



*Rucksack essentials
need to include:*

- *The Army Values*
- *Smart Money Choices*
- *Employment*
- *Education*
- *Health and Healthcare*
- *Healthy Relationships*
- *Effective Stress Management*
- *Sexual Harassment and Assault Prevention*
- *Responsible Choices*

RUCKSACK ESSENTIALS

If your rucksack doesn't include the tools listed in the column to the left, you may find staying Army Strong to be a real challenge. As an Ohio Army National Guard Soldier it's important to find balance in managing an Army and civilian livelihood.

Bottom Line Upfront (BLUF): Army life is not for everyone, and the difference for those who succeed doesn't hinge on what's done for them, but rather on what they do for themselves to be squared away and **ARMY STRONG!**

FOREWORD



CSM RODGER JONES **Ohio Army National Guard STRONG**

The motto of the Ohio National Guard is “Always Ready. Always There.” As a member of our great organization, it is important that you understand the role you play in supporting our critical missions. In our profession of arms, Soldiers are the Army’s most important asset. Every Soldier matters and every Soldier can make a difference. I expect you to meet this challenge and to continuously

look for ways to not only contribute, but to excel.

I expect every Soldier to live and model the Army values every day, in uniform and out. Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage are the very foundations of our profession.

How you live these values matters and is a direct reflection on our organization. What does it mean to “live your Army values”? Simply, it means being committed to life-long learning; doing what’s right, even when it’s hard or no one is looking; being a good citizen; maintaining healthy relationships at home and at work; effectively balancing your obligations to your Family, employer, and the military; and most importantly, being “ready.”

The Ohio National Guard must never fail in our mission to respond with ready units. You support this mission by taking personal responsibility for your own readiness. “Ready” doesn’t just mean that you are physically fit, proficient in your MOS, and technically and tactically competent. To be ready, you must also be resilient, effectively manage stress, have your finances in order, maintain healthy interpersonal relationships at home and at work, make smart life choices, and be committed to life-long learning.

Anyone can “talk the talk,” however, I expect every Soldier in our formation to “walk the walk.” I want you to be a better citizen because of your experience in the National Guard; but, you must want this. Set your goals high, connect with strong mentors and leaders, find a battle buddy, and remain determined to make a difference. Living the Army Values takes courage, hard work, and commitment. I expect nothing less.

Take some time to review the information in this booklet. As you read, think about how being a ready Soldier also means being a good citizen and how you can leverage the information and resources introduced in this publication to your advantage. Remember, knowledge is power!

A handwritten signature in black ink that reads "Rodger Jones".

Rodger Jones
State Command Sergeant Major

LIVING THE ARMY VALUES

Means You Live Up To A Higher Standard

Many people know what the words Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage mean. But how often do you see someone actually live up to them? Soldiers learn these values in detail during Basic Combat Training (BCT), and from then on they live them every day in everything they do — whether they're on the job or off. In short, the Seven Core Army Values listed below are what being a Soldier is all about.



LOYALTY

Bear true faith and allegiance to the U.S. Constitution, the Army, your unit, and other Soldiers.

DUTY

Fulfill your obligations.

RESPECT

Treat people as they should be treated.

SELFLESS SERVICE

Put the welfare of the Nation, the Army, and your subordinates before your own.

HONOR

Live up to Army values.

INTEGRITY

Do what's right, legally and morally.

PERSONAL COURAGE

Face fear, danger or adversity (physical or moral).

SMART MONEY CHOICES

Learning how to make smart money choices early in your career will relieve stress and future hardship. Reducing debt, staying or becoming credit worthy, and investing in your future will protect you from future financial difficulties. **Your security clearance is tied directly to your financial preparedness.**



The following resources have proven to be useful in ensuring readiness.

FINANCIAL RESOURCES	RESOURCE DESCRIPTION
Personal Financial Counselors	A Certified Personal Financial Counselor may be available in your area. To learn more, call 614-336-4192
Military OneSource Financial Counseling MilitaryOneSource.mil 800-342-9647	Military OneSource offers free financial counseling, available in person, by phone, or by video chat. Financial counselors provide National Guard members and their Families with information on issues such as budgeting, money management and debt. The number of sessions is unlimited. Your financial needs will change over the years, whether it's saving for a down payment on your first home or making sure your retirement savings are invested safely. All professionals are accredited Financial Counselors (AFC).
Apprisen Apprisen.com 800-355-2227	There is no charge for your initial counseling session with a Financial Services Specialist to assess your financial situation. If you decide to participate in a Debt Management Program (DMP), there are nominal fees to cover the cost of maintaining your program. These fees are subject to state regulations but will never exceed a \$45 one-time set up and a \$45 monthly fee. Apprisen does not deny service if you are unable to pay. In cases of financial hardship, fees may be reduced or eliminated.

SEXUAL HARASSMENT AND ASSAULT PREVENTION

I. A.M. STRONG ... SEXUAL ASSAULT CAN BE PREVENTED

A Band of Brothers and Sisters

When sexual harassment or sexual assault occurs, it is not only a direct violation of our Army Core Values and Warrior Ethos, but also an assault on what it means to serve in the profession of arms. The Army way of life — a life in which it is our duty to protect and take care of each other no matter the time, place, or circumstance. We have a personal and professional duty to intervene and prevent sexual harassment and sexual assault.

Sexual assault is a crime

It betrays victims and their Families; erodes the bedrock of trust upon which the profession of arms is grounded; and has a corrosive effect on our unit readiness, team cohesion, and command environment. The damage resulting from sexual assault extends far beyond the victim, weakening the very health and morale of our Soldiers, breaking the bond of trust within our team, shattering the confidence Soldiers have in one another, and undermining unit readiness.

Know Your Part

Each of us has a unique role in preventing and responding to sexual assault. We must recognize our part in stopping this crime starting with our own awareness and knowing when and where to intervene.

Do Your Part

We must act. If we see a crime or inappropriate behavior unfolding, we need to step in to prevent it. We each need to add our voice to the call to end sexual harassment, assault, and other inappropriate behavior.



Ohio National Guard
Sexual Assault Response Line
1-877-751-5628

RESPONSIBLE CHOICES

High-risk alcohol choices are not in line with Army Values. High-risk choices can lead to poor decision making, legal troubles, and increase your risk of alcohol dependence. Take charge of your career and don't be fooled by common misconceptions associated with alcohol consumption.



Common Misconceptions

- "I drive better when I have been drinking. I pay more attention!"
- "3 beers is nothing. You can't even tell when I have had 6!"
- That's what you do (in college, after work, when you're my age)."

Reality Check #1

You can get a driving related offense even if you are UNDER the legal limit. If the officer can document that you are impaired, you can still be charged and if you are underage, zero BAC is the only guaranteed way out of a charge.

Reality Check #2

Alcohol acts as a depressant on the central nervous system. Even if you pay closer attention, your reaction time is slower. It's science, not opinion.

Reality Check #3

Higher tolerance — or being able to 'look' sober after drinking more — your friends might think it is cool but you are increasing your chances of legal and physical consequences. **Ask yourself this question:** Will you or your friends be responsible for what you do?

Reality Check #4

If the people 'preaching' to you are people you have considered to be friends, they may be looking out for you. Think about what they are saying and consider the possibility that they may be seeing things that you aren't.

***The quickest way to end an Army career is
abuse of alcohol or use of illegal drugs!!!***

If you have said any of these things (Reality Check 1-4) or want to know more about how alcohol and other drugs may be impacting you or someone close to you, don't wait to act, call our team of professionals.

***Alcohol and Drug Prevention and Intervention Coordinator
614-336-7319***

YOUR HEALTH

ARE YOU PREPARED TO FIGHT TONIGHT?

Army Physical Fitness Test (APFT) scores and Army height and weight requirements. Sound familiar? That's right! You are in the Army now and your health and fitness are not only mission essential but are a requirement to stay in the Army. So, stay on top of your game by making your health a top priority. As a result, you and everyone around you benefits.

If you need help making changes that will improve your health and well-being, consider partnering with the Military OneSource Health and Wellness Coaching Program. The Health and Wellness Coaching Program is a FREE resource available to Guard Members or their dependents who wish to improve their health and overall well-being.

Focus areas for coaching include: weight management, fitness and nutrition, health condition management, stress management, and life transitions.

The coaches provide you with information, support, encouragement, and accountability, so that you can attain your goals and achieve your maximum potential at no cost to you!



To sign up for a health and wellness coach, call 800-342-9647 and a Military OneSource consultant will register you and schedule your first session right away.



HEALTH CARE

It's good to be young and in good health. Sometimes being in good health can lead to a false sense of security and perhaps underestimating or discounting what may be in your best interest. One day when you least expect it, you will find yourself in need of medical care. Without health care insurance out-of-pocket costs can set you back significantly.

The good news is you don't need to go at it alone because one of the greatest benefits afforded to you as a Soldier is very reasonably priced health insurance.



TRICARE Reserve Select (TRS) is a low-cost insurance available to Ohio National Guard Soldiers and their Families. TRICARE Reserve Select also meets the minimum essential coverage requirements under the Affordable Care Act; therefore, no penalties to pay come tax time.

Monthly TRS premiums effective 1 January 2017 are:

- \$47.82 per month for Soldier-only coverage and
- \$217.51 per month for Soldier and Family coverage

Deductibles are based on rank, \$50 per member/\$100 per Family for E4 and below and \$150 per member/\$300 per Family for E-5 and above. Cost-shares after the deductibles are met; 15% for network providers and 20% for non-network providers.

Consider this ...

According to the Henry J. Kaiser Family Foundation, the average health premium for individual coverage in 2014 was \$502 and Family coverage was \$1,403 per month.

Clearly, TRS premium and deductible costs are significantly less. Do not pass on this excellent benefit.

**To learn more and sign-up for TRS go to:
TRICARE.mil/TRS or call 877-874-2273**

HEALTHY RELATIONSHIPS

In any relationship there will be tough times, varied opinions, and regrettable moments. The difference between healthy and unhealthy relationships is how you and your partner handle difficult situations.

If you are in a relationship where you are not encouraged to share your opinions and where your opinion is not valued, you're not in a healthy relationship. If your partner tries to keep you from having close relationships



with other people and does not support your involvement in activities that do not involve him or her, you are not in a healthy relationship. If your partner does not take responsibility for his or her actions, but is quick to blame you for his or her failures, does not support your right to make decisions about your own life, resorting to verbal abuse or physical violence to control you, you are not in a healthy relationship.

At its core, a healthy relationship is based on the belief that both partners are equal. Each of you should possess the ability to listen in a non-judgmental manner, respecting differences and validating each other's feelings. A healthy relationship involves a commitment to support each other's goals in life, encouraging each other to be independent, have other friends, and enjoy different activities and interests. It may mean making financial decisions together and involves compromise, accepting change, and seeking mutually satisfying solutions to conflict. Finally, and most importantly, it means communicating openly and truthfully, admitting when you're wrong or have made mistakes, and helping the other person feel safe in the relationship through both your words and actions.

If you want to know more about healthy relationships, Army Chaplains and Military One Source can help.



MILITARY ONE SOURCE
800-342-9647 or
MilitaryOneSource.mil



STATE CHAPLAIN
614-336-7377

EFFECTIVE STRESS MANAGEMENT

A little stress isn't always bad — it can be an effective motivator and the adrenaline that stress creates can help improve both mental and physical performance. But too much stress can negatively affect your performance on duty, your relationships, and your physical and mental health. Fortunately, there are many ways to control and reduce stress. Learn and apply these stress-management techniques to help limit your stress, stay more relaxed and positive, and maintain a high level of performance both on duty and at home.



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1. Take good care of yourself. Get enough sleep, exercise, and eat nutritious foods.
 2. Have a positive outlook. In addition to caring for yourself physically, try to maintain a positive “can do” attitude to keep your stress level under control.
 3. Laugh often. Remember that you can take your military duty seriously without always taking yourself seriously.
 4. Learn to relax. When you feel stressed, take a few deep breaths and envision yourself in a peaceful place. You can also take a walk, listen to soothing music, or read a good book.
 5. Make time for activities you enjoy. If you don’t make time, you may never “find” the time to relax and enjoy life.
 6. Learn to recognize when you’re stressed. Excessive stress can cause symptoms from neck or back pain and headaches to upset stomach, trouble sleeping, and fatigue. When you notice these symptoms, too much stress may be to blame.
 7. Focus on the things you can control. When you feel anxious or stressed, ask yourself, “Is there anything I can do to change this situation?” If the answer is no, try to let it go.
 8. Get organized at home. Clutter creates stress.
 9. Simplify your life. Learn to say “no” to obligations and activities that will overload your schedule.

"Seeking assistance is a sign of personal strength, not weakness!"

Major General John C. Harris Jr.

Assistant Adjutant General, Ohio Army National Guard



If you suspect that you may be in an unhealthy relationship or could use some assistance in managing stress more effectively, don't hesitate in taking advantage of the free and confidential resources listed.

Ohio National Guard Psychological Health Team

Director614-336-6000 x 0362
 16th Engineer Brigade, 371st Sustainment Brigade 614-336-6000 x 8999
 37th Infantry Brigade Combat Team, 73rd Troop Command 614-336-6000 x 4291
 Special Troops Command, 174th Air Defense Artillery Brigade..... 614-336-6000 x 4292



OHIOcares

Provides assistance in seeking helpful resources in your community.

800-761-0868 or OHIOcares.Ohio.gov



MILITARY ONE SOURCE

800-342-9647 or
MilitaryOneSource.mil

Military OneSource may provide no cost individual counseling to Guard Members and their dependents, couples counseling, or parent/child counseling with a local provider.



CAREER CONNECTIONS



The Ohio National Guard Employment Enhancement Program (NGEEP) has employment support specialists throughout Ohio who develop relationships with employers, apprenticeships, and businesses seeking to train and hire veterans, service members, and Military Family members.

ENTERING THE WORKFORCE?

We work with employers throughout Ohio that provide competitive salaries and in-demand jobs. If you are unsure of which career or education path to pursue, we can assist you in finding employment whether temporary, part-time, or full-time.

HEADED TO COLLEGE?

Through partnerships with state and local employment programs we can assist you in determining which industries, careers, and emerging job opportunities are available throughout Ohio. If you are looking to use the Ohio National Guard Scholarship or GI Bill, we can provide you assessments on how your degree fits into the job market and a career.

LOOKING FOR A SKILL?

Apprenticeship programs and skilled trades are some of the most sought after professions in Ohio. Through partnerships with state and local apprentice programs we can assist you in determining which industries meet your interests and needs. If you are looking to use your GI Bill Benefits we can help you determine which programs and locations provide the most return on your benefits.

We connect veterans, service members, and Family Members who are looking for new opportunities and employment to networking, training, apprenticeship programs, and employment preparation.

The employment market in Ohio is improving and changing. As one of the most diverse economies in the nation, Ohio has opportunities for those that can prepare themselves for the right career through a combination of training, education, ability, and, above all, connections.

WANT TO BE MORE THAN AVERAGE?

NGEEP intent is to find employment and career opportunities that exceed individual income averages in Ohio. Our goal is to place individuals into well-paying positions with benefits and long-term stability. Additionally, we look to connect with military-friendly employers who appreciate your role in the Ohio National Guard.

EMPLOYMENT BY THE NUMBERS				
OHIO 2016	Age 16-19	Age 20-24	Age 25-34	Age 35-44
Unemployment Rate	14.2%	8.4%	5.1%	3.6%
Average Weekly Salary	\$378	\$491	\$726	\$881
Average Annual Salary	\$19,700	\$25,532	\$37,752	\$45,812



- Average wage in Ohio is \$8.15 per hour or \$17,000 per year
- Starting wages for apprentice programs average over \$13.00 per hour or \$27,000 per year
- In Ohio, apprentices who complete their training average over \$62,000 per year and can make in excess of \$80,000 per year depending on experience and the industry
- The average college graduate earns \$50,000 per year in the US
- Nationally, the average college loan debt is \$37,000
- A year in the National Guard can earn you over \$4,500 as an E4

EMPLOYMENT PREPARATION

WHERE TO WORK

- Are you looking for temporary or part time job while you are attending school?
- Do you have the skills and credentials you need for the career you want?
- Do you want a permanent job or employment that allows you to gain experience and skills you need for the career you want?
- How to connect with the industry or careers you are interested in?

WHAT TO KNOW

- Need more education? Find out what education benefits are available using the Ohio National Guard Scholarship Program or GI Bill.
- Find out who is hiring? Connect with the NGEEP team and look through positions on Ohio Means Jobs.

HOW TO DO IT

- Make connections with individuals within the industry or company you want to work for. The NGEEP can assist you in making these connections.
- Look for companies that have military support and outreach groups or organizations. These groups are designed to support and assist you.

TOP IN-DEMAND INDUSTRIES FOR OHIO

- Health care (Doctors, Physician Assistants, Nurses, Nursing Assistants, Medical Health Service Managers and Workers, and Medical Technologists)
- Manufacturing (Managers, Workers and Industrial Machinery Mechanics)
- Finance (Accounting, Auditing, and Bookkeeping)
- Construction (Management and Skilled Trades)
- Information Technology (Management, Programmers, and Project Managers)

SKILLED TRADES

REGISTERED APPRENTICESHIP programs provide a defined path toward a career in a specific industry while offering some of the best overall pay and benefits. Skilled trades rank #3 in Ohio for future employment demand with over 29,000 openings expected through 2020.

ADVANTAGES OF APPRENTICESHIP PROGRAMS

- Immediate employment and wages — work while you learn and earn College credit for the instructional portion of the apprenticeship Low or no tuition rates; many programs are sponsored by employers
- High placement rates once complete with training (averages 2-4 years)
- Contact the Education Office Guidance Counselor to explore all your education/apprenticeship assistance options.

AVERAGE WAGES WHILE IN TRAINING AS AN APPRENTICE

Year	Hourly	Weekly	Annually	* A Year in the Guard (\$4,682)	**With Post 9/11 GI Bill Benefits ()
1	\$13.91	\$556	\$28,934	\$33,614	(\$12,578) \$46,192 Total
2	\$15.94	\$638	\$33,124	\$37,806	(\$6,960) \$44,766 Total
3	\$19.49	\$780	\$40,539	\$45,221	(\$2,784) \$48,005 Total
4	\$23.03	\$921	\$47,892	\$52,574	(\$2,784) \$55,358 Total

For more information:

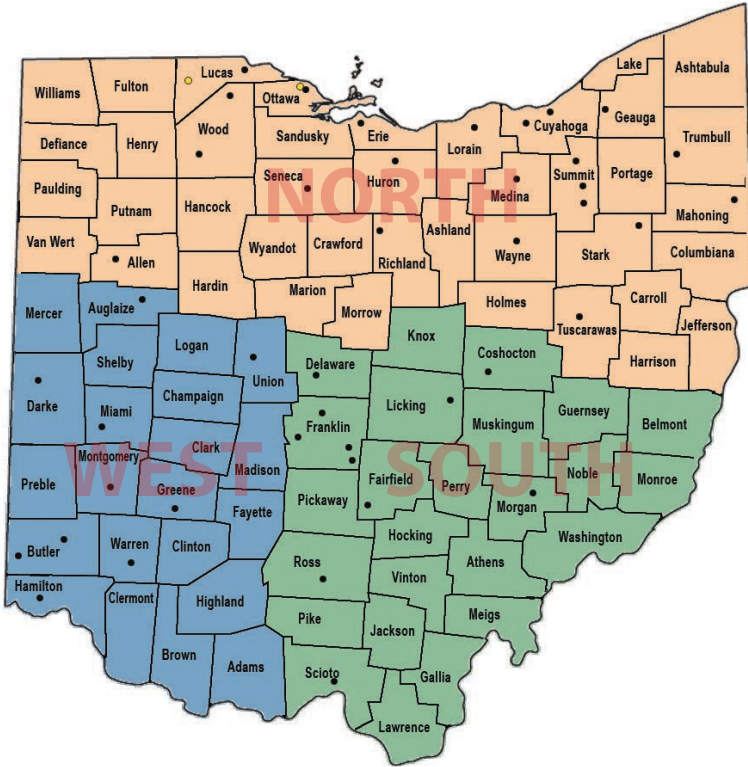
JFS.Ohio.gov/apprenticeship

HelmetsToHardhats.org



EMPLOYMENT RESOURCES

CONTACT A NATIONAL GUARD EMPLOYMENT SPECIALIST IN YOUR AREA



NORTH

Office Phone

Cell Phone

Employment Specialist..... **614-336-6077**

614-400-3520

Employment Specialist..... **614-336-6589**

614-400-8845

SOUTH

Office Phone

Cell Phone

Employment Specialist..... **614-336-4212**

614-400-7489

Employment Specialist..... **614-336-7366**

614-400-7888

WEST

Office Phone

Cell Phone

Employment Specialist..... **614-336-4993**

614-400-4959

Employment Specialist..... **614-336-4994**

614-400-8718

Phone: 614-336-4554 - Central Number for Employment Services

Email: NG.OH.OHARNG.mbx.ngeep@mail.mil

Website: ONG.Ohio.gov/FRG/FRG_employment.html

LinkedIN: [LinkedIn.com/groups/8572440](https://www.linkedin.com/groups/8572440)

OHIO MEANS JOBS also provides assistance in exploring jobs, positions, and industries while offering a path through self-assessment, education, training, and skill development.



Ohio
MEANS
Jobs®

Ohio Means Jobs provides Veterans and service members a unique way to highlight their skill and experience to potential employers across Ohio. With the ability to search through millions of job posting by location, industry, and specific skills - OMJ is one of the best job sites to use for looking at employment opportunities in Ohio.

HOW TO USE OHIO MEANS JOBS

1. Log in to the Ohio Means Jobs site at OMJ.Ohio.gov
2. Select Veterans Workforce Services
3. Use Career Resources and Benefits to determine what you have and what you need for the job or career your desire
4. Use Licensing, Education, and Training to determine how your military training can lead to certifications or college credits
5. Use Employment Information to find military-friendly employers and opportunities offered to Veterans and service members

HOW TO LOOK FOR FEDERAL JOBS

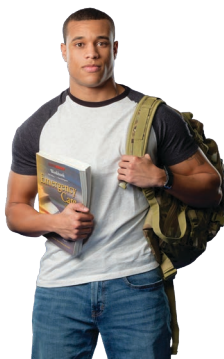
Using online job boards and resources like USAJOBS and the Ohio Means Jobs website will allow you to determine the best opportunities for yourself based on salary, openings, and the level of education required. These sites are free and can lead to not only civilian opportunities, but also employment opportunities with Federal and military organizations.



USAJOBS provides local, regional, and national level job announcements for Federal positions in all categories of government service. If you are looking for opportunities in government or specifically those in the Ohio National Guard, USAJOBS is the place to start looking. Check the USAJOBS website at usa.jobs.gov

EDUCATION

Abraham Lincoln said, "I do not think much of a man who is not wiser today than he was yesterday."



Lifelong learning is defined as the "ongoing, voluntary and self-motivated" pursuit of knowledge for either personal or professional reasons.

Know and Utilize Your Education Benefits

Future opportunities and promotions will be subject to your commitment to continuing education. As a Soldier you have several formal continuing educational opportunities available to you. To learn more about these programs contact the subject matter experts identified below.

No need to go into debt to get an education!

ONG Education Office Guidance Counselor 614-336-7275

Ohio National Guard Scholarship Program 614-336-7143

Provides 100 percent tuition to Guard members attending a two- or four- year public college or university (ONGSP.Ohio.gov).

Federal Tuition Assistance 614-336-4905

Pays up to \$250 per semester hour, 16 semester hours per fiscal year for certification, associate, bachelor's, or master's degree programs.

Montgomery GI Bill 614-336-7293

Provides financial assistance for college degree and certificate programs, co-op training, technical or vocational courses, flight training, apprenticeships or on-the-job training, high-tech training, licensing and certification tests, entrepreneurship training, certain entrance examinations, and correspondence courses.

Enlistment Bonus - Up to \$20,000

Student Loan Repayment (SLRP) - Repayment of up to \$50,000 in Federal Student Loans

It is essential that you become familiar with your bonus and/or student loan contract. Your contract requires that you must be a Soldier in good standing and serve in your contracted MOS and position. Noncompliance with contract requirements can result in termination with recoupment of your incentive. For further information, contact your Readiness NCO or the State Incentive Manager at **614-336-7283**.

OTHER RESOURCES



OTHER IMPORTANT RESOURCES	PHONE	WEBSITE
Troop and Family Assistance Centers: Your Local One-Stop Shop for Information and Assistance	800-589-9914	ONG.Ohio.gov Click on Family Readiness
DEERS / I.D. Cards	614-336-7087	www.dmdc.usd.mil/rsI
Employer Support of the Guard & Reserve	614-336-7444	ESGR.mil/ohio
Health Services	614-336-4194	N/A
JAG Office - Legal	614-336-7022	N/A
Medical Detachment	614-336-7393	N/A
Medical Records	614-336-7457	N/A
Military One Source	1-800-342-9647	MilitaryOneSource.mil
Military One Source is a free 24/7 comprehensive resource for every aspect of military life.		
Military Pay	614-336-7404 (Traditional)	614-336-7478 (AGR/Tech)
Military Records	614-336-7038	N/A
OHIOcares	800-761-0868	OHIOcares.Ohio.gov
Retention Office	614-376-5022	N/A
Transition Assistance	614-336-7349 or -4192	ONG.Ohio.gov/frg/ FRG_benefits.html



**For current information
and stories on the Ohio
National Guard, watch the
Buckeye Guard video news
show or read the digital
Buckeye Guard magazine:**

***ONG.Ohio.gov/
BuckeyeGuard.html***

Website - ONG.Ohio.gov

Social Media outlets



TheOhioNationalGuard



OhioNationaGuard



OHNationalGuard



OhioNationalguard



OhioNationalGuard

***ALWAYS READY,
ALWAYS THERE***