

BENEFITS GUIDE

2022-23

A GUIDE TO: ASVAB, JOB DEVELOPMENT PROGRAMS, PAY, TUITION ASSISTANCE, HEALTHCARE, AND MORE...

THE NEXT GREATEST
GENERATION
IS
NOW.



EDUCATION BENEFITS

- 03 TUITION COMPARISON: UNIV OF KANSAS**
- 04 FEDERAL TUITION ASSISTANCE**
- 05 STATE TUITION ASSISTANCE**
- 06 MINUTEMAN SCHOLARSHIP**
- 07 MONTGOMERY GI BILL**
- 08 JOINT SERVICE TRANSCRIPT**
- 09 STUDENT LOAN REPAYMENT PROGRAM**
- 10 KANSAS BOARD OF REGENTS**

INTERACTIVE SCHOOL PROGRAMS

- 16 ASVAB INTERPRETATION**
- 18 CAREER DIRECTION 2**
- 20 HELPING EVERYONE ACHIEVE RESPECT**
- 22 FOUNDATIONS IN PERSONAL FINANCE**
- 23 VIRTUAL REALITY**
- 24 EDUCATOR BLACK HAWK ORIENTATION
FLIGHTS**

ADDITIONAL BENEFITS

- 26 GUARD PAY**
- 27 RETIREMENT**
- 28 HEALTHCARE**
- 30 ENLISTMENT ELIGIBILITY**
- 31 RECRUIT SUSTAINMENT PROGRAM**
- 32 LOCAL UNIT DRILLS**

RECRUITER LOCATIONS

- 33 ARMORY AND RECRUITING LOCATIONS**

EDUCATION BENEFITS

TUITION COST COMPARISON: KU

FEDERAL TUITION ASSISTANCE

STATE TUITION ASSISTANCE

MINUTEMAN SCHOLARSHIP

MONTGOMERY GI BILL

JOINT SERVICE TRANSCRIPT

STUDENT LOAN REPAYMENT PROGRAM

KANSAS BOARD OF REGENTS



BOTTOM LINE UP FRONT: TUITION COST COMPARISON EXAMPLE

The example below illustrates the cost comparison between a traditional college student and a Kansas Army National Guardsman both attending the University of Kansas.

SCENARIO

- Graduating High School Senior
- Interested in attending University of Kansas
- Pursuing a BS in Secondary English Education
- In-State Student

PROGRAM OVERVIEW

- Requires 124 credit hours for completion
- Achievable within 4 years

KU THE UNIVERSITY OF KANSAS

EDUCATION COST RECEIPT

TRADITIONAL COLLEGE STUDENT

TUITION	124 Credits @ \$336/Credit Hr	- \$41,664
FEES		
Student Health Fee	8 Semesters @ \$170/Semester	- \$1,360
Student Recreation & Fitness Center Fee	8 Semesters @ \$71/Semester	- \$568
Child Developmental Center Fee	8 Semesters @ \$3/Semester	- \$24
Campus Transportation Fee	8 Semesters @ \$92/Semester	- \$736
Campus Environmental Improvement Fee	8 Semesters @ \$24/Semester	- \$192
Office of Multicultural Affairs Fee	8 Semesters @ \$26/Semester	- \$208
Education College Fee	Average 60 Credits @ \$28/Cr.Hr.	- \$1680
Infrastructure Fee	124 Credits @ \$3/Cr.Hr.	- \$372
One-Time Admissions Fee		- \$40
Freshman Enrollment Deposit		- \$221
Teacher Work Sample Scoring Fee		- \$60
Course-Specific Fees		- \$140
TOTAL FEES		- \$5,601
TOTAL EDUCATION COST		\$47,265

*contact colleges and universities for current rates

KU THE UNIVERSITY OF KANSAS

EDUCATION COST RECEIPT

KSARNG STUDENT

TUITION	124 Credits @ \$336/Credit Hr	- \$41,664
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Teacher Work Sample Scoring Fee		- \$60
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TOTAL FEES		- \$5,601
KANSAS ARMY NATIONAL GUARD		
KANSAS ARMY NATIONAL GUARD BENEFITS		
Federal Tuition Assistance	4 years @ up to \$4k/year	+ \$16,000
State Tuition Assistance	100% of Tuition and Mandatory Fees	+ \$47,265
Montgomery GI Bill	\$397/month for 36 months (tax free)	+ \$14,292
TOTAL EDUCATION COST		\$0

1-800-GO-GUARD * nationalguard.com

FEDERAL TUITION ASSISTANCE

FEDERAL TUITION ASSISTANCE IS ANOTHER WAY THE NATIONAL GUARD CAN HELP STUDENTS PAY FOR THEIR CONTINUED EDUCATION AFTER HIGH SCHOOL.

WHAT DO STUDENTS GET?

- FTA will pay up to \$250 per semester hour for up to 16 semester hours per fiscal year.
- A lifetime limit of 130 undergraduate semester hours.
- A lifetime limit of 39 graduate semester hours.
- FTA may pay toward the cost of tuition only if:
 - The college/university is regionally or nationally accredited and is a ArmyIgnitED participant.
 - The funded course(s) meets a requirement in the documented degree plan from the school.
- You maintain an undergraduate GPA of 2.0 for FTA funded courses.
- You maintain a graduate GPA of 3.0 for FTA funded courses.

FTA MAY PAY TOWARD ONE CREDENTIAL AT EACH OF THE FOLLOWING LEVELS:

- Undergraduate-level certificate
- Associate degree
- Bachelor's degree
- Master's degree

TIER 1 ELIGIBILITY

Soldiers who have not attained a bachelor's degree and wish to pursue an undergraduate certificate/diploma, or associate or bachelor's degree; or who have previously attained a bachelor's degree without the use of Federal TA and who wish to pursue a graduate certificate/diploma or master's degree.

Soldiers establish Tier 1 TA eligibility as follows:

- Enlisted Soldiers who have graduated Advanced Individual Training
- Warrant officers who have graduated Warrant Officer Basic Course
- Officers who have graduated Basic Officer Leaders Course

HOW DO I QUALIFY FOR FEDERAL TUITION ASSISTANCE?

Be currently serving in the Kansas Army National Guard, and:

- Do not have an expiration term of service or mandatory removal date prior to completion of course(s)
- Requests must be submitted no less than five business days prior to the class start date

BASELINE ELIGIBILITY

All Soldiers must meet the following eligibility requirements to receive TA benefits:

- Soldiers must not be under suspension of favorable personnel actions
- Soldiers must not be a contracted Reserve Officers Training Corps (ROTC) scholarship cadet
- Soldiers must have sufficient time in service remaining to complete all courses for which the Soldier is requesting TA
- Soldiers must resolve any ArmyIgnitED imposed account holds, including, but not limited to, unsuccessful, incomplete, or missing class grades; minimum grade point average; incorrect civilian education level; missing/unapproved degree plan; expired or missing statement of understanding; and semester hour (SH) and annual and lifetime TA limits

WHICH PROGRAMS ARE NOT ELIGIBLE FOR FTA?

- Courses leading to a credential that is lower or lateral to the highest credential they have already been awarded.
- Any program that bundles tuition and fees together into a lump sum.
- Continuing Education Units or courses that do not meet degree requirements.

For more information contact:
Mr. Ernesto Johnson (785) 646-0156
ernesto.m.johnson.civ@army.mil

STATE TUITION ASSISTANCE

KANSAS ARMY NATIONAL GUARDSMEN ARE NOW ELIGIBLE FOR UP TO 100% COLLEGE TUITION ASSISTANCE THROUGH THE NEW STATE TUITION ASSISTANCE PROGRAM.

State Tuition Assistance (STA) allows for payment of full tuition and required fees for up to 15 credit hours per semester. Members must be enrolled full-time or part-time at accredited Kansas educational institutions. This includes Kansas public and private postsecondary institutions; the six state universities; Washburn University; community colleges; and technical colleges.

REQUIREMENTS TO APPLY AND BE ELIGIBLE FOR STATE TUITION ASSISTANCE ARE AS FOLLOWS:

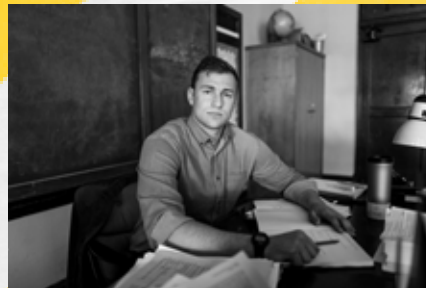
- Have a high school diploma or equivalent
- Have not been awarded a bachelor's degree
- Pass the Army Physical Fitness Test within the last 14 months (unless a new enlistee)
- Meet current height/weight standards
- Must not be under a suspension of favorable personnel action

ELIGIBLE MEMBERS MUST ALSO MEET THE FOLLOWING CRITERIA:

- Agree to serve actively in good standing in the Kansas Army National Guard for no less than 24 months upon completion of their last semester for which tuition assistance was provided
- Members must maintain a grade point average of 2.0 or higher

ELIGIBLE MEMBERS SUBMITTING STATE TUITION ASSISTANCE APPLICATION:

- Members must first submit the Free Application for Federal Student Aid (not contingent on being able to use STA) and apply for any other Federal Tuition Assistance (FTA) if eligible.
- Apply no later than 31 August for the fall semester or 31 January for the spring semester (No exceptions)



FULL TIME STUDENT

PART TIME SOLDIER



- Submit a transcript each semester to Kansas Education Office
- Create an account on the Kansas Board of Regents website at www.kansasregents.org
- Complete the on-line application/student agreement each semester for which they are requesting assistance
- Once a degree has been awarded, an official transcript must be submitted to the member's unit of assignment

WHAT DO I GET

- The number of credit hours funded by this program will have a lifetime cap of 180, or the first bachelor's degree.
- STA will pay most required fees.
- If attending a private school, the tuition will be capped at the highest public institution rate, which currently is THE University of Kansas. STA can only be used for Spring and Fall semesters. (Summer semester is not eligible)

Q: IS STATE TA AVAILABLE TO OTHER SERVICE COMPONENTS?

A: No. State TA is only available to Kansas Army and Air National Guardsmen, not Active Duty or Reserve service members.

Q: WHAT OTHER EDUCATION INCENTIVES OR PROGRAMS ARE AVAILABLE FOR GUARDSMEN?

A: Federal Tuition Assistance, GI Bill Kicker, Bonuses and Student Loan Repayment.

MINUTEMAN SCHOLAR- SHIP



KANSAS ARMY NATIONAL GUARDSMEN ARE THE MINUTEMAN SCHOLARSHIP

The Minuteman Scholarship is awarded to high school seniors who will attend or college students enrolled in a university with a ROTC program. The awardee must be able to join or already a member of the Army National Guard. The Minuteman Scholarship can be used in conjunction with Kansas State Tuition Assistance. When the awardee graduates / commissions, he or she will become an officer in the Army National Guard.

BENEFITS INCLUDE:

- Full Tuition/Fees or Room/Board (\$10K per year)
- \$1200 a year book stipend
- ROTC Cadet stipend each month \$420
- Earn E5 drill pay upon contracting
- CH 1606/1607 if MOSQ (can't use if over 2yr scholarship)
- CH 30/33 if qualified
- Simultaneous Membership Program (SMP) Kicker if MOSQ
- State Tuition option (ARNG)

For more information call :
Officer Strength Managers
(785) 646-3685 or (785) 646-3652

MONTGOMERY GI BILL

THE MONTGOMERY GI BILL - SELECT RESERVE PROGRAM PROVIDES EDUCATION AND TRAINING BENEFITS TO ELIGIBLE MEMBERS OF THE KANSAS ARMY NATIONAL GUARD.

Eligibility for this program is determined by the Selected Reserve components and the VA makes the payments.

TYPES OF TRAINING

Assistance may be used 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.

AVAILABLE BENEFITS AND ELIGIBILITY

Soldiers may be entitled to receive up to 36 months of education benefits at \$397 a month.

ELIGIBILITY

To qualify, Soldiers must meet the following requirements:

- Have a six-year obligation to serve in the Selected Reserve signed after June 30, 1985
- Officers must agree to serve six years in addition to their original obligation
- Complete initial active duty for training (IADT)
- Meet the requirement to receive a high school diploma or equivalent certificate before completing IADT
- Remain in good standing while serving in an active Selected Reserve unit
- Eligibility period may be extended if ordered to active duty.

APPLY

Follow these steps to become eligible and apply:

- Receive Notice of Basic Eligibility when a Student becomes eligible for the program
- Units will also code Students' eligibility so the VA may verify eligibility



- Obtain and complete Application for Education Benefits
- Send it to the Student's VA regional office

For more information on eligibility and other factors to consider, visit:
https://www.benefits.va.gov/gibill/mgib_sr.asp

JOINT SERVICE TRANSCRIPT



THE JOINT SERVICES TRANSCRIPT (JST) IS A SYNCHRONIZED TRANSCRIPT PRESENTING DATA FOR KANSAS ARMY NATIONAL GUARDSMEN TO USE WHEN APPLYING TO AND ATTENDING COLLEGES AND UNIVERSITIES.

The Joint Service Transcript (JST) is an academically accepted document approved by the American Council on Education (ACE).

It validates a service member's military occupational experience and training along with the corresponding ACE college credit recommendations.

The JST is a tool to help students boost their educational experience by getting credit for the hard work and life skills they are developing by serving in the Kansas Army National Guard. It is currently accepted by over 2,300 colleges and universities across the nation.

WHAT DOES IT MEAN TO YOU AND YOUR STUDENTS?

- Provides a description of military schooling and work history in civilian language
- Serves as a counseling tool for academic and career counselors in advising service members and veterans
- Aids in preparing resumes and explaining Kansas Army National Guard training experience to civilian employers

- Saves time and money by awarding academic credits, which means less tuition to pay and less time spent in the classroom

WHO DOES THIS APPLY TO?

All enlisted, officers and warrant officers, both active and veterans in the Kansas Army National Guard.

DO YOUR STUDENTS STILL NEED TO BE IN THE KANSAS ARMY NATIONAL GUARD TO GET A TRANSCRIPT?

No, you do not have to be active in the Kansas Army National Guard to access the JST website and your transcript. Veterans or active National Guard personnel can use the JST throughout their lifetime.

HOW DO YOUR STUDENTS GET AN ACCOUNT TO GET THEIR TRANSCRIPT?

For students currently serving in the Kansas Army National Guard or Veterans of the Kansas Army National Guard returning to school, they can go to <https://jst.doded.mil/smart/welcome.do> to access their account with their Military ID or establish an account as a veteran to access the benefits.

DOES IT COST YOUR STUDENTS TO GET A TRANSCRIPT?

No, there is no cost for JST transcripts.

STUDENT LOAN REPAYMENT PROGRAM

THE ARMY NATIONAL GUARD OFFERS STUDENT
LOAN REPAYMENT PROGRAMS FOR ENLISTED
SOLDIERS
UP TO \$50,000

The Student Loan Repayment Program (SLRP) is offered as an enlistment incentive for Non-Prior Service and Prior Service enlistees. It is also offered as a retention incentive to current Army National Guard soldiers. If you have already started your college studies and have incurred a student loan obligation or will be acquiring student loans while attending college, the Army National Guard can help you repay up to \$50,000 of your student loan.

NON-PRIOR SERVICE

- Score 50 or higher on the Armed Services Vocational Aptitude Battery (ASVAB (asvab.shtml))
- Must contract into a valid critical skill vacancy for either a 6 year or an 8 year service period
- OCS Candidates must have 90+ semester credits and enlist for a minimum 6 year service period to be eligible
- Non-Prior Service applicants must be fully qualified in their duty position prior to payment

PRIOR SERVICE

- Prior Service applicants must enlist DMOSQ in a valid critical skill vacancy for 6 years to be eligible
- Must be E-7 or below and have less than 16 years TIS at time of contracting
- Must not previously received SLRP in his or her military career
- Must have received an Honorable discharge or release at the conclusion of all periods of military service
- OCS Candidates must have at least 90 semester credits to eligible for the SLRP

CURRENT ARMY NATIONAL GUARD

- Must be E-7 or below and must have less than 16 years TIS at time of contracting
- Soldiers must reenlist/extend within 365-1 days prior to ETS for a minimum term of 6 years
- Soldiers must be DMOSQ in a MOS that matches the military grade commensurate with the position for which reenlisting/extending
- Any period of extension of less than 6 years will terminate SLRP eligibility

GENERAL ELIGIBILITY CRITERIA

- The applicant or Soldier may contract with or without existing qualifying loans
- The maximum annual payment is 15 percent of the eligible principle(s) or \$500.00, whichever is greater, plus the amount of any eligible interest that has accrued
- Payments are capped at \$7500.00 annually and are taxed at the applicable rate
- Loans disbursed after the date of enlistment/reenlistment/extension are eligible for repayment but must be a year old on payment date
- Soldiers may reenlist/extend for a period of not less than 6 years in the Army National Guard without a break in service from the original SLRP contract start date to continue receiving payment up to the \$50,000 maximum
- Enlisted Soldiers receiving SLRP will remain eligible while attending Officer Candidate School (OCS) or Warrant Officer Candidate School (WOCS) or after contracting into the ROTC/SMP programs
- Soldiers can also remain eligible upon commissioning or appointment, subject to the original restriction that their loan will be paid within the same period established in their original enlistment documents

QUALIFYING LOANS

- The applicant or Soldier may contract with or without existing qualifying loans, however existing loans cannot be in default at the time of enlistment or reenlistment/extension to be eligible
- Title IV Federal loan(s) listed on the Department of Education National Student Loan Data System (NSLDS) Aid Summary website at https://nslds.ed.gov/nslds/nslds_SA/ (https://nslds.ed.gov/nslds/nslds_SA/.htm) are eligible for payment
- Federal Parent Loans for Undergraduate Students (PLUS Loan[s]) are eligible for repayment as long as the applicant is the borrower and the loan(s) are in the applicant's name
- State and private loans are not eligible for repayment under the SLRP program



COLLEGE CREDIT FOR

YOUR MILITARY SERVICE



TRANSLATE YOUR MILITARY SERVICE AND EDUCATION TO COLLEGE CREDIT

The Kansas Credit for Prior Learning Task Force works closely with the Kansas Collaborative on Military Credit and other appropriate groups to make recommendations for evaluating and awarding credit for military training.

Throughout the past year, faculty and administrators have convened to examine university and college course outcomes as compared to the skills, outcomes, and competencies learned in various military occupational specialties (MOS) designations.

- 20 Kansas community and technical colleges
- 4 Kansas Universities
- 100+ bridge programs designed to accelerate your progress toward a degree

This program allows service members to translate their military service into college credit.

Visit <https://kansasregents.org/students/military> and click on Credit for Military Alignment to review what MOS classifications have been aligned with academic programs across Kansas.

For more information, visit www.kansasregents.org/students/military



★ LEADING HIGHER EDUCATION ★

★ 1000 SW Jackson, Suite 520, Topeka, KS 66612-1368 ★ Tel 785-430-4233 ★ www.kansasregents.org ★

FREQUENTLY ASKED QUESTIONS

Q: CAN A GUARDSMAN GET MULTIPLE DEGREES UTILIZING STATE TA?

A: An individual could use the program to complete multiple programs, but the program is capped at one undergraduate degree. For example, they could get a technical certification in allied trades, an associate degree in accounting, and an undergraduate degree in business. However, the cumulative number of hours cannot exceed 150% of the credit hours required for their undergraduate program.

Q: CAN A GUARDSMAN GET THEIR MASTERS WITH STATE TA?

A: No, the law currently only allows for up to an undergraduate degree.

Q: CAN AN INDIVIDUAL USE STATE TA TO ATTEND A PRIVATE SCHOOL LOCATED IN KANSAS?

A: Yes, however the benefit is capped at the tuition rate of the highest Kansas public Regent institution. Any additional cost above this rate would be the responsibility of the student.

Q: WHAT HAPPENS IF A GUARDSMEN GETS DEPLOYED IN THE MIDDLE OF A SEMESTER?

A: As written, TA will pause during a deployment and may be resumed when a Guardsmen returns home.

**DID YOU KNOW: 22% OF KANSAS
GUARD SOLDIERS HAVE A
BACHELOR'S DEGREE OR HIGHER?**



Q: WHAT HAPPENS IF A GUARDSMAN FAILS TO MEET ACADEMIC AND MILITARY STANDARDS?

A: Guardsmen must take action to get back in good standing before they regain eligibility.

Q: WHAT IS THE SERVICE OBLIGATION FOR USING THE STATE TA?

A: Guardsmen who participate in the program will incur a 2-year service obligation to the Kansas National Guard. This obligation will begin the last day of the last semester they receive tuition assistance.

Q: WHAT HAPPENS IF A GUARDSMAN DOES NOT FULFILL THEIR SERVICE OBLIGATION?

A: A prorated portion of the tuition they received will be recouped commensurate with the percentage of the service obligation that was not met.

KANSAS ARMY NATIONAL GUARD EDUCATION SERVICES OFFICE CONTACTS

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Amanda.j.brown124.mil@army.mil

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MSG Amy Umbarger
SLRP & GI Bill Manager
amy.j.umbarger.mil@army.mil

NOTES:

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INTERACTIVE SCHOOL PROGRAMS

ASVAB & CAREER EXPLORATION

CAREER DIRECTION 2

HELPING EVERYONE ACHIEVE RESPECT

FOUNDATIONS IN PERSONAL FINANCE

VIRTUAL REALITY

EDUCATOR BLACK HAWK ORIENTATION FLIGHTS



ASVAB & CAREER EXPLORATION

THE ASVAB CAREER EXPLORATION PROGRAM IS A COMPREHENSIVE CAREER EXPLORATION AND PLANNING PROGRAM THAT INCLUDES THE MOST WIDELY USED MULTIPLE-APTITUDE TEST BATTERY IN THE WORLD.

It is a free program aimed at students in the 10th, 11th, and 12th grades and will help develop student interests in future career opportunities.

The ASVAB Career Exploration Program is designed to be helpful to virtually all students, whether they plan to enter the workforce right away, or pursue further education at a university, community college, or vocational institution. It is not a program that is exclusive to military career fields but rather 400+ occupations across the country.

PROGRAM GOALS AND FEATURES:

The goal of the ASVAB Career Exploration Program is to give students the opportunity to discover a variety of careers by using assessment components and structured activities. It emphasizes the importance of planning and decision-making skills that will benefit students throughout their lives.

The program is designed to help students:

- Learn more about themselves and the workplace
- Explore occupations in line with their interests and skills (not exclusive to military careers)
- Develop an effective strategy to realize their career goals

OVERVIEW OF PROGRAM COMPONENTS:

The major components of the ASVAB Career Exploration program are:

- **ASVAB Test** – A free aptitude battery that tests a student's knowledge in eight areas including: general science, mathematics, word knowledge,

paragraph comprehension, electronics information, auto and shop information, and mechanical comprehension

- **ASVAB Summary** – A score report provided to students that describes standard and percentile scores on individual ASVAB tests
- **FYI (Find Your Interests)** – A 90-item interest inventory designed to help students identify their work-related interests
- **The ASVAB Career Exploration Guide** – Includes a list of more than 400 occupations that helps students focus on their future and begin to identify their career interests
- **My Educational and Career Plans** – An activity for students to help make future education and career plans
- **Coursework Planner** – A worksheet to help students plan their remaining high school courses based on tentative career choices



PROGRAM COSTS AND REQUIREMENTS:

The Department of Defense provides the test materials, administration and scoring services, resource personnel, and reference materials at no cost to schools or students.

You can work with your local recruiter to schedule a testing session.

Additional factors to consider are:

- The school calendar
- Other tests that occur during the school year
- Any activities that might compete for students' time and attention

In most cases, a three-hour block of time is necessary for administering the ASVAB and an additional one-hour block to explore the Career Exploration Guide. Both steps do not have to occur in the same event but they must occur in order.

WIN-WIN:

By using the ASVAB Career Exploration Program, schools are able to provide a comprehensive career exploration program that is tied to career clusters and American School Counselor Association domains. Testing personnel, assessments, reports, website access, and other materials are provided to schools free of charge.

For students who are interested in the military, participation provides a usable score for enlistment. It also allows students to explore multiple military services and choose the opportunity that best fits their needs. If a student is in the 11th or 12th grade and decides to enlist into military service, it saves them time as the student has already tested and thought about their career options.



EDUCATOR TESTIMONIAL

The ASVAB Interpretation was very informative and helped our Cadets to understand what they would be best at doing in both the Civilian and Military World."

MSGT (R) Troy Summers
Wichita East High JROTC

THE ASVAB CAREER EXPLORATION PROGRAM IS A FREE CAREER PLANNING RESOURCE AVAILABLE TO HIGH SCHOOLS NATIONWIDE. THIS COMPREHENSIVE PROGRAM INCLUDES ONE OF THE MOST WIDELY USED MULTIPLE-APTITUDE BATTERIES IN THE WORLD AND AN IN-DEPTH LOOK AT THE WORLD OF WORK.



CAREER DIRECTION2™



CAREER DIRECTION 2™ IS A NO-COST GUIDANCE WORKSHOP THAT HAS HELPED OVER 6 MILLION HIGH SCHOOL STUDENTS PLAN THEIR FUTURES.

Students entering adulthood face some of their most critical and important life decisions. Career Direction 2™, which is presented by the Army National Guard, offers a comprehensive program for your students.

The Career Direction 2™ workshop will help students:

- Consider key career components - Priorities, Interests, Abilities, Personality, and Personal Motivation - as they relate to their career enjoyment and success
- Learn which training and education path will best prepare them for the careers they desire
- Students will also learn how to compute the cost of education and training, and where they can get financial aid
- Gain practical job-getting skills: how to write a resume and cover letter, how to interview successfully and follow-up effectively to "get and keep a job"
- Avoid potential career blockers that can derail their chances of success
- Create a personal plan of action for career success
- Students can choose the "Student Reports" option to create personalized Careers and Occupations Guide Reports based on their interests
- Students can also choose the "Resume Tool" to create and store a resume online, as well as write cover letters to potential employers

The Career Direction 2™ program meets virtually all mandated career guidance criteria. Each student receives a workbook which is organized into 16 steps:

1. What's Important to You
2. Understanding Personality Styles
3. Career Interests
4. Be Realistic About Your Skills
5. Personal Motivation
6. Additional Training & Education
7. Finding a Job
8. Resumes: Functional & Chronological
9. Cover Letters
10. Thank You Letters
11. Online Resume Tool Worksheet
12. Job Application
13. Interview Strategies
14. Keeping Your Job
15. Decision Making Skills - Personal Responsibility
16. Your Plan of Action

Career Direction 2™ Job Getting Tools can help your students automatically generate a resume, cover letter and thank you note for after a job interview.

For more information contact your local Recruiter or visit:
www.careertrain.com/educator

EDUCATOR TESTIMONIALS

"THE NATIONAL GUARD'S CAREER DIRECTION 2 PROGRAM WAS INTERACTIVE AND FUN, I'VE HEARD LOTS OF COMMENTS FROM STUDENTS ABOUT WHAT THEY LEARNED FROM THE PRESENTATION. IT GOT OUR 11TH GRADERS REFOCUSED ON WHY THEY ARE IN SCHOOL, AND WHAT STEPS THEY NEED TO TAKE TO PREPARE FOR THE FUTURE."

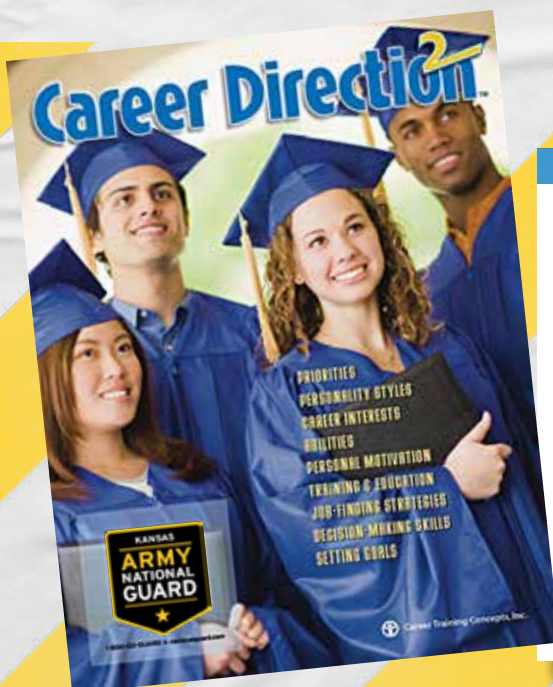
-SCHOOL COUNSELOR, TX

"Career Direction 2 is a great program! It goes along with the Plan 2020 that our State Superintendent of Education, has been pushing that all students be college and career ready. This program helps guide students towards a career."

-School Counselor, GA

"The Career Direction program has brought some real-life transitions scenarios to the students of our Vocational Agriculture program and has become an integral part of our Career Path Learning Targets. The program is easy to fit into any of our career programs. Students uncover their true career interests and learn the education required, working conditions, income and benefits, etc. associated with a selected career(s)."

-Teacher, AZ



a comprehensive guide to planning your future		
step 1	what's important to you?	page 6
step 2	understanding personality styles	page 8
step 3	your career interests	page 10
step 4	be realistic about your skills	page 11
step 5	personal motivation	page 12
step 6	additional training and education	page 16
step 7	choosing a job	page 20
step 8	resumes, functional and chronological	page 21
step 9	cover letters	page 26
step 10	thank-you letters	page 28
step 11	online resume tool worksheets	page 29
step 12	the job application	page 32
step 13	interviewing strategies	page 34
step 14	keeping your job	page 36
step 15	decision-making skills - personal responsibility	page 38
step 16	your plan of action	page 41



HELPING EVERYONE ACHIEVE RESPECT (HEAR)

HEAR - ANTI-BULLYING PROGRAM PUBLISHED
EXCLUSIVELY FOR THE ARMY NATIONAL GUARD

HEAR - Helping Everyone Achieve Respect - is a copyrighted program owned by CTC. The program and its workbooks are proprietary and are available only from Career Training Concepts, Inc. HEAR is available on our GSA contract and can be purchased through GPO, credit card, CACI, or a state purchase order.

DESCRIPTION:

HEAR is an anti-bullying school presentation targeted to high school students and available exclusively to the Army National Guard for purchase. A critical issue throughout the nation is determining ways to minimize or eliminate bullying and aggressive behavior. This 50-minute presentation was developed in partnership with nationally renowned subject matter experts at the Harvard Graduate School of Education and University of Nebraska-Lincoln. HEAR features Guard branding with the call to action website and 800 number.

The theme is centered on National Guard Core Values and the big picture of the Guard's role in serving, protecting, and defending this country. The many forms of bullying behavior are defined, and detailed case studies (one male, one female) allow students to explore what constitutes inappropriate behavior, as well as its consequences. Students consider what they could do differently to minimize bullying and enhance respectful behavior in their school. Student survey scan-forms allow students to request more information about the Guard as well as provide valuable information to schools regarding their



perceptions of bullying.

Program Package of 1 Case Includes:

- 100 student workbooks (16 page workbook)
- 100 student survey scan-forms
- 1 Quick Start Guide
- 1 presentation CD-ROM (PowerPoint) with the following contents:
 - Detailed Instructor Notes in "Notes" view of slideshow provide instructional strategies, tips, and teaching points.
 - Quick Start Guide
 - Artwork for promotional poster, banners, and guides for educators and parents
 - Overview slides for promoting HEAR to educators
 - Sample letter for educators from RRNCO
 - Educator flyer

EDUCATOR TESTIMONIALS

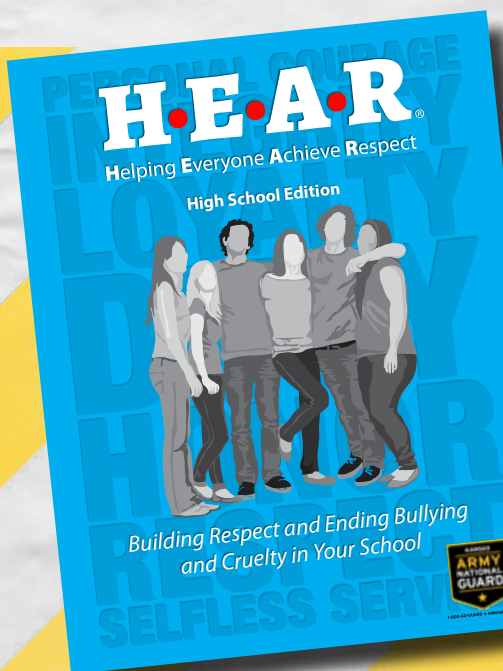
"THE HEAR PRESENTATION COVERED POSITIVE CHARACTER TRAITS AND EMPHASIZED RESPECT VERSUS STRICTLY JUST AN ANTI-BULLYING THEME. IT SEEMS LIKE MORE STUDENTS COULD RELATE TO THE IDEA OF RESPECT, CHARACTER, AND ROLE MODELS EVEN IF THEY HAD NOT BEEN BULLIED THEMSELVES."

-SCHOOL PSYCHOLOGIST, NE



"THE POSITIVE MESSAGE FROM HEAR IS ALREADY HAVING A BIG IMPACT ON THE MORALE OF OUR SCHOOL."

-SCHOOL COUNSELOR, OK



FOUNDATIONS IN PERSONAL FINANCE

TESTIMONIALS

"One of my students bought a used car and a brand-new laptop for school. I couldn't believe it! She went from wanting a \$10,000 car on payments to buying a car with cash! I was so proud!"

-Amanda, *Foundations* Teacher

"I'm still paying off debt, but I got a second job and paid off my credit card! It's cut up now - it's done with! I would definitely say that *The Five Foundations* have helped me budget better and are guiding me through my financial decisions."

-Jewel, *Foundations* Student

"I used to be horrible at saving money. But now I make a budget every paycheck. I have my emergency fund and I have money left over. Which is good because my car seems to break down every month, so the emergency fund is nice to have just in case."

-Hailey, *Foundations* Student

Inspired classrooms

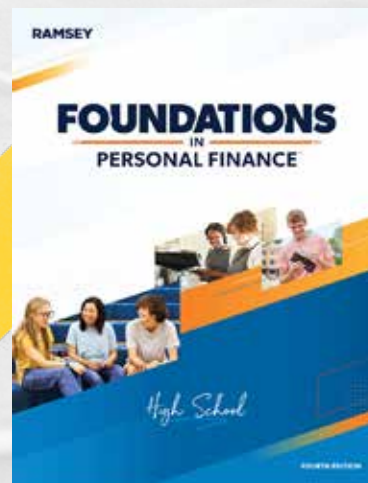
Engaged Students.

Impact for a lifetime.

Financial expert, bestselling author, and world-renowned radio personality Dave Ramsey has joined forces with the Army National Guard to provide high schools with a financial curriculum that empowers students to understand debt, budgeting, saving, and spending wisely, while pursuing a debt-free college education.

This program, sponsored by the Army National Guard, is made possible because of the relationships we have with our area high schools. We provide students learning opportunities on how to go to college or trade school debt free while serving part-time in their community.

More than 12,000 public and private schools, and more than 5 million students across the country have used the *Foundations* curriculum. Students watch the program videos and complete assignments online or they watch the videos together in class.



VIRTUAL REALITY



The Virtual Reality Systems are utilized as a school entry vehicle that fosters relationships between Administrative Staff and Recruiters.

VR provides Educators with a new and exciting means of educating Kansas High School Students in a dynamic and interactive way. The flexibility and potential of this technology can help bridge the gaps between education, training, and technology, now and into the future.

The Kansas Army National Guard Recruiting and Retention Battalion looks forward to providing this resource to the Educators of the State of Kansas.

EDUCATOR BLACK HAWK ORIENTATION FLIGHTS

Navigating the discussion of military service with a student can be quite difficult, especially when each service component offers slightly different benefits and career experiences. The teacher and faculty luncheons during our Black Hawk Orientation Flights are intended to specifically fill in these blanks for educators.

These events give educators a first-hand experience on how the Kansas Army National Guard turns young men and women into Soldiers. They are designed to be professionally enriching experiences for educators and key influencers. Attendees learn about education programs with funded college courses and how military occupations prepare Soldiers for careers in the civilian sector.

Participants will become informed supporters who can publicize and promote Kansas Army National Guard opportunities with students, graduates, and other Centers of Influence.

For more information visit:
<https://www.nationalguard.com/kansas>





ADDITIONAL BENEFITS

GUARD PAY

RETIREMENT

HEALTHCARE

ENLISTMENT ELIGIBILITY

RECRUIT SUSTAINMENT PROGRAM

LOCAL UNIT DRILL

GUARD PAY

PART-TIME SERVICE; FULL-TIME BENEFITS

- If your student chooses to serve in the Kansas Army National Guard, they will earn a paycheck for what is called "Drill Pay"
- Soldiers train (also called "drill") one weekend per month plus a two-week period each year called Annual Training (AT). AT can run slightly longer, depending on the Military Occupational Specialty (MOS)
- Your students are also eligible for additional pay opportunities throughout the year (fairs, unit open houses, additional training, etc.)

DRILL PAY FOR KANSAS ARMY NATIONAL GUARD ENLISTED SOLDIERS (E-1 THROUGH E-4):

- Drill pay represented below is for one weekend a month (Saturday-Sunday) at basic level enlisted ranks (E-1 through E-3)
- Advanced entry level rank (E-4) options are available to qualified applicants
- The pay chart does NOT reflect any bonuses, allowances or other benefits

HOW IS PAY CALCULATED?

- A typical drill weekend consists of 4 drill periods (4 hours/period) or 16 hours of work
- Your students' wages will increase as they get promoted and will also increase based on how many years they serve in the Kansas Army National Guard
- Most new Soldiers enter as a Private (E-1)
- For training events longer than a weekend, your students will be given more pay based on the pro-rated amount for the time they work

For more information visit:

<https://www.nationalguard.com/pay/calculator>



RANK	YEARS IN SERVICE	DRILL PAY	ANNUAL TRAINING PAY	ANNUAL TOTAL
E-1	0-4	\$236	\$826	\$3,658
E-2	0-4	\$287	\$1005	\$4,449
E-3	0-4	\$301	\$1054	\$4,666
E-4	0-4	\$333	\$1,166	\$5,162

RETIREMENT

RETIREMENT IS AN IMPORTANT PART OF CAREER PLANNING. ONE WAY TO MEET YOUR RETIREMENT GOALS IS WITH THE BLENDED RETIREMENT SYSTEM, THE RETIREMENT FUND AVAILABLE TO KANSAS ARMY NATIONAL GUARDSMEN.

THE BLENDED RETIREMENT SYSTEM

The Blended Retirement System (BRS) is a modernized retirement plan for all new entrants into the Uniformed Services on or after Jan. 1, 2018, and eligible service members who opted into BRS.

Features of the BRS include a defined contribution, consisting of:

- Government automatic and matching contributions to the Thrift Savings Plan (TSP)
- Defined benefit (also known as a pension or monthly retired pay for life) after at least 20 years of service
- Mid-career bonus
- Lump sum option at retirement

THE POWER OF COMPOUNDING

Compounding is powerful because it allows you to make money, not just on the money you contribute to your Thrift Savings Plan, but also on the money that it earns.

Think of it as having a snowball effect—so the sooner you start saving, the more years you have to save, and the more effective compounding is in building retirement savings.

FREQUENTLY ASKED QUESTIONS

Q. AM I AUTOMATICALLY ENROLLED, OR DO I NEED TO TAKE SPECIFIC ACTION?

A. All new Service members joining on or after January 1, 2018, will be automatically enrolled in BRS. Any member subject to this automatic enrollment may decline to be enrolled.

Q. THE THRIFT SAVINGS PLAN IS PART OF BRS. WHAT IS IT, EXACTLY, AND HOW DOES IT WORK?

A. The Thrift Savings Plan is a defined contribution retirement savings and investment plan that offers the same types of savings and tax benefits many private corporations offer their employees under 401(k) or similar plans.

For more information visit
<http://militarypay.defense.gov/BlendedRetirement>



HEALTHCARE



TRICARE RESERVE SELECT IS THE HEALTH INSURANCE AVAILABLE TO MEMBERS OF THE KANSAS ARMY NATIONAL GUARD.

TRICARE RESERVE SELECT:

- Is a premium-based plan with affordable monthly rates
- Offers individual or family coverage
- Meets the minimum requirements required under the Affordable Care Act

HOW IT WORKS

- Once enrolled, schedule doctors' appointments with TRICARE authorized providers
- Network and Non-Network costs apply as they do with any other insurance provider
- Kansas Guardsmen have the option to schedule an appointment at a military treatment facility close to them at no additional cost

WHAT YOU PAY

- Monthly premiums
- Annual deductible
- Cost share for certain covered services

HOW MUCH DOES IT COST ME TO GET INSURANCE?

The tables below illustrate the monthly premium cost for Tricare Reserve Select, as well as the annual outpatient deductibles. Members pay for the first two monthly premiums in advance. Each month after, members pay one month at a time.

HOW DO I PAY FOR THE COVERAGE?

After initial enrollment, premiums are paid on a monthly basis through an electronic funds transfer (EFT) from your bank account or reoccurring charge to a debit or credit card.

PLAN	MONTHLY PREMIUM
SOLDIER ONLY	\$48.47
SOLDIER + FAMILY*	\$239.69

*UNLIMITED DEPENDENTS ON FAMILY PLAN

ANNUAL OUTPATIENT DEDUCTIBLES:

SPONSOR RANK E-4 AND BELOW: \$50 PER INDIVIDUAL, NO MORE THAN \$100 PER FAMILY

SPONSOR RANK E-5 AND ABOVE: \$150 PER INDIVIDUAL, NO MORE THAN \$300 PER FAMILY

Proud
Parent
of a

KANSAS
ARMY
NATIONAL
GUARD



SOLDIER

ENLIST - MENT ELIGIBILITY

The Kansas Army National Guard is more than just a job. As a Guard Soldier you'll respond when disaster strikes at home. You'll also answer the call when your country needs you around the world. This is our unique dual mission, serving both community and country. Make it your mission today.

MIND, BODY, AND GRIT

It takes drive—the kind that doesn't fade when impossible obstacles are staring you in the face. It takes determination, teamwork, and the will to achieve something bigger. If you know a student looking for something more, the Guard is looking for them.

MANDATORY REQUIREMENTS

To join the Kansas Army National Guard without prior service, students must meet these mandatory requirements:

- Be between the ages of 17 and 35 (older w/ waiver)
- Be a U.S. citizen or permanent resident
- Be at least a junior in high school, or have a high school diploma or a GED certificate
- Score a minimum of 31 on the ASVAB test
- Meet medical, physical, and moral standards

WHAT IS THE NATIONAL GUARD?

The National Guard is a unique element of the U.S. military that serves both community and country. The Guard responds to domestic emergencies, overseas combat missions, efforts, reconstruction missions and more. The governor of Kansas or the president of the United States can call on the Guard in a moment's notice. Guard Soldiers hold civilian jobs or attend college while maintaining their military training part time. Guard Soldiers' primary area of operation is the state of Kansas.

HOW LONG WILL TRAINING TAKE TO BECOME QUALIFIED?

The training period varies for each job. Some schools take as few as 4 to 9 weeks, while other more specialized or critical jobs take up to 64 weeks.

HOW IS THE KANSAS ARMY NATIONAL GUARD DIFFERENT FROM ACTIVE DUTY ARMY?

When joining the Active Army, military service becomes your full-time job, and Soldiers will most likely be relocated to live on a military base. It's a 24/7 commitment for the length of an enlistment.

When joining the Kansas Army National Guard, Soldiers will be required to attend a paid drill one weekend a month and attend paid annual training for two weeks every summer. When needed, they can be called into full-time, Active Duty service. The rest of the time, they live in their local community and have more flexibility to pursue a career or education.

HOW IS THE KANSAS ARMY NATIONAL GUARD DIFFERENT FROM THE ARMY RESERVE?

Both Guard Soldiers and Army Reserve Soldiers are traditional part-time soldiers. The main difference is that Guard Soldiers serve a dual mission. They can be called on by the governor of Kansas or the federal government.

RECRUIT SUSTAIN- MENT PROGRAM

THE GOAL OF THE ARMY NATIONAL GUARD RECRUIT SUSTAINMENT PROGRAM (RSP) IS TO ENSURE THAT ARNG RECRUITS ARE MENTALLY PREPARED FOR BASIC TRAINING.

This includes ensuring recruits are administratively correct and physically fit in order to increase Training Success while attending basic and job-specific training.

While enrolled in the program, Soldiers are provided with realistic training that is similar to the first three weeks of Initial Entry Training (IET). They are physically and mentally stressed which lead to Soldiers having increased confidence and reduced apprehension or fear of the unknown.

The Army National Guard is the only branch of service which pays you while you to train before you leave for Basic Training.

THE TRAINING PROVIDED DURING THIS PROGRAM IS BROKEN DOWN INTO SPECIFIC PHASES WHICH INCLUDE:

RED PHASE - Educating new Recruits on military policies and acclimating them to the military environment.

WHITE PHASE - Training and testing new Recruits on basic soldiering skills that will be heavily required from day one of Basic Training.

BLUE PHASE - Allows the Cadre one last quality check to ensure Recruits are mentally prepared, administratively correct, and physically fit prior to attending Basic Training.

GREEN PHASE - Additional instruction in leadership for Basic Training Qualified Recruits, who will attend Advanced Individual Training (AIT) the following summer.

GOLD PHASE - The final phase of the RSP program and is also the final drill before transitioning into their unit of assignment.

For more information visit:

<https://www.nationalguard.com/how-to-join>



LOCAL UNIT DRILLS

HAVE YOU EVER WONDERED WHAT IT MIGHT BE LIKE TO EXPERIENCE A UNIT DRILL WITH THE ARMY NATIONAL GUARD?

We routinely invite students, administrators, faculty, and employers to come experience a National Guard drill weekend.

These programs provide students and VIPs the opportunity to better understand what their Soldiers do when they are away from their civilian occupation for military duty. It allows transparency between educators, students, and employers, as well as an opportunity to see first-hand some of the real-world training that service members participate in during drill weekends.

Some examples of these programs would include attending armory open-houses, live fire exercises, and Employer Support of the Guard and Reserve (ESGR) sponsored activities.

For more information regarding participation in a local unit drill, please contact your local Recruiter who can direct you to the appropriate unit point of contact.



@KANSASNATIONALGUARDRECRUITING



@KSARNGRR



@KSARNG_RR

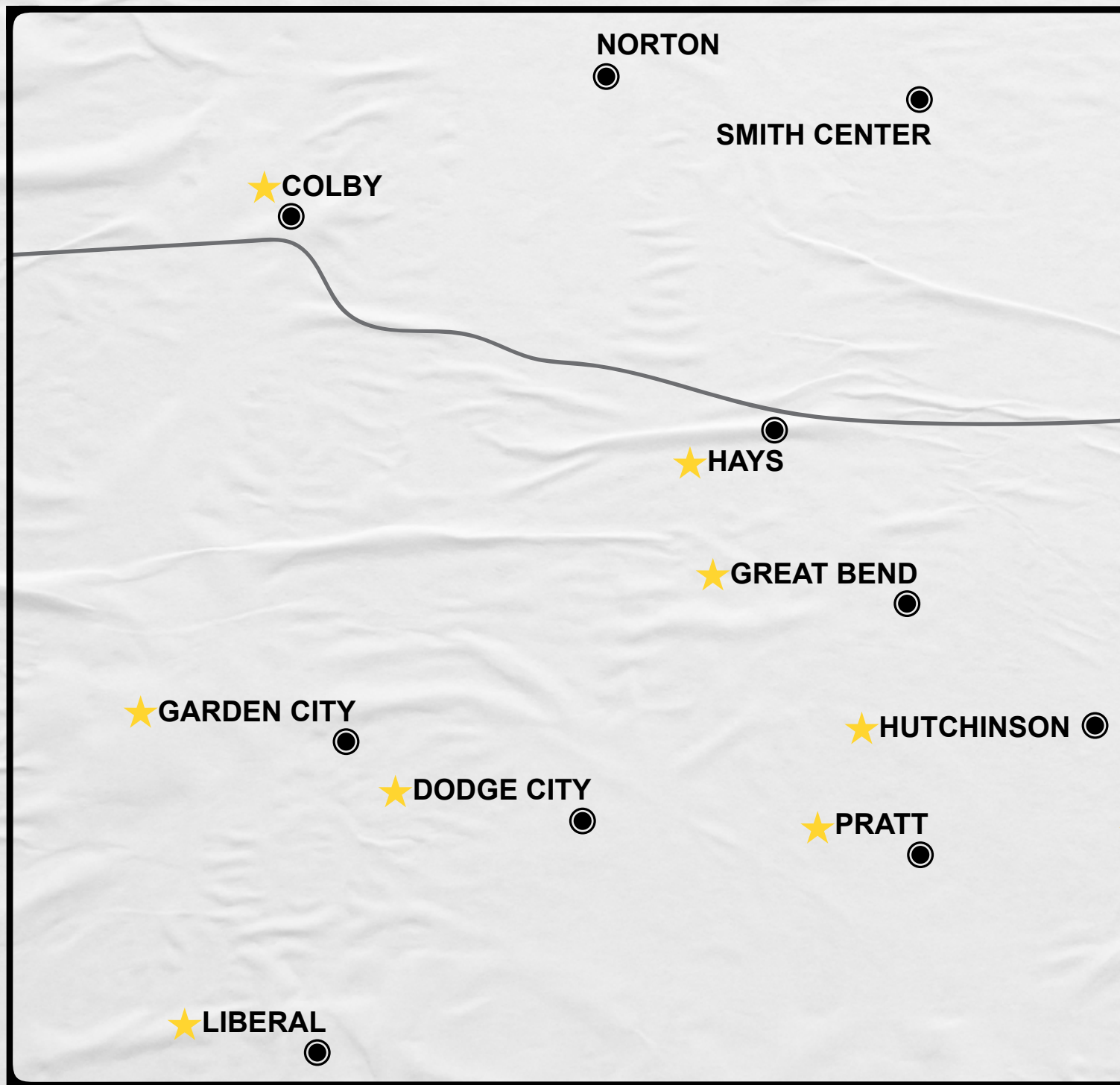


@KSARNGRR

RECRUITING LOCATIONS

The Kansas Army National Guard has recruiting locations throughout the state.

For more information, contact your local recruiter or visit
www.KansasArmyNationalGuard.com





@KANSASNATIONALGUARDRECRUITING



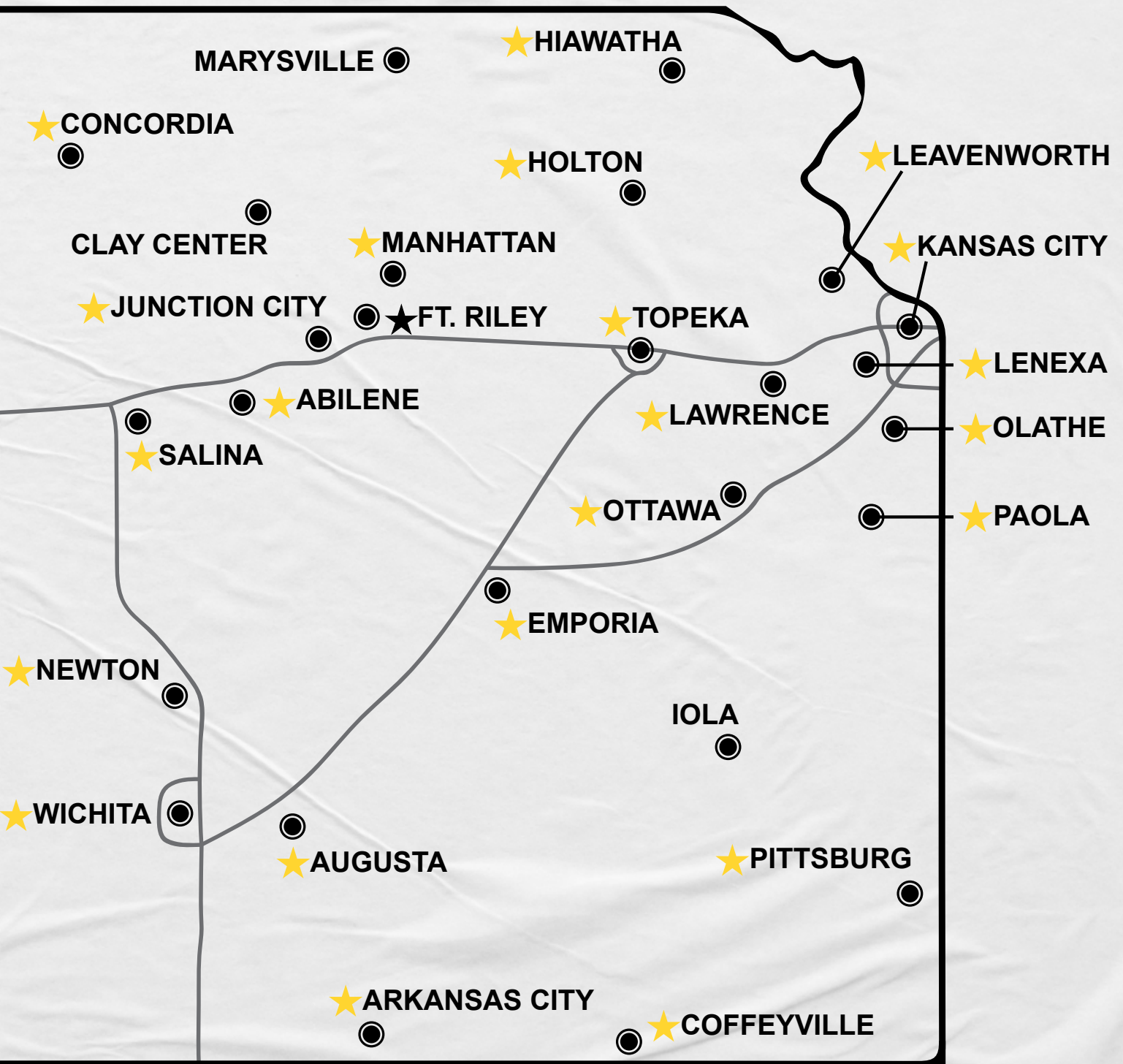
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- ★ DENOTES RECRUITING OFFICE
- ★ DENOTES RESERVE COMPONENT CAREER COUNSELOR

Live Here

KANSAS



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NATIONAL
GUARD



Serve Here



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