



NATIONAL GUARD BUREAU

111 SOUTH GEORGE MASON DRIVE
ARLINGTON VA 22204-1382

ARNG-HRZ

SEP 20 2012

MEMORANDUM FOR Military Personnel Officers of all States, Puerto Rico, the U.S. Virgin Islands, Guam, and the District of Columbia

SUBJECT: Personnel Readiness Campaign Message 3 – Army National Guard (ARNG) Soldier and Family Readiness

1. Purpose. The intent of this memorandum is to detail how the ARNG Soldier and Family Support Division (HRS) programs impact personnel readiness. Maintaining focus on these initiatives is particularly important as ARNG Soldiers and Families transition from a high operational tempo to a reset period.
2. Background: The ARNG G1's top priority of personnel readiness emphasizes our dedication to ensuring the well-being of Soldiers and their Families before, during, and after deployments and missions. The ARNG plays a central operational role in supporting the Active Component in a wide range of missions. The health and resilience of the force is a crucial part of the ARNG's overall readiness. Strong institutional support for Family wellness reinforces positive attitudes among highly experienced, highly skilled Soldiers and helps the ARNG retain these Soldiers.
3. ARNG-HRS Programs and Functions: A wide array of programs support Soldier and Family well-being and resilience. Leaders in the States and Territories must continue to bring awareness to available programs and resources in order to maintain a steady supply of trained, ready, and cohesive units. Outlined below are overviews of several Soldier and Family programs along with accompanying goals and actions required to ensure their success. Leaders within the States and Territories should continue to communicate and promote these programs to ensure they reach Soldiers and Families.
 - a. Resilience Training. ARNG resilience training expands on the Army's Comprehensive Soldier Fitness (CSF) Program to address and meet the unique needs of ARNG Soldiers, their Families, and Civilians.
 - (1) As of 2 August 2012, over 1,300 Master Resilience Trainers (MRTs) have been certified to teach resilience skills to Soldiers. MRTs provide the 2 hours of required quarterly training, and train Resilience Trainer Assistants (RTAs). RTAs serve as force multipliers by assisting MRTs with training resilience-building skills to Soldiers at the platoon level.
 - (2) The goal of the ARNG Resilience Program is to increase and enhance an individual's well-being and performance by focusing development along the five dimensions of strength: social, emotional, spiritual, familial, and physical. The end result integrates greater resilience into the lives of Soldiers, their Families, and Civilians, and helps ensure a ready ARNG Force. The FY12 benchmark is to train 1,398 MRTs, with a long range goal of having 1 MRT per company and 1 RTA per platoon.

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(3) Leaders should ensure that all Soldiers take the Global Assessment Tool (GAT) and should encourage Family Members to take the assessment as well. The GAT is a required, annual web-based assessment. Following the GAT, individuals have the opportunity to take confidential, on-line Comprehensive Resilience Modules (CRMs), which are individually targeted to the areas identified by the GAT as needing improvement. Leaders should also integrate resilience training into day-to-day activities – both formally and informally; and conduct pre- and post-deployment resilience training for all Soldiers. Additional guidance should be provided by the State Resilience Coordinators.

b. **Suicide Prevention.** The foundation of the ARNG suicide prevention program is the ARNG Resilience, Risk Reduction and Suicide Prevention (R3SP) Campaign Plan. The R3SP Campaign Plan redefines suicide prevention as an integral part of a broader-based resilience and risk reduction framework.

(1) Although the ARNG engages in specific suicide prevention and intervention activities, the essence of prevention is accomplished by proactively building resilient Soldiers and Families. Building resilience includes cultivating well-developed coping skills, establishing a strong support network of accessible and practical resources, and supporting a process for growth through times of challenge and crisis.

(2) The Applied Suicide Intervention Skills Training (ASIST) program also supports suicide prevention. In response to AR 600-63 and an ALARACT from the Army G1, the ARNG produced 334 trainers in FY11 and funded an additional 150 for FY12. These individuals will train approximately 35,000 gatekeepers in advanced intervention skills.

(3) Gatekeepers include Chaplains, Sexual Assault Response Coordinators, Medical personnel, Unit Clerks, First Line Supervisors, etc., who attend ASIST and are educated in recognizing suicide warning signs and symptoms. ASIST is a skills-based training that teaches advanced intervention skills. Gatekeepers learn strategies for talking a Soldier through a crisis, along with assessing and helping that Soldier connect with resources and support services. Each unit will have several personnel, to include all First Line Supervisors, who can use these skills in the course of their daily duties. Leaders should track trained unit personnel. These gatekeepers provide a service to the command by being available as needed, and by monitoring those around them and intervening when appropriate.

c. **Preventing Sexual Violence.** The Army Sexual Harassment/Assault Response and Prevention (SHARP) Program reinforces a commitment to eliminate incidents of sexual harassment and sexual assault. In order to achieve this, the ARNG has engaged to support and build upon the Army's comprehensive policy which centers on awareness, prevention, education, victim advocacy, response, and reporting.

(1) The ARNG is dedicated to promoting SHARP, and is committed to achieving its goals of training the force in each, as applicable, of the three tiers of SHARP training. Tier I training is directed to ARNG leadership. Tier II training refers to annual and pre/post

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deployment unit training. Individual training is covered in Tier III. Each State/Territory is responsible for complying with SHARP training requirements.

(2) As of 2 August 2012, the ARNG had met 93% of its goal to train 1,000 personnel in the 80-hour SHARP curriculum in FY12. This training prepares unit Sexual Assault Response Coordinators (SARCs) and Victim Advocates (VAs) to accept reports of sexual assault and support survivors of this traumatic and devastating crime.

d. The Yellow Ribbon Reintegration Program (YRRP) assists Reserve Component Servicemembers and their Families with facing challenges associated with deployments. Quality reintegration activities and transition support services have a positive impact on Soldier readiness and retention. This translates into a positive impact on personnel readiness and is particularly important as the ARNG shifts from a high operational tempo to a critical and necessary reset period.

(1) According to the law creating the YRRP, Section 582 of Public Law 110-182, Paragraph (b), "The Yellow Ribbon Reintegration Program shall consist of informational events and activities for members of the Reserve Components of the Armed Forces to facilitate access to services supporting their health and well-being through the 4 phases of the deployment cycle..." Those phases are Pre-Deployment, Deployment, Demobilization, and Post-Deployment-Reconstitution.

(2) This proactive support program leverages existing resources, provides education, and generates referrals to additional support services for Families which promote safe, healthy, and successful experiences during the deployment cycle.

(3) In FY11, the YRRP reached over 180,000 Servicemembers and Family participants through 929 events. Similar results should be achieved for FY12, relative to deployments.

e. Employment: Stable civilian employment has a positive impact on Soldier readiness and retention and decreases the likelihood of negative outcomes such as substance abuse and suicide.

(1) Employment contributes to a Soldier's well-being and readiness while improving the Guard's ability to retain highly-qualified Soldiers with a variety of skill sets.

(2) The National Guard Employment Network (NGEN) provides each State with a virtual platform for Servicemembers and their Families to connect with employers, employment services, and job training programs. The NGEN resources States with a web-based decentralized case management and applicant tracking system, through a nonprofit MOU alliance, and access to one-on-one virtual employment assistance counselors. The NGEN job board component allows employers to access and post jobs at no cost and features an automated talent matching that pushes jobs to the Service member.

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(3) The NGEN is a resource for the Soldier and Family Programs personnel in each State. Commanders, and ultimately Soldiers, will benefit from the State embracing the resources developed at the national level. As a free resource available to all 54 States and Territories, the NGEN serves as a virtual platform that can be used as a foundation for establishing or expanding an enduring employment assistance program.

(4) ARNG State leadership should continue to integrate State employment initiatives and increase employment resources including MOUs, partnerships, and National contracts. Resourcing and supporting the development of a steady State employment program is a significant part to creating and enhancing readiness.

5. The point of contact for the Soldier and Family Support readiness programs is LTC Maureen Weigl, Chief, Soldier and Family Support Division, at DSN 327-7597, 703-607-7597, or Maureen.Weigl@us.army.mil.

6. The point of contact for Personnel Readiness Campaign Messages is Mr. Ronald Schultz, Personnel Readiness Initiatives, at DSN 327-7104, 703-607-7104, or Ronald.M.Schultz@us.army.mil.


TAMMY L. MIRACLE
COL, GS
G1, Army National Guard