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CAREER COUNSELOR INFORMATION



# WHAT TO EXPECT

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## FEATURES



### 1-2 PROGRAMS & BENEFITS

Serve your country, state and community, earn a paycheck and pay for college. The Vermont Army National Guard can help you achieve your goals. Check out all the great programs and benefits!

### 3 THINGS TO EXPECT

Adventure & Travel, Camaraderie, Basic Combat Training, Advanced Individual Training, Weekend Drills, Annual Training, Military Occupational Specialty Qualification School

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See what Basic Training is all about—ten weeks of training to become a Soldier in the Vermont Army National Guard

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Check out the Military Occupational Specialties (MOS) available in the Vermont Army National Guard.

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If you aren't shipping out to Basic Training right away, you'll enter the **Recruit Sustainment Program (RSP)**, which prepares you for life in Basic Training. You will also attend RSP when you get back from BCT and AIT for your Battle Hand Off.

On page 8, you can visualize where you will serve after finding out what MOS you are interested in.

### 9 MEPS / ASVAB

Before you join the National Guard, you'll need take the ASVAB, have a physical, and (if you pass) - choose your job and swear in.

## MEPS

### MILITARY ENTRANCE PROCESSING STATION

MEPS stands for Military Entrance Processing Station. Once you have gone through initial questioning phases with your recruiter and have discussed your options, your recruiter will set an appointment for you to go to the nearest MEPS.

#### MEPS TESTING

Each applicant for military service is required to take the ASVAB, which measures aptitude in a broad range of career fields. Each service combines the test section results to produce its own unique scores for various career fields. You already may have taken the ASVAB in high school or for enlistment purposes. If so, tell your recruiter or your test administrator, because you may not be required to take the test.

#### MEPS PHYSICAL

Physical examinations are vitally important because everyone entering the armed forces must be in good health to endure the challenges of basic training and military service.

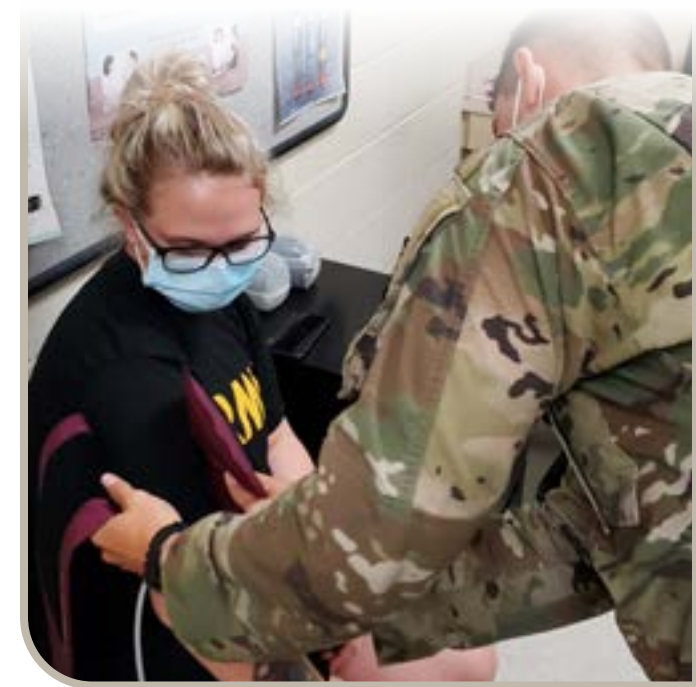
#### ENLISTMENT

After you have met the physical and Armed Services Vocational Aptitude Battery standards of the Vermont Army National Guard, a service liaison counselor will tell you about job opportunities and the enlistment agreement. You are making important decisions and need to be informed. Service liaison counselors can explain each program and answer your questions.

A final interview, fingerprinting for an FBI check and pre-enlistment briefing will be completed before you take the oath of enlistment. Members of your family are welcome to watch you take the oath.

#### MEPS LOCATIONS:

Albany, NY | Chicopee, MA | Portland, ME



## THE ASVAB

### ARMED SERVICES VOCATIONAL APTITUDE BATTERY

Before you join the National Guard, you'll need to take a standardized test called the ASVAB—Armed Services Vocational Aptitude Battery.

Every applicant has to take the ASVAB, so don't let it intimidate you (it's not supposed to). It's designed to help us determine your strengths, so we can find where you'll fit best and be most likely to succeed.

#### The test measures your knowledge in nine areas:

- **General Science** - Life, earth, space and physical sciences
- **Arithmetic Reasoning** - Ability to solve basic math and word problems
- **Word Knowledge** - Ability to grasp the meaning of words through synonyms
- **Paragraph Comprehension** - Ability to understand written material
- **Mathematics** - Math concepts and applications
- **Electronics** - Electrical current, circuits, devices and electronic systems
- **Auto and Shop** - Car maintenance and repair, and wood and metal shop
- **Mechanical** - Principles of mechanical devices, structural support, properties of materials
- **Assembling Objects** - Ability to determine how an object will look when its parts are put together

The ASVAB is timed and takes about 3½ hours to complete. It's a good idea to practice in advance, to get familiar with the process and to find any areas you might need to improve before you take the real exam.



## TRAINING LOCATIONS

Depending on your chosen Military Occupational Specialty (MOS), you will routinely drill at one of the training locations featured below. If your goal is serve close to your hometown, ask your Recruiter what MOS's are available at the armory closest to you.

Our armories across the state can contain one or more units, and their facilities are specialized to the needs of those units.

The Infantry in Jericho, VT with their access to urban operations training sites, ravines and cliffs for their mountain skills, and one of the country's most challenging Land Navigation Courses in their backyard. There are other examples like Aviation, the 40th Army Band, National Guard Biathlon, and Civil Support Team that have facilities built specifically for their routine operations. Having armories all across the state allows soldiers to lessen the distance they have to travel while building rapport with their local communities. As a Vermont Army National Guard soldier, you also have access to the gym at your local armory, so no need for a gym membership to stay in shape.



Army Aviation Support Facility, South Burlington



Camp Ethan Allen Training Site, Jericho



Camp Johnson, Colchester

## PROGRAMS & BENEFITS

### TUITION ASSISTANCE PROGRAM

The combined Federal and State Tuition Assistance Programs will cover up to 100% tuition at Vermont state supported schools or Certificate Programs. For those who would like to attend a Vermont private college or university, the VTARNG will cover up to the Northern Vermont University rate. Federal Tuition Assistance will be paid directly to the school and will cover a maximum of \$250 per semester hour, up to a total of \$4,000 per fiscal year. No funding will be paid on failed, dropped, incomplete classes or if cumulative GPA is below 2.0. The State Tuition Assistance Program will be available to cover tuition costs not met by the Federal Program. The State Tuition Assistance Program will be paid after each semester based on the number of successfully completed credits with a "C" grade (2.0 GPA) or higher.



### STUDENT LOAN REPAYMENT

This program allows individuals who are eligible to earn up to **\$50,000** in student loan repayment. The Vermont Army National Guard (VTARNG) may be able to assist in the payment of past student loans for both non-prior service and prior service applicants. Amounts may vary with different terms of enlistment.

### MONTGOMERY GI BILL FOR COLLEGE & VO-TECH STUDENTS

Students who are eligible could earn a monthly expense allowance of up to \$384—totaling over \$13,500 in a four-year period. And if you qualify for the Army National Guard Kicker, you'll earn even more. Best of all, this money is sent directly to you (not to your school) to spend on books, supplies—anything you want. Most of these benefits can be used to pay for a college degree, a trade or apprenticeship program, and many other training or professional licensing programs. And some benefits may be transferable to dependents.

### ARMY NATIONAL GUARD KICKER

A supplement to the Montgomery GI Bill that pays up to \$350 per month in living expenses—up to \$12,600 over 36 months—on top of your GI Bill benefits, for recruits and Soldiers in critical military jobs and units. You'll need to apply and qualify for this program.

### ARMY CREDENTIALING ASSISTANCE (CA) PROGRAM

The Army Credentialing Assistance (CA) Program can pay for courses and exams that lead to industry-recognized civilian credentials in an occupational area of your choice. You may use this program to enhance your skills, either in your current MOS, or in an occupation you would like to pursue when you leave military service. You can request CA funding for any credential listed on Army COOL.

### AFFORDABLE HEALTHCARE FOR YOU AND YOUR FAMILY

TRICARE Reserve Select is a premium-based plan available worldwide for qualified Selected Reserve members of the Ready Reserve and their families. Visit [www.tricare.mil](http://www.tricare.mil) for the latest premium and coverage information.

You are required to pay monthly premiums and cost shares if you decide to enroll in TRICARE Reserve Select. TRICARE Reserve Select premium rates are established annually on a calendar year basis.





## PROGRAMS & BENEFITS

### EARN A HOUSING ALLOWANCE

Basic Allowance for Housing (BAH) is one of the most valuable military benefits. The purpose of BAH is to provide a housing allowance for service members when military housing is not available or is otherwise not provided. BAH Rates are based on several factors including geographic duty location, pay grade, and dependency status. The rates are subject to change, and updated rates are usually released each December, and are effective on January 1 of the following year.

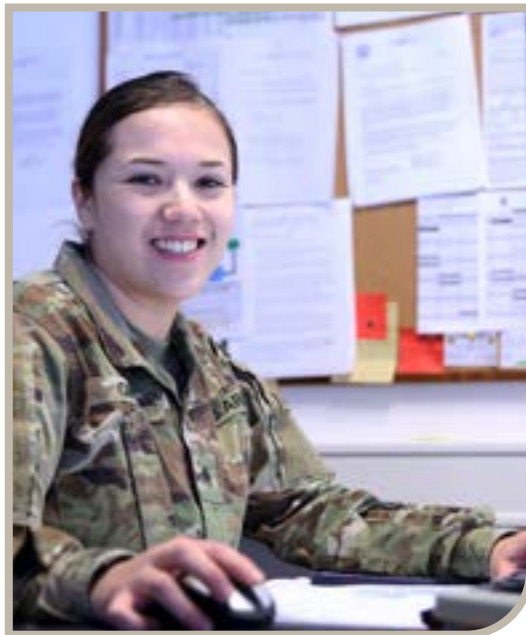
### FULL TIME EMPLOYMENT OPPORTUNITIES

#### NATIONAL GUARD FULL-TIME EMPLOYMENT

Possibilities for full-time employment in the National Guard as an Active guard Reservist (AGR) or Technician become available with time in service as a Traditional Soldier. While in Basic Training and Advanced Individual Training you will receive a full-time pay check and Medical/Dental Insurance at no cost to you. Receive a retirement pension after 20 years as an AGR Soldier or earn a federal technician retirement at the minimum retirement age.

#### CIVILIAN EMPLOYMENT

Receive veteran's preference on employment applications. Veterans Job Fairs help Soldiers with employment opportunities. Technical training received in the National Guard can translate to vocational skills needed in civilian careers.



### STRIPES FOR BUDDIES PROGRAM

- Promotion to E-2: you must refer 1 person who enlists.
- Promotion to E-3: you must refer 2 students/graduates who enlist.

### SPLIT-TRAINING PROGRAM

High School Juniors who are at least 17 years of age may enlist and attend Basic Combat Training between their junior and senior year. After graduation you would then complete Advanced Individual Training. Seniors, graduates and seasonal workers may also utilize this program.

### JOIN NOW & GET PAID NOW

If you are a high school or college student and you want to join the VTARNG, but don't want to miss any school, you can join and get paid for attending drills for up to nine months before you attend Basic Combat Training. This will allow you to belong to the VTARNG without a break in your education.

### COLLEGE CREDITS FOR PROMOTION

Depending on how many classroom semester or quarter hours you have successfully completed prior to enlistment, you could automatically be promoted to E-2, E-3 or E-4.

### EARN COLLEGE CREDITS FOR BCT & AIT

Some of your military training may even count towards college credits. An education officer will evaluate your military training and recommend to your college that they accept anywhere from 7-32 Semester hours. You can also earn college credits for Basic Combat Training and Advanced Individual Training.



## RECRUIT SUSTAINMENT PROGRAM

### WHAT IT IS

If you aren't shipping out to Basic Training right away, you'll enter the **Recruit Sustainment Program (RSP)**, which prepares you for life in Basic Training. You'll study many of the same topics that they teach at Basic Training, so when you get there you'll be extra prepared.

### WHAT YOU'LL DO

- Meet (and get paid for) one weekend a month to learn different military topics like drill and ceremonies or how to wear an Army uniform properly.
- Learn the skills you need to go into Basic Training prepared.

### THERE ARE 5 PHASES

#### RED PHASE

Your first RSP drill weekend begins with the Red Phase. During Red Phase, you will in-process, and be provided instruction on Army Values, chain of command, rank structure, saluting, military time, phonetic alphabet, and more. Red Phase is usually conducted monthly to review, reinforce, and expand training.

#### WHITE PHASE

This phase varies in length but covers the period between the first drill weekend and the final drill weekend before you begin the pre-ship (Blue) phase of indoctrination. Many topics are covered, including three main categories: the training community, military history and background, and physical readiness. This phase should be supplemented by tailored state and unit level instruction.

#### BLUE PHASE

This is your final drill before shipping to Basic Combat Training, in addition to physical preparation, you will cover all the final details that have to be taken care of before you leave. But you can get a jump-start on these items by learning what to expect before, during and after BCT.

#### GREEN PHASE

This phase is for Soldiers who enlisted in the Split Training Option (STO) Program and have completed Phase 1 (BCT). Green Phase Soldiers may serve as student leaders while they receive additional physical readiness, leadership, and BCT refresher training in preparation for Phase 2 (AIT) with additional emphasis on BCT skills sustainment.



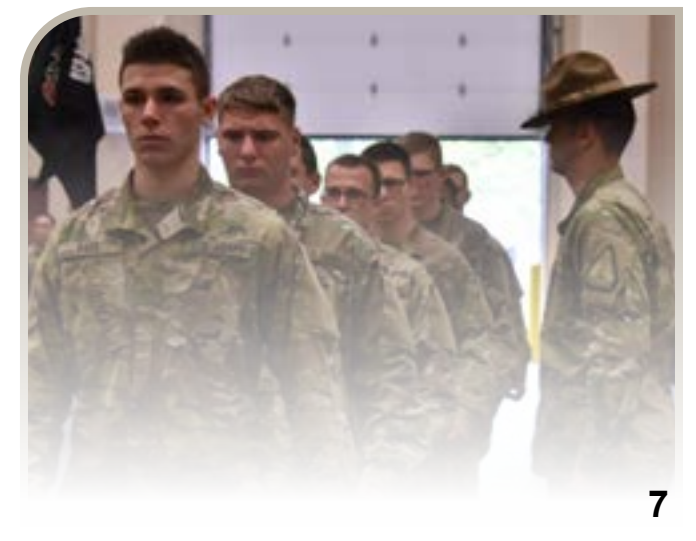
**GOLD PHASE / BATTLE HANDOFF:** Once you have completed both Basic Combat Training and Advanced Individual Training you will return to RSP for one final drill - known as Battle Handoff - before joining your regular unit and beginning work in your MOS. You will meet representatives from your unit and learn where and when your next drill will be. Before you leave, you will learn about the Unit Sponsorship Program and get a final talk about holding yourself to the high standards of fitness and behavior you have learned at RSP and Initial Active Duty Training.

### HOW TO PREPARE

Be ready to show up motivated and with a positive attitude. The more effort you put into your time in the RSP, the more ready you will be for Basic Training.

### THINGS YOU'LL NEED

Everything you need for your time in the RSP will be provided for you free of charge, including uniforms. A specific packing list will be provided prior to drill from the RSP staff.





## CAREER OPPORTUNITIES

11B	Infantryman
11C	Indirect Fire Infantryman
12B	Combat Engineer
12N	Horizontal Construction Engineer
12T	Technical Engineer
12Y	Geospatial Engineer
13B	Cannon Crewmember
13J	Fire Control Specialist
14G	Air Defense Battle Management System Operator
15B	Aircraft Powerplant Repairer
15F	Aircraft Electrician
15G	Aircraft Structural Repairer
15T	UH-60 Utility Helicopter Repairer
17C	Cyber Operations Specialist
19D	Cavalry Scout
25B	Information Technology Specialist
25C	Radio Operator/Maintainer
25Q	Multi-Channel Transmission Systems Operator Maintainer
25U	Signal Support Systems Specialist
27D	Paralegal Specialist
31B	Military Police
35F	Intelligence Analyst
42A	Human Resources Specialist
42R	Army Band Person
46S	Public Affairs (PA) Mass Communications Specialist
68A	Biomedical Equipment Repairer
68E	Dental Specialist
68G	Patient Administration Specialist
68W	Health Care Specialist
74D	Chemical, Biological, Radiological and Nuclear (CBRN) Specialist
88M	Motor Transport Operator
89A	Ammunition Stock Control/Accounting Specialist
89B	Ammunition Specialist
91B	Wheeled Vehicle Mechanic
91C	Utilities Equipment Repairer
91D	Tactical Power Generation Specialist
91E	Allied Trades Specialist
91F	Small Arms/Artillery Repairer
91J	Quartermaster and Chemical Equipment Repairer
92A	Automated Logistical Specialist
92F	Petroleum Supply Specialists
92G	Food Service Specialist
92W	Water Treatment Specialist
92Y	Unit Supply Specialist
94A	Land Combat Electronic Missile System Repairer
94E	Radio and Communications Security Repairer
94F	Computer Detection Systems Repairer
94M	Radar Repairer

## THINGS TO EXPECT

### BASIC COMBAT TRAINING (BCT)

The first adventure of your military career will be Basic Combat Training. This training takes about 10 weeks and covers a variety of subjects. You will learn leadership and lifesaving techniques, motivational skills, care and use of the Army's many weapon systems, military customs and courtesies, as well as getting into great physical shape. You will also meet many people that may become life-long friends. Prior Service Soldiers may not have to attend Basic Combat Training.

### ADVANCED INDIVIDUAL TRAINING (AIT)

After Basic Combat Training, your next adventure is AIT. This is where the formal part of your military education begins. The length of your AIT depends on the particular Military Occupational Specialty (MOS) that you choose. In AIT, you learn the job that you will perform once you return to your assigned unit.

### WEEKEND DRILLS

All VTARNG members attend unit training assemblies (UTAs) one weekend a month. The drill schedules are planned up for a one year period. This way you will always know when and where your next drill will be.

### ANNUAL TRAINING (AT)

Every year, your assigned VTARNG unit will attend an AT period. This AT period is usually held in the summer and is an average of 15 days in length. During AT, you will use all your trained skills, both military and civilian, to complete tasks and missions.

### MILITARY OCCUPATIONAL SPECIALTY QUALIFICATION (MOSQ)

As a prior service member, you may only need to attend a Military Occupational Specialty Qualification School. This school will assist you in retraining and transitioning into your new MOS in a short time period. The length of your MOSQ school depends on the particular MOS that you select; some may only be two weeks in length. MOSQ school may not even be required if you are returning to the same MOS.



### SERVE YOUR COUNTRY, STATE & COMMUNITY

The VTARNG performs a dual mission. Our state mission involves providing community support and disaster relief in the event of a state emergency. The federal mission involves the national guard in support of the active army during a national emergency.

Become a Soldier in the Vermont Army National Guard who stands tall for your community. Be the first sight of hope to those in need.

### ADVENTURE & TRAVEL

Gas chamber, weapons and grenade training, night infiltration and helicopter rides are just a few of the many adventures you can experience in the VT Army National Guard. See where you can go with new and exciting opportunities such as land navigation and rappelling. Many training events and exercises are offered across the state and country. You may spend your two week Annual Training close to home or even in another country. There may also be volunteer missions across the United States, in a state you may have never seen.

### CAMARADERIE

Meet new people and make life-long friendships. You will learn team building exercises that will challenge you mentally and physically. Learn leadership skills that will help you succeed in your military and civilian careers.



## BASIC TRAINING

### FIRST STEPS TO BECOMING A SOLDIER

Basic Combat Training, often known as “boot camp”, is your introduction to Army service, and where you will learn the traditions, tactics and methods of becoming a Soldier.

During Basic, you’ll learn how to work as a member of a team to accomplish tasks. You’ll learn discipline, including proper dress, marching, and grooming standards. Most importantly, you’ll be instilled with the Seven Core Army Values and the Soldier Creed.

Basic Combat Training comes in three phases and lasts about ten weeks. After you graduate from basic training, you will undergo two additional phases of training, known as Advanced Individual Training, where you will learn the job skills required of your MOS.

### THE PHASES OF BASIC COMBAT TRAINING

**RED PHASE:** This is the first true phase of your process of becoming a Soldier and adapting to life in the Army. During this phase, you receive your general orientation and your army uniform, along with an army-issued haircut.

You also learn how to comport yourself as a Soldier, and be expected to recite the Warrior Ethos and Soldier’s Creed. You receive briefings on basic first aid and sexual harassment and sexual assault awareness and prevention programs.

This phase also includes physical readiness training, road marches, confidence building, and formation marching. You will also receive an introduction into Chemical Biological Radioactive and Nuclear (CBRN) readiness, which will include the proper usage of breathing masks. At the end of this phase, you will receive an Army Unit Patch to be worn on the left shoulder of your uniform.

**WHITE PHASE:** Welcome to the rifle range. During this phase of Basic, you begin training on your assigned primary weapon, learning the basics of rifle marksmanship, maintenance, and engaging targets at varying distances. During this phase, you’ll also learn hand-to-hand training and how to prioritize multiple targets simultaneously.

In addition to marksmanship training, you’ll also continue your physical fitness training, and be expected to navigate obstacle courses and rappel from a 50-foot structure, known as the Warrior Tower.



White phase will also be your first introduction to Warrior Tasks and Battle Drills, which we’ll talk about later on this page.

**BLUE PHASE:** The final phase of Basic Combat Training builds on everything you have learned so far, and serves as your final rite of passage from civilian to Soldier.

During this phase, you’ll continue learning advanced marksmanship and maneuvering techniques, including engaging targets as part of a team, convoy operations, and identifying and disabling improvised explosive devices. You get to train on advanced weapons, like machine guns and learn how to throw live grenades.

As part of your final challenges, you’ll embark on a multiple-day land navigation course to test your survival, fitness, and Soldier skills.

At the end of the phase, and after you have passed all of your challenges, you become qualified to wear the Army Black Beret as a fully qualified Army Soldier.

## BASIC COMBAT TRAINING LOCATIONS

- Fort Jackson, SC
- Fort Leonard Wood, MO
- Fort Sill, OK
- Fort Benning, GA

## BASIC TRAINING

### WHAT YOU WILL LEARN DURING BASIC

During your Basic Combat Training, you’ll be introduced to the various tactical proficiencies you’ll be required to retain as a Soldier. These are called Warrior Tasks and Battle Drills, and will serve as a foundation of your Soldier skills. Warrior Tasks come in four forms, and involve mastering individual Soldier skills, while Battle Drills are team-based tactical skills.

### SHOOT

This Warrior Task requires that you become qualified and proficient on your assigned weapon, which is determined through your chosen Military Occupational Specialty (MOS). You will learn how to properly engage targets, maintain your weapon, and use periphery technology, including night vision and laser sighting.

You’ll also be required to engage targets using the Army’s array of machine guns, including the M240B, the M249 and the MK19.

Finally, you must safely and accurately throw live hand grenades and set and recover mines.

### MOVE

As a Soldier, movement relates to your ability to determine your location on the ground and navigate from one point to another while avoiding obstacles.

This skill also requires that you know how to properly prepare a vehicle for a convoy.

### COMMUNICATE

In a combat situation, communication is crucial, both verbally and non-verbally. With this Warrior Task, you must be able to execute a situation report, known as a “sitrep”, call for fire support at the proper coordinates, and order a medical evacuation (medevac). You must also know proper hand signaling during low profile operations.

### SURVIVE

The survival skill relates to your ability to deal with danger situations. You must know how to move and react to direct and indirect fire, engage in hand-to-hand combat, disarm and avoid explosive devices, and perform first aid.

### BATTLE DRILLS

Battle Drills are team-based exercises that hone your ability to work with the other members of your unit. Some battle drills include:

- Reacting to enemy contact
- Dismounting a vehicle during combat
- Evacuating injured personnel during combat
- Dealing with chemical and biological attacks



## ADVANCED INDIVIDUAL TRAINING

### LEARNING YOUR ARMY MILITARY OCCUPATIONAL SPECIALITY

AIT, or Advanced Individual Training, is where new soldiers receive specific training in their chosen MOS. The length of AIT training varies depending on the MOS and can last anywhere from three weeks to nearly two years.

AIT progressively allows trainees more and more privileges, such as being able to leave post on the weekends, making personal phone calls, or having more personal time. It all depends on your AIT location and instructors. At the start of AIT, trainees are in Phase IV. After a varying length of time and satisfactory performance, the trainees are awarded Phase V. Phase V often includes the privilege of applying for off-post passes or use of a cell phone. Phase V+ is awarded after a similar length of time and continued good conduct. Phase V+ trainees may walk about the base without having a battle buddy present, be able to drink alcohol on weekends (provided one is of legal drinking age), and even stay off-post overnight on weekends. These privileges vary, however.

Until recently, for non-infantry recruits, AIT (Advanced Individual Training) was run by Drill Sergeants, just like Basic Training. That is no longer the case; it is run by Non-Commissioned Officer (NCO) cadre in the Soldier’s chosen field. This is a choice assignment for NCOs looking to progress in their career. However, for infantry and other One Station Unit Training (OSUT) recruits, you spend your entire AIT training with your beloved Drill Sergeants from Basic Training, and the same fellow battle buddies that you had in Basic Training.