



## Protect What Matters

For current information and stories on the Louisiana National Guard, visit the website, [www.geauxguard.com](http://www.geauxguard.com)

Website -  
[geauxguard.gov](http://geauxguard.gov)  
Social Media outlets



LouisianaNationalGuard



lanatinalguard



@nationalguardLA



*Rucksack essentials need to include:*

- *The Army Values*
- *Smart Money Choices*
- *Employment*
- *Education*
- *Health and Healthcare*
- *Healthy Relationships*
- *Effective Stress Management*
- *Sexual Harassment and Assault Prevention*
- *Responsible Choices*

## RUCKSACK ESSENTIALS

If your rucksack doesn't include the tools listed in the column to the left, you may find staying Army Strong to be a real challenge. As a Louisiana Army National Guard Soldier, it's important to find balance in managing an Army and civilian livelihood.

**Bottom Line Upfront (BLUF):** Army life is not for everyone, and the difference for those who succeed doesn't hinge on what's done for them, but rather on what they do for themselves to be squared away and **ARMY STRONG!**

## FOREWORD



**1SG Johnny Hagan**  
**LA National Guard Pelican Employment Network**

*The motto of the Louisiana National Guard is "Protect What Matters". Protecting what is important is something that is on the mind of all LANG Service Members. We at the Pelican Employment Network seek to ensure that all members of the Louisiana National Guard are properly prepared for any situation that arises.*

*When a Service Member undertakes a mission for the very first time, the one tool they will not have for their rucksack is experience. We will bridge that gap and provide all information necessary to equip Service Members with valuable resources.*

*The Pelican Employment Network (PEN) can provide comprehensive assistance to Service Members and their families seeking to improve current employment status. Employment Seekers will have their progress tracked by the Employment Advocates and the PEN-CT (Command Team) to filter out any issues that are occurring or may arise when searching or applying for positions. To provide the best assistance and ensure proper tracking, Employment Seekers are required to enroll in the Pelican Employment Network (PEN).*

*We provide Employment Advocates to act as the first point of contact for the Employment Seekers.*

*The Employment Advocates will assist in the following areas:*

**Employment Readiness**— preparing to join or re-enter the work force; assisting with job search strategies, resume writing, interviewing, networking and self-marketing skills

**Career Exploration**— identifying career interests and aptitudes; interpreting career and skills assessments; providing information about today's job market, job opportunities, portable skills and careers, entrepreneurship and federal employment options

**Education, training and licensure**— learning about education options and licensing or credentialing requirements; identifying, comparing and weighing the costs of potential schools and programs

**Career Connection**— connecting with corporation, government organizations and non-profits; leveraging resources for employment opportunities

*Go to the PEN Website and set up a profile*

*[www.casy4vets.org/LANationalGuard/index.html](http://www.casy4vets.org/LANationalGuard/index.html)*

*Sign up for text alerts by messaging @lang-pen to 81010.*

*Be sure to Complete the resume and upload to NGEN.*

*\*For resume assistance, contact your local Employment Advocate or visit <http://www.eangus.org/page/careercenter>*

*The Employment Seeker will be contacted via email and/or phone from the PEN-CT. The Employment Seeker may also receive emails and calls from Employment Advocates outside of the PEN organization that are assigned to other National Guard Employment Networks.*

## Living the Army Values



### LOYALTY

Bear true faith and allegiance to the U.S. Constitution, the Army, your unit, and other Soldiers.

### DUTY

Fulfill your obligations.

### RESPECT

Treat people as they should be treated.

### SELFLESS SERVICE

Put the welfare of the Nation, the Army, and your subordinates before your own.

### HONOR

Live up to the Army Values.

### INTEGRITY

Do what's right, legally and morally.

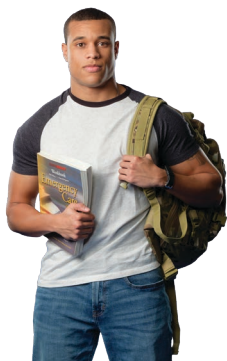
### PERSONAL COURAGE

Face fear, danger or adversity (physical or moral).



## EDUCATION

**Abraham Lincoln said, "I do not think much of a man who is not wiser today than he was yesterday."**



**Lifelong learning** is defined as the "ongoing, voluntary and self-motivated" pursuit of knowledge for either personal or professional reasons.

### Know and Utilize Your Education Benefits

Future opportunities and promotions will be subject to your commitment to continuing education. As a Soldier you have several formal continuing educational opportunities available to you. To learn more about these programs contact the subject matter experts identified below.

***No need to go into debt to get an education!***

**LA Education Office Guidance Counselor .....(504) 278-8273**

**LA National Guard Enlisted Association ..... (504) 388-5423**

**Federal Tuition Assistance .....(504) 278-8314**

Pays up to \$250 per semester hour, 16 semester hours per fiscal year certification, associate, bachelor's, or master's degree programs.

**Montgomery GI Bill ..... (504)278-8273**

Provides financial assistance for college degree and certificate programs, co-op training, technical or vocational courses, flight training, apprenticeships or on-the-job training, high-tech training, licensing and certification tests, entrepreneurship training, certain entrance examinations, and correspondence courses.

***Enlistment Bonus - Up to \$7,500***

***Student Loan Repayment (SLRP) - Repayment of up to \$50,000 in Federal Student Loans***

It is essential that you become familiar with your bonus and/or student loan contract. Your contract requires that you must be a Soldier in good standing and serve in your contracted MOS and position. Noncompliance with contract requirements can result in termination with recoupment of your incentive. For further information, contact your Readiness NCO or the State Incentive Manager at **(504) 278-8116**.

## OTHER RESOURCES



Other Important Resources	Phone	Website
Family Assistance Specialists (FAS) Your Local One-Stop Shop for Information and Assistance	(337) 962-5082	<a href="http://geauxguard.la.gov/resources/office-of-family-programs/">http://geauxguard.la.gov/resources/office-of-family-programs/</a>
DEERS/ID CARD	(318) 290-5000 (CB) (504)278-8493 (JB) (504)253-4790 (PSSU NO) (337)531-1891/1430 (FP) (504)678-9235/9236 (Joint Base NO) (225)761-6770/6771 (AFRC) (504)862-2953/1182 (USACE) (504) 391-8329/8328 (159 FW NO) (318) 456-3710/4883 Barskdale AFB (504)697-8899 HQ MFR	<a href="https://www.dmdc.osd.mil/identitymanagement/authenticate.do?execution=e1s1">https://www.dmdc.osd.mil/identitymanagement/authenticate.do?execution=e1s1</a>
Employer Support of Guard and Reserve (ESGR)	(318)290-5246	<a href="http://www.esgr.mil">www.esgr.mil</a>
LANG Chaplains Office	(225)319-4660	N/A
R3SP/Suicide Prevention	(318)466-4676	<a href="http://geauxguard.la.gov/resources/sharp/">http://geauxguard.la.gov/resources/sharp/</a>
LANG Inspector General	(318) 623-6921	N/A
TriCare	(228)257-4946	<a href="https://tricare.mil">https://tricare.mil</a>
Military One Source	1-800-342-9647	<a href="http://MilitaryOneSource.mil">MilitaryOneSource.mil</a>
Military One Source is a free 24/7 comprehensive resource for every aspect of military life.		
Military Pay	(318) 290-5960	N/A
Military Records	(318) 290-5672	N/A
Education Office	(504) 278-8273	N/A
Retention Office	(318) 290-5406	N/A
Transition Assistance Advisor	(318) 290-5284	<a href="http://www.casy4vets.org/LANationalGuard/index.html">www.casy4vets.org/LANationalGuard/index.html</a>
DA Photo	(318)290-5092	<a href="http://www.vios.army.mil/">http://www.vios.army.mil/</a>
JAG/IG	(504)278-8471	

## SMART MONEY CHOICES

Learning how to make smart money choices early in your career will relieve stress and future hardship. Reducing debt, staying or becoming credit worthy, and investing in your future will protect you from future financial difficulties. **Your security clearance is tied directly to your financial preparedness.**



The following resources have proven to be useful in ensuring readiness.

FINANCIAL RESOURCES	RESOURCE DESCRIPTION
<b>Personal Financial Counselors</b>	A Certified Personal Financial Counselor may be available in your area for FREE! To learn more, call <b>318-505-3038</b>
<b>Military OneSource Financial Counseling</b> <a href="http://MilitaryOneSource.mil">MilitaryOneSource.mil</a> 800-342-9647	Military OneSource offers free financial counseling, available in person, by phone, or by video chat. Financial counselors provide National Guard members and their Families with information on issues such as budgeting, money management and debt. The number of sessions is unlimited. Your financial needs will change over the years, whether it's saving for a down payment on your first home or making sure your retirement savings are invested safely. All professionals are accredited Financial Counselors (AFC).

**Louisiana Workforce Commission** also provides assistance in exploring jobs, positions, and industries while offering a path through self-assessment, education, training, and skill development.



Louisiana Workforce Commission provides Veterans and service members a unique way to highlight their skills and experience to potential employers across Louisiana with the ability to search through millions of job posting by location, industry, and specific skills - LWC is one of the best job sites to use for looking at employment opportunities in Louisiana.

### HOW TO USE Louisiana Workforce Commission:

1. Log in to the Louisiana Workforce Commission site at [www.laworks.net](http://www.laworks.net)
2. Select Louisiana Star Jobs
3. Enter Key Words to assist with job search

### HOW TO LOOK FOR FEDERAL JOBS

Using online job boards and resources like USAJOBS and the Ohio Means Jobs website will allow you to determine the best opportunities for yourself based on salary, openings, and the level of education required. These sites are free and can lead to not only civilian opportunities, but also employment opportunities with Federal and military organizations.

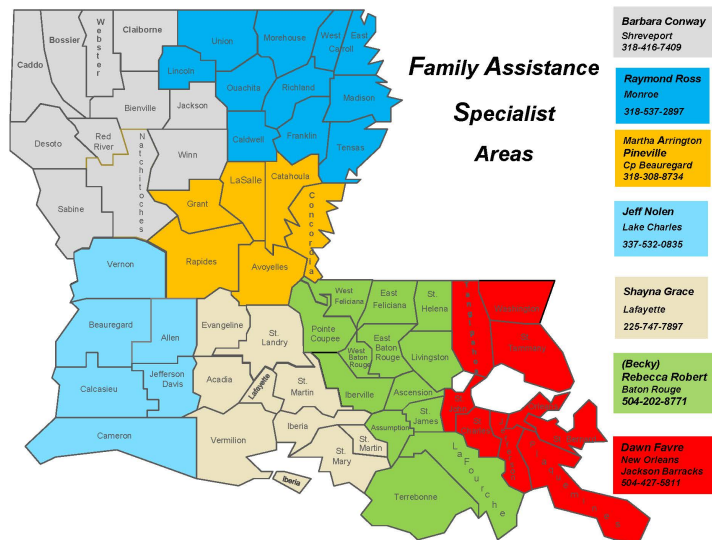


USAJOBS provides local, regional, and national level job announcements for Federal positions in all categories of government service. If you are looking for opportunities in government or specifically those in the Ohio National Guard, USAJOBS is the place to start looking. Check the USAJOBS website at [usa.jobs.gov](http://usa.jobs.gov)



# EMPLOYMENT RESOURCES

CONTACT A NATIONAL GUARD EMPLOYMENT SPECIALIST IN YOUR AREA



**NORTH**

	Office Phone	Cell Phone
Barbara Conway (Shreveport).....	N/A	318-416-7409
Raymond Ross (Monroe).....	N/A	318-537-2897

**Cenral**

	Office Phone	Cell Phone
Martha Arrington (Pineville).....	318-290-5094	318-308-8734
Jeff Nolen (Lake Charles).....	N/A	337-532-0835

**South**

	Office Phone	Cell Phone
Shayna Grace (Lafayette).....	N/A	225-747-7897
Rebecca Robert (Baton Rouge).....	225-761-6749	504-202-8771
Dawn Favre (New Orleans).....	504-278-8184	504-427-5811

**Phone:** 318-290-5284- Pelican Employment Netork  
**Email:** johnny.l.hagan.mil@mail.mil

**Website:** [www.casy4vets.org/LANationalGuard/index.html](http://www.casy4vets.org/LANationalGuard/index.html)

**Facebook:** Pelican Employment Network

# SEXUAL HARASSMENT AND ASSAULT PREVENTION

## I. A.M. STRONG ... SEXUAL ASSAULT CAN BE PREVENTED

### A Band of Brothers and Sisters

When sexual harassment or sexual assault occurs, it is not only a direct violation of our Army Core Values and Warrior Ethos, but also an assault on what it means to serve in the profession of arms. The Army way of life — a life in which it is our duty to protect and take care of each other no matter the time, place, or circumstance. We have a personal and professional duty to intervene and prevent sexual harassment and sexual assault.

### Sexual assault is a crime

It betrays victims and their Families; erodes the bedrock of trust upon which the profession of arms is grounded; and has a corrosive effect on our unit readiness, team cohesion, and command environment. The damage resulting from sexual assault extends far beyond the victim, weakening the very health and morale of our Soldiers, breaking the bond of trust within our team, shattering the confidence Soldiers have in one another, and undermining unit readiness.

### Know Your Part

Each of us has a unique role in preventing and responding to sexual assault. We must recognize our part in stopping this crime starting with our own awareness and knowing when and where to intervene.

### Do Your Part

We must act. If we see a crime or inappropriate behavior unfolding, we need to step in to prevent it. We each need to add our voice to the call to end sexual harassment, assault, and other inappropriate behavior.



**Louisiana National Guard**  
**Sexual Assault Response Line**  
**225-329-8254**  
**877-995-5247**

## RESPONSIBLE CHOICES

High-risk alcohol choices are not in line with Army Values. High-risk choices can lead to poor decision making, legal troubles, and increase your risk of alcohol dependence. Take charge of your career and don't be fooled by common misconceptions associated with alcohol consumption.



### Common Misconceptions

- "I drive better when I have been drinking. I pay more attention!"
- "3 beers is nothing. You can't even tell when I have had 6!"
- That's what you do (in college, after work, when you're my age)."

### Reality Check #1

You can get a driving related offense even if you are UNDER the legal limit. If the officer can document that you are impaired, you can still be charged and if you are underage, zero BAC is the only guaranteed way out of a charge.

### Reality Check #2

Alcohol acts as a depressant on the central nervous system. Even if you pay closer attention, your reaction time is slower. It's science, not opinion.

### Reality Check #3

Higher tolerance — or being able to 'look' sober after drinking more — your friends might think it is cool but you are increasing your chances of legal and physical consequences. **Ask yourself this question:** Will you or your friends be responsible for what you do?

### Reality Check #4

If the people 'preaching' to you are people you have considered to be friends, they may be looking out for you. Think about what they are saying and consider the possibility that they may be seeing things that you aren't.

***The quickest way to end an Army career is  
abuse of alcohol or use of illegal drugs!!!***

If you have said any of these things (Reality Check 1-4) or want to know more about how alcohol and other drugs may be impacting you or someone close to you, don't wait to act, call our team of professionals.

**Alcohol and Drug Prevention and Intervention Coordinator  
(504) 278-8400**

## SKILLED TRADES

**REGISTERED APPRENTICESHIP** programs provide a defined path toward a career in a specific industry while offering some of the best overall pay and benefits. Skilled trades rank #3 in Ohio for future employment demand with over 29,000 openings expected through 2020.

### ADVANTAGES OF APPRENTICESHIP PROGRAMS

- Immediate employment and wages — work while you learn and earn  
College credit for the instructional portion of the apprenticeship  
Low or no tuition rates; many programs are sponsored by employers
- High placement rates once complete with training  
(averages 2-4 years)
- Contact the Education Office Guidance Counselor to explore all your education/apprenticeship assistance options.

### Louisiana Veteran Entrepreneurship Program

Designed to boost business opportunities for Louisiana veterans, LVEP encourages participation from members of the U.S. military branches and the Louisiana National Guard who have completed their service commitments and who are highly motivated to launch a new business in civilian life. Training will include business planning, marketing, financing, capital formation, and other skills and strategies that are key to operating a successful small business.

The program targets training over 100 veterans in its first year. After a screening process, selected participants will take part in a three-week online course followed by intensive in-person training over a one- to two-day period. As veterans move forward with their business plans, they will be guided through the business formation process by members of the Louisiana Small Business Development Center Network, SCORE, business incubators and others.

LVEP partners include LED, Louisiana Economic Development; the Louisiana Department of Veteran Affairs; the Louisiana National Guard; the Louisiana Business & Technology Center; and LSU Executive Education within the E.J. Ourso College of Business.

Participants must have access to a computer and internet connection to participate in the three-week online portion of the course and complete assignments.

**For more information:  
<http://lsu.edu/innovationpark/LVEP.php>**



## EMPLOYMENT PREPARATION

### WHERE TO WORK

- Are you looking for temporary or part time job while you are attending school?
- Do you have the skills and credentials you need for the career you want?
- Do you want a permanent job or employment that allows you to gain experience and skills you need for the career you want?
- How to connect with the industry or careers you are interested in?

### WHAT TO KNOW

- Need more education? Find out what education benefits are available using the Louisiana National Guard Scholarship Program or GI Bill.
- Find out who is hiring? Connect with the PEN team and look through positions on Pelican Employment Network and the CSFL.

### HOW TO DO IT

- Make connections with individuals within the industry or company you want to work for. The PEN Team can assist you in making these connections.
- Look for companies that have military support and outreach groups or organizations. These groups are designed to support and assist you.

### TOP IN-DEMAND INDUSTRIES FOR LOUISIANA

- Health care (Doctors, Physician Assistants, Nurses, Nursing Assistants, Medical Health Service Managers and Workers, and Medical Technologists)
- Manufacturing (Managers, Workers and Industrial Machinery Mechanics)
- Finance (Accounting, Auditing, and Bookkeeping)
- Construction (Management and Skilled Trades)
- Information Technology (Management, Programmers, and Project Managers)

## YOUR HEALTH

### ARE YOU PREPARED TO FIGHT TONIGHT?

Army Physical Fitness Test (APFT) scores and Army height and weight requirements. Sound familiar? That's right! You are in the Army now and your health and fitness are not only mission essential but are a requirement to stay in the Army. So, stay on top of your game by making your health a top priority. As a result, you and everyone around you benefits.

If you need help making changes that will improve your health and well-being, consider partnering with the Military OneSource Health and Wellness Coaching Program. The Health and Wellness Coaching Program is a FREE resource available to Guard Members or their dependents who wish to improve their health and overall well-being.

Focus areas for coaching include: weight management, fitness and nutrition, health condition management, stress management, and life transitions.

The coaches provide you with information, support, encouragement, and accountability, so that you can attain your goals and achieve your maximum potential at no cost to you!



**To sign up for a health and wellness coach, call 800-342-9647 and a Military OneSource consultant will register you and schedule your first session right away.**



## HEALTH CARE

It's good to be young and in good health. Sometimes being in good health can lead to a false sense of security and perhaps underestimating or discounting what may be in your best interest. One day when you least expect it, you will find yourself in need of medical care. Without health care insurance out-of-pocket costs can set you back significantly.

The good news is you don't need to go at it alone because one of the greatest benefits afforded to you as a Soldier is very reasonably priced health insurance.



**TRICARE Reserve Select (TRS)** is a low-cost insurance available to Ohio National Guard Soldiers and their Families. TRICARE Reserve Select also meets the minimum essential coverage requirements under the Affordable Care Act; therefore, no penalties to pay come tax time.

### Monthly TRS premiums effective 1 January 2017 are:

- \$47.82 per month for Soldier-only coverage and
- \$217.51 per month for Soldier and Family coverage

Deductibles are based on rank, \$50 per member/\$100 per Family for E4 and below and \$150 per member/\$300 per Family for E-5 and above. Cost-shares after the deductibles are met; 15% for network providers and 20% for non-network providers.

### Consider this ...

According to the Henry J. Kaiser Family Foundation, the average health premium for individual coverage in 2014 was \$502 and Family coverage was \$1,403 per month.

Clearly, TRS premium and deductible costs are significantly less. Do not pass on this excellent benefit.

**To learn more and sign-up for TRS go to:  
TRICARE.mil/TRS or call 877-874-2273**

The employment market in Louisiana is improving and changing. As one of the most diverse economies in the nation, Louisiana has opportunities for those that can prepare themselves for the right career through a combination of training, education, ability, and, above all, connections.

### WANT TO BE MORE THAN AVERAGE?

PEN intent is to find employment and career opportunities that exceed individual income averages in Louisiana. Our goal is to place individuals into well-paying positions with benefits and long-term stability. Additionally, we look to connect with military-friendly employers who appreciate your role in the Louisiana National Guard.



- Average wage in Louisiana is \$15.43 per hour or \$41,260 per year
- Apprentice programs average over \$20.00 ph or \$27,000 per year
- In LA, apprentices who complete their training average over \$62,000 per year and can make in excess of \$80,000 per year depending on experience and the industry
- The average college graduate earns \$50,000 per year in the US
- Nationally, the average college loan debt is \$37,000
- A year in the National Guard can earn you over \$4,500 as an E4



The NGB Office of Equal Opportunity is organized as a joint staff office of the National Guard Bureau to serve as the focal point for all National Guard military, civilian, and technician Equal Opportunity and Equal Employment Opportunity policies, programs and issues.

To speak to the Louisiana National Guard EO Officer, contact  
CW2 Philip M Cancienne (504)278-8620



## CAREER CONNECTIONS



The Louisiana National Guard Pelican Employment Network (PEN) has employment support specialists throughout Louisiana who develop relationships with employers, apprenticeships, and businesses seeking to train and hire veterans, service members, and Military Family members.

### ENTERING THE WORKFORCE?

We work with employers throughout Louisiana that provide competitive salaries and in-demand jobs. If you are unsure of which career or education path to pursue, we can assist you in finding employment whether temporary, part-time, or full-time.

### HEADED TO COLLEGE?

Through partnerships with state and local employment programs we can assist you in determining which industries, careers, and emerging job opportunities are available throughout Ohio. If you are looking to use the Louisiana National Guard Scholarship or GI Bill, we can provide you assessments on how your degree fits into the job market and a career.

### LOOKING FOR A SKILL?

Apprenticeship programs and skilled trades are some of the most sought after professions in Louisiana. Through partnerships with state and local apprentice programs we can assist you in determining which industries meet your interests and needs. If you are looking to use your GI Bill Benefits we can help you determine which programs and locations provide the most return on your benefits.

We connect veterans, service members, and Family Members who are looking for new opportunities and employment to networking, training, apprenticeship programs, and employment preparation.

## HEALTHY RELATIONSHIPS

In any relationship there will be tough times, varied opinions, and regrettable moments. The difference between healthy and unhealthy relationships is how you and your partner handle difficult situations.

If you are in a relationship where you are not encouraged to share your opinions and where your opinion is not valued, you're not in a healthy relationship. If your partner tries to keep you from having close relationships



with other people and does not support your involvement in activities that do not involve him or her, you are not in a healthy relationship. If your partner does not take responsibility for his or her actions, but is quick to blame you for his or her failures, does not support your right to make decisions about your own life, resorting to verbal abuse or physical violence to control you, you are not in a healthy relationship.

At its core, a healthy relationship is based on the belief that both partners are equal. Each of you should possess the ability to listen in a non-judgmental manner, respecting differences and validating each other's feelings. A healthy relationship involves a commitment to support each other's goals in life, encouraging each other to be independent, have other friends, and enjoy different activities and interests. It may mean making financial decisions together and involves compromise, accepting change, and seeking mutually satisfying solutions to conflict. Finally, and most importantly, it means communicating openly and truthfully, admitting when you're wrong or have made mistakes, and helping the other person feel safe in the relationship through both your words and actions.

If you want to know more about healthy relationships, Army Chaplains and Military One Source can help.



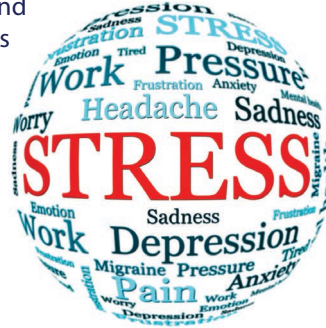
**MILITARY ONE SOURCE**  
800-342-9647 or  
[MilitaryOneSource.mil](http://MilitaryOneSource.mil)



**STATE CHAPLAIN**  
**COL Jeff Mitchell**  
225-319-4660

# EFFECTIVE STRESS MANAGEMENT

A little stress isn't always bad — it can be an effective motivator and the adrenaline that stress creates can help improve both mental and physical performance. But too much stress can negatively affect your performance on duty, your relationships, and your physical and mental health. Fortunately, there are many ways to control and reduce stress. Learn and apply these stress-management techniques to help limit your stress, stay more relaxed and positive, and maintain a high level of performance both on duty and at home.



1. Take good care of yourself. Get enough sleep, exercise, and eat nutritious foods.
2. Have a positive outlook. In addition to caring for yourself physically, try to maintain a positive “can do” attitude to keep your stress level under control.
3. Laugh often. Remember that you can take your military duty seriously without always taking yourself seriously.
4. Learn to relax. When you feel stressed, take a few deep breaths and envision yourself in a peaceful place. You can also take a walk, listen to soothing music, or read a good book.
5. Make time for activities you enjoy. If you don't make time, you may never “find” the time to relax and enjoy life.
6. Learn to recognize when you're stressed. Excessive stress can cause symptoms from neck or back pain and headaches to upset stomach, trouble sleeping, and fatigue. When you notice these symptoms, too much stress may be to blame.
7. Focus on the things you can control. When you feel anxious or stressed, ask yourself, “Is there anything I can do to change this situation?” If the answer is no, try to let it go.
8. Get organized at home. Clutter creates stress.
9. Simplify your life. Learn to say “no” to obligations and activities that will overload your schedule.



If you suspect that you may be in an unhealthy relationship or could use some assistance in managing stress more effectively, don't hesitate in taking advantage of the free and confidential resources listed.

## LANG Psychological Health Team

Behavioral Health Specialist..... 337-852-4747



**MILITARY ONE SOURCE**

**800-342-9647** or

**MilitaryOneSource.mil**

Military OneSource may provide no cost individual

counseling to Guard Members and their dependents, couples counseling, or parent/child counseling with a local provider.

