



Oregon Military Department Oregon National Guard

“The Service of Choice”



Start with Why

Defend America

Protect Oregonians



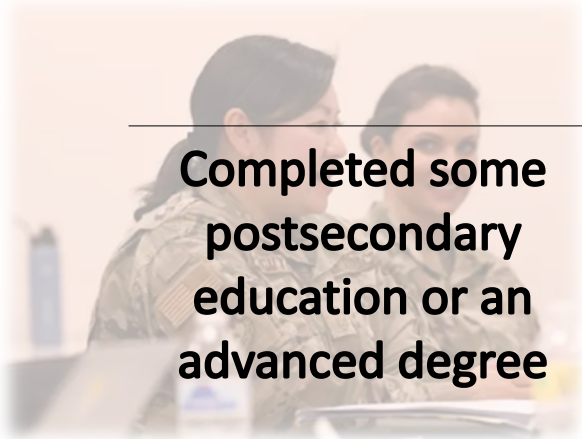


Who is Eligible to Join the ORNG?

- Age:
 - Army NG: 17-35 (up to age 42 with waiver)
 - Air NG: 17-42
- US Citizen or permanent resident
- High School graduate or equivalent
- Meet minimum score on the Armed Service Vocational Aptitude Battery (ASVAB)
- Meet medical, physical, and moral standards





Demographics

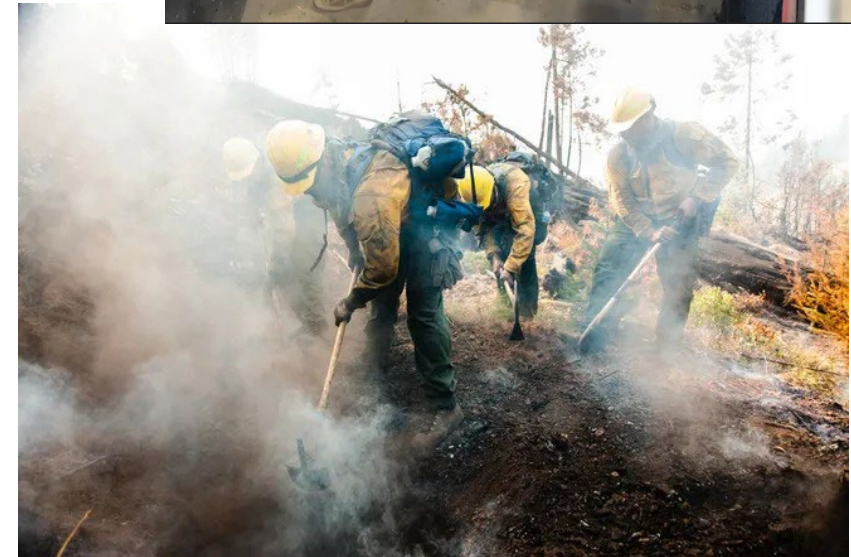
	ARMY	AIR
 Completed some postsecondary education or an advanced degree	41%	80%
 Considered a minority (race/ethnicity)	31%	13.7%
 31 years of age or older	55.6%	31%



Benefits

Opportunity to Serve

- Defend America and Protect Oregonians
- Serve the community where you live and work
- We believe in the value of Service





Benefits

The People

- The Best of Oregonians
- Teamwork
- Mentorship
- The Guard Family



BE CONNECTED ★ BE COMPETENT ★ BE COMMITTED



Benefits

HEALTH INSURANCE

- Access to healthcare benefits at reduced cost (may mitigate health insurance costs to civilian employers)
 - TRICARE Reserve Select (Health) Insurance:
 - Member: \$53.80/month
 - Member + Family: \$274.48/month
- NOTE: Average health insurance cost in OR: \$488 (w/out premium tax credits)
- Dental:
 - Member: \$9 - \$12 / month
 - Member + Family: \$84 - \$87 / month





Benefits

LIFE INSURANCE

- Service Members Group Life Insurance (SGLI):
 - (Member) \$500k policy = \$31/month
 - (Spousal) \$100k coverage (under 35yrs of age) = \$4.50/month
 - (Member) Traumatic Life Insurance (automatic with SGLI coverage)
 - (Member) \$100k death gratuity = Free
- State Sponsored Life Insurance (SSLI):
 - (Member) \$1,000 policy = free
 - (Member) \$260,000 = \$28.66/month (under 50 yrs) + spouse options
 - Emergency Death Benefit up to \$26,000 within 24-72 hours





Benefits (cont.'d)

RETIREMENT (Blended)

- Pension payable (at age 60) with successful completion of 20 or more years of service
- Transferrable to member at separation
- Similar to a 401(k) with matching
- Tri-Care for Life
- Veterans Long-Term Health Care

HOUSING

- Ability to leverage Federal VA and Oregon VA (if eligible) housing benefits, making stable housing more accessible
- Oregon Housing Market (2024):
 - Median Home Price: \$482,600
 - Average Conventional loan down payment: 16.9% (\$81,559)
 - No down payment required for Federal VA home loan
 - Potentially lower interest rates with Oregon VA





Benefits (cont.'d)

EDUCATION

- GI Bill for College or University (Ch. 1606)
 - \$481/month with potential for \$350 Kicker
- GI Bill for On-the-Job Training & Apprenticeships (Ch. 1606)
 - Months 1-6 (75%): \$360.75 for each full month
 - Months 7-12 (55%): \$264.55 for each full month
 - After the first year (35%): \$168.35 for each full month





Benefits (cont.'d)

EDUCATION

- Post 9-11 GI Bill Benefits (Requires specific Active-Duty service)
 - Up to 36 months of tuition/fees paid at public university or college
 - Up to \$28,937.09 at Private or Foreign Schools
 - Includes yearly \$1000 Book Stipend
 - Up to \$27,120 for non-college degree programs (i.e. HVAC repair, truck driving, EMT, cosmetology school, trades, etc.)
 - Includes Monthly Housing Allowance rate based on school zip code (EX: for Salem, 2024: \$1,929/month)

NOTE: Average rent for an apartment in Salem: \$1,438/month





Benefits (cont.'d)

EDUCATION

- ORNG Guard State Tuition Assistance (ONGSTA)
- 100% funding for tuition (not to exceed state resident rate) for undergraduate studies at any Oregon public university or college
- Includes Career and Technical Education (CTE) programs
- Covers books and general administrative service fees*
- Some Private Universities in Oregon accept ONGSTA (\$274 per credit)





Education Costs

- Post 9-11 GI Bill can be transferred to dependents for those who qualify while actively serving
- Requires 6 years of completed service and agree to serve 4 more years
- Can be split between dependents: spouse and/or multiple children
- Dependents can receive a monthly housing allowance



Oregon State University

— 2024-2025 Estimated Resident Undergraduate Corvallis and Cascades

Expense	3 Terms
Tuition and Fees (15 CR) ¹	\$14,487
Living Expenses (Food and Housing)	\$16,386
Estimated Billable Cost Total	\$30,873
Books, Course Materials, Supplies, and Equipment	\$600
Personal and Miscellaneous	\$2,682
Transportation	\$810
Estimated Non-Billable Cost Total	\$4,092
Estimated TOTAL	\$34,965



University of Oregon

2024-25 Estimated Undergraduate Cost of Attendance

Oregon Resident	Nonresident
Resident Costs	
Tuition and Fees*	\$16,137
Living Expenses (On-Campus Housing and Food)**	\$16,611
UO Costs Total	\$32,748
Books, Course Materials, Supplies, and Equipment	\$1,362
Miscellaneous Personal Expenses	\$2,538
Transportation	\$444
Total Cost	\$37,092



Military Skills Transfer



- Many military occupational specialties relate directly to the civilian job market
- Service members receive screenings (physical/drug/security), technical skills training, and job credentials; demonstrates:
 - Greater stability
 - Higher personal accountability and responsibility
 - Potential cost savings to civilian employer
- Intangible skills are hallmarks of military training, including:
 - Physical & mental resiliency
 - Leadership development
 - Working on/building teams
 - Commitment and discipline
 - Experience in high pressure conditions



Military – Civilian Job Skills Transfer



Job	Army	Air
Plumber	Plumber	Water & Fuel Systems Maintenance
Electrician	Interior Electrician	Electrical Systems Specialist
HVAC	Utilities Equipment Repairer	HVAC & Refrigeration
Mechanic	Wheeled Vehicle Mechanic	Mission Generation Vehicular Equipment Maintenance
Food Workers	Culinary Specialist	Services
Human Resources	Human Resources Specialist	Force Support and Administration
Nurse	Nurse	Aerospace Medical Service
EMT	Combat Medic	Aerospace Medical Service Specialists



Benefits for Employment

Department of Labor's Registered Apprenticeship Program

- Employers can receive consulting wages from DOL in the design, development, and structure of their Registered Apprenticeship program
- Upon completion of the program, the apprentice will earn a nationally recognized credential
- May be eligible for the Career Skills Program/SkillsBridge (military pays service members' salary while in pre-apprenticeship training program)
- Increased employee retention/reduced turnover costs
- Work Opportunity Tax Credit (WOTC) available to employers who hire veterans (can reduce employer's federal income tax liability by as much as \$9,600 per vet hired)
- *NEW Civil Service Hiring Preference (*Beginning January 2026)



Time Requirements and Pay

- ORNG Servicemembers must complete duty on average one weekend/month and 15 active-duty days during the fiscal year. This is dependent upon each unit and mission
- Drill Pay (2 Days = 4 Days Active-Duty Base Pay)
 - Enlisted: E-6 (Average at 10 Yrs of Svc): \$589
 - Warrant Officer: CW2 (Average at 10 Yrs of Svc): \$760
 - Officers: O-3 (Average at 10 Yrs of Svc): \$979
- Annual Training (15 Days)
 - Enlisted: E-6 (Average at 10 Yrs of Svc): \$2,795
 - Warrant Officer: CW2 (Average at 10 Yrs of Svc): \$3,540
 - Officers: O-3 (Average at 10 Yrs of Svc): \$4,544
- Deployments (varies depending on mission requirements)





Current Enlistment / Reenlistment Bonus

- Oregon Army National Guard
 - Enlistment = \$10,000 - \$20,000 depending on Military Occupational Specialty (MOS)
 - Off-Peak Bonus up to \$7,500
 - Re-enlistment = \$10,000 for 3 years depending on Military Occupational Specialty (MOS)
- Oregon Air National Guard
 - Enlistment / Reenlistment = \$25,000 - \$70,000





Challenges



- Recruiting
 - Enlistment Bonuses
 - **State-Funded Retention Bonus (if funded)**
 - Enlistment Enhancement Program (EEP)
- Qualified to Serve
- Propensity to Serve





Conclusion

- The ORNG offers several benefits to service members including pay, health/life insurance, education, VA eligibility, and retirement
- **We serve to:**
 - **Defend America**
 - **Protect Oregonians**

