



National Guard Service Perspective 2015

Prepared by
NGAUS Company Grade Committee



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Purpose of Survey

Highlight issues and concerns currently facing National Guard Service Members

Accurately portray who the National Guard is, and what its future capabilities are

Continue historical data collection from 2013 survey on Service Member perspective of their military service



Agenda

BLUF

Survey Results

- Demographic Information
- Service Questions
- Compensation
- Deployments

Recommendations



BLUF

National Guard Service Members are eager and engaged. They want to see the same or more from the Operational Tempo.

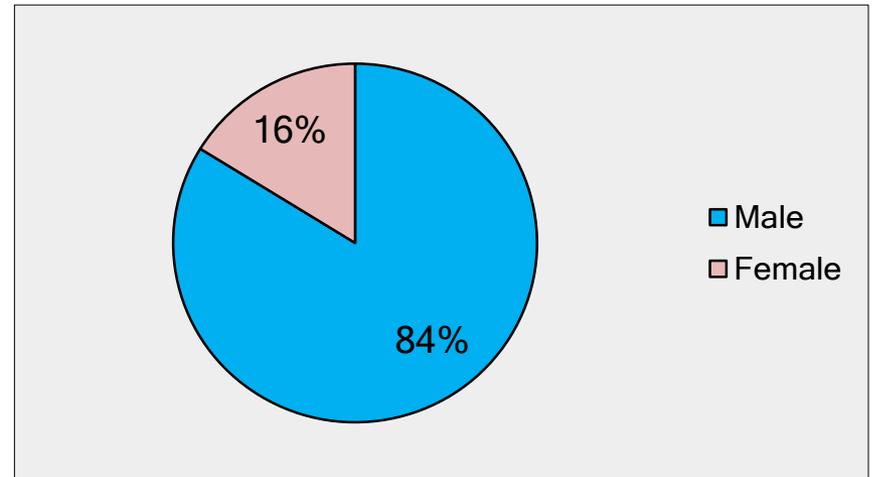
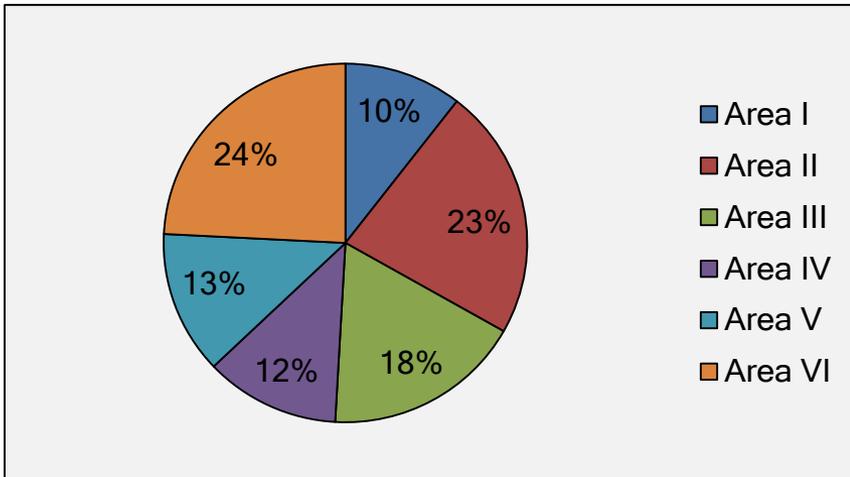
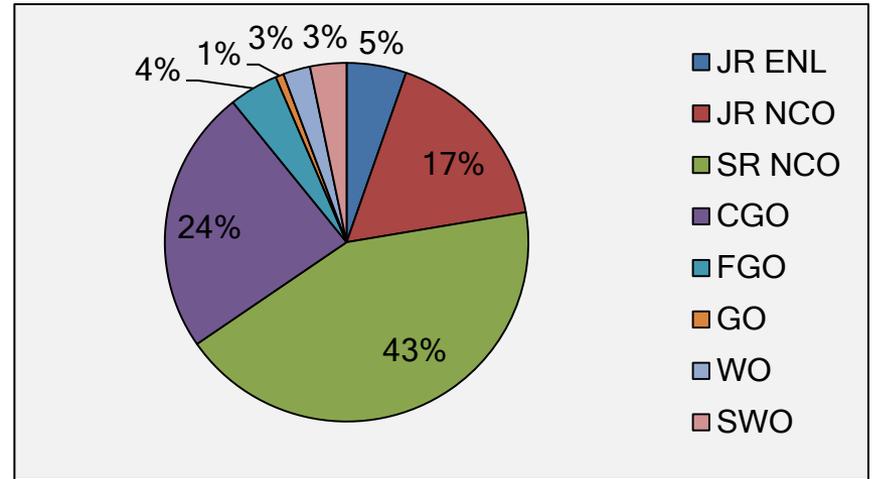
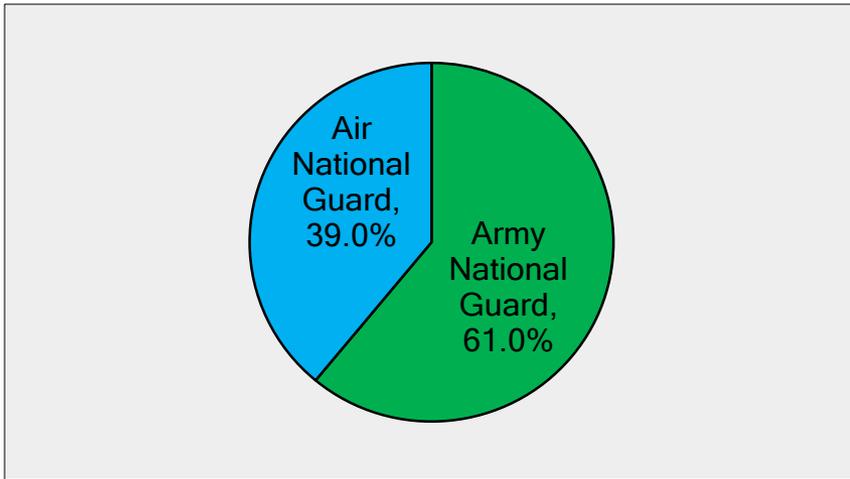
Pay and Benefits are a cornerstone of SM's service obligation with an overall deep sense of duty and National Pride.

Overwhelming positive impact of National Guard Service to Employers and Civilian occupation.



Demographics

2,096 Responses, 84% Completion

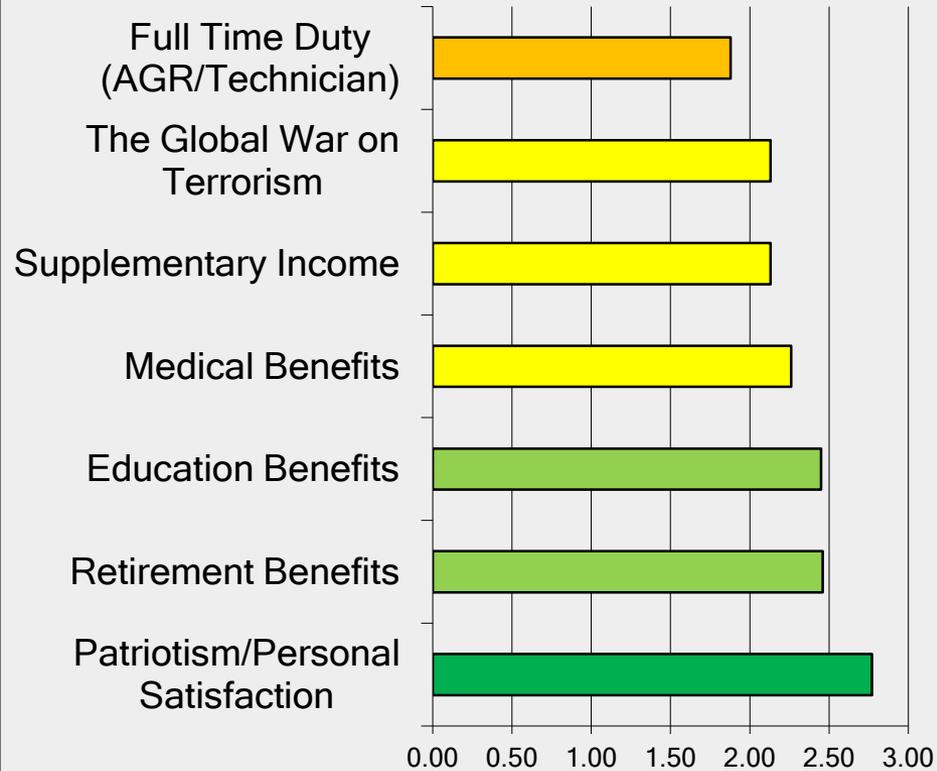




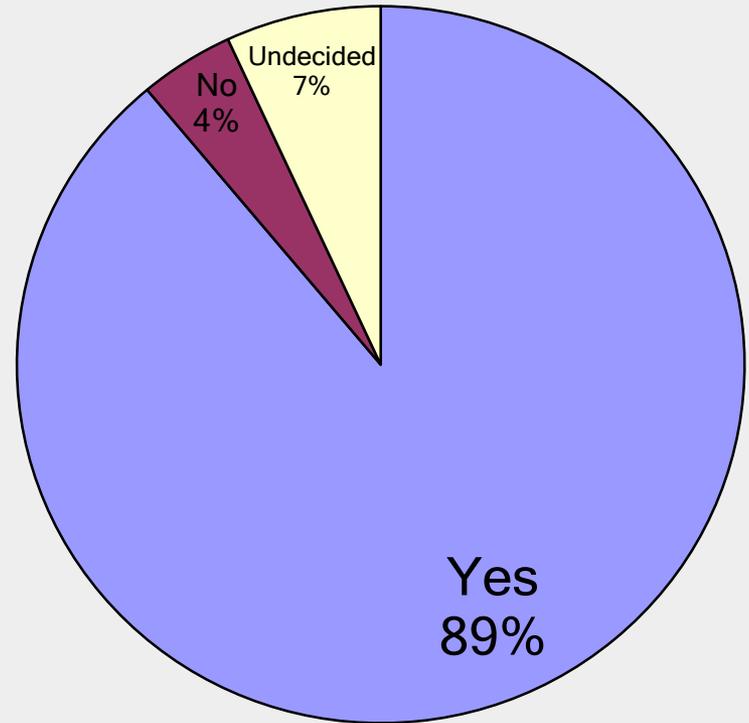
Service Indicators

Patriotism and Benefits are Key

On a scale of 1 to 3 (3 being a very important factor) why did you join the military service?



Do you plan on retiring from the military service?





Potential Losses

What reasons would make you consider separating/resigning from the military service? (Check all that apply)

Answer Options	Response Percent	Response Count
Reduction in drill pay (4 vs. 2 UTAs)	62.3%	1101
Change to the current retirement system	59.9%	1057
Loss of medical benefits	54.2%	957
Family conflicts	38.7%	684
Future uncertainty	37.0%	653
Loss of GI Bill benefits	34.6%	611
Lack of training resources	28.7%	506
Civilian employment conflicts	28.1%	496
Additional training requirements (such as CBT/DL, mandatory briefings, etc.)	23.6%	416
Lack of adequate MOS/AFSC training	20.7%	365
Other (please specify)	17.6%	310
	<i>answered question</i>	1766
	<i>skipped question</i>	330



Service Impact

NG Service Benefits Employment
86%

Positive/Neutral

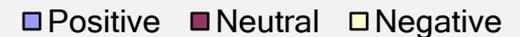
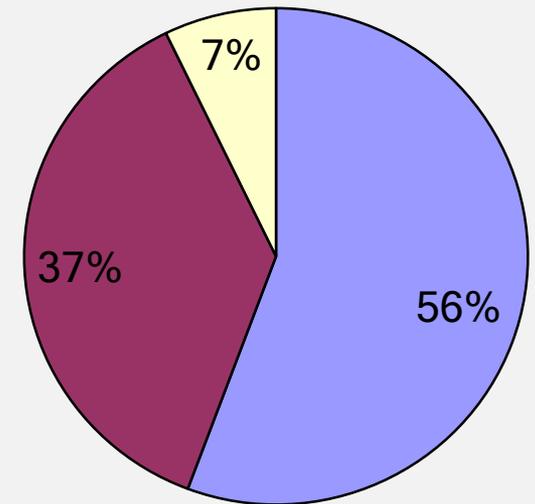
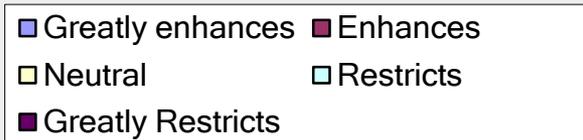
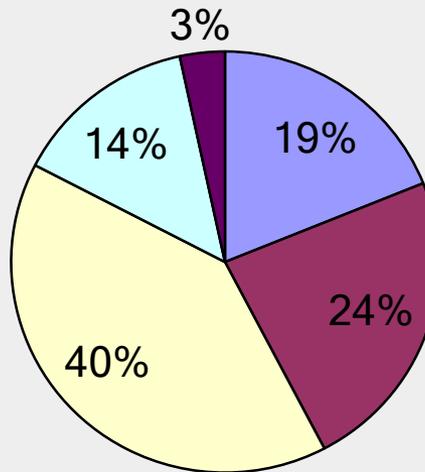
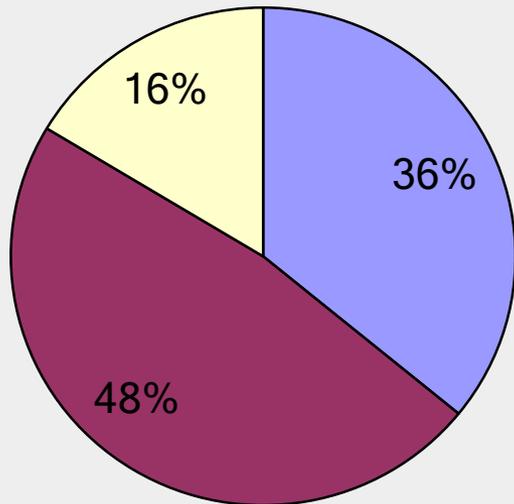
14%

Negative

To what degree does your Guard service impact your Civilian Occupation (Employed, Student, Self-employed)?

To what degree does your Guard service restrict or enhance your Civilian Occupation (Employed, Student, Self-employed)?

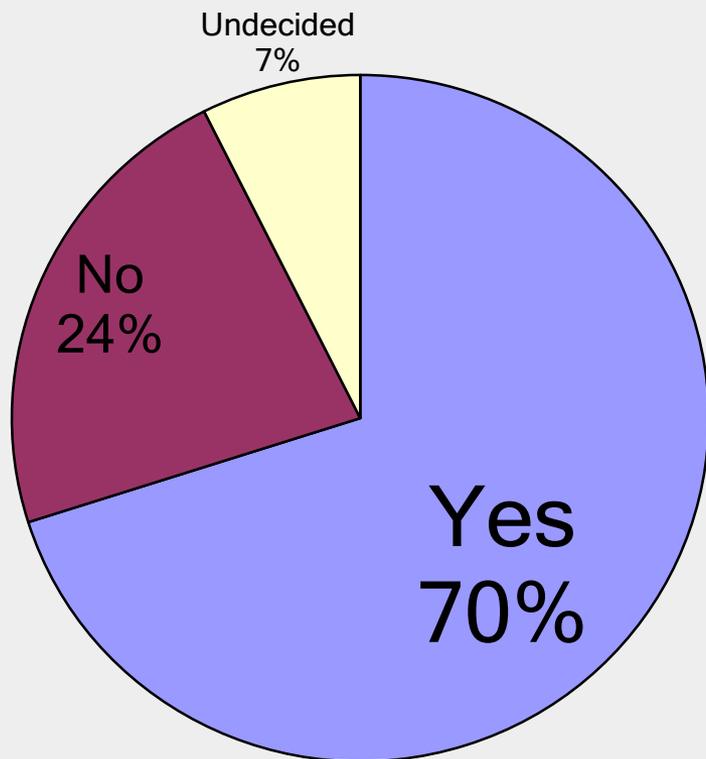
In what way does your Civilian Occupation view your Guard service (Employer, School, Self-employed)?



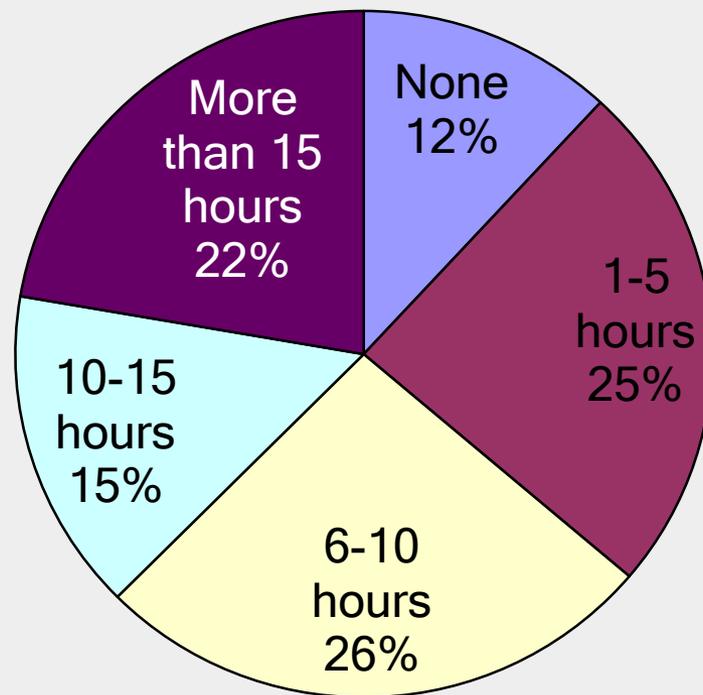


Compensation

Do you believe you are being adequately compensated for your drill weekend service?



How many uncompensated hours do you spend on service related work each month?





Future Perspective

CBTs Remain an Obstacle to Fix

The Army/Air Force should: (check all items that you agree with)

Answer Options	Response Percent	Response Count
Maintain the National Guard as an operational force	79.1%	1412
Increase Professional Development and Mentorship	56.9%	1016
Reduce Computer Based Training (CBT) / Distance Learning (DL)	47.1%	840
Increase predictability for deployments	37.0%	660
Reduce mandatory training requirements	34.3%	612
Reduce dwell times while deployed	15.5%	277
Other (please specify)	10.2%	182
<i>answered question</i>		1785
<i>skipped question</i>		311

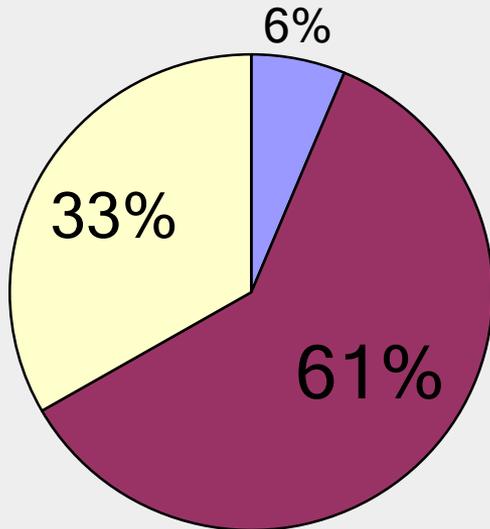


Deployment Fatigue

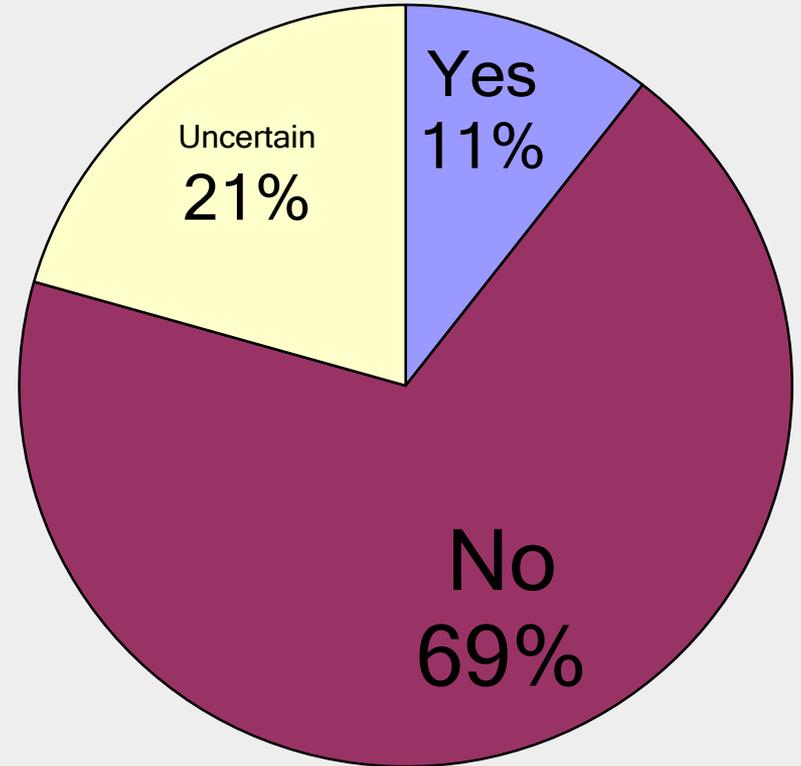
“Is the National Guard Tired”

Do you believe, with regards to deployments, that your military service has provided/required you

- Too many deployments, requiring too much of your time.
- Sufficient number of deployments, allowing personal and military time to be in balance.
- Too few deployments, creating a desire to do more for your career and service.



Are you tired of deploying?

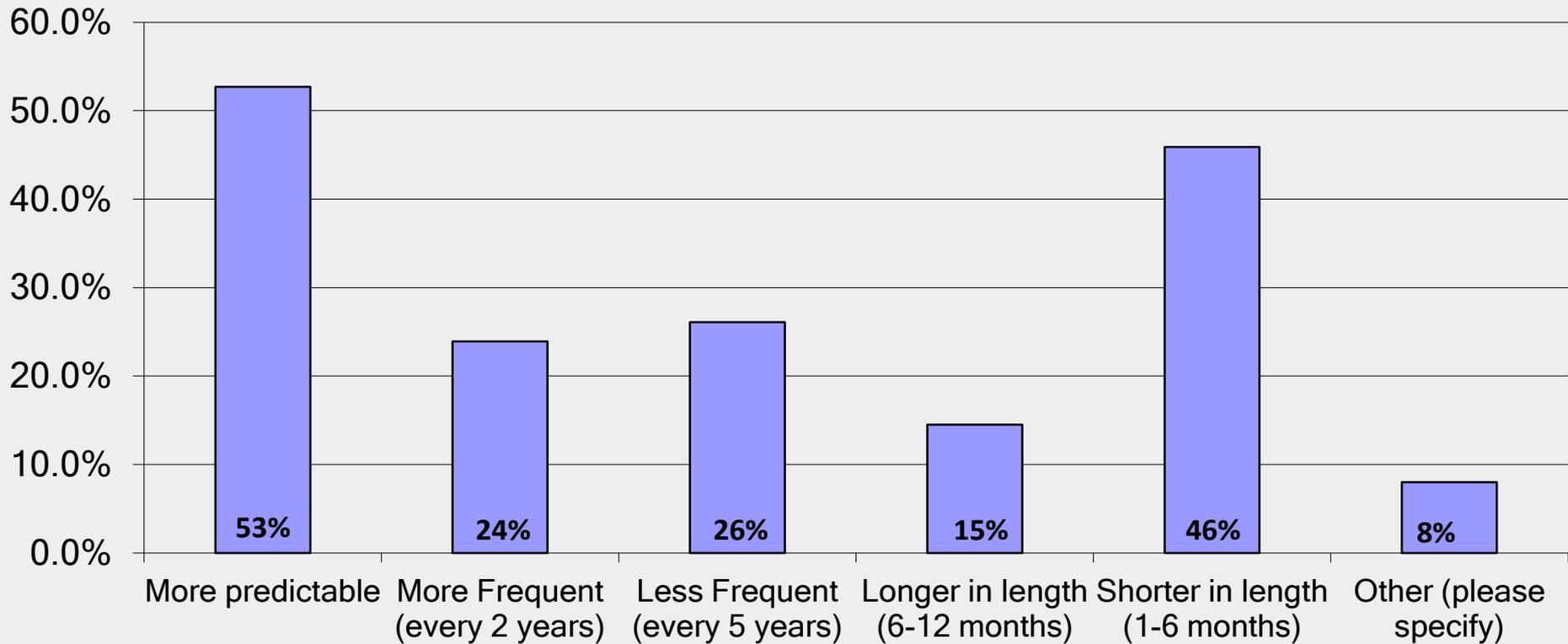




Deployment Perspective

“Battle Rhythm is Everything”

Would you be more favorable towards deployments if they were
(check all that apply)





Recommendations

Maintain the National Guard as an Operational Force. Cultivate more Overseas Deployment Training (ODT), SPP, National Level exercises and other opportunities for additional service experience.

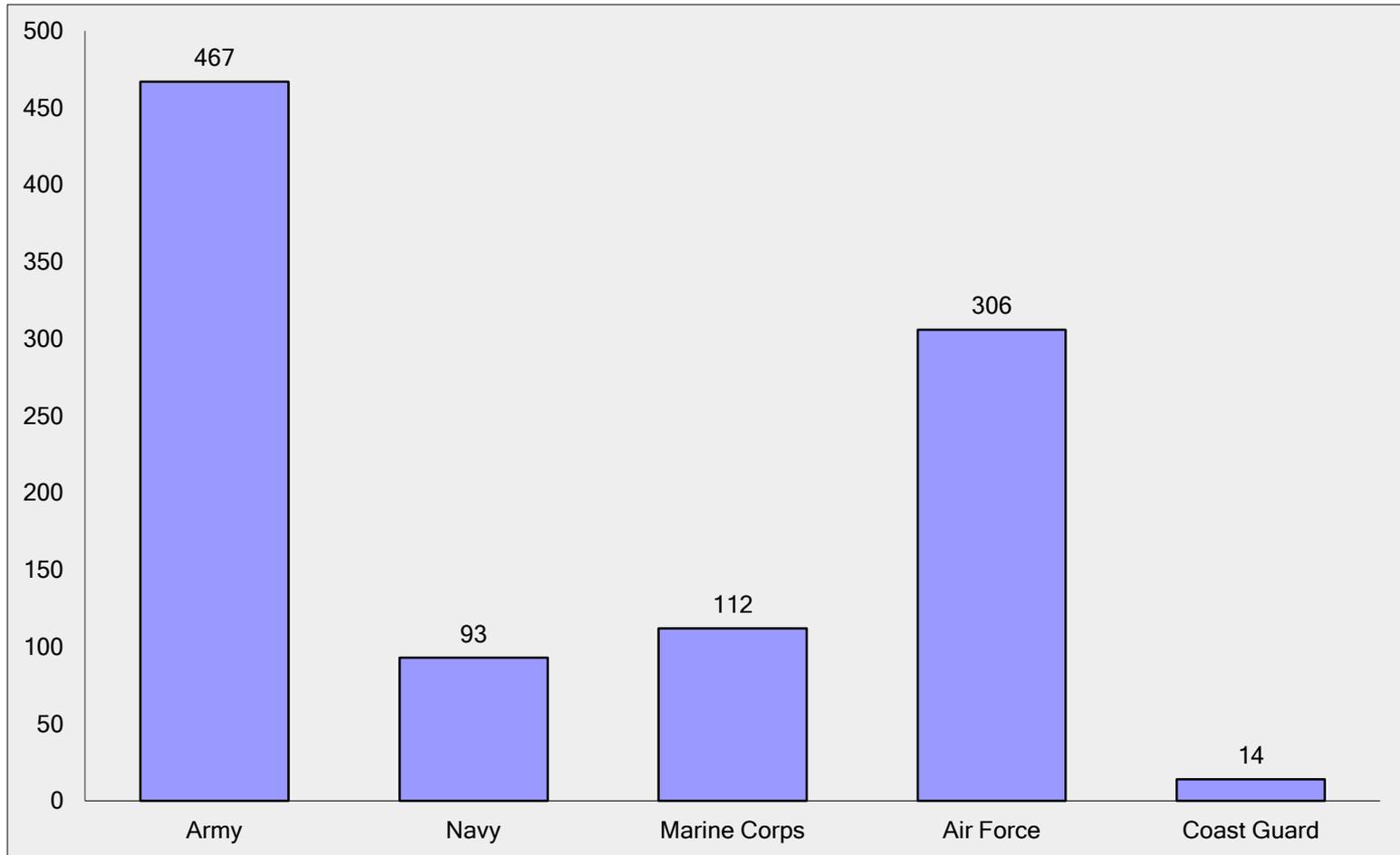
Invest in and expand Service benefits and Employer Support programs

Better avenues of approach to required courses, Professional Development and computer based training must be developed



Additional Slide

Prior Service Statistics

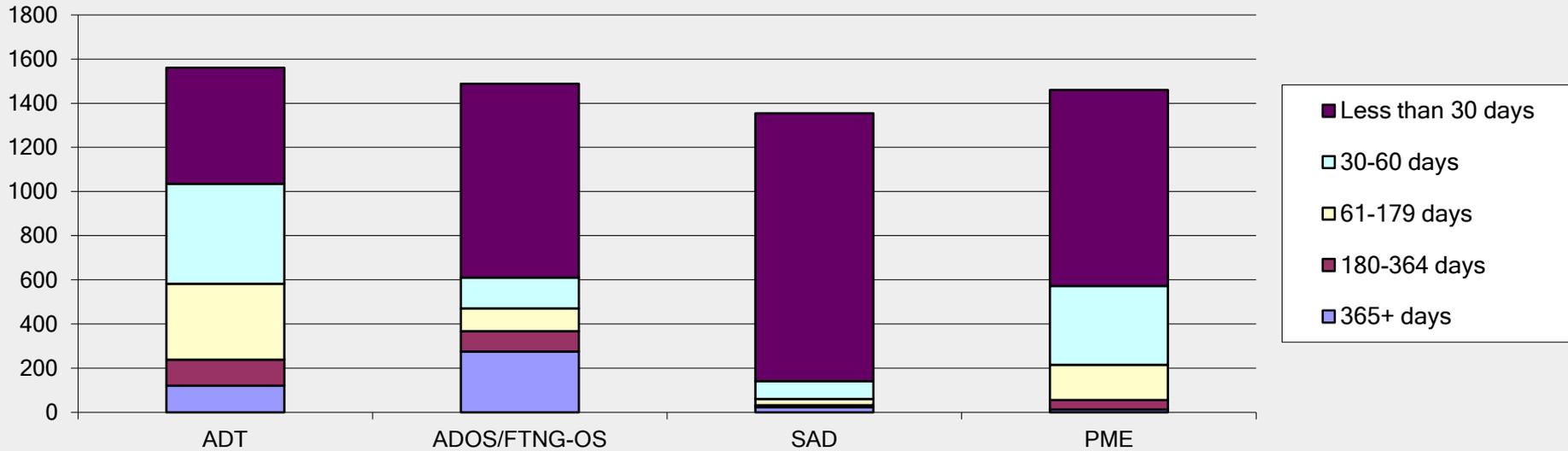




Additional Slide

3-Year Duty Status

Roughly how much total time have you spent in the following status during the past 3 years:

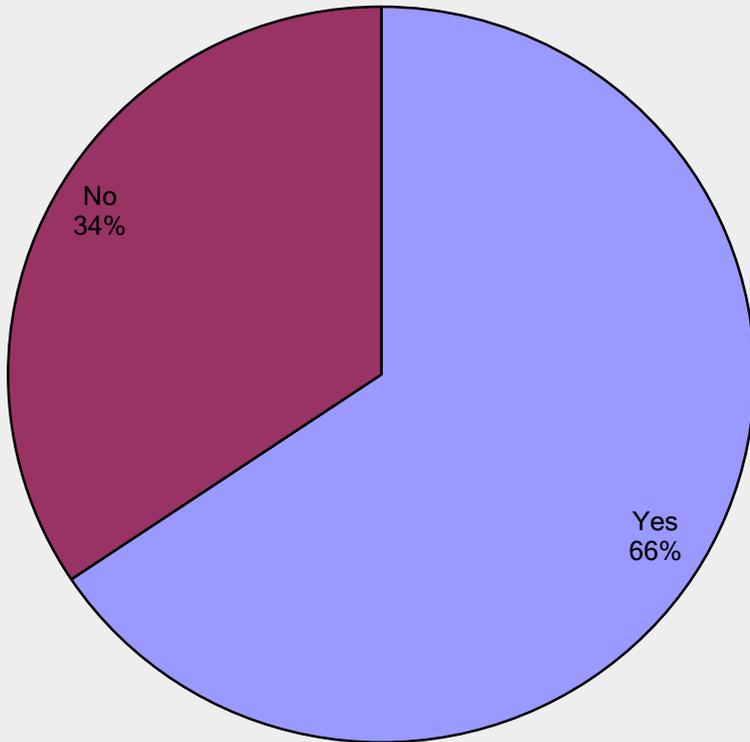




Additional Slide

Overseas Deployments

Have you served more than 30 consecutive days overseas in the past 10 years?



Number of overseas deployments in the past 10 years.

