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# PEOPLE

Developing healthy, resilient, and professional Soldiers and Airmen for any mission, anywhere.

- ★ Sustain the balance between Guard members' civilian careers, military careers, and family commitments.
- ★ Ensure Guard member's pay, benefits, and treatment reflect their service and sacrifices.
- ★ Foster a diverse, inclusive professional environment that rewards talent and provides opportunity.
- ★ Prioritize achieving and maintaining physical and mental awareness.

## BUILDING WARRIOR RESILIENCE

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- ▶ **The NGB Ready and Resilient school house provided resilience training to 1,222 members of the Army Guard, Army Reserves, Active Army, and civilian contractors.**
  - The Army Guard's Resilience Program trained 731 Master Resilience Trainers (MRTs) in FY2021, bringing the total number of MRTs trained in the ARNG to 7,637. This represents a 13 percent over last year.
- ▶ **The NGB provides Suicide Prevention Coordinators in each of the 50 states, 3 territories, and DC. These program coordinators oversee ARNG suicide prevention and intervention training, policy, and reporting.**
  - They provided advanced training (Applied Suicide Intervention Skills Training (ASIST); Ask, Care, Escort – Suicide Intervention (ACE-SI), and Targeted Prevention Training) to 163,595 Soldiers and family members in FY2021
  - Training enables Soldiers to recognize the signs of suicide in themselves and others, have the confidence and skills to intervene appropriately, and connect those in need to military and community resources.
  - The Air Guard uses additional duty Suicide Prevention Program managers at each wing. All uniformed and civilian Airmen receive annual AF Suicide Prevention training that is designed to encourage conversations about suicide prevention, promote connection, and reduce stigma.
- ▶ **The NGB led a 180-day Suicide Prevention Task Force, launched by CNGB in January 2021, to improve NG suicide prevention efforts by identifying best practices, exploring gaps and redundancies, and developing an actionable plan to isolate risk factors and produce tools, resources, and strategies to reduce suicides and improve resilience across the 54.**
  - Recommendations included revisions to existing training of first-line supervisors and leaders, and the development of an integrated primary prevention workforce to provide education and resources for those at heightened risk of perpetuating or experiencing violence, including suicide.
- ▶ **In response to continued COVID-19, the NGB increased communication to the 54 by distributing Wellness Resource Cards for Guard Soldiers and Airmen to serve as a single and easily accessible references for local and national resources.**
- ▶ **The NGB collaborated with the Defense Suicide Prevention Office (DSPO) to explore viable ways to reduce access to lethal means for those who are at risk.**
  - Strategies are focused on increasing awareness on the importance of safe practices, and safely storing firearms and medications.
  - Additionally, the National Guard has partnered with the VA to distribute gunlocks, which are provided to service members during annual suicide prevention briefs, suicide intervention trainings, resource fairs, and as part of Suicide Prevention Month Campaigns.

- ▶ **The NGB developed a catalogue with over 140 research-informed programs aimed at preventing and responding to suicide, sexual assault, and substance abuse.**
  - A similar framework was developed to provide information about unified crisis response and recovery resources for the National Guard that was distributed to state and unit leadership during COVID-19 activations.
- ▶ **NGB's Warrior Resilience and Fitness Innovation Incubator program implemented 27 pilots across 34 states, territories, and DC to provide programmatic assistance to develop, evaluate, and expand local programs that promote resilience and prevent harmful behaviors to include suicide.**
- ▶ **The NGB worked closely with Veterans Affairs to continue to expand Vet Center access to NG members to provide behavioral health services for members and families. The number of NG members accessing support during drill weekends and at off-site Vet Centers continued to rise in 2021.**
- ▶ **The NGB expanded the Star Behavioral Health Providers (SBHP) program to an additional 8 states. Currently, SBHP operates in 21 states and has trained more than 2,300 community mental health providers to understand military culture and treatment protocols.**
- ▶ **The NGB established a partnership with Medical Research Development Command and the Texas-based Brain Health Institute to establish a cognitive training initiative for National Guard members and their families.**
  - The training has been scientifically proven to increase productivity, reduce stress, and improve mental acuity.
  - This initiative will provide an online portal to approximately 950 members and their families across five states and is designed to improve the resilience of participating individuals by providing cognitive training tools accessible on smart devices, and computers.
  - This program looks to improve cognitive performance, sleep, stress management, and enhance daily factors that contribute to brain health and performance.
- ▶ **The NGB and the Marine Corps signed the Innovation, Prevention, and Outreach (IPO) Advisory Committee Charter, formalizing a collaborative group to improve behavioral health, access to care, and overall well-being for the Reserve Component, geographically dispersed service members, and their families.**
  - Since 2020, the committee has conducted five quarterly IPO forum meetings to identify gaps, share best practices, and lessons learned across the 15 participating Services, components, and federal agencies.
- ▶ **Approximately 500 NG leaders, staff, and partner organizations are provided timely products and resources to enhance service member resilience and promote a support seeking culture throughout the 50 states, 3 territories, and DC.**

- ▶ **The NGB is planning the strategic implementation of the Integrated Prevention Workforce in accordance with SecDef Intermediate Action #3 and DoDI 6400.09, “DoD Policy on Integrated Primary Prevention of Self-Directed Harm and Prohibited Abuse or Harm.”**

- There is a phased strategic plan in place to implement the Prevention Workforce across the 50 states, 3 territories, DC, and the NGB.

## PREVENTING SEXUAL ASSAULT

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- ▶ **The National Guard continued its commitment to eliminate sexual assault and harassment from its ranks, through a strategy based on preventing sexual violence.**
  - Strategy focuses on data-informed initiatives, holistic and collaborative approaches, and an investment in building a prevention infrastructure.
- ▶ **The Chief of National Guard Bureau signed the NGB Sexual Assault Prevention Task Force Final Report consisting of 19 recommendations that will be immediately implemented depending on funding allocation.**
- ▶ **The National Guard Sexual Assault Prevention and Response Program provided training, services, and advocacy to victims of sexual assault with its 138 full-time nationally certified Sexual Assault Response Coordinators, 49 full-time Victim Advocates, as well as an additional 1,920 part-time nationally certified Sexual Assault Response Coordinators and Victim Advocates.**

## FAMILY READINESS PROGRAMS

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- ▶ **The National Guard Family Readiness Program staff reached nearly 1.5 million Service members and their families (1,187,804 ARNG and 310,650 ANG) in FY21 by assisting with challenges associated to military life.**
  - Top inquiries and requests were general information and referral, personal financial management, deployment assistance, personal and family life education, and transition support.
  - This number includes services for quick information and referral (731,141 ARNG and 127,001 ANG), and more than 50,000 interactions requiring more in-depth services (30,523 ARNG and 20,464 ANG).
  - There are 445 geographically dispersed National Guard Family Assistance Centers at JFHQs, National Guard armories and Reserve centers.
  - The Air National Guard has 91 Airman and Family Readiness Program Offices.

- ▶ **Army and Air National Guard Family Readiness program staff conducted nearly 10,000 workshops with 1,159,603 attendees in FY21.**
  - Workshops provided information and support to service members and their families on general information and referral, personal financial management, deployment and transition education and support, as well as program education on the Exceptional Family Member Program (EFMP) and Family Advocacy Program.
- ▶ **Family Readiness leadership engagement was provided to 6,226 personnel to assist commanders and unit leaders with tools to help build unit cohesion and operational readiness. Program staff provided consultation services, briefings, and other resources (5,190 ARNG and 1,036 ANG commanders and leaders).**
- ▶ **The Army National Guard Soldier and Family Readiness program executed a \$49.1 million dollar O&M budget, and the Air National Guard Airmen and Family Readiness program executed a \$16.9 million dollar O&M budget.**
- ▶ **Soldier and Family Readiness staff delivered 1,059 financial readiness training opportunities for 59,402 participants. This is an increase from FY20 of almost three times the number of sessions, and a 65% growth in the number of Service members and family members who participated.**
- ▶ **Army National Guard Child and Youth Services conducted over 2,800 events for nearly 88,800 National Guard youth ages 6-18 to promote resilience and sustain the quality of life through high-quality support services and enrichment programs.**
  - Child and Youth Services incorporated a hybrid method of in-person and virtual programming opportunities resulting in 25,870 more Army & Air Guard youth being served in FY21, than in previous fiscal years.

## ACCESS TO COMMUNITY SERVICES

- ▶ **The Joint Yellow Ribbon Reintegration Program helped 31,100 service members and families connect with their local community support services before, during, and after deployments by overseeing 631 nationwide events in 2021.**
  - The Army National Guard conducted 588 Yellow Ribbon events and supported 25,292 Soldiers and family members.
  - The Air National Guard conducted 21 in-person and 22 online Yellow Ribbon events supporting 5,808 Airman and their families.



► **Transition Assistance Advisors impacted the lives of 36,765 service members and veterans in FY2021 by providing support, advocacy, and information on 133,520 benefits / entitlements.**

- Advisors are located at each National Guard Joint Forces Headquarters to provide resource and referral information for such issues as education, employment, VA healthcare enrollment, and disability claims.

## EDUCATION ASSISTANCE

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► **The Army Guard provided over \$37.8 million in Federal Tuition Assistance benefits to more than 15,700 Soldiers enrolled in over 72,000 courses in FY2021.**

- Provided over \$6.1 million in Credentialing Assistance benefits to over 3,500 Soldiers.
- Provided over \$46.9 million in Montgomery GI Bill-Selected Reserve benefits to over 20,000 Soldiers.
- In addition, 138 ARNG Soldiers used over \$1 million of their Montgomery GI Bill, Active Duty entitlement.
- 30,000 ARNG Soldiers used over \$385 million of their Post 9/11 GI Bill entitlement.
- 12,800 family members took advantage of the Transfer of Education benefit equating to over \$170 million.

► **The Air Guard's Federal Tuition Assistance program served 986 Airmen with \$2.2 million in Federal tuition assistance, helping Airmen pay for 3,246 courses in FY2021.**



## STRENGTH THROUGH SPIRITUALITY

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- ▶ **Air Guard Strong Bonds conducted 342 Wing retreats for nearly 4,600 service members.**
- ▶ **Strong Bonds developed a new virtual ANG Strong Bonds delivery platform for the 90 ANG Wings and 260 geographically separated units to allow Airmen and their families to gain access to resiliency and relationship-related ANG tools.**
  - This program has now been adopted the U.S. Air Force and Space Force worldwide for the first time in Air Force history (since 1947).
- ▶ **Developed and coordinated Strong Bonds Program for over 8,000 direct communications from newsletters, email, and phone calls.**
- ▶ **The Army National Guard Strong Bonds Program delivered 408 virtual training events to 8,435 Soldiers and family members to increase Soldier and Family readiness through relationship education and skills training that contributes to readiness, retention, and wellness.**

## HONORING THE FALLEN

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- ▶ **Army Guard Survivor Outreach Service coordinators assisted 44,956 surviving family members in FY2021, while maintaining a nearly 99% survivors contact rate.**
- ▶ **The Army Guard's team rendered honors at 112,601 service member funerals in FY2021.**
  - The funeral honors team is projected to render burial honors for 111,000 veterans and retirees in FY2022.
  - The Army Guard conducts 83% of the Army's burial honors and 43% of the DOD's.
- ▶ **The Army Guard's Casualty Operations state program provided 721 casualty assistance and 394 notification officers to families of the Army Guard, Army Reserve, and Active Army in FY2021.**
  - 45% of the missions and training for the Total Army Casualty Program are done by Army Guard Soldiers.