



# Oregon National Guard Readiness

Presentation to the House Veterans Committee

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# Strategic Priorities

*READY*  
*RELEVANT*  
*RESILIENT*



# National Guard Mission

**BUILD**  
PARTNERSHIPS



**FIGHT**  
AMERICA'S WARS

**SECURE**  
THE HOMELAND



# Relevant

## Domestic Threats & Missions

- Pandemics, Wildfires, Search & Rescues, HAZMAT, Earthquakes, Hurricanes, Civil Disturbances



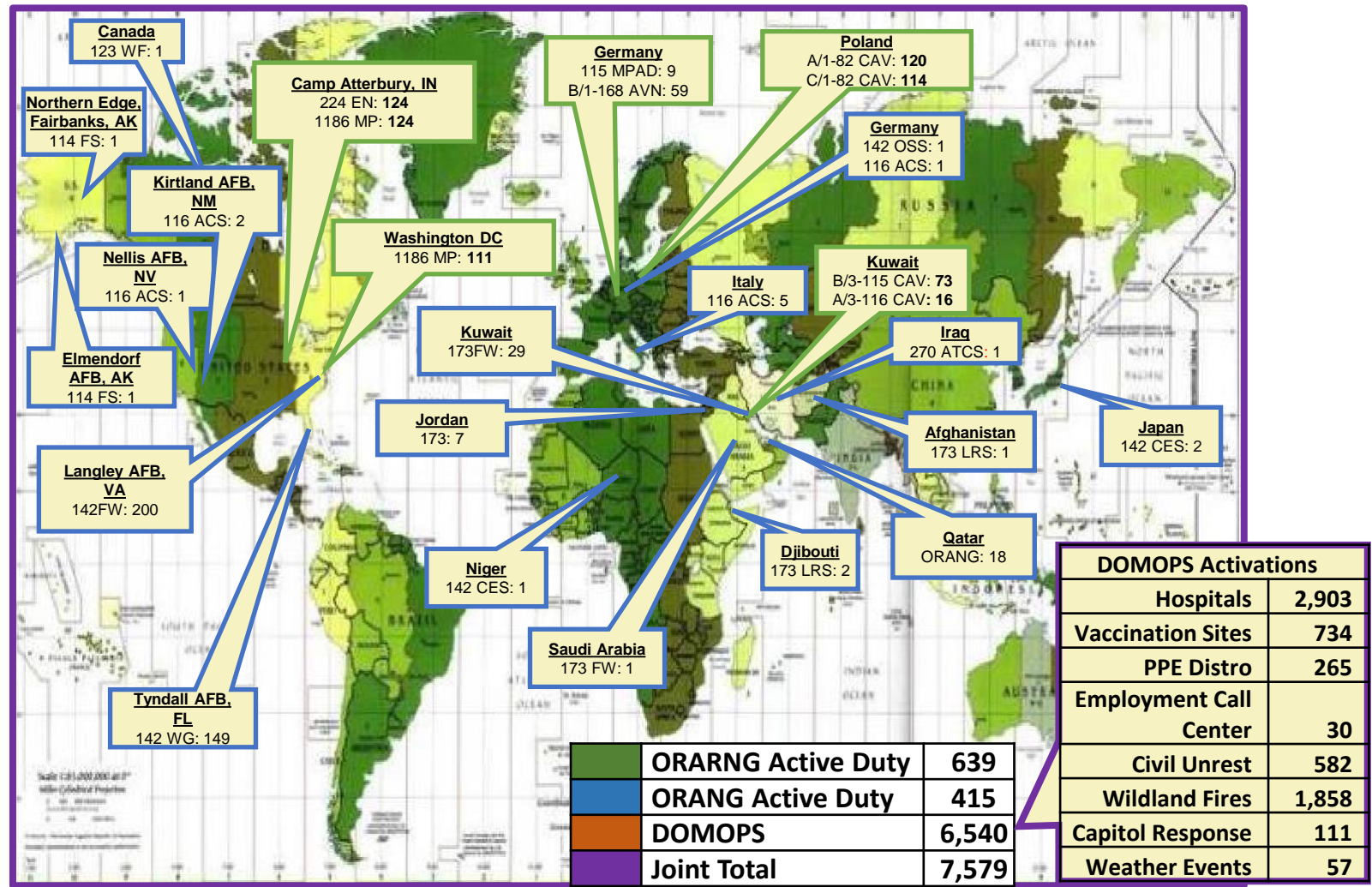
## Federal Threats & Missions

- China, Russia, Iran, North Korea, Violent Extremism



# OPERATIONS / DEPLOYMENTS

## FY21 - Present







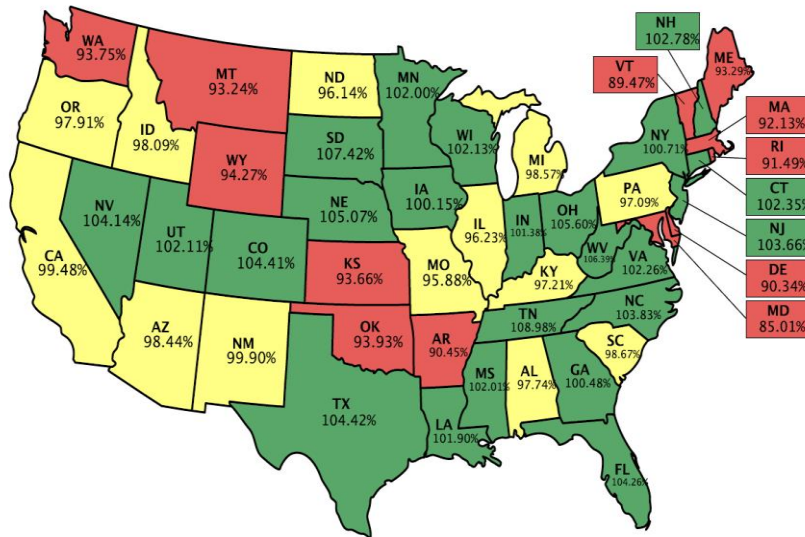
# Recruiting & Retention

## Year-to-Year Air National Guard Comparison of End-Strength

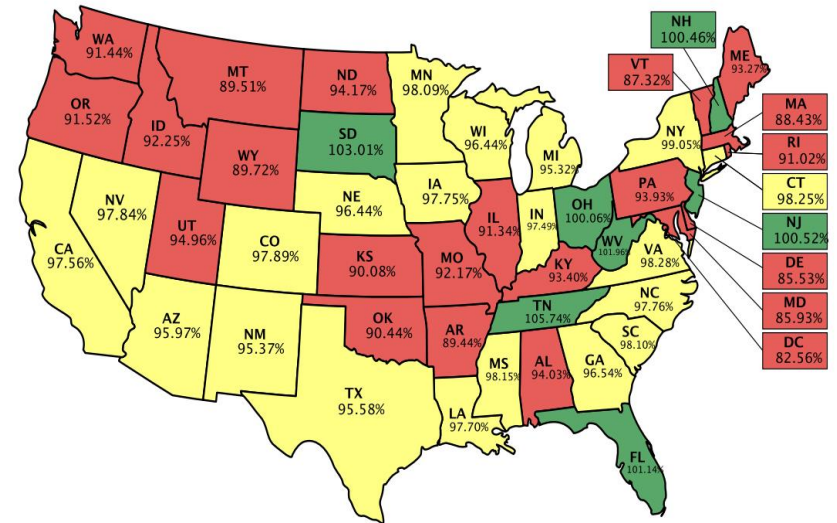
– No State has increased End-Strength in FY22 –



PERSONNEL – End Strength By State  
December Edition As of 01 December 2021



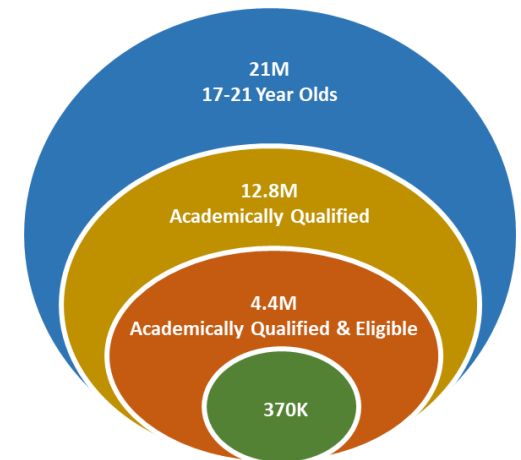
PERSONNEL – End Strength By State  
November Edition As of 28 November 2022





# Oregon National Guard End Strength

- **Current strength percentage**
  - ORARNG: 5,144/5,884 (87.4%)
  - ORANG: 2,201/2,410 (91.3%)
- **Why the National Guard (& Oregon) is struggling**
  - Percentage that meet qualifications: 23% (age 17-24) Qualified Without Waiver
  - Propensity to serve
  - Shrinking Active Component
  - Fewer DoD parents
  - Increasing Ops Tempo
    - *On average, Oregon Guardsman have performed 140 days per year over the last two years! (includes federal deployments, Drills and domestic operations)*

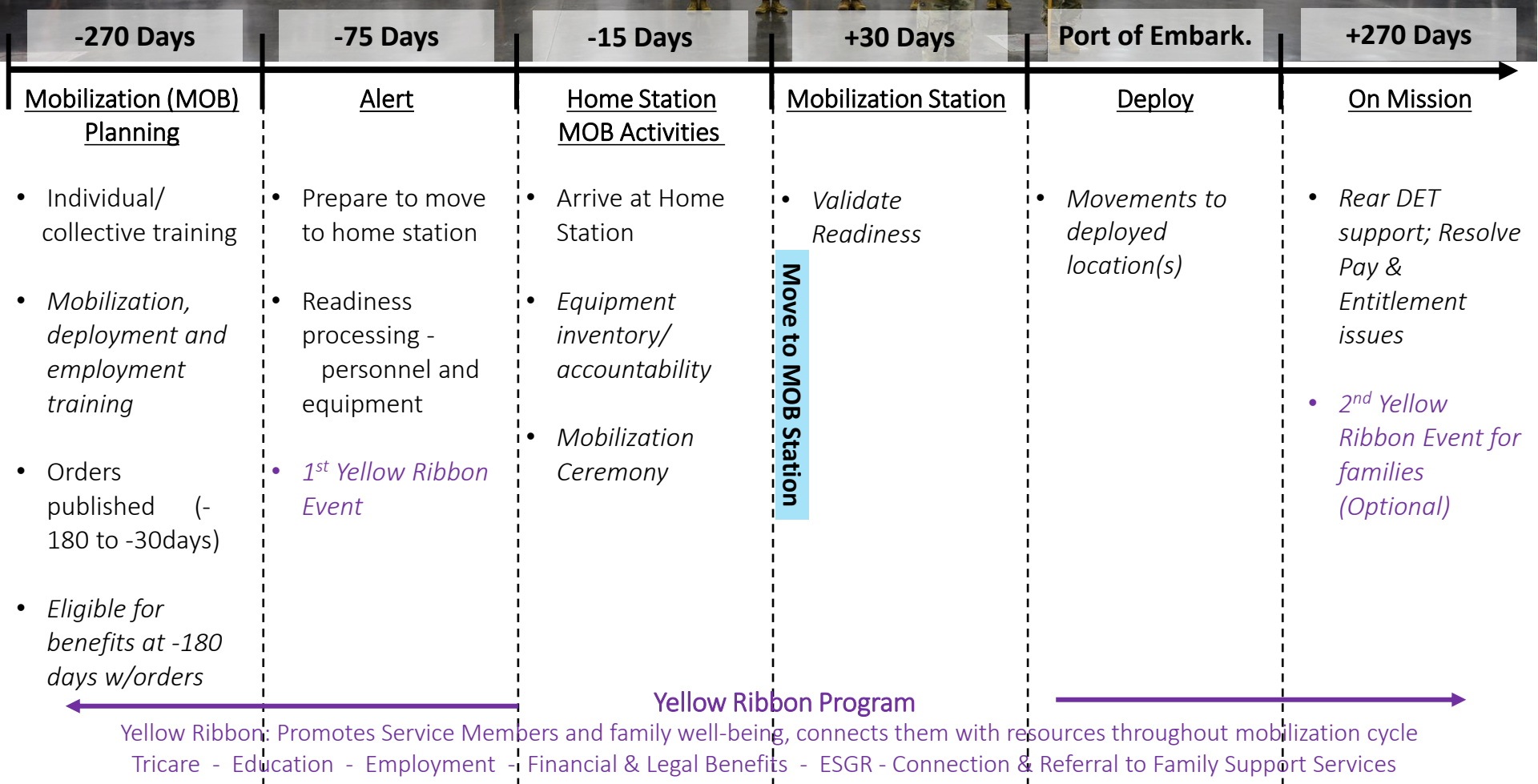




# Army Federal Mobilization Process



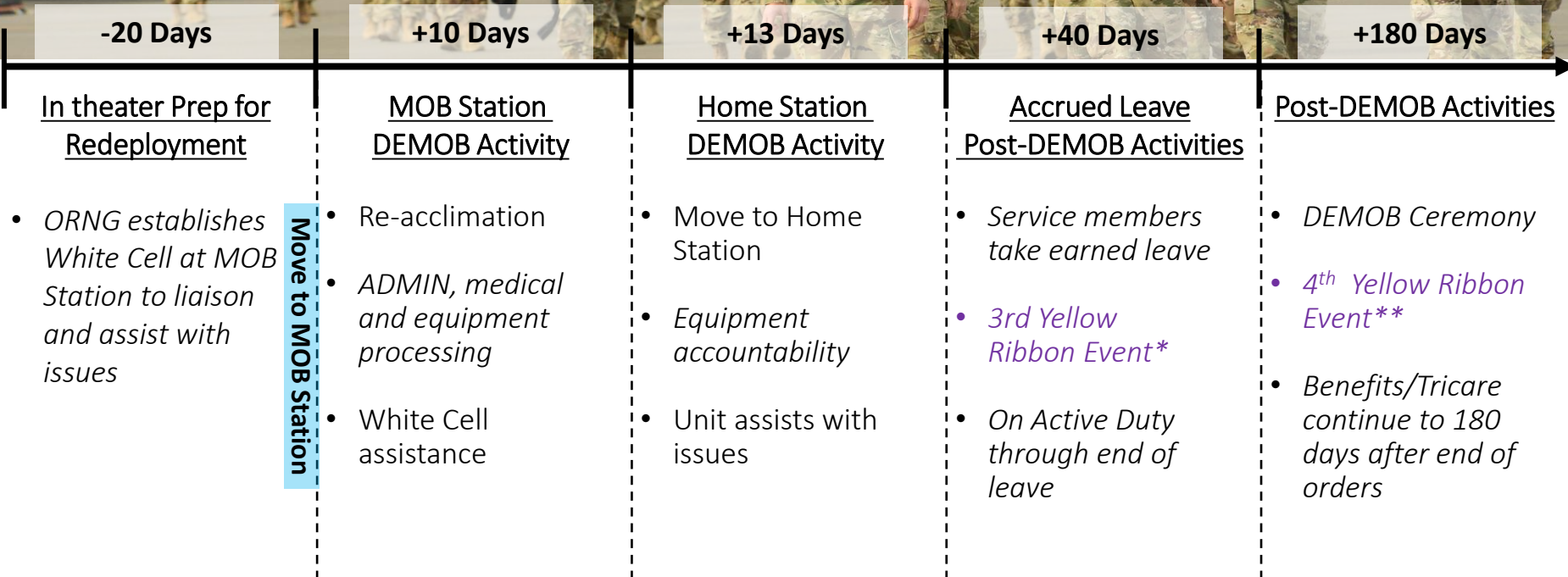
Note: ORANG process 72 hours due to mission







# Federal Demobilization Process

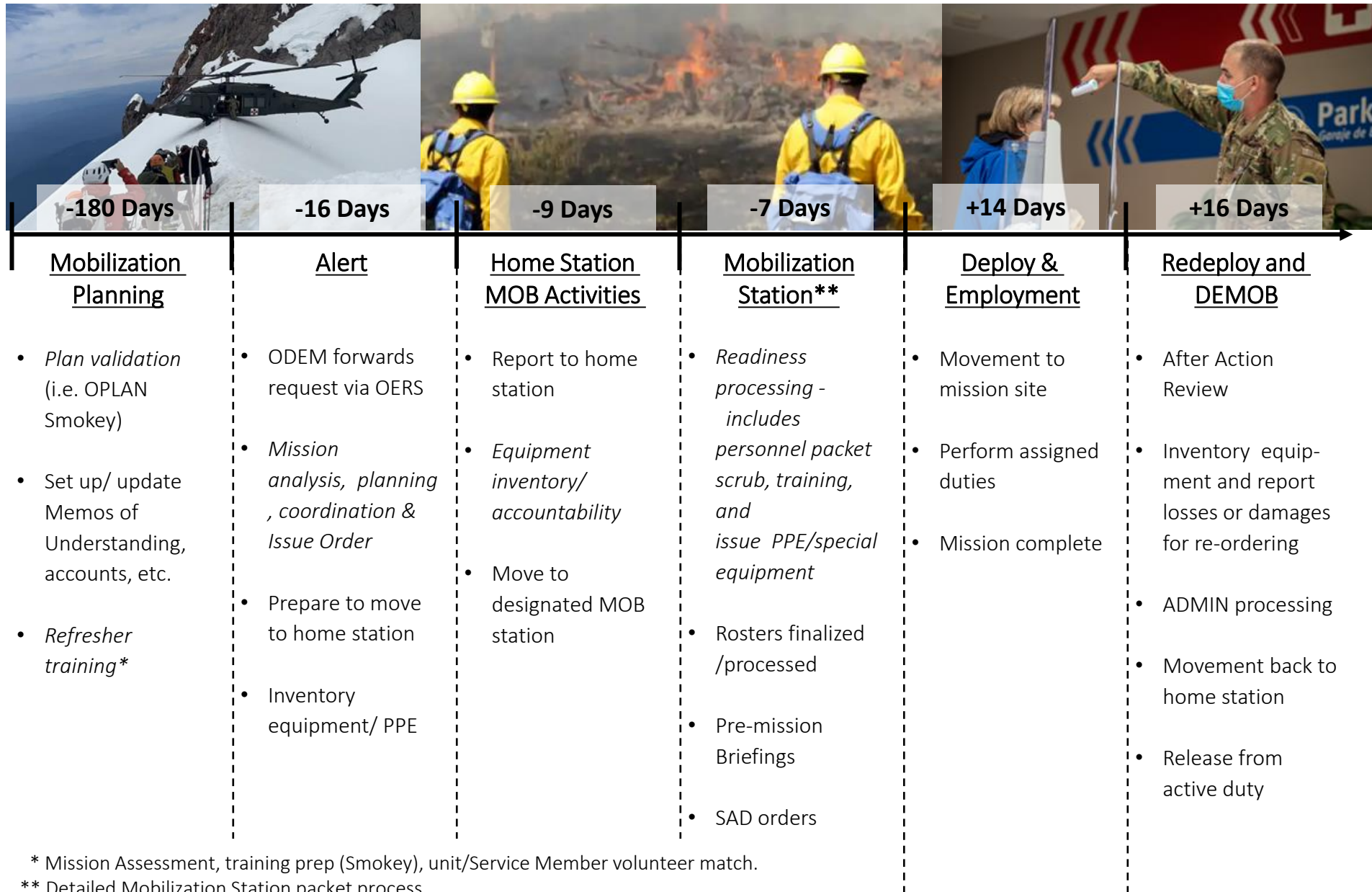


\* Conduct briefs on all benefits and resources

\*\* Tailored to address issues/concerns identified by Soldiers and Unit. Includes Post-deployment Health Reassessment



# State Active Duty MOB, Employment and DEMOB Process





# Resilient



- **Family Programs**
  - Military and Family Readiness Program
  - Child & Youth Program
  - Youth Outreach
  - Survivor Outreach
- **Transition and Employment Programs**
  - Reserve Component Transition Assistance
  - Army Transition Assistance Program
  - Yellow Ribbon Reintegration Program
  - Employer Support of the Guard and Reserve
  - Employment Education Counselors
- **Wellness Programs**
  - Military OneSource
  - Resilience, Risk Reduction and Suicide Prevention
    - Mental Health Hotlines
  - Building Strong and Ready Teams (former Strong Bonds)
  - Personal Financial Counselors
- **Sexual Assault and Prevention Response Program**
- **Chaplain Corps**
- **Director of Psychological Health (DPH)**







# Strength – Recruiting & Retention

- **Requests for this legislative session**
  - Expansion of State Tuition Assistance to dependents
  - Tax credit for employers of Guardsmen
- **Other Options/Incentives**
  - Referral incentive
  - Free Access to State parks
  - Free Hunting and Fishing Licenses
  - Tax Exemptions for State Active Duty
  - Vehicle license and registration renewal
  - Professional license fee waivers
  - State income tax exemption
  - State retention bonus
  - Childcare for drill weekends





Questions?

