

ARNG 4.0

EMPLOYER COMMUNICATION



ARNG 4.0 is a new era for the Army National Guard. During this period, the requirements of service in our organization are changing. Many of our Soldiers are training more often and will be absent from civilian jobs, Families and schools for longer periods of time. Under ARNG 4.0, employer support becomes even more critical as training schedules and deployment tempo shifts over time.

Background

ARNG 4.0 was born of necessity. With a smaller active-duty Army, there are higher readiness and training expectations placed on the Reserve Components. The Army National Guard is taking steps to increase combat readiness and decrease our response time should we be called upon to fight overseas. This is a break from past practice when mobilizations and deployments were forecasted as far as two years in advance, and our units could train together for several months before shipping overseas. The emerging threats to our Nation no longer allow us the luxuries of time and space.

Employer expectations

How long will my employee(s) be gone? When will they deploy overseas?

Their absence from work varies on a year-to-year basis depending upon the needs of the Department of Defense. Our force contains Soldiers with a diverse array of capabilities, professions and skills including combat units, combat support and sustainment units. All of these specialties are needed in the opening phases of any future conflict. The Army's leadership – including the Army National Guard - is developing innovative means, processes, and ways to provide our Soldiers the maximum amount of predictability, however, the threats of today simply do not allow for the same level of predictability seen in the past.

The Future of ARNG 4.0

Is this a permanent change?

ARNG 4.0 formally recognizes that many of our Soldiers have been training more than the traditional “one weekend a month” for over a decade. To help them balance work, Family life and Army requirements, personnel may be assigned to units with a faster, or slower, training tempo on an alternating basis. Offering this flexibility to Soldiers is the best way to mitigate stress.

Relief for employers

What can the government do to help?

The leadership of the Army National Guard understands that community support - especially from employers - is essential to the success of ARNG 4.0. Defense Department programs like Employer Support of the Guard and Reserve (ESGR) promote cooperation and understanding between civilian employers and their National Guard and Reserve employees. National Guard leadership will work with policymakers to improve existing programs such as ESGR and develop additional innovations to encourage and motivate employers to hire and retain Guardsmen. As an indispensable pillar of support for Soldiers, civilian employers must have the right tools to hire, grow and maintain a strong workforce comprised of Citizen-Soldiers for the future.