



Pathways to Service

Exploring Military Options



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Why Military?

- Pride, Patriotism, Purpose
- Many Ways to Serve
- Size of Forces
 - Incredible Scope
 - Most
- Career Opportunities
 - Training & Education
 - Skill Generation
 - Leadership Development
- Pay & Benefits



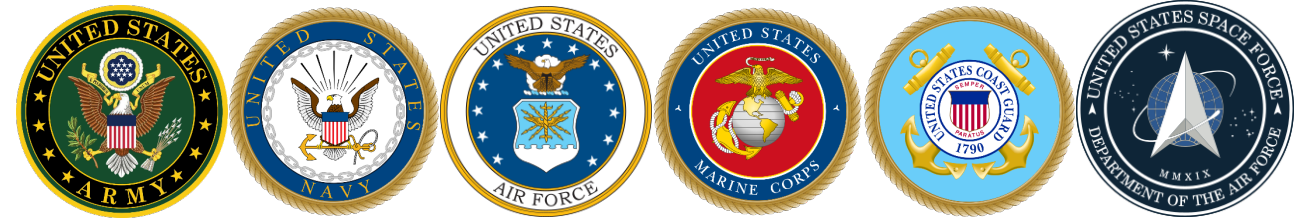
Pride, Patriotism, Purpose



Types of Military Service

- Active Duty

- Serve on full-time status
- Stationed globally



- National Guard and Reserve

- Augment active duty forces when necessary
- Perform minimum of 39 days of service per year
- Can work regionally



Types of Positions

Officer (10-20% of force)

- Professional leadership
 - Bachelors degree needed
- Higher salary; greater responsibility
- Commissioned service
- Entry options:
 - Service Academies
 - Reserve Officer Training Corps (ROTC) at 4-year university
 - Officer Candidate School (OCS)
 - Direct Commission

Enlisted (80-90% of force)

- Technical specialist
 - High school diploma or equivalent
- Leadership expected in higher ranks
- Contracted service
- Entry Process:
 - Must contact recruiter at school or in local community
 - Go to Military Entrance Processing Station (MEPS)
 - Take Armed Services Vocational Aptitude Battery (ASVAB) test

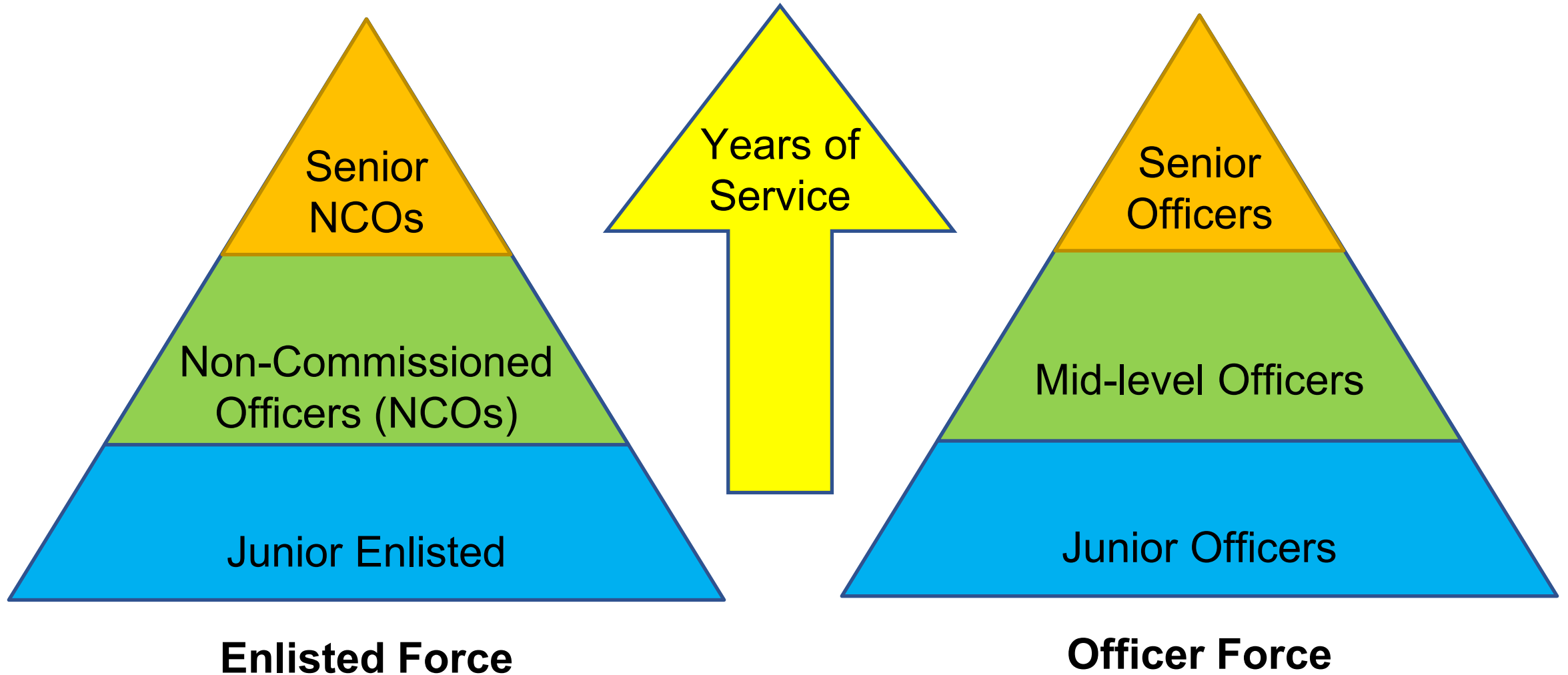
ENLISTED

E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	SENIOR ENLISTED ADVISORS	
ARMY										
no insignia			Corporal (CPL) 							
Private E-1 (PV1)	Private E-2 (PV2)	Private First Class (PFC)	Specialist (SPC)	Sergeant (SGT)	Staff Sergeant (SSG)	Sergeant First Class (SFC)	Master Sergeant (MSG)	First Sergeant (1SG)	Sergeant Major (SGM)	Command Sergeant Major (CSM)
										Sergeant Major of the Army (SMA)

OFFICERS

0-1	0-2	0-3	0-4	0-5	0-6	0-7	0-8	0-9	0-10	SPECIAL
ARMY - AIR FORCE - MARINES										
Second Lieutenant (2LT)	First Lieutenant (1LT)	Captain (CPT)	Major (MAJ)	Lieutenant Colonel (LTC)	Colonel (COL)	Brigadier General (BG)	Major General (MG)	Lieutenant General (LTG)	General (GEN)	General of the Army (GA)

US Military Grows It's Own Workforce



Size and Scope

- 2.1M Active/Reserve Military
- Budget of \$968B
- Maintains
 - 420K vehicles
 - 13K aircraft
 - 470 ships

Walmart  2.1M employees

amazon 1.5M employees

Walmart  \$652B Budget

amazon \$569B Budget

 **UNITED STATES
POSTAL SERVICE** 247K vehicles

American Airlines  982 aircraft

Mediterranean Shipping Co  889 ships

What do Military Service people do?



They do this as well

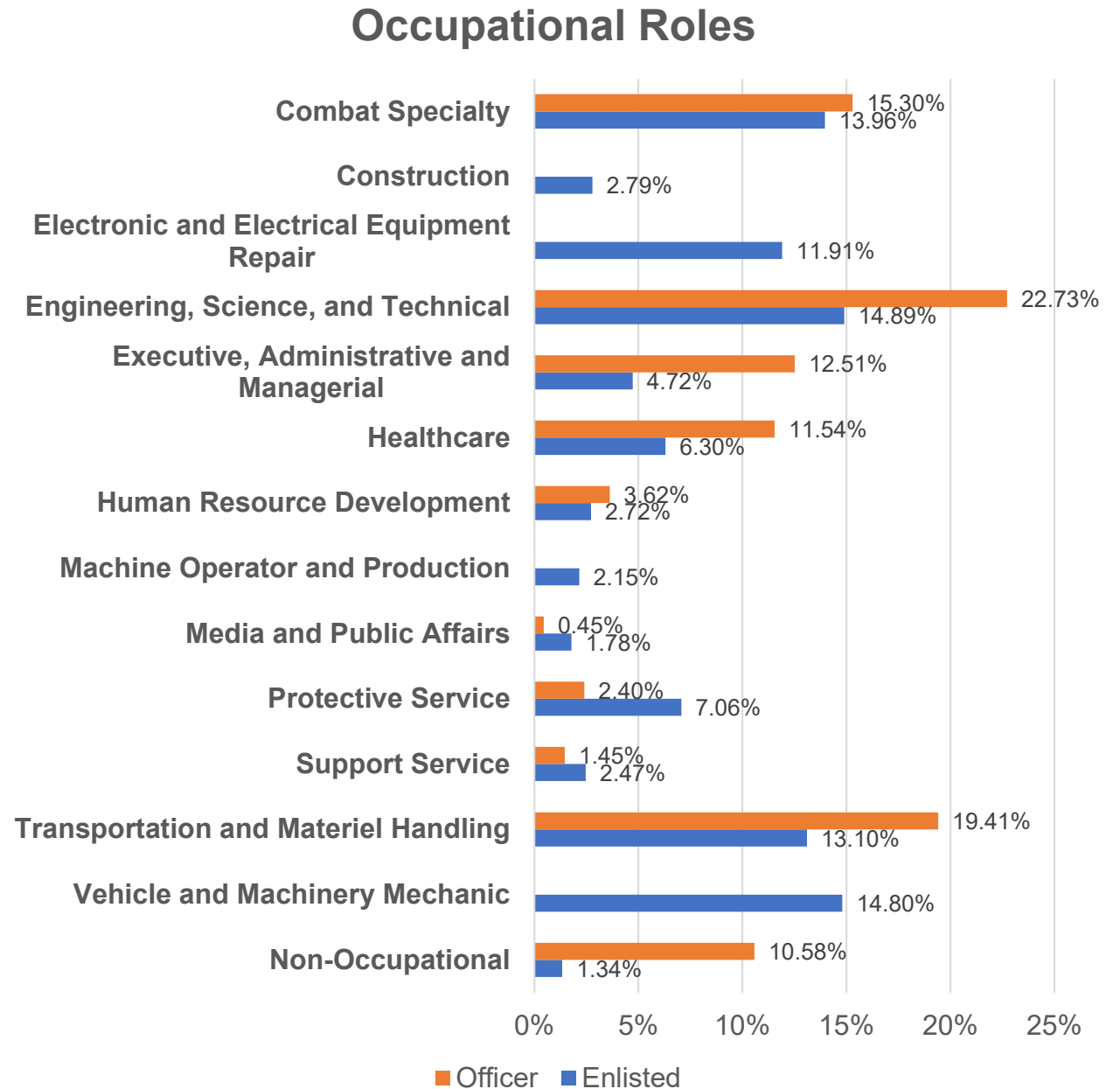


And this...



Career Opportunities

- Personnel serve in thousands of career specialties
- Most roles require specialized training
- Leadership development required to promote



Jobs You Can Actually Do In the Military

- Business Manager
- Community Services
- Corrections Specialist
- Cryogenics Equipment Operator
- Cyber Warriors
- Dietitian
- Entomologist
- Financial Manager
- Geneticist
- Journalists
- Instrument Repair Technician
- Multimedia Illustrator
- Musician
- Nuclear Reactor Engineer
- Packaging Specialist
- Pediatrician
- Water Support Technician
- Postal Clerk
- Quarrying Specialist
- Railway Equipment Repairer
- Refrigeration/Air Conditioning Technician
- Shower/Laundry and Clothing Repair Specialist
- Veterinarian
- Weather Specialist

Education & Training

- The military must grow it's own workforce
- Continuous learning is key to promotion and retention
 - Up-or-Out model
 - Transitioning to Up-or-Stay for a few specialty areas
- Different types of training experiences
 - Basic entry training
 - Specialized skill training
 - On-the-job training (OJT)
 - Professional military education
 - Independent education requirements

Pay & Benefits (Active Duty Focus)

- Base pay is low compared to civilian equivalents but total compensation is highly competitive, if not better
- Tax Benefits
- Medical & Dental Services
- Blended Retirement System
- 30 days paid vacation per year
- Up to 12 weeks maternity/parental time
- Access to recreational facilities
- Educational Benefits

Compensation examples

Rank Time in Service	Enlisted		Officer	
	E-1 <4 months	E-4 4 years	O-1 <4 months	O-3 4 years
Annual Basic Pay	\$23,389.20	\$38,451.60	\$47,980.80	\$85,348.80
Housing Allowance	\$24,876.00	\$24,876.00	\$29,520.00	\$40,500.00
Subsistence Allowance	\$5,589.24	\$5,589.24	\$3,849.36	\$3,849.36
Tax Advantage	\$3,385.03	\$4,154.35	\$4,550.37	\$12,508.79
Total Compensation	\$57,239.47	\$57,239.47	\$98,295.33	\$142,206.95

Post-9/11 GI Bill

(Active Duty or Activated Reservist)

- Covers up to 36 months of education benefits after service separation
 - Can be transferrable to family members
- Provides:
 - Full tuition and fees for public in-state schools
 - Up to ~\$26K per year for private/foreign schools
 - Housing allowance
 - Books and supplies stipend
- Can be used for many types of training and education
- No time limit for use of benefits

Education Benefits for Guard/Reserve

- Montgomery GI Bill – Selected Reserve
 - Up to \$481 per month for college costs
 - Requires 6-year service commitment
 - Benefit ends when individual leaves service
- Vermont National Guard Tuition Benefit
 - Interest-free and forgivable loan
 - Covers full tuition at public college in VT or up to UVM in-state rate at private
 - Must complete 2 years of service for every year of disbursed money

Entry Requirements for Enlistment

- Minimum 17 years of age
- US. Citizen or legal permanent resident
- Good physical condition
 - Appropriate weight
 - Able to pass physical screening
- High school diploma or GED
- Good moral character



Armed Services Vocational Aptitude Battery (ASVAB)

- Multi-part assessment for enlisted military service
 - 9-10 tests done in 1.5 – 3 hours
 - Measures general cognitive ability
 - Assesses readiness for career field placement
- Need minimum score of 31 to be eligible for enlistment
 - Only 2 English and 2 Math tests count for entry
 - Reflects student's percentile compared against historical group
 - Other career-related tests only factor into job determination

Officer Opportunities



Officer Commissioning Sources

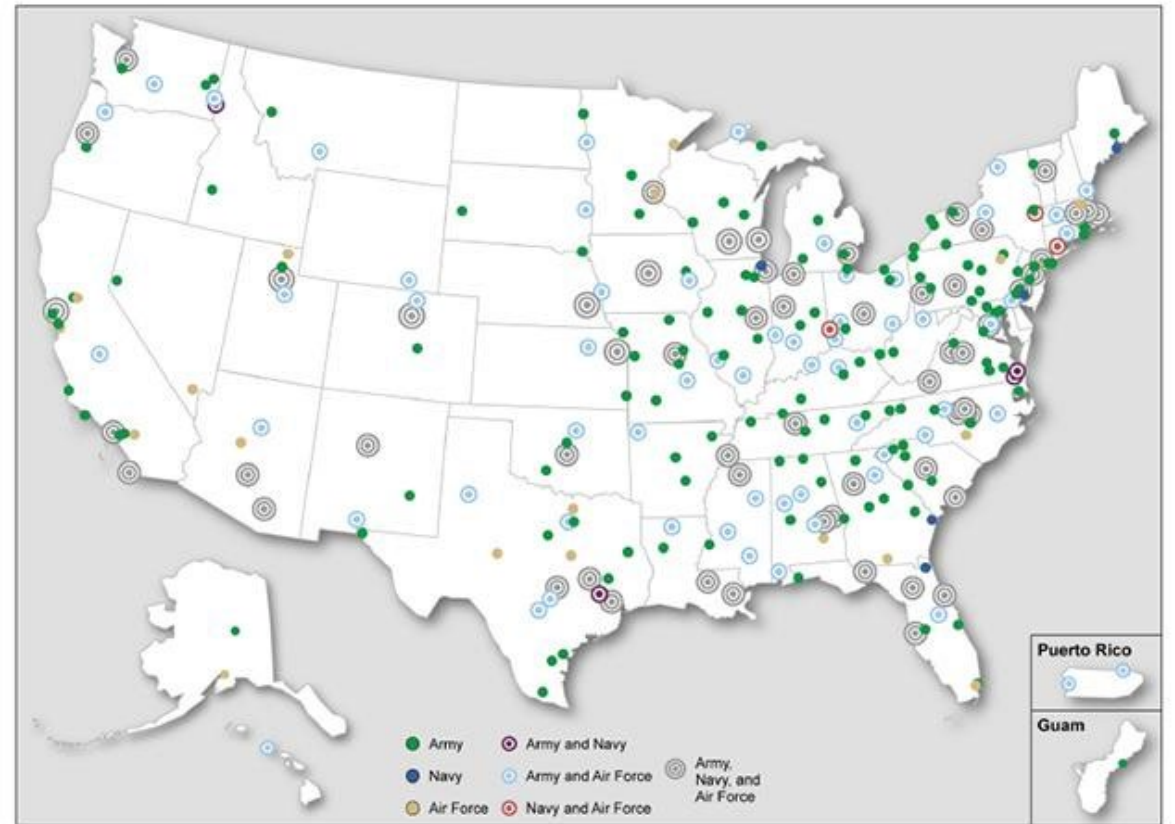
- Service Academies
 - Produce only 15-20% of each service's officers corps
- Reserve Officer Training Corps
 - Largest source of commission for Army and Air Force – up to 70%
- Officer Candidate School
 - More responsive to services' technical specialty needs
 - Can produce up to 25% of service's officer corps
- Direct/Other Commissioning programs for unique service needs

Service Academies

- US Military Academy
 - West Point, New York
- US Naval Academy
 - Annapolis, Maryland
- US Air Force Academy
 - Colorado Springs, Colorado
- US Coast Guard Academy
 - New London, Connecticut
- US Merchant Marine Academy
 - King's Point, New York
- Highly competitive
- Free 4-year education with postgraduation service commitment
- Unique learning environment
 - Abounding leadership development opportunities
 - Summer programming
 - Significant workload
 - Regimented lifestyle
- Application process generally begins in junior year
 - Earlier action is beneficial
 - Requires congressional or other substantial nomination

Other 4-year Options

- ROTC
 - Attend military classes, leadership programs and summer activities while attending college
 - Offered at more than 1,700 schools
 - Many scholarship opportunities exist
- Senior Military Colleges
 - Significant ROTC presence
 - Students can participate without military service requirement
 - Norwich University
 - Texas A&M University
 - The Citadel
 - University of North Georgia
 - Virginia Military Institute
 - Virginia Tech



ROTC host sites

Professional Career Interests

- Military services employ professionals with advanced education
 - Doctors
 - Nurses
 - Lawyers
 - Chaplains
- Some educational opportunities do exist for these programs but many are recruited through direct commissioning
 - Students who only want to serve in these professional capacities may be better served getting their education first before pursuing military accession
 - Army & Navy Nursing ROTC program is notable exception



Final Thoughts



Questions?