

# RETENTION

## COMMANDERS REALLY DO HAVE TO ASK



### Build Your Retention Strategy

These are the 3 things you must do for an effective Retention Strategy



### RETENTION STRATEGIES

#### What's Your Retention Strategy?

- 1 Relationship with Brigade Strength Manager (BSM)
- 2 Retention Interview Preparation
- 3 System Reports & Key Readiness Indicators



### EDUCATION BENEFITS

#### Can You Speak About Education?

- 73% of all new recruits expect to earn their degree while in service
- Education is one of the best benefits the National Guard offers

#### Know the Benefits



### INCENTIVES (BONUSES)

#### Do You Know What We are Paying?

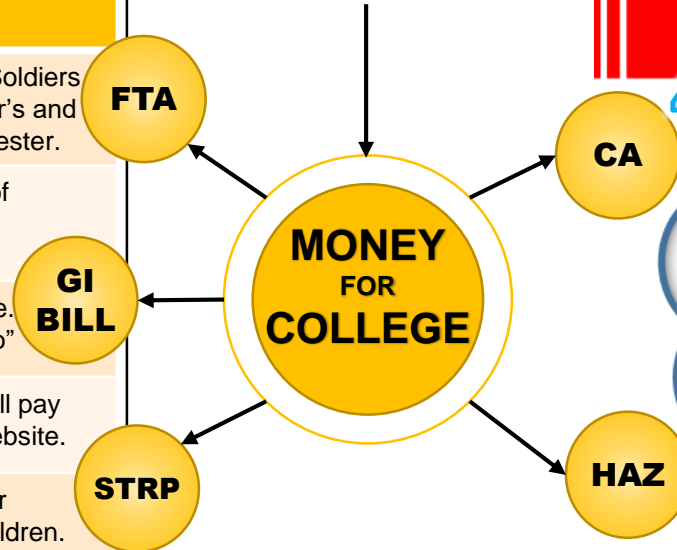
- \$20K is the highest law will allow and is the current offer for 6 Year contract.
- "Pick 2" combines GI Bill Kicker with SLRP or Bonus.

#### SEE REVERSE

### EARN 4 DEGREES!

A Soldier can obtain 2 degrees using FTA, and then transfer GI Bill & Hazelwood to dependents

Benefit		Description
FTA	Federal Tuition Assistance	Commonly called Go Army Ed. Soldiers can use this to obtain a Bachelor's and Master's Degree. 16 hrs per semester.
GI BILL	Chp 30 & 33 "Post 911"	Provided by the VA. 36 Months of college. Only Chapter 33 is transferable.
STRP	State Tuition Assistance	TMD sponsored tuition assistance. Reimbursement. Covers the "gap"
CA	Credentialing Assistance	*NEW. Through Go Army Ed. Will pay for one Credential. See COOL website.
HAZ	Hazelwood	TX state sponsored free tuition for veterans. Transferable only to children.



# Credentialing Assistance

## Education Benefits Matrix

Industry	Credential Agency Name
Fitness	American College of Sports Medicine (ACSM)
Food	National Restaurant Association Educational Foundation (NRAEF)
HR	Human Resource Certification Institute (HRCI)
IT	Amazon Web Services (AWS)
IT	Microsoft Corporation
IT	Microsoft Corporation
IT	Microsoft Corporation
IT	Microsoft Corporation
IT	International Information Systems Security Certification Consortium, Inc. ((ISC)2)
IT	CompTIA
IT	Computing Technology Industry Association (CompTIA)
IT	Computing Technology Industry Association (CompTIA)
IT	Cisco Systems, Inc.
IT	Microsoft Corporation
Logistics	Institute of Certified Records Managers
Logistics	Manufacturing Skill Standards Council (MSSC)
Logistics	National Institute for Automotive Service Excellence (ASE)
Logistics	OSHA
MNGMNT	American Society for Quality (ASQ)
MNGMNT	Project Management Institute (PMI)
MNGMNT	International Association for Six Sigma Certification (IASSC)
Medical	National Registry of Emergency Medical Technicians (NREMT)
Medical	National Healthcareer Association (NHA)
Trade skill	National Inspection Testing and Certification Corporation (NITC)
Trade skill	American Welding Society
Trade skill	United States Coast Guard (USCG) Don't believe Soldiers will qualify maybe a basic course would be better
Trade skill	Electronics Technicians Association, International (ETA-I)
TRANSP	United States Department of Transportation (FMCSA)

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PROGRAM	WHAT IS IT?	WHO IS ELIGIBLE?	WHAT DOES IT COVER?	CONTACT
Federal Tuition Assistance (FTA)	<ul style="list-style-type: none"> <li>-Federal financial assistance to help with the cost of voluntary off-duty higher education programs.</li> <li>-Can be used at a regionally or nationally accredited college or university.</li> </ul>	<ul style="list-style-type: none"> <li>-All AGR &amp; actively drilling members of the TXARNG.</li> <li>-Eligibility begins on 1 year anniversary of completion of AIT, OCS, or BOLC.</li> <li>-Do not have ETS or MRD prior to completion of course.</li> <li>-Officers and Warrant Officers are subject to 4 yr Reserve Duty Service Obligation or 2 yr Active Duty Service Obligation</li> </ul>	<ul style="list-style-type: none"> <li>-Pays for up to 16 semester hrs of tuition per fiscal year (Oct 1-Sept 30).</li> <li>-\$250 per semester credit hr.</li> <li>-Up to 130 hrs for undergraduate studies; 39 hrs for graduate studies.</li> <li>-Pursuing 1st certificate, undergraduate or graduate degree. (No lateral or lower degrees.)</li> </ul>	<p>(512) 782-1016 GAE Helpdesk CONUS: 1-800-817-9990 Apply online: <a href="https://www.goarmyed.com">https://www.goarmyed.com</a></p>
State Tuition Assistance	<ul style="list-style-type: none"> <li>-A State benefit that helps pay some tuition &amp; mandatory fees at any Texas public or private college/university.</li> <li>-Intended for pursuit of certificate, first undergraduate and/or graduate degrees. Spring &amp; Fall only.</li> <li>-Funding is not guaranteed, based on funding availability.</li> </ul>	<ul style="list-style-type: none"> <li>-All actively drilling members of the TXARNG, TXANG &amp; State Guard.</li> <li>-AGR's are not eligible.</li> <li>-Must complete Basic Training prior to applying.</li> <li>-Attending a Texas College or University.</li> <li>-For-profit schools are not eligible.</li> </ul>	<ul style="list-style-type: none"> <li>-Based on funding availability, pays from 3 to 12 credit hrs in tuition &amp; mandatory fees per semester at in-state rates.</li> <li>-Pursuing 1st certificate, undergraduate or graduate degree.</li> <li>-For up to 5 yrs or 10 academic semesters, whichever occurs first.</li> </ul>	<p>(512) 782-5270 (512) 782-5864 Apply online: <a href="https://tmd.texas.gov/state-tuition-assistance-program">https://tmd.texas.gov/state-tuition-assistance-program</a></p>
Hazlewood Act	<ul style="list-style-type: none"> <li>-A State benefit which exempts tuition &amp; some fees for qualified Veterans/spouses/children at Texas public (state supported) colleges/universities.</li> </ul>	<ul style="list-style-type: none"> <li>-Meet TX residency requirements.</li> <li>-Served more than 181 days on T10 Active Duty Service, excluding training. (DD214)</li> <li>-Received honorable discharge or general discharge under honorable conditions.</li> </ul>	<ul style="list-style-type: none"> <li>-Exempts tuition &amp; some fees for qualified classes at Texas public colleges or universities.</li> <li>-Up to 150 semester credit hrs.</li> <li>-Unused hours can be transferred to eligible dependent children under the Legacy Act.</li> </ul>	<p>(512) 782-1435 (512) 782-1450 Apply online: <a href="http://www.tvc.state.tx.us">http://www.tvc.state.tx.us</a></p>
GI BILL BENEFITS	Montgomery GI Bill Selected Reserve CH 1606	<ul style="list-style-type: none"> <li>-VA provides education benefits through various GI Bill chapters.</li> <li>-Benefits can be used for traditional college classes, vocational training, correspondence courses, apprenticeships, on-the-job training &amp; flight training.</li> <li>-Payment cannot be received for more than one program or chapter at a time.</li> </ul>	<ul style="list-style-type: none"> <li>-Drilling Army or Air Guardsmen.</li> <li>-6 year service contract (5yr OSA for Officers).</li> <li>-Completed IADT (AIT or BOLC).</li> <li>-Have a High School Diploma or GED.</li> </ul>	<p>(512) 782-1435 (512) 782-1450 Apply online: <a href="https://www.vets.gov/education/apply">https://www.vets.gov/education/apply</a></p>
	Active Duty CH 30	<ul style="list-style-type: none"> <li>-While SM or Veteran may be eligible for more than one chapter, he/she can only receive payments up to:                             <ul style="list-style-type: none"> <li>-a lifetime maximum of 48 full benefit months combined from all chapters.</li> <li>-36 full benefit months from any single chapter</li> </ul> </li> <li>-CH 33/Post 911 is the only GI Bill chapter that is transferable to dependent/spouse.</li> </ul>	<ul style="list-style-type: none"> <li>-Service Members of Regular Active Duty component or Active Guard/Reserve (AGR)</li> <li>-Requires AD or AGR service,                             <ul style="list-style-type: none"> <li>&gt;24 months minimum;</li> <li>&gt;36 months for full benefit</li> </ul> </li> <li>-\$1200 contribution required.</li> </ul>	
	Post 911 GI Bill CH 33	<ul style="list-style-type: none"> <li>-Must be currently serving to initiate a transfer of benefits.</li> <li>-Separated Members can adjust previously transferred benefits, but cannot initiate a new transfer of benefits.</li> </ul>	<ul style="list-style-type: none"> <li>-SM's who served at least 90 consecutive days on full time Title 10 AD or T32 AGR*, after 9/11/01,</li> <li>-or discharged honorably for service connected disability after serving 30 consecutive days.</li> <li>-Pay rate based on cumulative qualifying service</li> </ul>	
Testing	<ul style="list-style-type: none"> <li>-Military</li> <li>-APT testing: AFCT (ASVAB), DLAB, DLPT.</li> <li>-DANTES: CLEP, DSST, ACT, SAT, GRE and GMAT.</li> </ul>	<ul style="list-style-type: none"> <li>-All military service members &amp; their dependents. (Dependents are not eligible for all tests at all locations)</li> </ul>	<ul style="list-style-type: none"> <li>-In-house testing at no cost or for reimbursement to the SM (depending on the test &amp; testing center)</li> <li>-Dependents can test at non-military sites: National Testing Centers (Not all exams are available).</li> </ul>	<p>(512) 782-1435 (512) 782-1450</p>