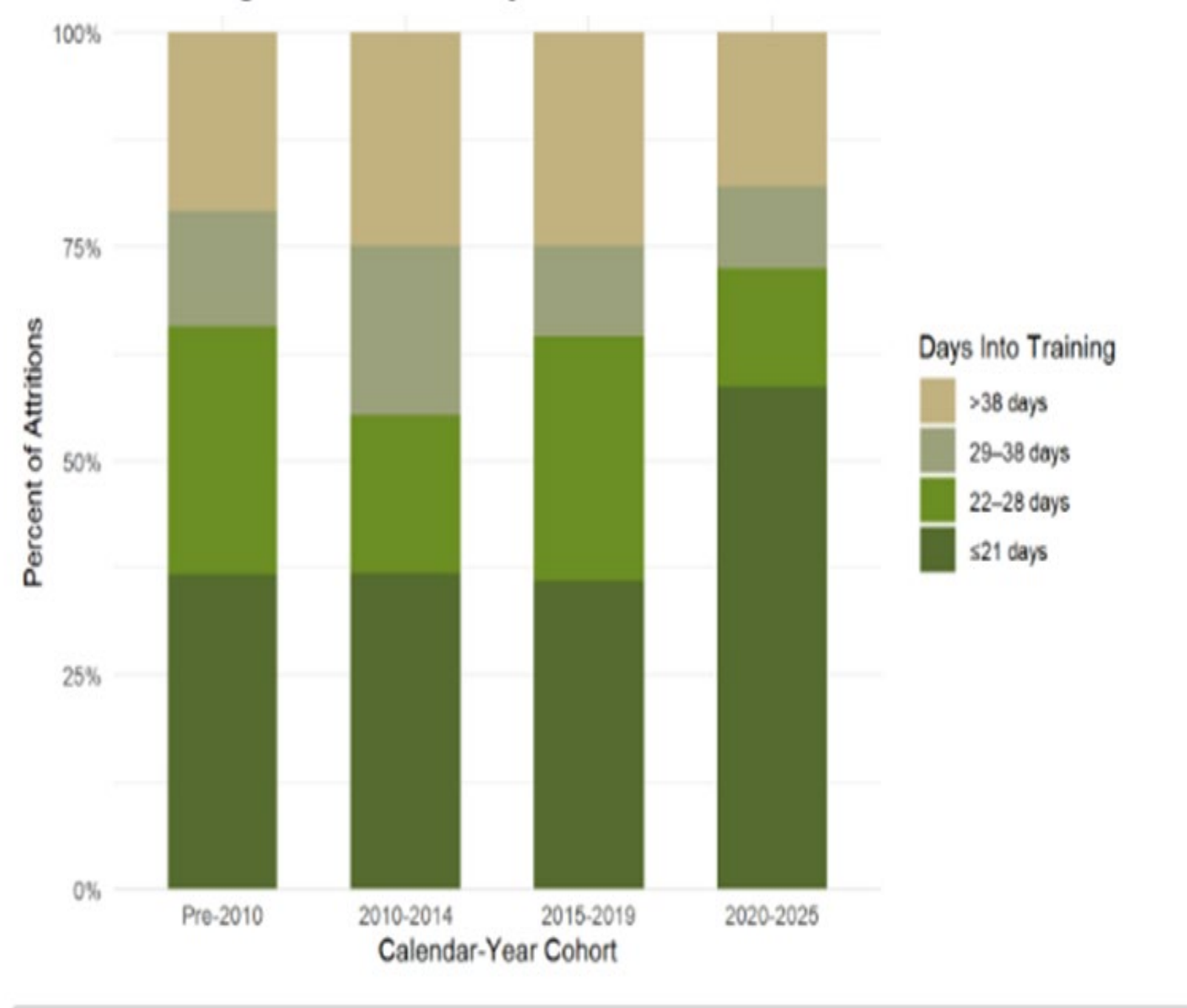
Training Under Pressure: Assessing Attrition Trends at Marine Corps Officer Candidate School

Abstract

Marine Corps Officer Candidate School (OCS) serves as the primary officer screening and commissioning source for the Marine Corps. Its demanding physical and leadership requirements produce consistent attrition throughout training. Understanding long-term attrition patterns is important for officer accession manpower planning. This study analyzes candidate attrition using administrative records from the Total Force Data Warehouse spanning 2003–2025. Descriptive statistics, survival analysis, binary and multinomial logistic regressions evaluate overall attrition, injury-related attrition, injury composition, and timing of injury-related attrition. Results show attrition ranges between 15–20% and most injury-related attrition occurs within the first three weeks of training, with orthopedic injuries predominant.

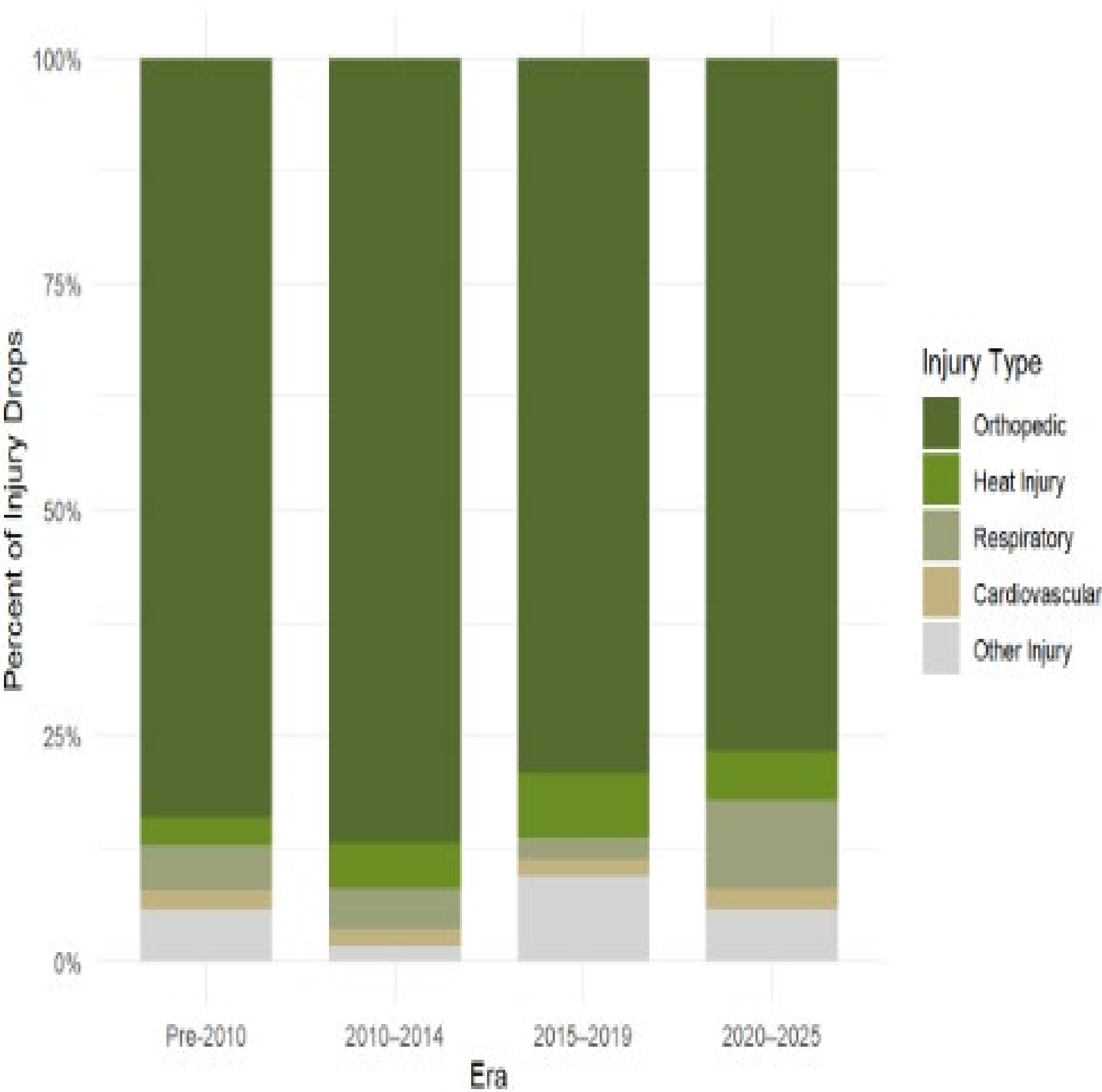
Methods

- Data:** Total Force Data Warehouse (2003–2025), OCS candidate records
- Dataset Construction:** Candidate-level dataset created from administrative records
- Statistical Models:** Binary and multinomial logistic regression
- Timing Analysis:** Survival analysis using Cox proportional hazards model



Results & Impact

- Attrition Stability:** Overall OCS attrition remains relatively stable over time (~15–20%).
- Early Training Risk:** Most injury-related attrition occurs within the first three weeks of training.
- Injury Composition:** Orthopedic injuries consistently represent the largest share of injury-related attrition.
- Manpower Implication:** Understanding attrition patterns improves officer accession forecasting and training policy decisions.



Future Research

- Training Exposure:** Evaluate the relationship between specific training events and injury occurrence.
- Pre-Screening Effects:** Examine how recent medical screening changes influence attrition patterns.