Rucksack essentials need to include:

- The Army Values
- Essential Communication
- Health and Healthcare
- Smart Money Choices
- Education
- Employment
- Effective Stress Management
- Responsible Choices
- Healthy Relationships
- Sexual Harassment and Assault Prevention
- Family Readiness and Warrior Support

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 Up Front (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!
Hello team, as your State Command Sergeant Major, I feel that it is imperative that you are aware of resources, tools, and the many assets at your disposal as a member of the Ohio Army National Guard. I am well aware of the challenges you face balancing Family, employment/school, and the military. As you balance and prioritize these three, I want each of you, regardless of rank or tenure in the Ohio Army National Guard, to become aware of the many resources outlined in this Rucksack Essentials handbook for your quick reference and application.

The Ohio Army National Guard motto is “Fight Tonight.” In order to be prepared to “Fight Tonight,” there are several basic requirements each of us must comply with. Living the Army Values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage by all Soldiers and civilian employees on and off duty are the cornerstone of who we are as professionals.

You must be ready to answer the call to “Fight Tonight” 24/7, 365 days a year. You are responsible for maintaining your medical/dental and physical fitness, in addition to maintaining high levels of technical and tactical proficiency. Individual readiness is mission essential to our organization’s ability to ALWAYS be available to meet the needs of our no-fail mission. Part of being ready includes balancing your responsibilities to your Family and employer. This is as important as anything that we do. Healthy Families, whether you are single or married, includes involving your Family in your military experience. Engaged, supportive Families (to include your parents) will make you stronger – so, invite your Family to be a part of your unit’s Family Readiness Group and participate in Family Readiness sponsored camps/activities! Ohio has one of the most military friendly and supportive employer bases in the Nation; ensure you are have an open line of communication with your boss and be sure to take time to recognize supportive employers. If you are not employed or are under-employed, I challenge you to utilize the full spectrum of resources provided in Rucksack Essentials to improve your position in life.

My commitment to you starts with ensuring you are equipped, trained, and well-led by leaders who share my philosophy of winning and building winning teams. Winners come from all walks of life; I expect you to be a winner! You will have fair opportunity to grow and thrive because of your military experience. Choose to win, grow, and thrive - use the resources and tools outlined in Rucksack Essentials to reach your maximum potential. Winning Soldiers, strong Families, and supportive employers are a powerful combination and essential to our organization’s success.
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
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).
Effective communication is essential in every aspect of our lives. Living the Army Values and communicating with your first line leader, Family, and employer represent the foundation for everything else that follows. It is important for you to see yourself as the composer responsible for keeping everyone on the same sheet of music.

First Line Leader – How well does your first line leader know you? Communication is a two way responsibility. Take the proactive approach to ensure good communication!

Consider the following:

- Be certain to let your first line leader know your employment and/or higher education involvement
- Provide a glimpse into your home life such as marital status, children, live alone, etc.
- Discuss personal and professional goals with your first line leader during a counseling session or during other opportunities of engagement
- Share physical fitness routines that you are engaged in to meet APFT standards
- Let your first line leader know of any major changes to your health status that could affect your readiness or need addressed through the Line of Duty process
Employer – Many employment challenges can be avoided by being candid with your employer about your obligations as a member of the Ohio National Guard. Don’t take your employer’s support for granted! Take the following steps.

- Talk to Your Employer. Tell your employer about your military assignment and skills you have gained in the military.
- Keep your supervisor informed about your Guard duties. The sooner you provide your supervisor with drill schedules, annual training plans, and any extra time-off requirements, the more smoothly things will go.
- Show your appreciation for supportive employers by nominating your supervisor for a Patriot Award. The Department of Defense will send your supervisor a certificate of appreciation.

Family – Plain and simple these individuals are your significant others … take care of them! If you’re looking to enjoy a positive Guard and employment life, the place to start is with your Family.

- Share your drill schedule
- Get your Family involved in the Family Readiness Group (FRG)
- When the invitation says … Soldier and Family ... be certain to bring Family members to programming, trainings, and events
- Complete the Family Data Sheet
- Share informational handouts provided at drill and Annual Training
- Deployments can produce stress but keeping those you love in the dark will only add to that stress. Communicate and don’t contribute to the challenges and stress associated with this military commitment.
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 benefit.

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 and 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.
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 insurance out-of-pocket costs can set you back significantly. The good news is you don't need to go it alone, because one of the greatest benefits afforded to you as a Soldier is very reasonably priced health insurance.

TRICARE Reserve Select® (TRS) provides comprehensive, affordable health care, dental and pharmacy coverage to meet your changing needs.

You are eligible for TRS if you’re:

- a member of the National Guard or Reserve,
- not on active duty orders or covered by the Transitional Assistance Management Program (TAMP), and
- not eligible for or enrolled in the Federal Employee Health Benefit (FEHB).

What You Pay:
- Member only: $44.17/month
- Member + Family: $228.27/month

Deductible:
- E1-E4: $52 per individual and $104 per Family
- E5 & above: $156 per individual and $313 per Family

Important Note...
According to data gathered by eHealth, the average health insurance premium for single coverage in 2018 was $440 per month. For family coverage, the premium was $1,168 per month.

Enroll – Online or by Phone
Visit the TRS Enrollment page at https://www.tricare.mil/Plans/Enroll/TRS
Call the Eastern Regional contractor at 800-444-5445

To learn more about this valuable benefit go to:
https://tricare.mil/TRS
When hurt at work in the civilian world, the case may end up being managed by the Bureau of Workers Compensation. In the Ohio Army National Guard, a Soldier’s illness, injury, or disease that occurred while in a duty status must be managed administratively through a Line of Duty (LOD) investigation.

The purpose of a LOD is to protect both the Soldier and the government’s interests. It also documents conditions for Medical and Physical Evaluation Board (MEB/PEB) processing if permanent disability results as well as documents a service connection for veterans filing a claim through the VA.

What is a LOD?

An approved LOD is the foundation to other programs a Soldier may be entitled to. A LOD is an investigation that service connects an injury, illness, or disease that occurred while a Soldier was in a duty status. Formal LOD investigations are conducted to arrive at a determination of whether misconduct or negligence was involved in the disease, injury, or death and, if so, to what degree. Depending on the circumstances of the case, a LOD investigation may or may not be required to make this determination. Investigations can be conducted informally by the chain of command where no misconduct or negligence is indicated, or formally where an investigating officer is appointed to conduct an investigation into suspected misconduct or negligence.
Who is eligible for a LOD?

A Reserve Component (RC) Service member is entitled to medical and dental treatment for an injury, illness, or disease that was incurred or aggravated while in a qualifying duty status and that is not the result of gross negligence or misconduct.

When should a LOD be initiated?

A LOD investigation should be started immediately after a Soldier incurs an injury, illness, or disease while in a duty status. Traditional Soldier LODs must be initiated within 180 days from the last day of qualified duty status. Soldier LODs must be initiated within 180 days from the injury date. Service connecting an injury, illness, or disease caused by military service is the first step in gaining acceptance into other medical applications.

What happens when I get hurt in a qualified duty status?

The unit will send the Soldier to the nearest civilian hospital or Military Treatment Facility (MTF) accompanied by a battle buddy to have the Soldier examined. Unit or Medical Readiness NCO (MRNCO) will initiate a LOD.

Can I get paid while seeking treatment?

Yes, if your LOD injury, illness, or disease has prevented you from going back to work, you may be qualified for programs that provide compensation.

For questions or additional information regarding a LOD, contact your Unit MRNCO.

NOTE: Soldiers also qualify for a LOD when they have a pre-service condition (noted on their medical documentation or waived) that is over and above the natural progression of their condition caused by trauma due to military service.
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 financial difficulties. Your security clearance is tied directly to your financial preparedness.

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

<table>
<thead>
<tr>
<th>FINANCIAL RESOURCES</th>
<th>RESOURCE DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Personal Financial Counselors</td>
<td>Personal Financial Counselors (PFC) are available to help you and your Family manage finances, resolve financial problems, and reach long-term goals such as education, buying a home, and planning for retirement. Contact a PFC near you. All services are provided at no cost!</td>
</tr>
<tr>
<td>Cincinnati</td>
<td><a href="mailto:PFC.Cincinnati.USAR@zeiders.com">PFC.Cincinnati.USAR@zeiders.com</a> 513-431-1300</td>
</tr>
<tr>
<td>Columbus</td>
<td><a href="mailto:PFC.OH.NG@zeiders.com">PFC.OH.NG@zeiders.com</a> 614-600-8355</td>
</tr>
<tr>
<td>Wooster-Mansfield</td>
<td><a href="mailto:PFC3.OH.NG@zeiders.com">PFC3.OH.NG@zeiders.com</a> 330-201-9834</td>
</tr>
<tr>
<td>NorthCanton</td>
<td><a href="mailto:PFC5.OH.NG@zeiders.com">PFC5.OH.NG@zeiders.com</a> 740-447-3727</td>
</tr>
<tr>
<td>Toledo</td>
<td><a href="mailto:PFC6.OH.NG@zeiders.com">PFC6.OH.NG@zeiders.com</a> 419-277-6721</td>
</tr>
<tr>
<td>Springfield</td>
<td><a href="mailto:PFC2.OH.NG@zeiders.com">PFC2.OH.NG@zeiders.com</a> 937-917-6778</td>
</tr>
<tr>
<td>Financial Counseling</td>
<td>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).</td>
</tr>
<tr>
<td>MilitaryOneSource.mil 1-800-342-9647</td>
<td></td>
</tr>
</tbody>
</table>
Lifelong learning is defined as the “ongoing, voluntary, and self-motivated” pursuit of knowledge for either personal or professional reasons.

Know and Utilize Your Educational Benefits
Future opportunities and promotions will be subject to your commitment to continuing education. As a Soldier you have several formal continuing education 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!

**OHNG Education Service Officer** ........................................614-336-7023

**Ohio National Guard Scholarship Program** ............ 614-336-7143
Provides up to 100 percent tuition to Guard members attending state-assisted colleges and universities after other specified federal and Department of Defense educational assistance is applied (ONGSP.Ohio.gov).

**Federal Tuition Assistance** ........................................614-336-4905
Pays up to $250 per semester hour, 16 semester hours per fiscal year for certificate, associate, bachelor's, or master's degree programs.

**GI Bill Programs** .......................................................... 614-336-7293
Provides Service members and their eligible dependents 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
- GI Bill Kicker $350 per month

It is essential that you become familiar with your bonus and/or student loan contract. Your contract requires that you 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 614-336-4999.
Distributed Leaders Course – Mandatory Online Learning

The National Guard remains committed to the professional development of the noncommissioned officer corps, specifically the assurance that Soldiers obtain institutional knowledge by completing formal military educational requirements commensurate to their assigned duty positions and levels of responsibility prior to promotion.

Distributed Leaders Course

DLC is required online learning that continues throughout a career and is closely linked to and synchronized with classroom and experiential learning. DLC sets the conditions for continuous growth both as a warrior and a warrior leader.

To be eligible for promotion consideration, a Soldier must:

a. Be a satisfactory participant.
b. Meet the time-in-service, time-in-grade requirements.
c. Be qualified in their Career Progression Military Occupational Specialty.
d. Meet the DLC requirements for recommendation for board consideration to the next grade.

For more information regarding mandatory Distributed Leaders Course visit https://ncolcoe.armylive.dodlive.mil/distributed-leaders-course/ or see your Unit Training NCO.

<table>
<thead>
<tr>
<th>PROMOTION TO</th>
<th>REQUIREMENT FOR RECOMMENDATION</th>
<th>REQUIREMENT FOR PROMOTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>CPL/SPC</td>
<td>DLC I</td>
<td>Basic Leader Course Prerequisite</td>
</tr>
<tr>
<td>SGT</td>
<td>DLC II</td>
<td>Basic Leader Course</td>
</tr>
<tr>
<td>SSG</td>
<td>DLC III</td>
<td>Advanced Leader Course</td>
</tr>
<tr>
<td>SFC</td>
<td>DLC IV</td>
<td>Senior Leader Course</td>
</tr>
<tr>
<td>MSG</td>
<td>DLC V</td>
<td>Master Leader Course</td>
</tr>
<tr>
<td>SGM</td>
<td>DLC VI</td>
<td>DLC VI is a prerequisite for the Nominative Leader Course</td>
</tr>
</tbody>
</table>
DLC Level I Online Modules
DLC I prepares the Corporal/Specialist to improve basic communication skills to message ideas and thoughts clearly; recognize the need for strong character and values; demonstrate tactical and technical competence in leading teams; and take initiative to become a lifelong learner by exploring interests and executing measures to pursue civilian education. DLC I is a prerequisite for the Basic Leader Course (BLC).

DLC Level II Online Modules
DLC II prepares the Sergeant to react to cultural dynamics; develop self and subordinates to use sound and ethical judgement; be a multi-skilled leader in the operating environment; and be accountable with moral and ethical character. DLC II is a prerequisite for the Advanced Leader Course (ALC).

DLC Level III Online Modules
DLC III prepares the Staff Sergeant by providing an opportunity to improve as a leader and professional. The course develops the leadership skills needed to lead a platoon and to make quick, accurate decisions that are in the best interest of the mission and Soldiers. DLC III is a prerequisite for the Senior Leader Course (SLC).

DLC Level IV Online Modules
DLC IV prepares the Sergeant First Class to lead at the unit and organizational level by developing the Leader Core Competencies (LCC). Learners will develop the skills necessary to ensure the unit is ready, trained, proficient, disciplined, and motivated. DLC IV is a prerequisite for the Master Leader Course.

DLC Level V Online Modules
DLC V prepares the Master Sergeant to lead at the unit, organizational, and operational level; it is designed to close the gap between strategic and tactical planning. Learners analyze and apply knowledge which will assist them in carrying out policies and standards on the performance, training, appearance, and conduct of enlisted personnel. DLC V is a prerequisite for the Sergeants Major Course (SMC).

DLC Level VI Online Modules
DLC VI provides the Army with self-aware, adaptive leaders of character and competence with the skills to operate in an operational environment. DLC VI is a prerequisite for the Nominative Leader Course (NLC). The Nominative Leader Course (NLC) is a two week leader development course that prepares Sergeants Major (SGM) for their initial nominative-assignments.
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 which career or educational 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 Program or GI Bill, we can provide assessments on how your degree fits into the job market and a career.

LOOKING FOR A SKILL?
Apprenticeship programs and skilled trades are among 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. With one of the most diverse economies in the Nation, Ohio has opportunities that can prepare you for the right career through a combination of training, education, ability, and, above all, connections.

WANT TO BE MORE THAN AVERAGE?
NGEEP's 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

<table>
<thead>
<tr>
<th>OHIO</th>
<th>Age 16-19</th>
<th>Age 20-24</th>
<th>Age 25-34</th>
<th>Age 35-44</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unemployment Rate</td>
<td>14.2%</td>
<td>8.4%</td>
<td>5.1%</td>
<td>3.6%</td>
</tr>
<tr>
<td>Average Weekly Salary</td>
<td>$378</td>
<td>$491</td>
<td>$726</td>
<td>$881</td>
</tr>
<tr>
<td>Average Annual Salary</td>
<td>$19,700</td>
<td>$25,532</td>
<td>$37,752</td>
<td>$45,812</td>
</tr>
</tbody>
</table>

- 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 a 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 can you connect with the industry or careers you are interested in?

WHAT TO KNOW

- Need more education? Find out what educational 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 training is complete 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

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

For more information:
jfs.ohio.gov/apprenticeship

HelmetsToHardhats.org
EMPLOYMENT RESOURCES

CONTACT A NATIONAL GUARD EMPLOYMENT SPECIALIST IN YOUR AREA

NORTH
Employment Support Specialists:...............................ngeepnorth@outlook.com

SOUTH
Employment Support Specialists:...............................ngeepsouth@outlook.com

WEST
Employment Support Specialists:...............................ngeepwest@outlook.com

* For assistance send an email to your Regional Employment Support Specialists.
For more NGEEP information: ong.ohio.gov/frg/frg_employment.html
Join us on LinkedIn: LinkedIn.com/groups/857244
NGEEP JFHQ Office: 614-336-7366; Cell: 614-400-7888
OHIO MEANS JOBS (OMJ) also provides assistance in exploring jobs, positions, and industries while offering a path through self-assessment, education, training, and skill development.

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 jobs 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 https://jobseeker.ohiomeansjobs.monster.com/
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 you 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 Ohio Means Jobs 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. Check the USAJOBS website at usa.jobs.gov
Many employment challenges can be avoided by being candid with your employer about your obligations as a member of one of the Reserve Components. Don’t take your employer’s support for granted!

Here are some tips on how to keep your supervisor informed:

**Talk to Your Employer:**
Tell your employer about your military assignment and skills you have gained in the military. Many people hold military jobs that relate directly to their civilian careers.

**Federal Law:** Know your rights and responsibilities as outlined by Federal law in the Uniformed Services Employment and Reemployment Rights Act (USERRA). The law guarantees the right to take time off from work to meet your military responsibilities. If you, your supervisor, and your personnel office are familiar with USERRA, potential misunderstandings can be minimized.

**Annual Training and Drill Schedules:** Keep your supervisor informed about your Guard or Reserve duties. The earlier you provide your supervisor with drill schedules, annual training plans, and any extra time-off requirements, the more smoothly things will go. Remember you must give your employer advance notice of any military service whenever possible; it is recommended that this be done in writing.

**Non-Training Active Duty:** Many Reserve Component members perform tours of active duty that are not for training. This can range from short active duty tours and support exercises to years of active duty. Under USERRA, prior notice of military duty must be given to your employer. Military duty in this category is generally subject to a cumulative five-year time limit under USERRA. After being absent for five years you may no longer have reemployment rights with your employer.

**Emergency/Contingency Duty:** As a Reserve Component member, if you are activated involuntarily for war or a national emergency, your period of service will not count against the cumulative five-year limit established under USERRA.
Scheduling: If you miss work while performing military service, your employer is not obligated to reschedule you to make up the time lost. However, if employees who miss work for non-military reasons are afforded opportunities to make up the time lost, you must be treated in the same manner. Further, you cannot be required to find replacement workers for shifts you miss during the performance of military service.

Vacation and Accrual: Federal law allows you the option to use earned vacation while performing military service, but you cannot be required to do so. The only case where you could be required to use your vacation would be if your company has a planned shutdown period when everyone must take vacation, and your military service coincides with that period of time.

Pay: Although some private and many government employers provide full or partial civilian pay to employees absent on military duty, the law requires only an unpaid leave of absence be provided by the employer.

Reward Your Supervisor: Show appreciation for supportive employers by nominating your supervisor for a Patriot Award. It’s a free and easy way to say thanks. The Department of Defense will send your supervisor a personally prepared certificate of appreciation.

Take time to “brag” about your supervisor today!
Visit www.esgr.mil/pa to nominate your employer.

USERRA Question?
The ESGR customer service center is operational from 8am to 6pm Eastern Time, Monday through Friday, to provide answers to USERRA questions, or refer cases to a trained ombudsman.

Call the ESGR customer service center toll-free at 1-800-336-4590. Questions may also be answered at www.ESGR.mil.

Ohio ESGR Office: 614-336-7444
https://www.esgr.mil/about-esgr/contact/local-state-pages/ohio
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.

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.
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.
Adjutant General, Ohio 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 to take advantage of the free and confidential resources listed.

**Ohio National Guard Psychological Health Team**

Director........................................................................................Office: 614-336-7393

16th Engineer Brigade, 371st Sustainment Brigade..............Cell: 937-441-4419

174th ADA BDE, STC............................................................Office: 614-336-6000 x 4292

37th IBCT.................................................................Cell: 614-307-1810

371st SUS BDE...............................................................Office: 614-336-6000 x 4292

73rd SJTF.................................................................Cell: 614-572-8783

**OHIOcares** Provides assistance in seeking helpful resources in your community. 800-761-0868 or OHIOcares.Ohio.gov

**MILITARY ONE SOURCE** 1-800-342-9647 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.

**NATIONAL SUICIDE PREVENTION LIFELINE** 1-800-273-TALK (8255)
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!”
• “Three beers is nothing. You can’t even tell when I have had six!”
• “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 Blood Alcohol Content 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 your family and friends are preaching to you about your drinking, they might be looking out for you. Think about what they are saying and consider the possibility that they may be seeing things that require your attention.

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
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, resorts 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, having friends, and enjoying 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.

For information on Chaplain led Marriage, Singles, and Family Retreats, visit: https://ong.ohio.gov/frg/FRG_retreats.html
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 care for 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
877-751-5628
Our Soldier and Family Readiness Specialists and Airmen & Family Readiness Program Managers are highly trained professionals who provide information, resources, referrals, and assistance to all Service members and Families before, during, and after deployments, or whenever there is a need.

ong.ohio.gov/frg/frg_index.html

To reach the Soldier and Family Readiness Specialist in your region call:

800-589-9914

Airmen & Family Readiness Program Locations:
Mansfield - 179th AW - (800) 642-8365 x7
Toledo - 180th FW - (800) 495-4250 x8684550
Springfield - 178th FW - (800) 851-4503 x2583
Columbus - 121st ARW - (800) 377-5570 x5
Whether you are single, married, with or without children connecting with other military members and Families will make you (and your Family) stronger and more resilient. Youth and Family activities provide a casual, engaging, and fun environment to connect with other like-minded people. Parents, siblings, spouses, significant partners, children, step children, etc. of Ohio National Guard Soldiers are eligible to participate. DEERs registration not required for participation; you define who your Family includes. For more information please visit: https://ong.ohio.gov/frg/FRG_youthprograms.html or Call: 614-336-7274

Annually Scheduled Camps and Workshops

**Hero Camps (Kid focus):** A one day event that typically lasts about 6 hours and includes lunch. Pre-registration is required with a nominal fee. Normally held at a local venue to capitalize on what it has to offer while paired with Youth Program specialties. Eligibility: Dependent(s) or sibling(s) of Ohio Service member age 6-12 years old. See website for full eligibility and location of events.

**Family Overnights (Kid focus):** Spend the night at a local zoo, science center, aquarium, etc. Your family will sleep at the venue with breakfast provided. Eligibility: Ohio Service member and their dependent(s) or sibling(s) age 6-12 years old. See website for full eligibility and location of events.

**Family Camps (Entire Family with or without kids or teens):** Located at a camp near you, your family will enjoy Friday evening through Sunday morning participating in numerous activities. You bring the family and your personal items and we will provide the food and activities which is all included in the registration price. Eligibility: Ohio Service member and their “family”. Ohio Service member defines who their family is (sibling(s), child(ren), parent(s), aunt/uncle, grandparent(s), spouse, etc.) No age limit to attend. See website for location of events.

**Teen Leadership Events (Teen focus):** These events take full advantage of all the venue has to offer paired with intentional and focused leadership and resilience lessons. Eligibility: Dependent(s) or sibling(s) of Ohio Service member age 12-17 years old. See website for full eligibility and location of events.

**Residential Camps (Kid and teen focus):** These 5 day and 4 night camps are a great way for Youth and Teens to connect and build lifelong connections while enjoying the enriching experiences of camp. Youth and Teens will learn resiliency, develop habits for healthy living and instill pride in a military kid. Eligibility: Dependent(s) or sibling(s) of Ohio Service member age 9-15 years old. See website for full eligibility and location of events.
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

Rucksack Essentials updates are available on:
The Ohio Adjutant General’s Homepage
TAGNet
OARNG Mobile Application

Website - ong.ohio.gov

Social Media outlets
TheOhioNationalGuard
OhioNationaGuard
OHNationalGuard
OhioNationalguard
OhioNationalGuard

ALWAYS READY, ALWAYS THERE